

Safeguarding Leads [and Deputies] Training

Session 1

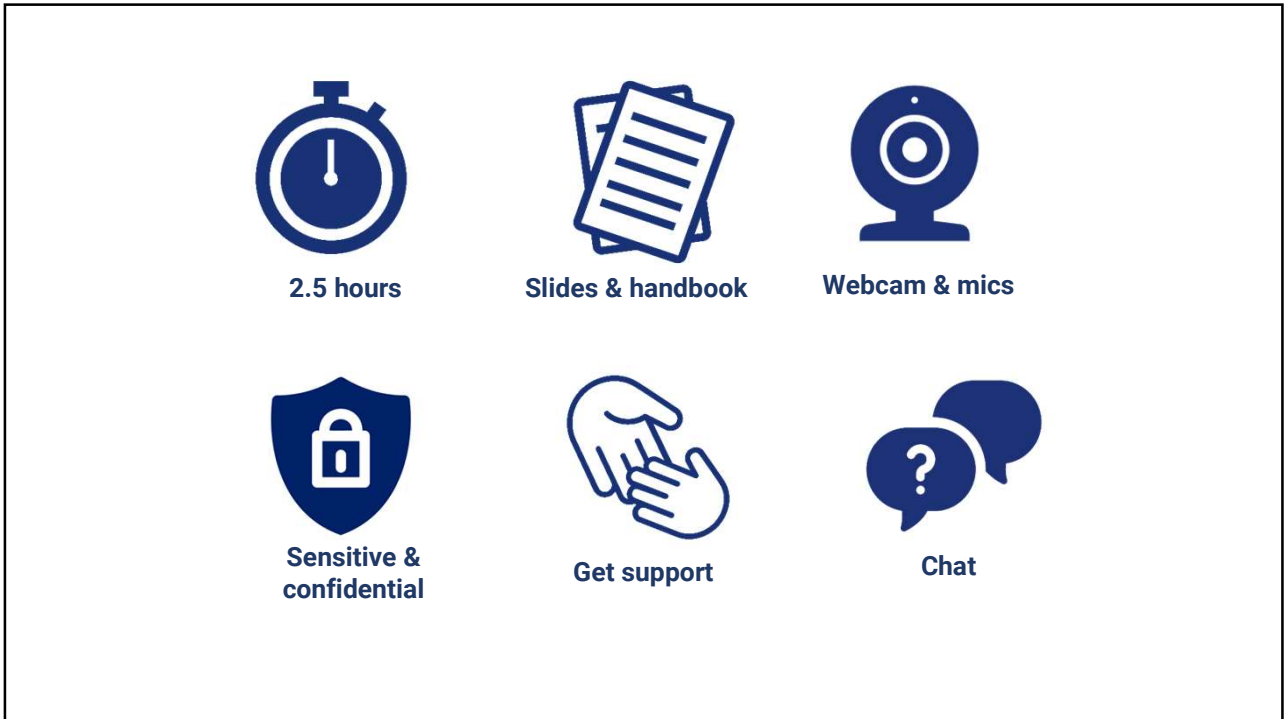


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Introductions



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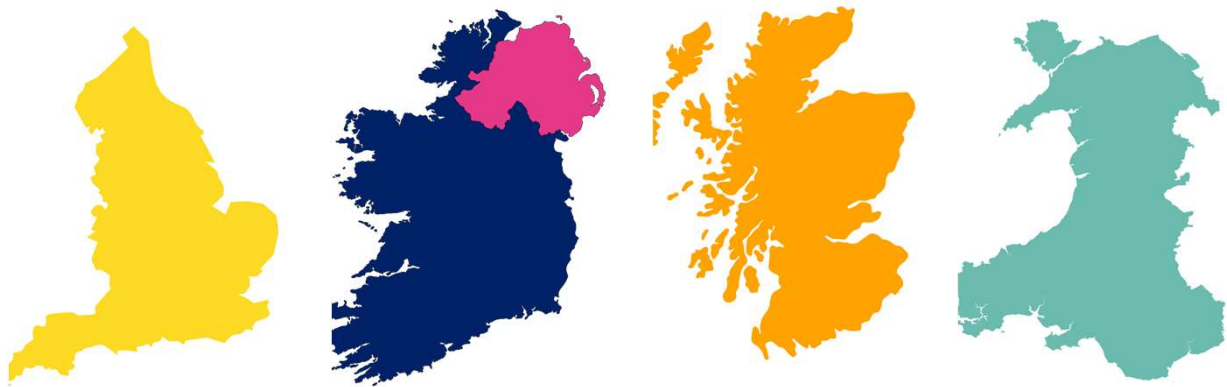


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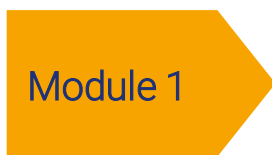
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UK 4 Nations

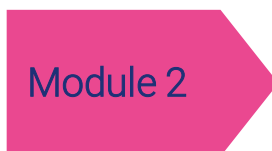


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Session 1:



[Deputy] Safeguarding lead



Creating good safeguarding practice

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Session 2:

Module 3

Recording and referring

Module 4

Embedding safeguarding cultures




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Module 1:

**The [Deputy]
Safeguarding Lead
Role**

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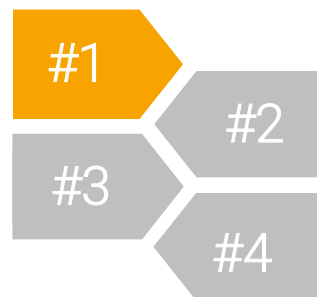
In this module:

-  Understanding the lead's role
-  Your wellbeing
-  Understanding your attitudes and values



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Poll



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Understanding the lead's role

What's expected?

- Act as an advocate
- Act independently
- Oversee preparation, reviews & implementation of Safeguarding Policies

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Understanding the lead's role

What are your concerns?

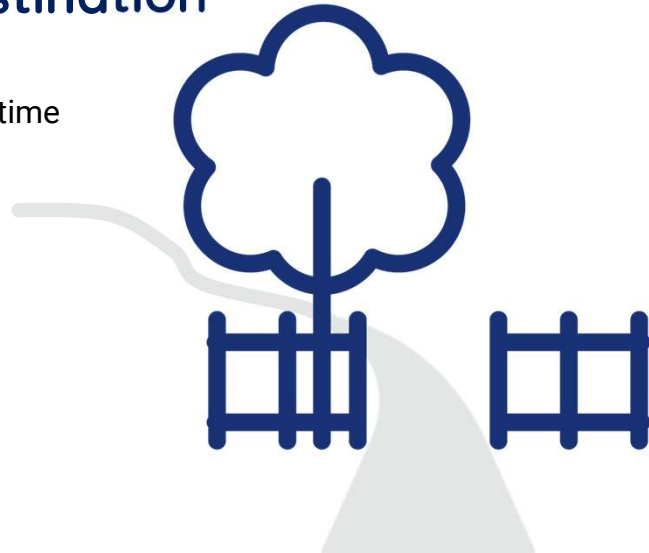
...your encouragements?

...your hopes?

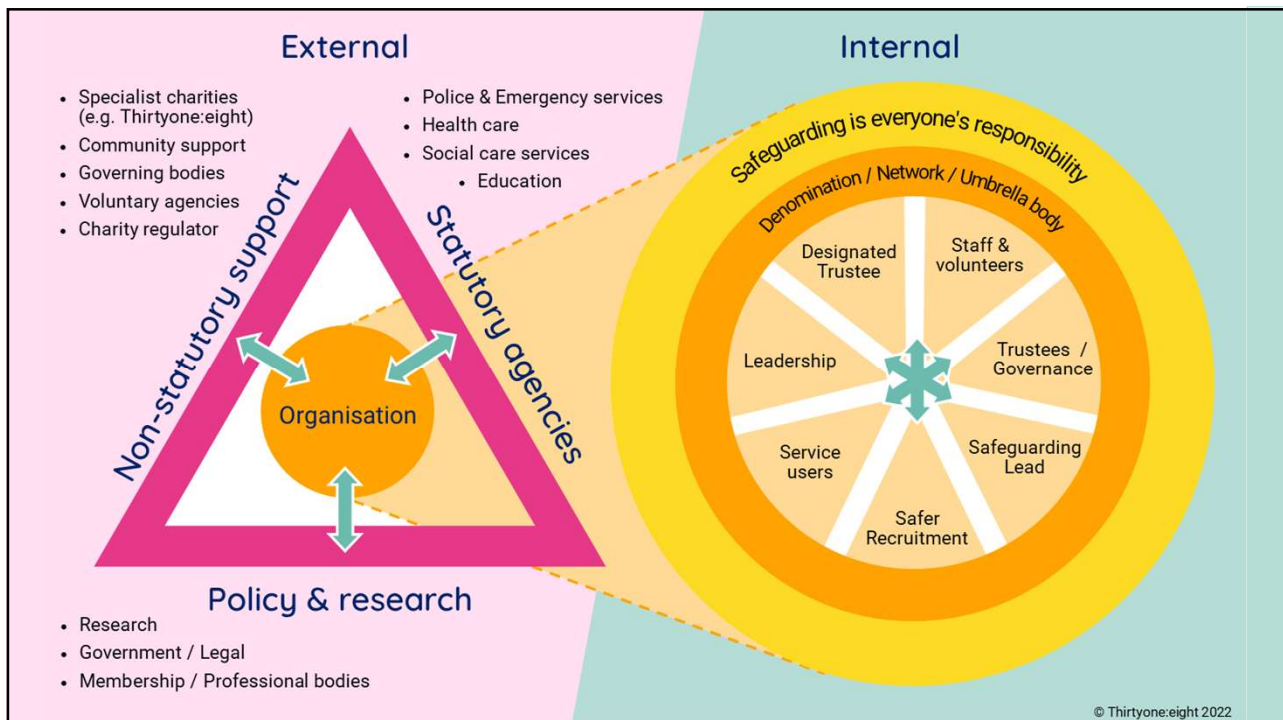
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Understanding the lead's role: A journey, not destination

- A step at a time, one task at a time
- Not an isolated role



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Understanding the lead's role:

The 4 areas:

- Skills
- Capacity
- Knowledge
- Role of others

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Breakout rooms



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Understanding the lead's role: What does the role entail?

- Policy
- Training
- Teamwork [internally & externally]
- Record keeping
- Regular communication
- Recruitment
- Respond to safeguarding concerns

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Your wellbeing: What does the role NOT entail?

- Working excessively
- Doing everything yourself
- Knowing everything about safeguarding
- Feeling isolated
- On-call 24/7
- Being a tokenistic role to meet requirements

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Your wellbeing

- Debriefing
- Pastoral support
- Time away from serious issues
- What do you do to relax?

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Attitudes & Values

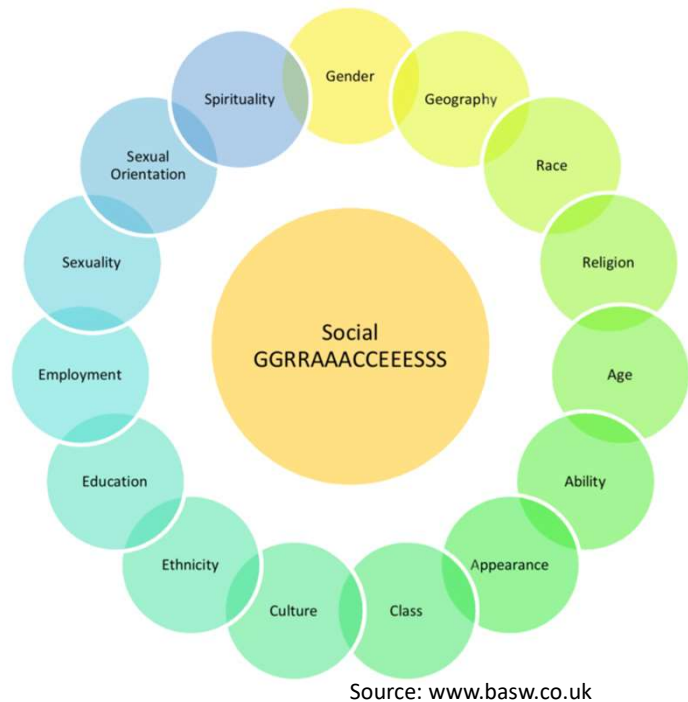
- Decision making on sensitive situations
- Viewpoints and life experiences



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Attitudes & Values

- Social GRRRAACCEEESSS:
Our social identity.
- Designed to help us spot who we are and who we're not
- Signals potential bias



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Exercise 1: Is someone at risk of harm?



See handbook p.18

👍 = yes

👎 = not sure/depends

👏 = no

Action required as Safeguarding Lead.

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Any questions?



23

Break



24

Coffee break

5:00

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Module 2:
**Creating good
safeguarding
practice**

26

In this module:

- Beliefs and ethics
- Legislation and guidance
- The 10 standards framework



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Beliefs and ethics

What does the Lord require of you? To act justly, love mercy and walk humbly before our God.

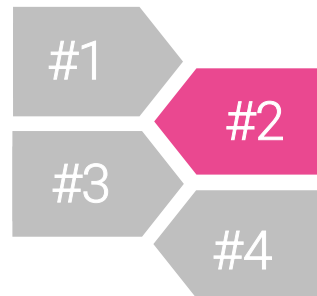
Micah 6:8

Looking out for others is key, not only to their welfare but also to our own.

World Happiness Report

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Poll



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Beliefs and ethics

- Empowerment
- Prevention
- Proportionality
- Protection
- Partnership
- Accountability

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Legislation and guidance: The Charity Regulators

- Charity Commission
- Charity Commission Northern Ireland
- Office of the Scottish Charity Regulator

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Legislation and guidance: Charity Regulators - functions

- Oversight of charitable organisations
- Taking enforcement action when malpractice or misconduct is alleged
- Provision of guidance and support to charities

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Legislation and guidance

England

- Working Together to Safeguard Children 2018
- Safeguarding Vulnerable Groups Act 2006
- Children Act 1989 and 2004
- The Care Act 2014

Wales

- Working Together to Safeguard People 2018 (Volume 5)
- Social Services and Wellbeing (Wales) Act 2014
- Wales Safeguarding Procedures
- The Safeguarding of Vulnerable Groups Act 2006

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Legislation and guidance

Northern Ireland

- Safeguarding Children and Young People 2017
- SBNI Procedures Manual 2017
- The Safeguarding of Vulnerable Groups Order 2007
- Adult Safeguarding: Prevention and Protection in Partnership key documents 2015

Scotland

- Children and Young People Act 2014
- National Guidance for Child Protection 2021
- Disclosure Bill (Scotland) 2020
- Adult Support and Protection (Scotland) Act 2007 Code of Practice April 2014

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Survivor/victim voices

“It took a lot to speak to someone about what happened.”

Anonymous victim/survivor. **Everyone's Invited**. Online, 2023

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10 standards framework

1. Governance
2. Culture
3. Safeguarding policy
4. Safer recruitment
5. Training & awareness

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10 standards framework

6. Working safely
7. Managing workers
8. Partnership working
9. Responding to concerns
10. Those who pose a risk of harm

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Any questions?



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End of part one

See you soon for part two!



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Safeguarding Leads [and Deputies] Training

Session 2



Creating safer places. Together.

40

2.5 hours

Slides & workbook

Webcam & mics

Sensitive & confidential

Get support

Chat

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Session 1:

Module 1 [Deputy] Safeguarding lead

Module 2 Creating good safeguarding practice

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Session 2:

Module 3

Recording and referring

Module 4

Embedding safeguarding cultures

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Module 3: Recording and referring

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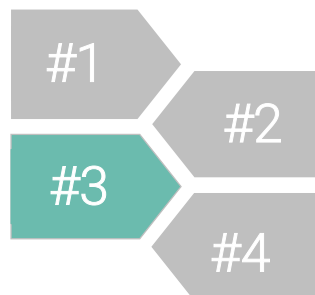
In this module:

- Good recording practice
- Referring to statutory services
- Exploring referral thresholds



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Poll



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Good recording practice: Store securely

- Secure physical or online location
- Separate files
- Head office / umbrella organisations' policy?

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Good recording practice: Case management systems

- Purpose built systems
- Cloud storage system
- Limit access and pass on when no longer in role

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Good recording practice: Essential Principles

- Record known 'when, where, what, why and how' of the disclosure – in note form within an hour
- Don't investigate
- Keep confidentiality where possible
- Add historic concerns or observations
- Facts NOT opinion

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Good recording practice: Non-victim-blaming language

In your record keeping:

- Focus on the perpetrator or the action
- Avoid 'triggering' language

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Breakout rooms



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Scenario 1:

- After-school club
- Report from volunteer
- Topless selfies
- Images shared without permission

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Scenario 2:

- Foodbank
- Domestic abuse background
- Concerns about a child known to child social care
- Parental reluctance

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Responding well: Information and action

For every safeguarding concern received:

- Gather information
- Take action (in some form)
 - Always record
 - Sometimes refer

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Referring to statutory services

A statutory service is a type of care or service that are paid for or provided by the government

- Region specific
- Situation specific
- Plan ahead

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Referring to statutory services

Unsure if the concern is sufficiently serious to be passed on?

Use our helpline.

Your Local Authority website is your friend.



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Referring to statutory services

- Children: **Concerns** should be reported
- Notify services before parents/carers
- Online: report to the Child Exploitation and Online Protection Command (CEOP)
- Serious incidents: Report to Charity Regulator
- Incidents: report to your insurance company

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Referring to statutory services

- Share your safeguarding title
- State you have a Safeguarding concern
- Have notes to hand
- If unhappy with the outcome, challenge it

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Break



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Coffee break

5:00

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Exploring referral thresholds

You're not expected to be an expert!

4 types of concerns to pass on:

- A child who needs protection, or adult at immediate risk of harm
- A family is under stress
- A child is seriously ill or disabled
- Concerns about an adult who works with children

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Exploring referral thresholds Duty to report

For children:

Concerns SHOULD be passed on

Treat child-on-child* abuse as abuse perpetrated by adults

*previously described as peer-on-peer

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Exploring referral thresholds

For adults:

Immediate risk of harm

Concern around the mental capacity of the adult

If a crime has been committed

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Any questions?



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Module 4: Embedding safeguarding cultures

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In this module:

- ▶ What are safer, healthier cultures?
- ▶ Embedding healthy cultures
- ▶ Preparing for the unexpected



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What are safer, healthier cultures?

- All organisations have a culture
- Safe and healthy culture doesn't happen without work
- Safer, healthier cultures aim to prevent rather than respond



67

What are safer, healthier cultures? Transparent structures and accountability mechanisms

- Formal and informal structures
- Avoid undermining safeguarding efforts
- Consider hybrid environments

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Breakout rooms



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What are safer, healthier cultures? Clear governance and leadership

- Obvious leadership/governance structures
- Visible Safeguarding Lead
- Safeguarding in our organisation overlaps, reinforces and interacts with the wider culture

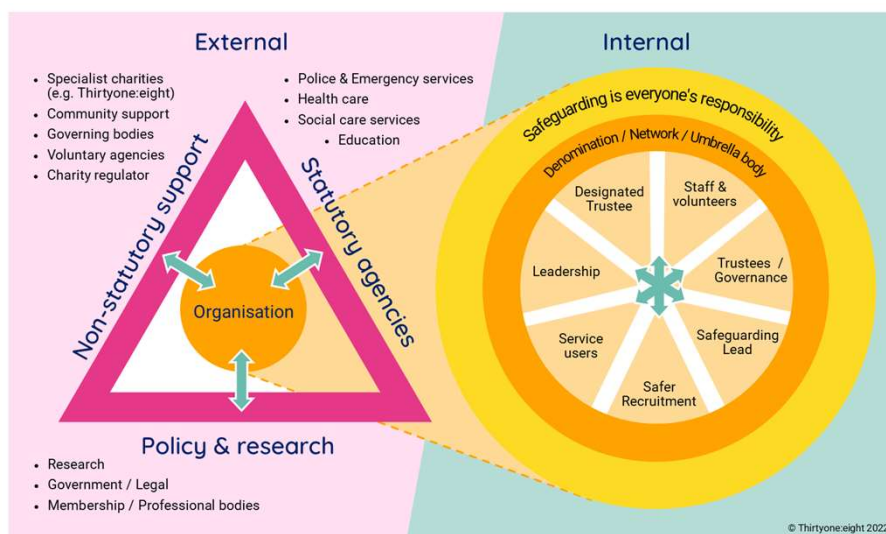
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What are safer, healthier cultures? Review and refresh

- Culture isn't static
- Policies and practices need reviewing
- Do our policies reflect our current practice realities?
- Are our practice realities in line with safeguarding policies?

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Embedding healthy cultures



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Poll or discussion



73

Embedding healthy cultures

- Safeguarding Sundays
- Social media accounts
- Training for others



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Survivor/victim voices

“...adults have a responsibility to stop this from happening and need to work with or help the people that have these tendencies in the head.”

Jeremy Indiker. **Lived experience of child sexual abuse.** Together Magazine, 2023

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Embedding healthy cultures Managing those who may pose a risk

We can lessen the risk of abuse happening when
we manage situations.

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Embedding healthy cultures Managing those who may pose a risk

- A person who has a conviction/ convictions of violence or sexual harm to children or adults
- A person who has been accused of a violent or sexual offence
- A person whose behaviour is of concern, and they have ignored advice

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Embedding healthy cultures Managing those who may pose a risk

- Stage 1 – calling a meeting
- Stage 2 – church activities
- Stage 3 – risk assessment
- Stage 4 – the contract
- Stage 5 – review meeting

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Any questions?



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Module 1

[Deputy] Safeguarding lead

Module 2

Creating good safeguarding practice

Module 3

Recording and referring

Module 4

Embedding safeguarding cultures

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I have learnt...

Next steps...



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Your feedback is
important to us



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thirtyone:eight

Creating safer places. Together.