



Safeguarding in Practice

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Introduction

- Have led operations and safeguarding in charities for ten years.
- Adoption services, education and youth provisions.
- Largely for children from disadvantaged backgrounds.
- Can share experiences. Your necessary measures will vary and if in doubt seek advice from someone suitably qualified.
- This is not everything you need, just an introduction.
- Slides and resources to follow.

Why do we need a safeguarding policy?

To protect children and vulnerable adults from harm

- Physical abuse;
- Domestic violence;
- Sexual abuse;
- Psychological abuse;
- Financial or material abuse;
- Modern slavery;
- Discriminatory abuse;
- Organisational abuse;
- Neglect and acts of omission;
- Self-neglect

Why do we need a safeguarding policy?

To protect your staff and volunteers

- First line of defense against baseless allegations.
- Mitigates questionable behavior or possible inadvertent abuse.
- Provides guidance, closure and confidence to deal with an incident.
- Outlines measures to support staff in the event of an incident.
- Some professional bodies expect zero tolerance and immediate escalation.
- If it reaches a police investigation you may have to explain your actions.

To protect your organisation

- Likely to be an insurance requirement
- A failure in an avoidable incident can have damaging and lasting consequences – funding, public confidence, employee/volunteer engagement, professional credibility

You wouldn't drive without a seatbelt and the same applies to your safeguarding policy. You hope to never need it but will be grateful the day you ever do.

What makes a good policy?

Risk Management

- Use risk assessments to understand the detail of your services and where there is exposure.
- Your risk assessment should bring to light necessary actions to mitigate the risks.
- Review your risk assessments - at least annually, or if there is a material change in the nature of the service you deliver.
- If you handle an incident, create time to reflect on it with the relevant staff after it is closed off. What was the policy's effectiveness against the incident?

What makes a good policy?

Accessibility

- It needs to be written down, accessible to everyone and demonstrable.
- Don't copy and paste another organisation's policy.
- Recognise the role of Equality, Diversity and Inclusion in your policy.
- Co-create with colleagues, this is especially helpful for risk management and fundamental to good change management in any setting.
- Make it relatable. LawWorks uses and expands on the values from the Care Act 2014.

Empowerment

Protection

Prevention

Partnership

Accountability

Proportionality

What makes a good policy?

Key Information and Considerations

- You want to people to be able to act decisively.
- Roles, responsibilities, timescales and contacts - Who does what, when and how do you reach them (including out of hours).
- Promote whistleblowing and escalation – encourage people to speak up and tenaciously push for a satisfactory outcome to ensure a person's safety.
- Agencies – who is your Local Authority Designated Officer (LADO)?
- DBS check requirements are clear and if they apply, mandatory.
- Confidentiality and good record keeping is essential.
- Consider hard and soft copy data.
- Outline the indicators of abuse.

What makes a good policy?

Governance

- Make sure Trustees understand their responsibilities.
- Have a designated Trustee responsible for safeguarding.
- Use a strategic risk register which is reviewed quarterly by the Trustees / Board (This will help with more than just safeguarding).
- Get someone credible to deliver training annually.
- Diarise your milestones and you will quickly have a system in place

Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Q1 Trustees		Strat. Risk Reg.	Q2 Trustees			Q3 Trustees	Staff Training		Q4 Trustees		Risk Assess

Resources

- National Society for the Prevention of Cruelty to Children (NSPCC) free self-assessment tool - [Safeguarding and child protection self-assessment tool | NSPCC Learning](#)
- NCVO Strategic Risk Register template, to follow by email.
- DBS guidance leaflets - [DBS guidance leaflets - GOV.UK \(www.gov.uk\)](#)
- The Charity Commission's guidance on risk management - [Charities and risk management \(CC26\) - GOV.UK \(www.gov.uk\)](#)
- The Charity Commission's guidance on safeguarding - [Safeguarding for charities and trustees - GOV.UK \(www.gov.uk\)](#)
- Kay Brokenshire, Safeguarding Consultant, former Head of Safeguarding for the London Tri-Borough - Tel: 07973 460 351, Email: kay.training@harrowclub.org
- An example of safeguarding negligence - [Murder of Victoria Climbié – Wikipedia](#)
- These slides to follow by email

Resources continued

- Safeguarding children: detailed information - [Schools, colleges and children's services : Safeguarding children - detailed information - GOV.UK \(www.gov.uk\)](#)
- Key adult social care legislation - [Legislation relating to safeguarding adults | Overview for social care | SCIE](#)

Thank you

There will be an opportunity for Q&A at 15:00

In the meantime, welcome Jen Cheshire, Head of Digital Platforms and Projects, LawWorks