



TCC Christian Preschool Safe Guarding Children Policy (including FGM)

Statement of intent

Our Pre-school aims to work with children, parents and the community to ensure the safety of children and to give them the very best start in life.

The key commitments for safe guarding children are: -

1. Building a 'culture of safety' in which children are protected from abuse and harm in all areas of its service delivery.
2. Responding promptly and appropriately to all incidents, allegations or concerns of abuse that may occur and to work with statutory agencies in accordance with the procedures that are set down in 'What to do if you are worried a child is being abused Advice for practitioners - ' HMG 2015 and the Care Act 2014.
3. Promoting awareness of child abuse issues throughout its training and learning programmes for adults (available from the Working Together in Essex – www.ecclms.co.uk). It is committed to empowering young children, through its early childhood curriculum, promoting their right to be strong, resilient and listened to.
4. Committed to supporting and implementing the governments Counter Terrorism Act to PREVENT children being drawn in to terrorism and extremist behaviours through promoting fundamental British values.

Aims

Our aims are to carry out this policy by:

- Promoting children's right to be strong, resilient and listened to by: -
 - Creating an environment in our pre-school which encourages children to develop a positive self image, which includes their heritage arising from their colour and ethnicity, their languages spoken at home, their religious beliefs, cultural traditions and home background
 - Encouraging children to develop a sense of autonomy and independence
 - Enabling children to have the self-confidence and the vocabulary to resist inappropriate approaches.
- Help children to establish and sustain satisfying relationships within their families, with peers and with other adults.

- Work with parents to build their understanding of and commitment to the welfare of all our children.

The legal framework (law) for this work is:

Primary Legislation

The Children Act (2004)

The Protection of Children Act (1999)

GDPR (2018)

The Children Act 2004 (Every Child Matters)

The Children (NI) Order

The Children (Scotland) Order

Working Together to Safeguard Children (April 2018)

What to Do If You Are Worried a Child Is Being Abused (HMG 2015)

The Framework for the Assessment of Children in Need and Their Families (2000)

The Common Assessment Framework (2005)

Prevent Duty Guidance for England and Wales (2015)

Education Act (2011)

SET Child Protection Procedures (May 2019P)

SET – bruising protocol (Dec 2018)

Children and Social Work Act (2017)

Children and Families Act (2014)

Safeguarding Vulnerable Groups Act (2006)

Information Sharing Guidance (July 2018)

Secondary Legislation

Sexual Offences Act (2003)

Criminal Justice and Court Services Act (2000)

Human Rights Act (1999)

Race Relations (Amendment) Act (2000)

Race Relations (Amendment) Act (1976) Regulations

Rehabilitation of Offenders Act (1974)

Equalities Act (2010)

Data Protection Act (1998) Non Statutory Guidance

United Nations Convention on Rights of the Child (UNCRC) (updated 2014)

Further Guidance

Statutory guidance on making arrangements to safeguard and promote the welfare of children under section 11 of the Children Act 2004 (HMG 2007)

Information Sharing: Practitioners Guide (HMG 2006)

Independent Safeguarding Authority: www.isa-gov.org.uk

Other useful Pre-school Learning Alliance publications

Safeguarding Children (2010)

Liaison with other agencies

- We work within the Local Safeguarding Children Board guidelines.
- We have a copy of 'What to do if you are worried a child is being abused' for parents and staff and all staff are familiar with what to do if they have concerns.
- We notify the registration authority (Ofsted) of any incident or accident and any changes in our arrangements which affect the wellbeing of children.
- If a referral is to be made to the local authority social care department, we act within the area's Safeguarding Children and Child Protection guidance in deciding whether we must inform the child's parents at the same time.
- Children or Young people 0345 603 7627 – I.R.T.
- Protection of Children and Vulnerable Adults 0345 603 7634, if you have an immediate concern that a child is suffering abuse or harm that needs urgent attention. Out of hours – 0345 606 1212
- Under TCC Church guidelines if advice is required then the Church Child Protection or NSPCC (0808 800 5000) would be contacted.

Key Commitment 1

Committed to building a 'culture of safety' in which children are protected from abuse and harm in all areas of its service delivery.

Staffing and volunteering

- Our designated person who coordinates child protection issues is
Terri Ward
Our designated officer who oversees this work is
Dave Pickett
- The designated person, the suitably trained deputy and the designated officer ensure they have relevant links with statutory and voluntary organisations with regard to safeguarding.
- The designated person (and the person who deputises for them) understands LSCB safeguarding procedures, attends relevant LSCB training at least every two years and refreshes their knowledge of safeguarding at least annually.
- We ensure all staff are trained to understand our safeguarding policies and procedures and that parents are made aware of them too.
- All staff have an up-to-date knowledge of safeguarding issues, are alert to potential indicators and signs of abuse and neglect and understand their professional duty to ensure safeguarding and child protection concerns are reported to the local authority children's social care team or the NSPCC. They receive updates on safeguarding at least annually.
- All staff are confident to ask questions in relation to any safeguarding concerns and know not to just take things at face value but can be respectfully sceptical.
- All staff understand the principles of early help (as defined in *Working Together to Safeguard Children, 2015*) and are able to identify those children and families who may be in need of early help and enable them to access it.
- All staff understand LSCB thresholds of significant harm and understand how to access services for families, including for those families who are below the threshold for significant harm.
- All staff understand how to escalate their concerns in the event that they feel either the local authority and/or their own organisation has not acted adequately to safeguard.

- All staff understand what the organisation expects of them in terms of their required behaviour and conduct, and follow our policies and procedures on positive behaviour, online safety (including use of mobile phones), whistleblowing and dignity at work.
- Children have a key person to build a relationship with, and are supported to articulate any worries, concerns or complaints that they may have in an age appropriate way.
- All staff understand our policy on promoting positive behaviour and follow it in relation to children showing aggression towards other children.
- We provide adequate and appropriate staffing resources to meet the needs of children
- Applicants for posts within the pre-school are clearly informed that the positions are exempt from the Rehabilitation of Offenders Act 1974.
- Candidates are informed of the need to carry out 'enhanced disclosure' checks with the Disclosure and Barring Service.
- Where applications are rejected because of information that has been disclosed, applicants have the right to know and to challenge incorrect information
- We abide by Ofsted requirements in respect of references and Disclosure and Barring Service checks for staff and volunteers, to ensure no disqualified person or unsuitable person works at the pre-school or has access to the children
- Volunteers must:
 - - be considered competent and responsible;
 - - receive a robust induction and regular supervisory meetings;
 - - be familiar with all the settings policies and procedures;
 - - be fully checked for suitability if they are to have unsupervised access to the children at any time.
- We abide by the Safeguarding Vulnerable Groups Act (2006) requirements in respect of any person who is dismissed from our employment, or resigns in circumstances that would otherwise have lead to dismissal for reasons of child protection concern
- Information is recorded about staff qualifications, and the identity checks and vetting processes that have been completed including:
 - - the criminal records disclosure reference number;
 - - certificate of good conduct or equivalent where a UK DBS check is not appropriate;
 - - the date the disclosure was obtained; and
 - - details of who obtained it.

- All staff and volunteers are informed that they are expected to disclose any convictions, cautions, court orders or reprimands and warnings which may affect their suitability to work with children (whether received before or during their employment with us).
- All staff and volunteers are required to notify us if anyone in their household (including family members, lodgers, partners etc.) has any relevant convictions, cautions, court orders, reprimands or warnings or has been barred from, or had registration refused or cancelled in relation to any childcare provision or have had orders made in relation to care of their children.
- We notify the Disclosure and Barring Service of any person who is dismissed from our employment or resigns in circumstances that would otherwise have led to dismissal for reasons of a child protection concern.
- We have procedures for recording the details of visitors to the pre-school
- We take security steps to ensure that we have control over who comes into the pre-school so that no unauthorised person has unsupervised access to the children
- We will suspend any member of staff who is found to be intoxicated or under the influence of drugs or alcohol with immediate effect
- The designated person in the setting has responsibility for ensuring that there is an adequate online safety policy in place.
- We keep a written record of all complaints and concerns including details of how they were responded to.
- The designated officer will support the designated person to undertake their role adequately and offer advice, guidance, supervision and support.
- The designated person will inform the designated officer at the first opportunity of every significant safeguarding concern; however this should not delay any referrals being made to children's social care, the LADO, Ofsted or Riddor.

Media

- We take steps to ensure children are not photographed or filmed on video for any other purpose than to record their development or their participation in events organised by us. Parents are asked permission for the setting to take photos and are aware that we hold visual images of their child within their 'Learning Journey.'
- The majority of images are only kept temporarily on our computer in the office on the premises; as soon as they are printed, they are deleted. In addition, we hold a small number of photos as a samples of images to show Ofsted the types of activities we organise.

- We do not send photos to outside agencies for printing.
- All staff and visitors are informed that mobile phones are not permitted in the playroom when there are children on the premises, except during the initial drop off and collection periods.
- All staff mobile phones are placed on the kitchen hatch during sessions. Phones can be used by request in the office and can be used during lunch break in the common room.

Key Commitment 2

To be committed to responding promptly and appropriately to all incidents or concerns of abuse that may occur and to work with statutory agencies in accordance with the procedures that are set down in 'What to do if you are worried a child is being abused' –Advice for Practitioners (March 2015)

Responding to suspicions of abuse

- We acknowledge that abuse of children can take different forms – physical, emotional, sexual and neglect
- We ensure that all staff have an understanding of the additional vulnerabilities that arise from special educational needs and/or disabilities, plus inequalities of race, gender, language, religion, sexual orientation or culture, and that these receive full consideration in relation to child, young person or vulnerable adult protection.
- When children are suffering from physical, sexual or emotional abuse, or experiencing neglect, this may be demonstrated through:
 - - significant changes in their behaviour;
 - - deterioration in their general well-being;
 - - their comments which may give cause for concern, or the things they say (direct or indirect disclosure);
 - - changes in their appearance, their behaviour, or their play;
 - - unexplained bruising, marks or signs of possible abuse or neglect; and
 - - any reason to suspect neglect or abuse outside the setting.
- We are aware of the 'hidden harm' agenda concerning parents with drug and alcohol problems and consider other factors affecting parental capacity and risk, such as social exclusion, domestic violence, radicalisation, mental or physical illness and parent's learning disability.

- We are aware that children's vulnerability is potentially increased when they are privately fostered and when we know that a child is being cared for under a private fostering arrangement, we inform our local authority children's social care team.
- We are aware of other factors that affect children's vulnerability that may affect, or may have affected, children and young people using our provision, such as abuse of children who have special educational needs and/or disabilities; fabricated or induced illness; child abuse linked to beliefs in spirit possession; sexual exploitation of children, including through internet abuse; Female Genital Mutilation and radicalisation or extremism.
- In relation to radicalisation and extremism, we follow the Prevent Duty guidance for England and Wales published by the Home Office and LSCB procedures on responding to radicalisation.
- The designated person completes online Channel training, online Prevent training and attends local WRAP training where available to ensure they are familiar with the local protocol and procedures for responding to concerns about radicalisation.
- We are aware of the mandatory duty that applies to teachers and health workers to report cases of Female Genital Mutilation to the police.
- We also make ourselves aware that some children and young people are affected by gang activity, by complex, multiple or organised abuse, through forced marriage or honour based violence or may be victims of child trafficking. While this may be less likely to affect young children in our care, we may become aware of any of these factors affecting older children and young people who [we/I] may come into contact with.
- Where we believe that a child in our care or that is known to us may be affected by any of these factors we follow the procedures below for reporting child protection concerns and follow the LSCB procedures.
- Where such evidence is apparent the child's key worker makes a dated record of the details of the concern and discusses what to do with the manager or designated person. The information is stored in a Safeguarding Incident file.
- In the event that a staff member or volunteer is unhappy with the decision made of the designated person in relation to whether to make a safeguarding referral they must follow escalation procedures.
- We refer concerns to the local authority children's social care department and co-operate fully in any subsequent investigation

NB – in some cases this may mean the police or another agency identified by the Local Safeguarding Children's Board

- Care is taken not to influence the outcome either through the way we speak to children or by asking questions of the child.
- We take account of the need to protect young people aged 16-19 as defined by the Children Act 1989. This may include students or school children on work placement, young employees or young parents. Where abuse is suspected we/I follow the procedure for reporting any other child protection concerns. The views of the young person will always be taken into account, but the setting may override the young person's refusal to consent to share information if it feels that it is necessary to prevent a crime from being committed or intervene where one may have been, or to prevent harm to a child or adult. Sharing confidential information without consent is done only where not sharing it could be worse than the outcome of having shared it.
- All staff are also aware that adults can also be vulnerable and know how to refer adults who are in need of community care services.
- We have a whistleblowing policy in place.
- Staff/volunteers know they can contact the organisation Public Concern at Work for advice relating to whistleblowing; if they feel that the organisation has not acted adequately in relation to safeguarding they can contact the NSPCC whistleblowing helpline 0808 800 5000, available from 8.00am – 8.00pm Monday to Friday. Email help@nspcc.org.uk

Recording suspicions of abuse and disclosures

- Refer to the flow chart, Family Operations Hub Partner Access Map
- Where a child makes comments to a member of staff that give cause for concern (disclosure), or a member of staff observes signs or signals that give cause for concern, such as significant changes in behaviour; deterioration in general well-being; unexplained bruising, marks or signs of possible abuse or neglect; that member of staff:
 - listens to the child, offers reassurance and gives assurance that she or he will take action;
 - does not question the child, although it is OK to ask questions for the purposes of clarification;
 - makes a written record that forms an objective record of the observation or disclosure that includes: the date and time of the observation or the disclosure; the exact words spoken by the child as far as possible; the name of the person to whom the concern was reported, with the date and time; and the names of any other person present at the time.

- These records are signed and dated and kept in the safeguarding folder, which is kept securely and confidentially.
- The member of staff acting as the designated person is informed of the issue at the earliest opportunity, and within one working day.
- Where the Local Safeguarding Children Board stipulates the process for recording and sharing concerns, we include those procedures alongside this procedure and follow the steps set down by the Local Safeguarding Children Board.

Making a referral to the local authority children's social care team for a child that is NOT at risk of suffering or is likely to suffer significant harm

- Speak to the family and gain consent for referral
- Refer to flow chart Family Operations Hub Partner Access Map
- Make a note of the date and time you contacted them, who you spoke, get parents to sign the statement taken.
- If as a result of the call the FOH believe a referral to Family Solutions should be made, together with the parent / carer complete an Family Operations Request for Services form (FORS)
- E-mail the form to FOH@essex.gcsx.gov.uk
- Keep up to date with changes through the Working Together in Essex Portal and the ESCB web site

Making a referral to the local authority children's social care team for a child that is at risk of suffering or is likely to suffer significant harm

- Refer to flow chart Family Operations Hub Partner Access Map
- Contact the Family Operations Hub by phone or by e-mail and state the call is a 'Priority' if the child is in immediate danger or ask for a 'Consultation' if unsure whether you need to make a referral.
- Make a note of the date and time you contacted them, who you spoke to and any references you are given.
- This is based on 'What to do if you're worried a child is being abused – Advice for Practitioners'
- Give an account of your issue and await a reply.
- If you have not had a response from the Children's Social care team within 48 hours then contact them to see what has been done so far.

Escalation process

- If we feel that a referral made has not been dealt with properly or that concerns are not being addressed or responded to, we will follow the LSCB escalation process.
- We will ensure that staff are aware of how to escalate concerns.

Informing parents

- Parents are normally the first point of contact. Concerns are discussed with parents to gain their view of events, unless it is felt that this may put the child at risk, or interfere with the course of a police investigation. Advice will be sought from social care if necessary.
- Parents are informed when we make a record of concerns in their child's file and that we also make a note of any discussion we have with them regarding a concern.
- If a suspicion of abuse warrants referral to social care, parents are informed at the same time that the referral will be made, except where the guidance of the Local Safeguarding Children Board does not allow this, for example, where it is believed that the child may be placed at risk.
- This will usually be the case where the parent is the likely abuser.
- If there is a possibility that advising a parent beforehand may place a child at greater risk (or interfere with a police response) the designated person should seek advice from children's social care, about whether or not to advise parents beforehand, and should record and follow the advice given.
- If a child comes into the setting with a bump/bruise etc we will require parents to sign the Alert Book to explain how the injury occurred in accordance with the child protection guidelines.

Liaison with other agencies

- We work within the Local Safeguarding Children Board guidelines.
- The current version of 'What to do if you're worried a child is being abused' is available for parents and staff and all staff are familiar with what they need to do if they have concerns.
- We have procedures for contacting the local authority regarding child protection issues.
- We notify Ofsted of any incident or accident and any changes in our arrangements which may affect the well-being of children or where an allegation of abuse is made

against a member of staff (whether the allegations relate to harm or abuse committed on our premises or elsewhere). Notifications to Ofsted are made as soon as is reasonably practicable, but at the latest within 14 days of the allegations being made.

- Contact details for the local National Society for the Prevention of Cruelty to Children (NSPCC) are also kept.

Allegations against staff

- We ensure that all parents know how to complain about the behaviour or actions of staff or volunteers within the setting, or anyone living or working on the premises occupied by the setting, which may include an allegation of abuse.
- The flow chart 'How to Manage Safeguarding Allegations made about a member of staff or adult, working in a children's workforce setting' guides us through how to deal with an allegation.
- We respond to any inappropriate behaviour displayed by members of staff, volunteer or any other person living or working on the premises, which includes:
 - inappropriate sexual comments;
 - excessive one-to-one attention beyond the requirements of their usual role and responsibilities, or inappropriate sharing of images.
- We follow the guidance of the Local Safeguarding Children Board when responding to any complaint that a member of staff or volunteer within the setting, or anyone living or working on the premises occupied by the setting, has abused a child.
- We ensure that all staff and volunteers know how to raise concerns about a member of staff or volunteer within the setting. We respond to any concerns raised by staff and volunteers who know how to escalate their concerns if they are not satisfied with our response
- We respond to any disclosure by children or staff that abuse by a member of staff or volunteer within the setting, or anyone living or working on the premises occupied by the setting, may have taken, or is taking place, by first recording the details of any such alleged incident.
- We refer any such complaint immediately to the Local Authority Designated Officer (LADO) to investigate and/or offer advice:

03330 139797

(name and phone number)

- We also report any such alleged incident to Ofsted (unless advised by LADO that this is unnecessary due to the incident not meeting the threshold), as well as what measures we have taken. We are aware that it is an offence not to do this. Ofsted number 0300 123 1231
- We co-operate entirely with any investigation carried out by children's social care in conjunction with the police.
- Where the management team and children's social care agree it is appropriate in the circumstances, the member of staff or volunteer will be suspended for the duration of the investigation. This is not an indication of admission that the alleged incident has taken place, but is to protect the staff, as well as children and families, throughout the process.

Disciplinary action

Where a member of staff or volunteer has been dismissed due to engaging in activities that caused concern for the safeguarding of children or vulnerable adults, we will notify the Disclosure and Barring Service of relevant information, so that individuals who pose a threat to children and vulnerable groups can be identified and barred from working with these groups.

Key Commitment 3

Being committed to promoting awareness of child abuse issues through its training and learning programmes for adults (available from Working Together in Essex – www.ecclms.co.uk). It is also committed to empowering young children, through its early childhood curriculum, promoting their right to be strong, resilient and listened to.

Training

- Training opportunities are sought for all adults involved in the setting to ensure that they are able to recognise the signs and signals of possible physical abuse, emotional abuse, sexual abuse (including child sexual exploitation) and neglect and that they are aware of the local authority guidelines for making referrals.
- Designated persons receive appropriate training, as recommended by the Local Safeguarding Children Board, every two years and refresh their knowledge and skills at least annually.
- We ensure that all staff know the procedures for reporting and recording any concerns they may have about the provision.

- We ensure that all staff receive updates on safeguarding via emails, newsletters, online training and/or discussion at staff meetings at least once a year.

Planning

- The layout of the rooms allows for constant supervision. No child is left alone with staff or volunteers in a one-to-one situation without being within sight and/or hearing of other staff or volunteers.

Curriculum

- We introduce key elements of keeping children safe into our programme to promote the personal, social and emotional development of all children, so that they may grow to be strong, resilient and listened to and so that they develop an understanding of why and how to keep safe.
- We create within the setting a culture of value and respect for individuals, having positive regard for children's heritage arising from their colour, ethnicity, languages spoken at home, cultural and social background.
- We ensure that this is carried out in a way that is developmentally appropriate for the children.

Confidentiality

- All suspicions and investigations are kept confidential and shared only with those who need to know. Any information is shared under the guidance of the Local Safeguarding Children Board.

Support to families

- We believe in building trusting and supportive relationships with families, staff and volunteers.
- We make clear to parents our role and responsibilities in relation to child protection, such as for the reporting of concerns, information sharing, monitoring of the child, and liaising at all times with the local children's social care team.
- We will continue to welcome the child and the family whilst investigations are being made in relation to any alleged abuse.

- We follow the Child Protection Plan as set by the child's social worker in relation to the setting's designated role and tasks in supporting that child and their family, subsequent to any investigation.
- Confidential records kept on a child are shared with the child's parents or those who have parental responsibility for the child in accordance with the Confidentiality and Client Access to Records procedure, and only if appropriate under the guidance of the Local Safeguarding Children Board.
- The Family Operations Hub (FOH) can offer support to families, further information can be found at www.essexpartnership.org FOH number 0345 603 7627

Key commitment 4

We are committed to supporting and implementing the government's Counter Terrorism Act to **Prevent** children being drawn in to terrorism and extremist behaviours through promoting Fundamental British Values.

Fundamental British Values

We can support this in the Early Years through promoting fundamental British values of:-

- Democracy
- Individual Liberty & mutual respect
- the rules of law
- tolerance of those with different faiths and beliefs

These values are to be promoted at all times and should be given regard to when planning and implementing activities. We will focus children's personal, social and emotional development on: -

- learning right from wrong
- mixing and sharing with other children
- valuing other's views
- learning about similarities & differences between themselves and others
- challenging stereotypes and negative attitudes

Staff are to remain alert to harmful behaviours by influential adults in the child's lives, are able to identify children who are vulnerable to radicalisation and will take action when behaviour concerns them.

We believe that if children learn to value and respect other's opinions, culture and religions at this early age that they will grow in to tolerant and respectful adults who uphold these fundamental British values.

1.2 Inclusive practice 1.3 Keeping safe	2.1 Respecting each other 2.2 parents as partners	3.2 Supporting every child 3.4 The wider context	4.4 personal, social and emotional development
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This policy should be read alongside statutory guidance ‘Working Together to Safeguard Children’ and Keeping Children Safe in Education 2016 – A child centred and coordinated approach to safeguarding.

This policy is inclusive of all. All parties are treated fairly and equally and in keeping with their human rights.

Also see ‘Prevent Duty’ Policy.

Signed Manager

Date.....

Further Guidance

- Section 3 – Safeguarding and welfare requirements in the Statutory Framework for the Early Years Foundation Stage 2017
- The Child Safeguarding Practice Review and Relevant Agency (England) Regulations 2018
- Essex County Council, Early Years and Childcare – Family Operations Hub Partner Access Map (March 15)
- Essex County Council, Early Years and Childcare – How to Manage Safeguarding Allegations (May 2015)
- The Southend, Essex and Thurrock (SET) Child Protection Procedures May 2019
- Effective Support for Children and Families in Essex (April 2015)
- Are you concerned about an adult working or volunteering with children (Nov 2015)
- Working Together to Safeguard Children July 2018 ref DFE-00195-2018
- What to do if you’re Worried a Child is Being Abused – Advice for Practitioners (2015)

- Statutory guidance on making arrangements to safeguard and promote the welfare of children under section 11 of the Children Act 2004 (HMG 2007)
- Information Sharing: Advice for Practitioners providing a safeguarding service to children, young people, parents and carers (March 2015)
- Hidden Harm – Responding to the Needs of Children of Problem Drug Users (ACMD, 2003)
- Disclosure and Barring Service: www.gov.uk/disclosure-barring-service-check
- The Prevent Duty: Departmental advice for schools and childcare provider (August 2015) Ref DFE-00174-2015
- Prevent Policy and Guidance – SET (ESCB, 2017)
- Inspecting Safeguarding in Early Years, Education and Skills Settings for use from 1.9.2019 Ofsted Ref 109914 (September 2019)
- New Beginnings – CAMHS toolkit and training programme
- PREVENT programme – section 26 of the Counter Terrorism Act (2015)
- Prevent Duty and Guidance Gov.UK Updated April 2019

Web sites

- Disclosure and Barring service <https://www.gov.uk/government/organisations/disclosure-and-barring-service>
- Working Together in Essex Portal <https://ecclms.co.uk/goecclms.asp>
- Essex Safeguarding Children’s Board www.escb.co.uk
- Essex County Council web site for Family Solutions <http://www.weceb.org.uk/node/140>

Forms

- Essex Request for Support Form can be downloaded from the Essex County Council’s web site <http://www.weceb.org.uk/node/140> following the ‘How to request support’ link.

Ofsted helpline number 0300 123 1231

Ofsted Notifications (Allegations) 0300 123 4666

Family Operations Hub 0345 603 7627

(8:45-5:30 Mon – Thurs, 8:45-4:30 Fri. Out of office number 0345 606 1212)

Non urgent e-mails to family operations hub FOH@essex.gcsx.gov.uk

Local Authority Designated Officer (LADO) 03330 139 797

Non urgent e-mails to LADO childrens.safeguarding@essex.gov.uk

Essex Safeguarding Board www.escb.co.uk

National Society for the Prevention of Cruelty to Children (NSPCC) 0808 800 5000

Independent Vetting and Barring Scheme contact centre number 0300 123 1111

To ensure information is up to date contact workingtogether@essex.gov.uk

Female Genital Mutilation (F.G.M.)

Female Genital Mutilation (FGM) – all procedures involving partial or total removal of the external female genitalia or other injury to the female organs. It is illegal in the UK. Section 5 of the Female Genital Mutilation Act 2003 (section 74 of the Serious Crime Act 2015). If a member of staff discovers this has been carried out they must inform the police. Failure to report cases will mean staff will face disciplinary action. Information on when and how to make a report can be found at – Mandatory reporting of female genital mutilation procedural information. Staff must personally report a case to the police and also inform the designated safeguarding leader.

Honour based violence (HBV) – crimes have been committed to protect or defend the honour of the family and/or community, including FGM and forced marriage. If a member of staff has a concern that a child may be at risk of HBV they should activate local safeguarding procedures.

Types of abuse and neglect:

1. Abuse – a form of maltreatment of a child by abuse or neglect by inflicting harm or failing to act to prevent harm. This can be abuse by an adult, child or another child.
2. Physical
3. Emotional, including cyber bullying
4. Sexual
5. Neglect, including during pregnancy as a result of maternal substance abuse

Specific safeguarding issues – government guidance can be found on the following issues

1. Bullying, including cyber bullying
2. Children missing in education
3. Child missing from home or care
4. Child sexual exploitation
5. Domestic violence
6. Drugs
7. Fabricated or induced illness
8. Faith abuse
9. FGM
10. Forced marriage
11. Gender based violence/violence against women and girls

12. Hate
13. Mental health
14. Preventing radicalisation
15. Trafficking

Preventing Radicalisation

Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism. There is no one single way of identifying an individual who is likely to be susceptible to an extremist ideology. It can happen in many different ways and settings. Specific background factors may contribute to vulnerability which are often combined with specific influences such as family, friends or online and with specific needs for which an extremist or terrorist group may appear to provide an answer. The internet and the use of social media in particular has become a major factor in the radicalisation of young people. Staff should be alert to changes in a child's behaviour which could indicate they may need help or protection. Staff should use their judgement in identifying children who might be at risk of radicalisation and act appropriately which may include making a referral to the Channel programme.

Prevent – section 26 of the Counter Terrorism and Security Act 2015 (CTSA 2015) – to prevent people being drawn into terrorism, known as the Prevent Duty. Section 29 of the CTSA 2015, paragraphs 57 – 76 of the Revised Prevent Duty Guidance for England and Wales are specifically covering childcare.

County Lines

County lines is the organised criminal distribution of drugs from the big cities into smaller towns and rural areas using children and vulnerable people. Although cannabis is occasionally linked to the county lines organisations, it is harder drugs that provide the focus: heroin, cocaine, and amphetamines.

The main county line gangs operate from London and Liverpool, but other groups work out of Reading, Birmingham, and Manchester. Faces from the cities are not known by police in the quieter areas and can operate more easily. At least for a time.

The influence of county lines is nationwide. Metropolitan Police have found gang members from Islington in 14 different police areas. Boys, typically 15 and 16, but sometimes younger,

travel by coach, train, and taxi into rural or coastal area, with only a 'burner', or disposable phone, often stolen, and a stash of drugs. For the gang's security each runner only knows one other phone number along the delivery chain.

The drug runner needs a place to stay and to do this the gang will take over the home of a vulnerable person, often after following them home. This is known as "cuckooing". Once in the property, drugs and weapons can be stored there along with a possible venue for dealing drugs and the sexual exploitation of girls and young women.

Criminal exploitation of children and vulnerable adults: county lines (Home Office, 2017)