

## Newsletter, April 2023

### The Safeguarding Partnership Vision

**For every child and young person to be and feel safe, enjoy good physical, emotional and mental health, have pride in their unique identities, feel that they belong and have opportunities to thrive.**

**For adults, irrespective of age, race, gender, culture, religion, disability or sexual orientation to be able to live with their rights protected, in safety, free from abuse and the fear of abuse.**

All previous newsletters can be accessed [here](#). Subscribe to the mailing list [here](#)

**The Safeguarding Partnership produces and sources practice guidance, briefings and audit reports to support your safeguarding practice with children and adults.**

#### **In this newsletter:**

- Escalation Policy - Resolving Professional Differences
- Fulfilling Our Duty to Safeguard and Promote the Welfare of Children
- Managing Allegations Against People in Positions of Trust
- Community MARAC: multiagency management of risk from antisocial behaviour, including severe hoarding
- Hoarding Resource - Clutter Image Rating Tool
- Think Family

#### **Partnership News:**

Child Exploitation Awareness Day - Impact and Partnership Activities, Training Offer, Including Free Webinar on Abuse Linked to Faith and Belief

### **Resolving Professional Differences - Escalation Policy**

Safeguarding children and adults is complex. It requires collaborative working across a range of professions and disciplines. At times there can be disagreement about the best course of action to take.

The Safeguarding Partnership Escalation Policy provides a framework for use by all agencies where there are differences of opinion about whether and how to safeguard someone, whether an adult or a child. Please familiarise yourself with it and save it for when you need it.



## Fulfilling Our Duty to Safeguard and Promote the Welfare of Children

Section 11 of the Children Act 2004 places a duty to safeguard and promote the welfare of children on all NHS services, the Local Authority, Police, and probation services, and on any services that are commissioned or licensed by them.



The Safeguarding Partnership has undertaken an audit of compliance with section 11 in Hillingdon. Click on the icon to read the executive summary. The findings have provided assurance that most local organisations are in compliance with section 11. However, there were some opportunities for development.

The audit highlighted opportunities for improved practice across the partnership. Think about how your organisation can apply this learning. It applies to all organisations receiving this newsletter

- **Ensure that there is a clearly identified child safeguarding lead in your organisation.** Their safeguarding role should be clearly defined and explicit within their job description, and should be reviewed and discussed routinely as part of their appraisal and supervision. Ensure they are supported to access additional training and time to fulfil their role.
- **Your organisation has a duty to proactively ask what children want, think and feel** when you are doing things which affect them. You need to make extra efforts to listen to those with complex needs and disabilities, children for whom English is not their first language, care experienced children, and global majority ethnic children. It is also valuable to proactively ask children for feedback on the service they have received and use this to quality assure individual practice and service development.
- **When professional meetings are taking place to discuss safeguarding concerns about a child or family it is important to involve the GP as much as possible.** Primary Care services often hold valuable knowledge and experience of a family and their contributions can be really helpful.
- **If you make a safeguarding referral to Children and Young People's Service you continue to have a professional responsibility to follow up the referral.** There is a misconception that the responsibility to follow up or give feedback lies solely with social care.

**The London Safeguarding Children Procedures clearly states expectations on referrers:**

*"Local authority children's social care should, within one working day of receiving the referral, make a decision about the type of response that will be required to meet the needs of the child. If this does not occur within three working days, **the referrer should contact these services again and, if necessary, ask to speak to a line manager to establish progress.**"*

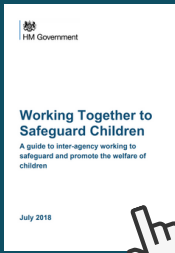
If there is disagreement about decisions made then all parties should be seeking to address and resolve professional differences using the [Safeguarding Partnership Escalation Process](#)

- **Employers need to ensure there are robust mechanisms across their organisation for monitoring and ensuring that staff member's DBS checks are up to date and that mandatory training has been completed** throughout their employment.

# Managing Allegations Against People in Positions of Trust

One of the ways that all organisations can safeguard children and vulnerable adults is by ensuring that people in positions of trust are suitable and safe to work with them. The conduct of staff both inside and outside of work can be important in identifying when someone may pose a risk of harm. There are different processes for those who work, or volunteer, with children and those who work, or volunteer, with adults.

## Allegations Against People Who Work, or Volunteer, With Children



Working Together to Safeguarding Children sets out the requirement for employers to have clear policies about how they will respond to allegations about people in positions of trust, both inside and outside of work. This includes people who are paid, unpaid, casual, agency or self-employed people.

It also defines the role of the Local Authority Designated Officer (LADO) who oversees responses to allegations, and provides advice, information and guidance and support to employers and voluntary organisations.

The London Safeguarding Children Procedures set out what should happen when there are concerns about a person in a position of trust with children.

The LADO must be contacted within one working day in respect of all cases in which it is alleged that a person who works with children has:

- behaved in a way that has harmed a child, or may have harmed a child
- possibly committed a criminal offence against or related to a child
- behaved towards a child or children in a way that indicates they may pose a risk of harm to children
- behaved or may have behaved in a way that indicates they may not be suitable to work with children.

Concerning conduct or issues in someone's personal life does not have to directly relate to a child but could for example include:

- arrest for possession of a weapon or a domestic abuse offence
- as a parent or carer, has become subject to child protection procedures
- being closely associated with someone in their personal lives who may present a risk of harm to child/ren for whom the member of staff is responsible in their employment/volunteering.

### Training is Available

The Children's LADO delivers a 3 hour multi-agency course suitable for leaders who are responsible for managing allegations in their settings, or as preparation for a role that requires this.

Book through Learning Zone. If you do not have a Learning Zone account [click here](#)



### Hillingdon LADO Contact Information

Tel: 01895 250975/07753 431285

Email: [lado@hillington.gov.uk](mailto:lado@hillington.gov.uk)

Find more information including the referral form for Hillingdon LADO [here](#).

## Allegations Against People Who Work with Adults



The Safeguarding Partnership has agreed a process to be followed in cases where there are allegations raised against people in positions of trust, which fall outside of the framework of section 42 of the Care Act 2014. This is because some allegations do not indicate alleged abuse or neglect of specific adults with care and support needs, but they still indicate that a person may not be suitable to work with adults with care and support needs.

Click on the briefing to find out more about the local process and how to contact the Adult LADO.

### Adult Local Authority Designated Officer

The Adult LADO process applies to all employers, voluntary organisations, and student bodies in Hillingdon who engage with adults with care and support needs of any kind.

Such allegations could be that a person in a position of trust has:

- behaved in a way that has harmed, or may have harmed any adult or child
- possibly committed a criminal offence against an adult or child
- behaved towards an adult or child in a way that indicates they may pose a risk of harm to adults with care and support needs

## Community Multi-Agency Risk Assessment Conference (MARAC)



Are you concerned about risk to the community from severe hoarding or other types of antisocial behaviour? If your agency is unable to manage this risk alone you should consider referring to the Community MARAC.

Click on the icon to go to the Community MARAC webpage for more information.

The Hillingdon Community MARAC is a confidential meeting where professionals share information and pool expertise on the highest risk and complex cases related to all forms of anti-social behaviour, so that appropriate action is taken to increase public safety and manage risk.

Here is the local multi-agency protocol for the identification and management of cases involving people who are at high risk of harm or death due to self-neglect and hoarding. It sets out how London Borough of Hillingdon and partner agencies within the Community MARAC work together to manage risk in such cases. Please save this and use it in your work.



Remember that self-neglect, hoarding and being a victim of antisocial behaviour can be a safeguarding concern - if this is impacting an adult with care and support needs, or a child, make a safeguarding referral to social care.

## Hoarding Resource - Clutter Image Rating Tool



The International OCD Foundation have produced a widely used and helpful resource to aid communications between professionals and to support assessment of hoarding concerns. This tool should be routinely used by professionals to support their assessment and communication with other professionals about hoarding concerns.

If you make a safeguarding referral about hoarding, provide a clutter image rating with the referral using the tool.

# Think Family

Think beyond your primary service user... think about ALL the people in a family: all children, parents, partners, grandparents, extended family.

Remembering to Think Family will help us all in securing better outcomes for adults, children and families.



Who else might be at risk or need support?

Who else might pose a risk?

Who should I speak to in the professional network?

Do I need to make a safeguarding referral for a child or another adult?

## Key Messages for Practice

- It is widely recognised that adopting a Think Family approach is key to effective safeguarding practice with both children and adults. We all need to explore and understand a family network in order to risk assess and intervene effectively.
- Consider the implications of the information you have on the whole family, and seek support/advice from other agencies where required. Recognise and accept the limits of your own expertise, and seek advice when necessary.
- Assessing a child or adult's wellbeing in isolation, without involvement of professionals who work with other family members, will hinder effective safeguarding practice. Work closely with colleagues across disciplines and organisations to ensure holistic and informed assessments.

## Adults' Needs Can Impact Parenting Capacity

When supporting a parent with mental health problems, substance misuse concerns, domestic abuse concerns, a need for care and support, or displaying antisocial or criminal behaviour:

- Explicitly consider the potential impact and implications for the children and on parenting capacity.
- Take responsibility for making child safeguarding referrals - follow your organisation's safeguarding procedures. Provide sufficient information and be part of any risk assessment and safety planning. Follow up your referral if you don't hear back within 3 days.
- Child safeguarding concerns should be considered with input from professionals with relevant expertise relating to both the child's and adult's needs.
- Adult mental health clinicians and child safeguarding practitioners should communicate directly with each other to develop a shared understanding of a family's situation

## Further Reading



NSPCC report about children living in families facing adversity looks in detail at the impact on children of living with domestic abuse, parental mental ill health, and substance misuse.



Parental Mental Health - learning from serious case reviews:

*"The learning from these reviews highlights that professionals must recognise the relationship between adult mental health and child protection."*



## Partnership News

### National Child Exploitation Awareness Day - activities and impact across the partnership

Schools, the Adolescent Development Service, the Mobile and Detached Service and the LBH Children Rights Participation Groups engaged children, parents and professionals in a range of awareness raising activities and discussions about child exploitation. This included how to prevent it and support children at risk. Children said these events helped them to identify and understand the signs, indicators and risks related to exploitation. They also highlighted the importance of speaking to a trusted adult such as a youth worker, teacher or carer if they were worried about themselves or a friend being affected by exploitation. Click here for the [CEA Day briefing](#).

### Enhancing the Response to Child Abuse Linked to Faith & Belief: Free training webinar from The Amber Project. 13th June 2023, 1pm-3pm

A free two-hour free training webinar has been developed that clearly explains:

- What abuse linked to witchcraft and spirit possession accusations is
- The factors and indicators professionals need to look out for
- What safeguarding actions need to be taken by those identifying cases

[Click Here to Book Your Place](#)

The webinar will be of particular relevance to the education sector, policing, social care and health. It is also of benefit to those who are from faith communities.

### Safeguarding Partnership Training

The Partnership commissions a range of safeguarding training relevant to work with children and adults. This training is free to staff in the organisations who jointly fund the Safeguarding Partnership: NHS, Police, and Local Authority. Some courses are chargeable to organisations that do not contribute financially to the partnership, and some courses are free to all.

The courses are for professionals working with children or adults at risk across all local services. This includes, among others, social care, housing, education, policing, probation, health, and voluntary and private sector providers.

Here are some free courses you can access:

- Sexual Behaviours Traffic Light Tool (children and young people)
- Support for Children Affected by Sexual Abuse
- Sexual Harassment and responding to Incidents (children and young people)
- Female Genital Mutilation - Multiagency Awareness Raising Workshop
- Contextual Safeguarding Awareness Raising Workshop
- Managing Allegations against staff and volunteers/LADO training (children)

**You need a Learning Zone account to access our training. If you don't have one, please [complete this form](#)**

**[Book on to any of our training at Hillingdon Learning Zone: Safeguarding Partnership](#)**



#### Webinars

Hillingdon Safeguarding Partnership records webinars to support safeguarding practice with adults and children. Click [here](#) to see what is available.