

	S:\Staff\STAFF HANDBOOK\16. Safeguarding and Promoting Welfare & Child Protection Policy.docx				
	Date Created:	16/03/2012	Author:	Mohammed Khan	
	Version No.	Review Date	Approved by	Approval Date	Next Review
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Safeguarding Children, Young People and Vulnerable Adults Policy

1. Policy Statement

- 1.1 Wheatsheaf Trust is committed to safeguarding all young people and vulnerable adults who participate in any programme or training facilitated within our centres or externally by our delivery staff. We believe that all young people and vulnerable adults have a right to protection from abuse regardless of their age, race, religion, ability, gender, language or sexual identity. All reasonable steps will be taken to ensure our commitment to safeguarding is met and all suspicions, complaints and allegation of abuse will be taken seriously and responded to quickly and appropriately.

This means:-

- Safeguarding and promoting the welfare, well-being, life chances and opportunities of children, young people and vulnerable adults
 - Better information, advice and support for parents and carers
 - Information needs to be accessible for all ages in a range of formats so that children and young people can recognise abusive behaviour and know where to seek help
 - Take such steps as we can to ensure that risks of harm to children's welfare are minimised
 - A shift from intervention to prevention - address children's needs at an early stage rather than when serious problems have developed
 - Greater accountability and integration of services - where there are concerns agencies are to take appropriate actions to address concerns working to agreed policies and procedures in full partnership with other agencies
 - Ensuring that every child has the opportunity to fulfil their potential - creating opportunities to enable children to enter adulthood successfully and have optimum life chances in adulthood
- 1.2 Child protection is a part of safeguarding and promoting welfare. It refers to the activity which is undertaken to protect specific children who are suffering or at risk of suffering significant harm. Wheatsheaf Trust's policy runs within the guidance of:
- Keeping Children Safe in Education 2015
 - The Children Act 2004 (with consideration for legislative changes)
 - Safer Working Practice for Adults who Work with Children and Young People 2015
 - Safeguarding Children and Safer Recruitment in Education 2010
 - Working Together to Safeguard Children 2015
 - Information Sharing Guidance for Practitioners 2015
 - Counter-Terrorism and Security Act 2015
- 1.3 This policy covers the arrangements for Safeguarding and promoting welfare and child protection across Wheatsheaf Trust.

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- 1.4 The Board of Trustees and Management are committed and diligent in ensuring that all services and business operations are delivered within the policy requirements.
- 1.5 All staff have a responsibility to ensure that they follow the guidelines contained within this policy and associated procedures and regularly review the updates issued on the subject.

2. Detail of Policy

2.1 Commitment

- 2.1.1 Wheatsheaf Trust is committed to undertaking an annual review of this policy and associated procedures and supporting documents.
- 2.1.2 The senior manager with responsibility for ensuring this policy is carried out is Dan Freshwater – dan@wheatsheaftrust.org, Chief Executive Officer of Wheatsheaf Trust.
- 2.1.3 Managers and staff throughout the organisation are committed to ensuring that services are carried out with regard to the need to safeguard and promote the welfare of children and respond to and engage with the needs of young people and vulnerable adults. As well as meeting the immediate needs of young people, we also strive to maximise young people’s life chances and help them enter adulthood successfully. Wheatsheaf Trust recognises that young people from all cultures are subject to abuse and neglect. We are sensitive to differing family patterns and lifestyles but are clear that child abuse cannot be condoned for religious or cultural reasons.
- 2.1.4 The Board of Trustees has a commitment to ensuring sound communication of this policy within Wheatsheaf Trust and for ensuring the policy and procedures take account of local experiences which may influence the content of those documents. They will contribute to the annual review of documentation as well as highlighting any issues during the intervening period which may require amendments.

2.2 Recruitment and Human Resource Procedures.

- 2.2.1 Disclosure and Barring Service (DBS) enhanced checks, previously known as Criminal Records Bureau (CRB) checks until the DBS replaced the CRB and the Independent Safeguarding Authority (ISA), have been undertaken by Wheatsheaf Trust since 2003 with renewed checks every three years.
It is our policy to ensure that procedures are in place to ensure all staff are safe to work with children and young people including ensuring staff who recruit staff to work with young people have appropriate training.
- 2.2.2 Arrangements are in place to ensure that effective checks are made on volunteers and associates working directly with young people or who would have access to information about them.

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2.3 Ensuring Staff have Training and Support

2.3.1 HR & Quality Manager maintains a central register of all DBS checks, and staff who have undertaken safeguarding training and arrange for this to take place where it has not already happened, or where updating is required. An induction module alerts employees to key policy and procedure elements, and is completed on appointment. This includes guidelines relating to the individual behaviour.

2.3.2 Wheatsheaf Trust promotes safe working practices to minimise vulnerability to accusations of improper conduct, e.g. interview rooms with view panels, logging of any inappropriate behaviour from clients using the accident/incident report form.

2.4 Procedures for Safeguarding and Promoting the Welfare of Young People

It is not the responsibility of any Wheatsheaf Trust staff, volunteer or contracted service provider to determine whether abuse is, or has actually taken place

HOWEVER

It is the responsibility of any Wheatsheaf Trust staff, volunteer or contracted service provider to take the actions set out in our procedures, if they are concerned abuse is taking place, or has actually taken place

Action must be taken, once a young person tells you about abuse OR abuse is witnessed.

Respond appropriately to a disclosure of abuse or neglect by a young person, they will have chosen you to disclose to for a reason.

2.4.1 Wheatsheaf Trust has procedures in place to:-

- Manage the risk to safety of young people on our premises through a process of risk assessment
- Seek to ensure that organisations we signpost young people do not pose a threat to the well being of young people by making use of approved referral lists
- Ensure information sharing protocols place the highest priority on safeguarding and promoting the welfare of young people
- Create a welcoming and safe environment for young people including displaying Child Line number (0800 1111) and the National Society for the Prevention of Cruelty to Children (NSPCC) number (0800 8005000) where young people can see it
- Where staff identify young people who may be at risk from child protection issues, local procedures set out the steps that must be followed. The Common Assessment Framework (CAF) provides the basis for early referral and information sharing between organisations.

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Staff are encouraged to stop other activity and focus on what they are being told;

- Responding to suspicion of abuse takes immediate priority.
- Listen carefully to what is being said and do not 'lead' the conversation with questions, make notes if appropriate. Say as little as possible yourself.
- Reassure them that they have done nothing wrong.
- Allow the young person to recall at their own pace.
- Stay calm, avoid looking shocked or horrified.
- Do not 'examine' the young person or take photographs.
- **Do not promise confidentiality** or agree to "keep it secret".
- Do not give an opinion or judge what the young person is saying.
- As soon as possible write down what you have been told using the young person's own words, note down dates, times and any names mentioned.
- Do not at this stage tell the person who is subject of the allegation, this may put the young person at further risk or jeopardise further enquiries.
- Remember if you personally do not believe the disclosure you should still complete reports as the benefit of the doubt must always be in favour of reporting.
- Pass the information on to the Designated Safeguarding Person.
- It is good practice to inform parents that a referral has been made, unless in doing so the young person would be put at further risk of harm.

The Designated Safeguarding Person may seek advice from the Multi Agency Safeguarding Hub (MASH). A detailed referral will then be made to children and young people's services within 24 hours, by completing a Child Protection Referral Form / Inter Agency Referral Form. All meetings relating to safeguarding a young person should be minuted, and these, along with other relevant paperwork, should then be kept in a secure location.

Southampton Multi-agency Safeguarding Hub (MASH)

023 80833 3336

8:30am – 5:00pm Monday to Friday

or

Emergency Duty Team (out of hours)

023 8023 3344

Non- emergency – call Hampshire police on 101

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Hampshire Multi-agency Safeguarding Hub (MASH)

0300 555 1384

8:30am – 5:00pm Monday to Friday

or

Emergency Out of Hours

0300 555 1373

or

Children's Services Hantsdirect (24 hours a day social care enquiries)

0300 300 0117

Non-emergency – call Hampshire police on 101

Isle of Wight Childrens First Response

(24 hours a day social care enquiries)

0300 300 0117

Non-emergency – call Hampshire police on 101

2.4.2 Local procedures cover:

- Undertaking an initial assessment of the young person's situation and an identification of what to do next in discussion with the line manager. This should include circumstances where you suspect that a young person is suffering abuse. In this instance you should discuss your concerns immediately with your line manager or Designated Safeguarding staff member.
- Ensuring that ongoing support is in place for the young person. This may include accessing an emergency fund.
- Making and following up referrals to a statutory organisation (social services, the police, the NSPCC, Youth Support team) Professional who phone Local Authority (LA) children's social care should confirm referrals in writing within 24 hours, using agreed local referral processes
- Readiness to be involved in a strategy discussion as the referring agency. Our procedures recognise that only those with a significant contribution to make will be expected to attend the initial child protection conference that follows the strategy discussion if concerns are substantiated
- Reviewing and reporting on the work being undertaken with regard Safeguarding and Child Protection to include:
 - Number of referrals made
 - To whom the referral was made
 - Nature of ongoing commitment
 - Profile of issues

2.4.3 These procedures are in accordance with guidance for the Local Safeguarding Children's Board (LSCB) on criteria for referral to LA children's social care, formats for referral and arrangements for sharing the information recorded. The procedures identify the key local agencies and contacts to use, who has lead

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responsibility and the timescales involved and are prepared within the framework of the key flow charts from the Working Together to Safeguard Children, March 2015.

- Flow Chart 1 - Action Taken When a Child is Referred (Page 30)
- Flow Chart 2 - Immediate Protection (Page 32)
- Flow Chart 3 - Action Taken for an Assessment of a Child (Page 35)
- Flow Chart 4 - Action Following a Strategy Discussion (Page 38)
- Flow chart 5 - What Happens after the Child Protection Conference Including the Review Process? (Page 48)

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419595/Working_Together_to_Safeguard_Children.pdf

2.5 Procedures for Dealing with Allegations of Abuse against Members of Staff

2.5.1 LSCBs are responsible for ensuring effective inter-agency procedures for dealing with allegations against people who work with children, and monitoring the effectiveness of those. Wheatsheaf Trust ensures our procedures are consistent with guidance in the Working Together to Safeguard Children 2010, DCSF. These apply in respect of any allegation that a person has behaved in a way that may have harmed a child, committed a criminal offence against or related to a child or behaved in a way that indicates he/she is unsuitable to work with children.

2.6 Working with Other Organisations

2.6.1 The Children's Act 2004 sets out a duty on all agencies to make arrangements to safeguard and promote the welfare of children. This relies on a shared responsibility and effective joint working between agencies and professionals. Wheatsheaf Trust is committed to ensuring that individual practitioners maintain constructive relationships with other agencies in the interests of young people, and that this is supported and promoted by senior managers.

2.6.2 The Local Safeguarding Children Boards (LSCB) are the key statutory mechanisms for agreeing how relevant organisations in each local area will co-operate to safeguard and promote the welfare of children and for ensuring the effectiveness of what they do.

2.6.3 Advisers working in a school or college setting need to ensure they know who from the senior management team is designated to lead on child protection issues.

2.7 Vulnerable Adults

2.7.1 At Wheatsheaf Trust we are aware of our duty of care to vulnerable adults in relation to the Vulnerable Adults Act 2010, the Care Act 2015 and the Human Rights Act 1998. All clients at Wheatsheaf Trust have the right to live their lives free from harm and we will do our utmost to ensure this is possible. We aim to empower all our learners to make their own choices, and remember it is the person, who is an individual, who is most important, not always the process that is in place.

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2.7.2 It is important that vulnerable persons are protected from all forms of abuse. The abuse may be of a physical, sexual or emotional nature. Therefore complaints, allegations or suspicions must be taken seriously. Wheatsheaf Trust believes that our workplace and our clients' workplaces should provide a caring, positive, safe and stimulating environment which promotes the social, physical and moral development of the individual. It is the expectation that the whole organisation will demonstrate these values through corporate and individual behaviour.

2.8 Information Sharing

2.8.1 Wheatsheaf Trust colleagues work alongside other agencies to ensure full integrated support for all clients.

2.9 Child Sexual Exploitation – further supportive information can be found on the Hampshire Safeguarding Children Board website

3. Definitions

Abuse and **neglect** are forms of maltreatment of a child. Somebody may abuse or neglect a young person by inflicting harm or by failing to act to prevent harm

Young people may be abused in a family setting, in an institutional setting or in a community setting. Young people may be abused by those known to them or more rarely, by a stranger; by an adult(s) or by another young person(s)

The following definitions apply:-

- **Physical injury** – this includes shaking, hitting, burning, drowning or suffocating a child
- **Emotional abuse** – the persistent emotional ill treatment of a child such as to cause severe long lasting ill- effect on the child's emotional development. It can involve causing children to feel frightened or in danger (for example through witnessing violence) or the exploitation or corruption of a child.
- **Sexual abuse** – this involves enticing or forcing a child or young person to take part in sexual activities and encouraging children to behave in sexually inappropriate ways. It can involve looking at or taking part in the production of pornographic materials or watching sexual activities.
- **Neglect** – defined as persistent failure to meet a child's basic physical or psychological needs which is likely to result in damage to the child's health and development.

(See Appendix 3 for a full description of the signs and symptoms of abuse)

List continued:

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Children	Under the Children Act of 1989 and 2004 anyone who has not reached their 18th birthday is categorised as a child.
CME	Child Missing from Education. There is a CME named point of contact in every local authority. Every practitioner has a responsibility to inform their CME contact if they know or suspect a child is not receiving education.
CPC	Child Protection Conference
CRB	Criminal Records Bureau
CSO	Child Safety Order a compulsory intervention below of the threshold of a child being at risk of significant harm.
LA	Local Authority
LSCB	Local Safeguarding Children's Boards
NSPCC	National Society for the Prevention of Cruelty to Children. The only voluntary organisation authorised to initiate proceedings to protect children under the terms of the Children Act 1989
POCA	Protection of Children Act
PSHE	Personal Social and Health Education
QM	Quality Manager
SCR	Serious Case Review
SAB	Safeguarding Adults Board
Section 47	Enquiries under the Children's Act duties are placed on agencies to help local authorities with enquiries where there is a reasonable case to suspects a child is suffering or may suffer significant harm.
Significant harm	The Children Act 1989 introduced the concept of significant harm as the threshold that justifies compulsory intervention in family life in the best interests of children. Sometimes it is a single traumatic event that constitutes significant harm, more often if is corrosive long term emotional, physical or sexual abuse. If these criteria apply the local authority has a duty to make enquiries to decide whether to take action and a court may make a care or supervision order.
Under-age sexual activity <i>List continued:</i>	A child under 13 is not legally capable of consenting to sexual activity. Sexual activity with a child under 16 is also an offence though if consensual may be judged less serious.

4. Getting Help

4.1. Where staff:

- suspect a case of child abuse or
- meet circumstances not covered by the policy, or
- are unsure of its application,

they should seek guidance from their line managers in the first instance. For further information, if required, contact the appropriate designated person or senior manager.

4.2. Where local contractual procedures exist for responding to requests for client information, they will take precedence over this document for the contracted work.

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5. Policy Authority

- 5.1. The named Senior/Lead Manager for this Policy is given above (2.1.2). It is their responsibility to consult, communicate and obtain approval for this document through board/ management structures. This ensures there is a named manager with responsibility for safeguarding young people who is committed to promoting young people's well being and safety and ensuring all staff are clear about their individual responsibilities
- 5.2. The Finance Manager for Wheatsheaf Trust is responsible for monitoring the currency and revision of this document and for maintenance of this document.
- 5.3. All staff have access to this policy and supporting documents through the Staff Handbook.

6. Related Policies & Documents

- 6.1. The Children Act 2004 provides the legal underpinning for Every Child Matters: Change for children. A series of documents can be accessed on the Every Child Matters website:
<http://www.everychildmatters.gov.uk/strategy/guidance>
 - Statutory Guidance on Making Arrangements to Safeguard and Promote the Welfare of Children under Section 11 of the Children Act – 2007
 - Safeguarding Children in Education
 - Safeguarding Children and Safer Recruitment in Education
 - What to do if you are worried that a child is being abused
 - Inter-Agency Co-operation to Improve the Well-being of Children: Children's Trusts Local Safeguarding Children Board Guidance for Consultation – March 2010
 - Working Together to Safeguard Children: the new version sets out how individuals and organisations should work together to safeguard and promote the welfare of children. Part one is issued as statutory guidance and part two non-statutory practice guidance
 - Sharing Information: Practitioners' Guide – sets out how information can be shared legally and professionally
- 6.2. Other key documents include:-
 - Safeguarding Children in Education – January 2007
 - Extended Work Experience and Child Protection: Safeguarding Children in Education – Supplementary DfES Guidance for Work Experience Organisers – 20/12/04 – relevant for all people organising work experience for students during KS4 and to 16-18 year olds in FE. This includes asking placement providers to endorse a child protection policy of statement of principles
 - Department of Health, Home Office. Safeguarding Children Involved in Prostitution (2000)
 - Association of Directors of Social Services, Department of Education and Skills, Department of Health, Home Office, Foreign and Commonwealth Office. Young People and Vulnerable Adults Facing Forced Marriage

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- Children Act 2004 – section 10 – our duty to co-operate
- Children Act 2004 – section 11 – duty to safeguard and promote welfare
- Education Act 2002 – section 175 – duty to safeguard and promote welfare
- Safer Working Practice for Adults who Work with Children and Young People (2015)

6.3. The following Wheatsheaf Trust policies and documents which are available in the Staff Handbook are relevant

- Code of Conduct Policy
- Confidentiality Policy
- Whistle-blowing Policy
- Complaints Policy
- Health & Safety Policy and Risk Assessments

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Appendix 1 Principles underpinning work to safeguard and promote the welfare of children

The following principles underpin work with children and their families to safeguard and promote the welfare of children.

Child centred – some of the worst failures of the system have occurred when professional have lost sight of the child and concentrated instead on their relationship with adults. The child’s voice should be heard and account taken of their perspective and views.

Rooted in child development – plans and interventions should be based on a clear assessment of the child’s developmental progress and be timely and appropriate for the child’s age and stage of development.

Focused on outcomes for children – plans should set out the planned outcomes for each child and review the actual outcomes should be recorded.

Holistic in approach – having a holistic understanding means having an understanding of a child within the context of their family, the educational setting, community and culture.

Ensuring equality of opportunity – all young people should have the opportunity to achieve the best possible development regardless of their gender, ability, race, ethnicity, circumstances or age.

Involving of children and families – in the process of finding out what is happening to a child it is important to listen and develop an understanding of his/her wishes. A co-operative working relationship should be emphasised and parents/caregivers respected and informed.

Building on strengths as well as identifying difficulties – interventions should recognise areas of success and effectiveness.

Multi-inter-agency working – multi-agency and inter-agency work helps safeguard welfare of children.

A continuing process not an event – understanding a child’s circumstances and taking appropriate action are part of a continuing and interactive process and not single events.

Providing and reviewing services – the impact of service provision on a child’s developmental progress should be reviewed.

Informed by evidence – effective practice requires sound professional judgements underpinned by rigorous evidence based and drawing on the practitioner’s knowledge and experience.

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Appendix 2 Principles underpinning adult safeguarding

The following statement of principles underpin adult safeguarding by local authority social services, health, police and other agencies for both developing and assessing the effectiveness of their local safeguarding arrangements.

Principle 1 Empowerment - presumption of person led decisions and informed consent

We will actively promote the empowerment, independence and well-being of all persons at risk and respect the right of the individual to lead an independent life based on self determination and personal choice. We will involve the person at risk from the start, provide access to information, make them aware of the safeguarding procedures and provide support to assist their decision making.

Principle 2 Protection - support and representation for those in greatest need

We will ensure there is an assessment of decision making capacity where it is thought that a person at risk lacks capacity to make relevant decisions about maintaining their safety and, if required, act in their best interests in accordance with the Mental Capacity Act 2005. We will ensure that when the right to an independent lifestyle and choice is at risk, the individual concerned receives appropriate support including advice, advocacy, protection and support from relevant agencies.

Principle 3 Prevention - It is better to take action before harm occurs

The report on the consultation on No Secrets found that prevention should be the foundation of safeguarding services. We will ensure that our safeguarding systems are proactive, rather than reactive; we will ensure the safety of persons at risk by integrating strategies, policy systems and services within the framework of relevant legislation and promotion of human rights. We will ensure that prevention occurs in the context of person-centred support and personalisation, empowering individuals to make choices and supporting them to manage risks. This should lead to the services that people want to use, with the potential to prevent crises from developing.

Principle 4 Proportionality - proportionate and least intrusive response appropriate to the risk presented

We accept that the right to self-determination can involve risk and will ensure that such risk is assessed, recognised and understood by all concerned. We will seek to minimise risks through open discussion between the individual and agencies. We will ensure that the law and statutory requirements are known and used appropriately so that the person at risk experiencing crime receives the protection of the law and access to the judicial system.

Principle 5 Partnerships - local solutions through services working with their communities

We recognise that communities have a part to play in preventing, detecting and reporting abuse, neglect and exploitation. We will work together as partners to develop opportunities for communities to learn from the experiences of persons at risk.

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Principle 6 Accountability - accountability and transparency in delivering safeguarding

We will work together to ensure that:

- the roles of all agencies are clear and that they understand to whom they are accountable
- staff understand what is expected of them and others
- agencies recognise their responsibilities to each other, act upon them and accept collective responsibility for safeguarding arrangements
- we share and receive information, consistent with the Data Protection Act 1998
- the Caldicott Principles on confidentiality and information sharing are applied

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Appendix 3 Signs and symptoms of abuse

<p>Lists of signs and symptoms are not fail-safe mechanisms, but they are often helpful indicators in certain combinations of the likelihood or reality of abuse. Children may behave strangely or appear unhappy for many reasons, as they move through the inevitable stages of growing up, and their families experience changes.</p> <p>These are lists of some of the signs and types of behaviour which may indicate that a child is being abused. In themselves they are not evidence of abuse, but they may suggest abuse if a child exhibits several of them or if a pattern emerges.</p> <p><i>Remember that there can be other explanations for a child showing such signs or behaving in such ways. There is a good deal of overlap between the signs and symptoms of the different types of abuse, particularly between emotional and other if in doubt check it out.</i></p> <p><i>The most important factor is a report by the child.</i></p>	
<p>Possible signs of physical abuse</p> <ul style="list-style-type: none"> • Unexplained injuries or burns, particularly if they are recurrent • Refusal to discuss injuries • Improbable explanation for injuries • Untreated injuries or lingering illness not attended to • Admission of punishment which appears excessive • Shrinking from physical contact • Fear of returning home or of parents being contacted • Fear of undressing • Fear of medical help • Aggression/bullying • Over compliant behaviour or a 'watchful attitude' • Running away • Significant changes in behaviour without explanation • Deterioration in work • Unexplained pattern of absences which may serve to hide bruises or other physical injuries 	<p>Possible signs of emotional abuse</p> <ul style="list-style-type: none"> • Continual self-deprecation • Fear of new situations • Inappropriate emotional responses to painful situations • Self-harm or mutilation • Compulsive stealing/scrounging • Drug/solvent abuse • 'Neurotic' behaviour – obsessive rocking, thumb-sucking, and so on • Air of detachment – 'don't care' attitude • Social isolation – does not join in and has few friends • Desperate attention-seeking behaviour • Eating problems, including overeating and lack of appetite • Depression, withdrawal
<p>Possible signs of neglect</p> <ul style="list-style-type: none"> • Constant hunger • Poor personal hygiene • Inappropriate clothing • Frequent lateness or non-attendance at school 	<p>Possible signs of sexual abuse</p> <ul style="list-style-type: none"> • Bruises, scratches, burns or bite marks on the body • Scratches, abrasions or persistent infections in the anal or genital regions

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<ul style="list-style-type: none"> • Untreated medical problems • Low self-esteem • Poor social relationships • Compulsive stealing or scrounging • Constant tiredness • Homelessness 	<ul style="list-style-type: none"> • Pregnancy – particularly in the case of young adolescents who are evasive concerning the identify of the father • Sexual awareness inappropriate to the child’s age – shown, for examples, in drawings, vocabulary, games, and so on • Frequent public masturbation • Attempts to teach other children about sexual activity • Refusing to stay with certain people or go certain places • Aggressiveness, anger, anxiety, tearfulness • Withdrawal from friends
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Appendix 3 Signs and symptoms of abuse

<p>Possible signs in older children</p> <ul style="list-style-type: none"> • Bruises, scratches, burns or bite marks on the body • Self-injury, self-destructive behaviour, suicide attempts • Eating disorders • Tiredness, lethargy, listlessness • Over-compliant behaviour • Sleep disturbances • Unexplained gifts of money • Depression • Changes in behaviour 	<p>Signs of low self-esteem</p> <ul style="list-style-type: none"> • Repeated talk of failure • Deliberately seeking failure • Denial or destruction of anything good • Rejection of praise • Pleasure in criticism • Clowning, acting big, telling tall stories
<p>Verbal signs of distress</p> <ul style="list-style-type: none"> • Self-denigration - worthlessness • Pessimism - hopelessness • Morbid thinking - suicidal thoughts • Pathological thinking - self-blame 	<p>Non-verbal signs of distress</p> <ul style="list-style-type: none"> • Loss of interest and withdrawal • Irritability and tearfulness • Tiredness and change in weight • Poor concentration and deterioration of work • Destructive behaviour* • Morbid art work and writing • Lack of self-care (deliberate)* • Deliberate failure* • Self-harming* • Suicide attempts* • Arson* <p>*Particularly significant and should never be Ignored.</p>

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Appendix 4 Lead Managers with responsibility for Safeguarding

Chief Executive Officer – Dan Freshwater

Finance Manager (HR) – James Lennard

Operations Manager – Mohammed Khan – Designated Safeguarding Person

Project Manager – Alison Maskell – Designated Safeguarding Person