Assessing your safeguarding policy

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House keeping

- Cameras on or off, it’s up to you
- We will be recording this session
- Participation
- Confidentiality
- Respect

Why do trustees need to update their charities safeguarding policy?

- Changes in the law and guidance
- Changes in terminology
- Changes in boundaries and structures that relate to safeguarding
- Changes in the safeguarding challenges
- Learning from practice reviews into serious injuries or deaths
- Understanding developments in good practice


Have you read it?

Have you read it?

- Are you well versed in the all details of document
- Have all your staff read it?
- Have your trustees read it, especially the chair and the safeguarding trustee
- Have you a record of the staff and trustees acknowledging that they have read it and agreeing to be abide by it?
- Does it have a contact name/s and number/s



Is it up to date?

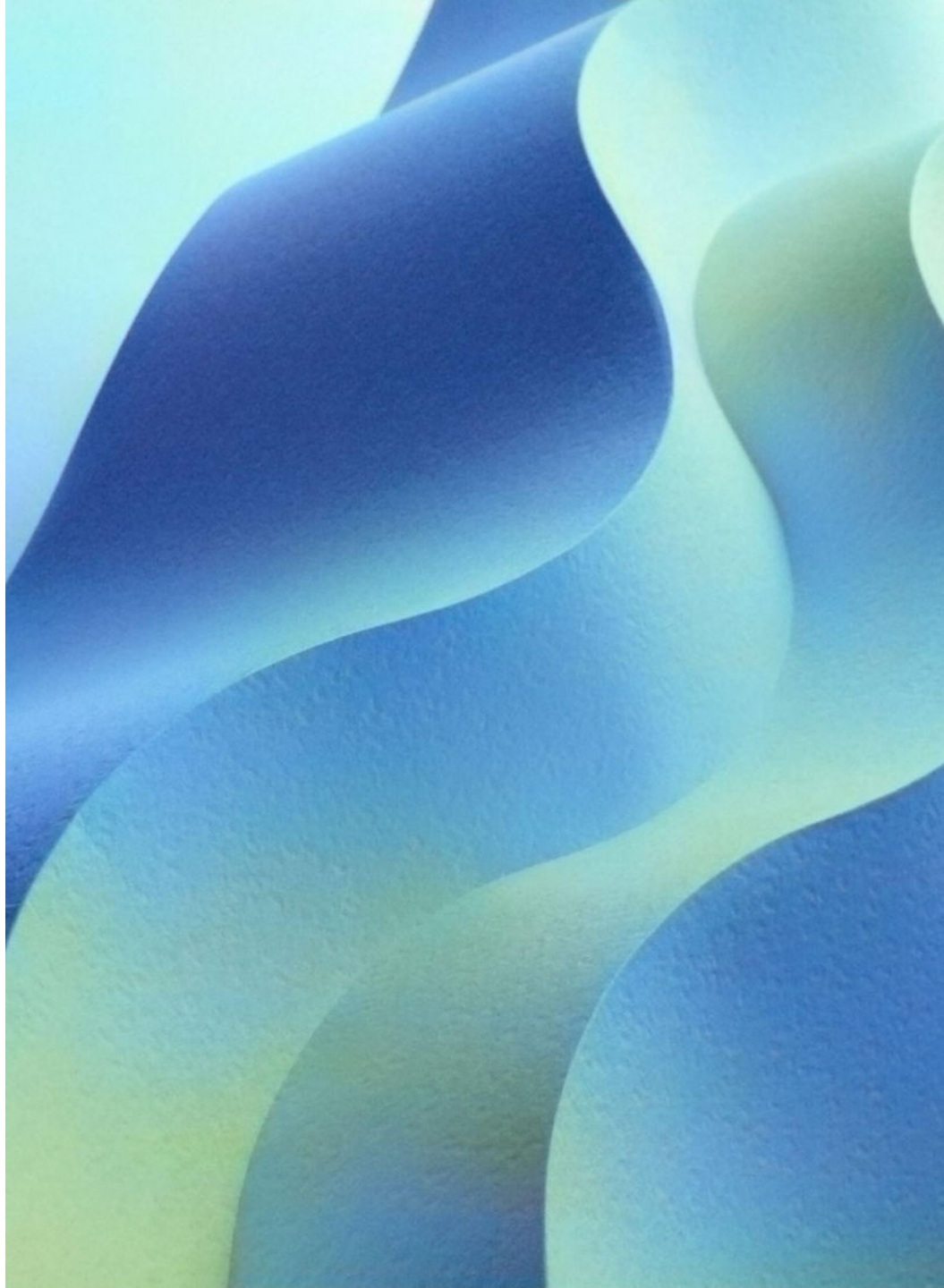
- Does it comply with the most recent safeguarding legislation and guidance?
- Does it have a date when it was approved/ratified by the board of Trustees
- Does it have a date when it should next be reviewed

Suitability

Has your service changed since the policy was introduced?

Are you offering any additional services since it was introduced?

Have you sufficient safeguarding contacts to cope with the number of children now using your service?



Accessibility

Would a parent or staff member be able to get a clear understanding of what to do if they had a concern about a child?

Is it easily accessible to anyone, or is it hidden at the third sub menu on your website or is ‘on request’?

If you have a long and detailed policy, do you also have an abbreviated/accessible version ?


Where do you start?

CONSTITUTION DU 4 OCTOBRE 1958

Article PREAMBULE

Le Peuple français proclame solennellement son attachement aux Droits de l'Homme et aux principes de la souveraineté nationale tels qu'ils sont définis par la Déclaration de 1789, confirmée et complétée par le préambule de la Constitution de 1946.

En vertu de ces principes et de celui de la libre détermination des peuples, la République offre aux territoires d'outre-mer qui manifestent la volonté d'y adhérer des institutions nouvelles fondées sur l'idéal commun de liberté, d'égalité et de fraternité et conçues en vue de leur évolution démocratique.

Article 1

La République et les peuples des territoires d'outre-mer qui, par un acte de libre détermination, adoptent la présente Constitution instituent une Communauté.

La Communauté est fondée sur l'égalité et la solidarité des peuples qui la composent.

THE CONSTITUTION OF THE FIFTH REPUBLIC

Preamble

The French people solemnly proclaim their attachment to the Rights of Man and the principles of national sovereignty as defined by the Declaration of 1789, confirmed and complemented by the Preamble to the Constitution of 1946, and to the rights and duties as defined in the Charter for the Environment of 2004.

By virtue of these principles and that of the self-determination of peoples, the Republic offers to the overseas territories which have expressed the will to adhere to them new institutions founded on the common ideal of liberty, equality and fraternity and conceived for the purpose of their democratic development.

Article 1

France shall be an indivisible, secular, democratic and social Republic. It shall ensure the equality of all citizens before the law, without distinction of origin, race or religion. It shall respect all beliefs. It shall be organised on a decentralised basis.

- Statutes shall promote equal access by women and men to elective offices and posts as well as to professional and social positions.

Start with principles – why we are doing this

For instance, “we believe everyone has a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them".

Include the legalisation and guidance that you have used

Principles such as the United Nations Convention on the Rights of the Child

Include a statement about equality and a commitment to anti-discriminatory practice

The how we will do this

- Listening to children
- Appointing a DSL
- Appointing a trustee with special responsibility for safeguarding
- Writing detailed safeguarding and child protection procedures
- Who it will cover and apply to

How do we know it is working?

- A safeguarding policy should include reference to how we know our safeguarding is effective
- We should keep and collate records of concerns and contact with Children services
- If there have been safeguarding incidents, are there lessons to be learnt from how they were dealt with?
- Performing a file audit will help you assess whether current safeguarding and child protection policies and procedures are being followed.

Not just safeguarding

It should not just be about safeguarding but also promoting children's wellbeing.

What is wellbeing?

Wellbeing is defined as the state of being comfortable, healthy, or happy. It includes having good mental health, high life satisfaction, a sense of meaning or purpose, and being able to manage stress. More generally, wellbeing is just feeling well.

Not just safeguarding

It should also include advice about

- Bullying
- Prevent
- Offsite visits
- Physical intervention and touch
- The use of images
- Confidentiality
- You may choose to have a separate policy about these and other issues, but these should be referenced and linked to the main safeguarding strategy

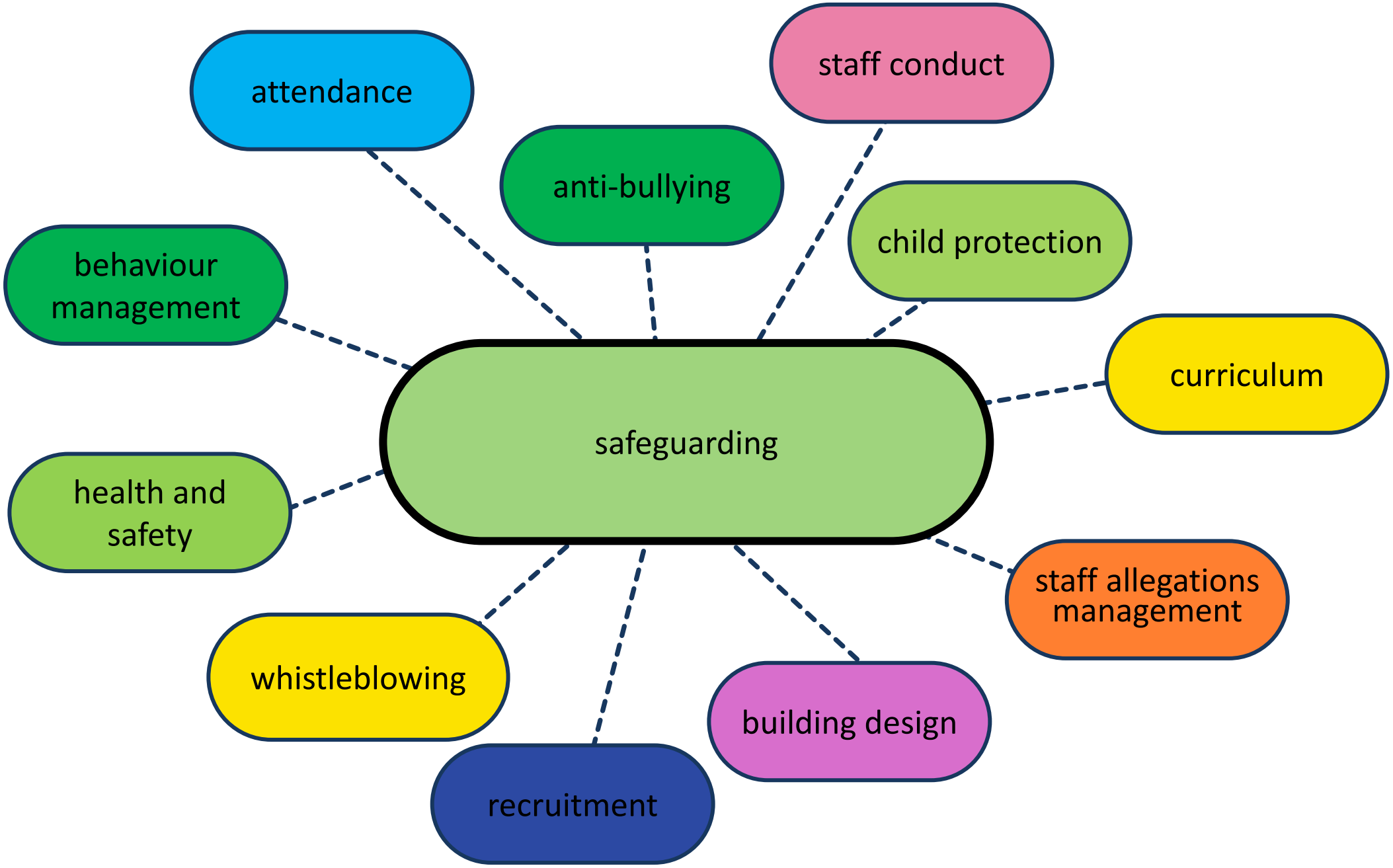
Safe recruitment

- Do you have a clear process for recruiting new staff and volunteers
- selecting the right people to interview
- background checks and references
- responding to concerns identified through background checks and assessing risk
- responding to inappropriate behaviour and allegations of abuse.

Safeguarding or Child Protection?

Safeguarding means proactively seeking to involve the *whole community* in keeping children safe and promoting their welfare.

Child Protection is the process of protecting an *individual*, child identified as either suffering, or at risk of suffering significant harm as a result of abuse or neglect.


attendance
staff conduct
anti-bullying
behaviour management
child protection
curriculum
safeguarding
health and safety
staff allegations management
whistleblowing
building design
recruitment

‘Effective’ Safeguarding

The word ***effective*** appears 146 times in the governance handbook and 87 time in Keeping Learners Safe It appears 140 times in Keeping Children safe in Education

“ensuring ***effective*** policies and procedures are in place to safeguard and promote the well-being of children in accordance with this guidance, and for monitoring compliance with them..

…have ***effective*** safeguarding (including child protection) policies and procedures in place . “

Keeping Learners Safe, March 2022

What is an ‘effective’ safeguarding policy?

What does ‘effective’ mean in this context?

How can we ensure our safeguarding is ‘effective’?



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What is an ‘effective’ safeguarding policy?

Easy access when reading, knowing what to do in case of something is noticed, who to contact for instance

Known of all, accurate, detailed and up to date.

Correct policy (up to date etc..)

Policies and processes that encompass the necessary aspects of safeguarding, but tailored and adapted to our specific needs, so they make sense, are understood and are applied by all.

One that ensure all aspects of safeguarding are “working” in the organisation

Following the procedure and acting accordingly

CLICK to stop scrolling

Effective safeguarding should

- Comply with legislation
- Comply with local policies
- Include child protection but also wider safeguarding arrangements (including prevent)
- Is publicly available and accessible
- Reviewed annually (as a minimum)
- Early identification of any welfare concerns
- Ensures there is a safeguarding lead who has appropriate status, authority, time, funding, training and resources to carry out the role effectively.

For effective safeguarding governance you should have…

- a nominated child protection lead who is responsible for responding to concerns about children and young people's wellbeing.
- a named safeguarding trustee who is responsible for overseeing safeguarding and child protection.
- somebody senior to manage allegations of abuse against staff or volunteers (this might be your nominated child protection lead or someone else).
- Everyone should know who these people are and how to contact them.
- The trustees should provide the people in these roles with support and positive challenge. They should also check that everyone in the organisation is receiving safeguarding and child protection training that's appropriate to their role.

The role of the Safeguarding Trustee

- Ensures there is a safeguarding lead with sufficient time & resources to do the role
- Meet with the safeguarding lead regularly to discuss safeguarding
- Have a thorough understanding of all the policies that relate to safeguarding
- Ensure the trustees have an annual report on the implementation of safeguarding
- Monitor the effectiveness of the policies that relate to safeguarding
- Ensure training in Child Protection undertaken by ALL staff,


ico.
Information Commissioner's Office



What is a culture of safeguarding?

- Create a positive culture where safeguarding goes far beyond just compliance
- Constantly revisit and check out their intentions
- Awareness and vigilance becomes commonplace
- A positive culture and ethos where safeguarding is part of everyday life
- Is backed up by training at every level
- Is part of every aspect of the school

Talking to parents

For most low-level concerns, we should discuss problems with parents, after all if there was a problem with my child I would want to know.

Starting these kinds of conversations can sometime be difficult awkward and embarrassing.

Practice and preparation really helps.

If a school had concerns about your child how would you like to be told about?

Sharing concerns with a parent or carer

- There is something I need to share with you. It's in connection with your child and the concerns I've had about …
- I have a duty because of my professional position to inform Children's Services about my concerns and it is possible that you might be contacted by someone who will ask to speak with you.
- I wanted you to know this so that it will not come as a surprise to you if someone from Children's Services gets in touch.
- I want to be open with you about my concerns and the actions I or any other professional must take whenever we have any worries about the safety and welfare of any child.
- And I want to continue working with you and your child and do not want this to prevent us working together in the future.
- Is there anything in particular that you would like me to say to Children's Services when I contact them?"


Questions and Observations

Thank you for listening and any questions?

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