



# Corporate Safeguarding Policy

## Safeguarding Children, Young People and Adults

August 2016

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## Meeting your communication needs

We want to ensure that your needs are met, if you would like this information on audio tape, in Braille, large print, any other format or interpreted in a language other than English, please contact [enquiries@cornwall.gov.uk](mailto:enquiries@cornwall.gov.uk).

## Purpose of Policy

To set out the duty to safeguard and promote the welfare of children, young people and adults in Cornwall and how this will be implemented by Cornwall Council in the discharge of its duties. This is a joint policy as there are similarities in many of the actions needed to safeguard children and young people and to safeguard adults. However the Council recognises that there are also some distinct differences between these groups and these are reflected in this document and the relevant supporting policies and guidance.

## Policy Statement

To develop procedures and good practice within Cornwall Council to ensure that each person and agency can demonstrate that there is an understanding of the duty to safeguard and promote the welfare of children, young people and adults. To provide evidence of how this is being implemented within its own organisation and within multi-agency working arrangements and of its plans to address any gaps in these arrangements.

## Policy Application

This policy applies to all members of staff of Cornwall Council, all Council Elected Members and all those organisations who have a working relationship with the Council including external suppliers of services and volunteers.

All partners and wholly owned companies should have regard to the Council policy and ensure their individual policies are not at odds with it.

Cornwall Council pioneers [responsible procurement](#) to deliver improved quality of life and better value for money and has a [Responsible Procurement Policy](#) to reflect this. The Council expects that any organisation wishing to provide, or providing, services where staff are employed to work directly or indirectly with children, young people or vulnerable adults are able to demonstrate standards of safeguarding commensurate with those expected of statutory organisations.

## Authors

Corporate Safeguarding Steering Group:

Officer	Directorate
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<b>Officer</b>	<b>Directorate</b>
Paul Masters Corporate Director, Economy, Enterprise and Environment	Economy, Enterprise and Environment
Karen Dale Senior Manager (Safeguarding)	Education, Health and Social Care
Matthew Barton Assistant Head of Customers and Communities (Strategy and Communications)	Communities and Organisational Development
Simon Mould Assistant Chief Officer	Communities and Organisational Development
Julie Wood Assistant Head of People Management, Development and Wellbeing	Communities and Organisational Development / HR Safeguarding
Bryan Skinner Business & Incident Manager	Economy, Enterprise and Environment
TBC	Representing the Cornwall Family of Businesses

## **Introduction**

Safeguarding is everyone's responsibility and all staff have a responsibility to safeguard and promote the welfare of children, young people and adults.

There is a duty on organisations to make appropriate arrangements to safeguard and promote the welfare of children and adults. Also government guidance makes it clear that it is a shared responsibility, and depends upon effective joint working between agencies and professionals that have different roles and expertise.

## **Safeguarding Children and Young People**

Working Together (2015) guidance covers:

- the legislative requirements and expectations on individual services to safeguard and promote the welfare of children; and
- a clear framework for Local Safeguarding Children Boards (LSCBs) to monitor the effectiveness of local services.

The document replaces Working Together to Safeguard Children (2010); The Framework for the Assessment of Children in Need and their Families (2000); and Statutory guidance on making arrangements to safeguard and promote the welfare of children under section 11 of the Children Act 2004 (2007).

Safeguarding children - the action we take to promote the welfare of children and protect them from harm - is everyone's responsibility. Everyone who comes into contact with children and families has a role to play.

Ultimately, effective safeguarding of children can only be achieved by putting children at the centre of the system, and by every individual and agency playing their full part, working together to meet the needs of our most vulnerable children.

### Definition

A child is "anyone who has not yet reached their 18th birthday. 'Children' therefore means 'children and young people' throughout. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate for children and young people, does not change his or her status or entitlement to services or protection under the Children Act 1989. (See Children's Act 2004)

### Key Principles:

Effective safeguarding arrangements in every local area should be underpinned by two key principles:

- safeguarding is everyone's responsibility: for services to be effective each professional and organisation should play their full part; and
- a child-centred approach: for services to be effective they should be based on a clear understanding of the needs and views of children.

### What does this mean?

"Safeguarding and promoting the welfare of children" means:

- protecting children from maltreatment;
- preventing impairment of their health or development;
- ensuring that they grow up in circumstances consistent with the provision of safe and effective care; and
- taking action to enable all children to have the best outcomes.

Working Together (2015) aims to help professionals understand what they need to do, and what they can expect of one another, to safeguard children. It focuses on core legal requirements, making it clear what individuals and organisations should do to keep children safe. In doing so, it seeks to emphasise that effective safeguarding systems are those where:

- the child's needs are paramount, and the needs and wishes of each child, be they a baby or infant, or an older child, should be put first, so that every child receives the support they need before a problem escalates;
- all professionals who come into contact with children and families are alert to their needs and any risks of harm that individual abusers, or potential abusers, may pose to children;

- all professionals share appropriate information in a timely way and can discuss any concerns about an individual child with colleagues and local authority children's social care;
- high quality professionals are able to use their expert judgement to put the child's needs at the heart of the safeguarding system so that the right solution can be found for each individual child;
- all professionals contribute to whatever actions are needed to safeguard and promote a child's welfare and take part in regularly reviewing the outcomes for the child against specific plans and outcomes;
- LSCBs coordinate the work to safeguard children locally and monitor and challenge the effectiveness of local arrangements;
- when things go wrong Serious Case Reviews (SCRs) are published and transparent about any mistakes which were made so that lessons can be learnt; and
- local areas innovate and changes are informed by evidence and examination of the data.

If staff have concerns about the outcome of a referral they are to escalate the concern using the [Escalation Policy](#).

Staff will be aware of the main categories of abuse against children and young people:

- **Physical** - A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.
- **Sexual** - Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.
- **Emotional** - The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or

'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children.

- **Neglect** - The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:
  - provide adequate food, clothing and shelter (including exclusion from home or abandonment);
  - protect a child from physical and emotional harm or danger;
  - ensure adequate supervision (including the use of inadequate care-givers); or
  - ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

#### Legislative background

Working Together (2015) is issued under:

- section 7 of the Local Authority Social Services Act 1970, which requires local authorities in their social services functions to act under the general guidance of the Secretary of State;
- section 11 (4) of the Children Act 2004 which requires each person or body to which the section 11 duty applies to have regard to any guidance given to them by the Secretary of State; and
- section 16 of the Children Act 2004, which states that local authorities and each of the statutory partners must, in exercising their functions relating to Local Safeguarding Children Boards, have regard to any guidance given to them by the Secretary of State.

Cornwall Council recognises that, under the Children Act 2004, it has a statutory duty to make arrangements to ensure all its functions are discharged having regard to safeguarding and promoting the welfare of children in Cornwall – this includes all services directly provided and those commissioned by the local authority.

Cornwall Council subscribes to the 'Statutory Guidance on making arrangements to safeguard and promote the welfare of children under Section 11 of the Children Act 2004' in underpinning "work with individual children and their families" and the "monitoring and inspection of arrangements to safeguard and promote welfare"



Cornwall Council will ensure that all members of staff across the whole Council know or can easily find out what they need to do if they have a concern about the abuse of children or young people.

## **Safeguarding Adults**

### Definition

The Care Act 2014 sets out statutory duties for safeguarding adults.

Under section 42 of the Care Act 2014, safeguarding duties apply to an adult who:

- has needs for care and support (whether or not the local authority is meeting any of those needs) and;
- is experiencing, or at risk of, abuse or neglect; and
- as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

The adult experiencing, or at risk of abuse or neglect will be referred to as the *adult* throughout this policy.

### What do we want to achieve?

Cornwall Council works to the Care Act – Six key principles of adult safeguarding (Care Act Guidance, paragraph 14.13):

- **Empowerment** – People being supported and encouraged to make their own decisions and informed consent.
- **Prevention** – It is better to take action before harm occurs.
- **Proportionality** – The least intrusive response appropriate to the risk presented.
- **Protection** – Support and representation for those in greatest need.
- **Partnership** – Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse.
- **Accountability** – Accountability and transparency in delivering safeguarding.

Cornwall Council will ensure that all members of staff across the whole Council know or can easily find out what they need to do if they have a concern about the neglect or abuse of adults.

### What does this mean?

Council staff should not limit their view of what constitutes neglect or abuse, as they can take many forms and the circumstances of the individual

case should always be considered. Exploitation of the adult by an individual with undue influence should always be considered. The agreed categories are as follows (Care Act Guidance, paragraph 14.17):

- **Physical abuse** – including assault, hitting, slapping, pushing misuse of medication, restraint or inappropriate physical sanctions.
- **Domestic abuse** – including psychological, physical, sexual, financial, emotional abuse, controlling and coercive behaviour; and ‘honour-based’ violence.
- **Sexual violence** – including rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts and sexual assault or sexual acts to which the adult has not consented or was coerced.
- **Psychological abuse** – including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber bullying, isolation or unreasonable and unjustified withdrawal of services or supportive networks.
- **Financial or material abuse** – including coercion to take extortionate loans and threats to recover debt, theft, fraud, internet scamming, coercion in relation to an adult’s financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.
- **Modern slavery** – encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.
- **Discriminatory abuse** – including forms of harassment, slurs or similar treatment; because of race, gender and gender identity, age, disability, sexual orientation or religion.
- **Organisational abuse** – including neglect and poor care practice within an institution or specific care setting such as a hospital or care home or in relation to care provided in one’s own home. This may range from one off incidents to on-going ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation.
- **Neglect and acts of omission** – including ignoring medical, emotional or physical care needs, failure to provide access to appropriate health, care and support or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating. Failure to follow agreed processes.
- **Self-neglect** – this covers a wide range of behaviour neglecting to care for one’s personal hygiene, health or surroundings and includes behaviour such as hoarding that causes a risk of harm.

Staff will respond appropriately when they see or are concerned about neglect or abuse.

- This means that staff will report and record their concerns about abuse to the Education, Health and Social Care Multi Agency Referral Unit; and
- Staff will have detailed guidance to support them to do this in the 'Alerter's Guide.' Staff will also be able to get advice from colleagues about how to do this.
- If staff have concerns about the outcome of the referral they are to escalate the concern using the [Escalation Policy](#).

The Council will work with partners from the Safeguarding Adults Board and the wider community to promote awareness of what abuse looks like and appropriate ways to respond to safeguarding concerns. In addition, when supporting adults who are parents/carers it is important to be additionally alert to any impact on the welfare and safety of the children in the household (e.g. young carers) and to take the appropriate action to safeguard them.

Cornwall Council fully endorses and adheres to the [Cornwall and Isles of Scilly Multi-agency Safeguarding Adults Policy](#).

This policy is to be used in conjunction with the [Alerter's Guide](#).

## **Policy Objectives**

Our main policy objective is to ensure that we will with our partner agencies promote safeguarding as the moral norm so that it becomes everybody's business. By everybody's business we mean that staff and managers in all organisations understand their safeguarding responsibilities and their active role in working together to safeguard children, young people and adults from harm.

For this policy to be effective it is essential that each agency and person working in that agency has an applied understanding of what safeguarding means, knows that safeguarding is everyone's responsibility, knows the signs and symptoms of potential harm, how to access safeguarding information, advice and guidance, and is committed to making an informed contribution to safeguard children, young people and adults.

## **Safeguarding Children and Young People**

Everyone who works with children - including teachers, GPs, nurses, midwives, health visitors, early years professionals, youth workers, police, Accident and Emergency staff, paediatricians, voluntary and community workers and social workers - has a responsibility for keeping them safe.

No single professional can have a full picture of a child's needs and circumstances and, if children and families are to receive the right help at the right time, everyone who comes into contact with them has a role to play in identifying concerns, sharing information and taking prompt action.

Working Together (2015) sets out key roles for individual organisations and key elements of effective local arrangements for safeguarding. It is very important these arrangements are strongly led and promoted at a local level, specifically by:

- a strong lead from local authority members, and the commitment of chief officers in all agencies, in particular the Director of Children's Services and Lead Member for Children's Services in each local authority; and
- effective local coordination and challenge by the LSCBs in each area

The following principles will underpin all of our work with children and young people. Our approach will be:

- child centred – seeing and listening to children and young people;
- rooted in understanding child development;
- support the achievement of best possible outcomes for children;
- holistic in approach – seeing the whole of the child and not just aspects of their lives;
- understand diversity, the impact of discrimination and how to ensure equality of opportunity;
- respect for the views of parents/carers and actively involve them in assessment and care planning;
- identify and build on strengths and protective factors, as well as identifying and addressing difficulties and risks;
- work collaboratively between agencies, sharing information as appropriate;
- provide support as a continuing process not for brief periods in relation to particular events;
- monitor and review the impact of intervention on a child's welfare and overall developmental progress; and
- achieve good standards in safeguarding practice consistently and be informed by evidence.

### **Children have said that they need**

- Vigilance: to have adults notice when things are troubling them
- Understanding and action: to understand what is happening; to be heard and understood; and to have that understanding acted upon
- Stability: to be able to develop an on-going stable relationship of trust with those helping them
- Respect: to be treated with the expectation that they are competent rather than not

- Information and engagement: to be informed about and involved in procedures, decisions, concerns and plans
- Explanation: to be informed of the outcome of assessments and decisions and reasons when their views have not met with a positive response
- Support: to be provided with support in their own right as well as a member of their family
- Advocacy: to be provided with advocacy to assist them in putting forward their views

Cornwall Council is a member of Cornwall and Isles of Scilly Local Safeguarding Children Board and therefore subscribes to the [South West Safeguarding and Child Protection Procedures](#) and range of supplementary instructions issued from time to time on the basis of multi-agency agreements to policy, procedures and guidance.

### **Safeguarding Adults**

Cornwall Council is a member of Cornwall and the Isles of Scilly Safeguarding Adults Board which includes senior representation from all partner agencies. The aims of this board are:

- To minimise the risk of abuse to adults and to protect vulnerable adults effectively where abuse has occurred or may have occurred; and
- To ensure Multi-agency partners work effectively together to develop and implement Safeguarding Adults strategies, policies and procedures.

### **Communications**

The Council has a safeguarding communications strategy to raise public awareness of safeguarding issues, identify and communicate key messages across the Council with employees, key partners and the public and create greater understanding among the media. This has been approved by both the Adults and Children's Safeguarding Boards.

In addition to this, the Council works jointly with our public sector partners to deliver up to three safeguarding communication campaigns each year. This is under the banner 'safeguarding is everybody's responsibility'.

### **Equality and Diversity**

This policy should be read with Cornwall Council's Equality and Diversity Framework and Equal Opportunity Policy. Equality is based on the idea of fairness whilst recognising that everyone is different, and diversity is about the ways in which people differ and about recognising that differences are a

natural part of society. Cornwall Council expects that all elected members, staff and volunteers who come into contact with children, young people and adults treat them as individuals and make them feel respected and valued as an essential part of our commitment to safeguarding children, young people and adults.

## **Review**

This document will be reviewed annually or as legislative changes require.

## **Responsibilities for Safeguarding**

Cornwall Council will ensure that:

All Cornwall councillors, senior managers, companies which are wholly owned by the Council (the Cornwall family of businesses) and the governing bodies of maintained and voluntary-aided schools are committed to safeguarding and promoting the welfare of children, young people and adults, that they demonstrate leadership, are informed about and take full responsibility for the actions of staff who provide services to children, young people, adults and their families or carers at all levels.

This means:

- Ensuring the highest standards of safer recruitment, supervision and management oversight of Council staff, particularly but not exclusively those working directly with children, young people and adults;
- Advising and supporting schools and governing bodies to take full responsibility for monitoring the actions school- based staff to safeguard and promote the welfare of children, young people and adults;
- Ensuring that children, young people and adults are seen and listened to and that their views are taken fully into account when making decisions;
- Taking appropriate action regarding any concerns expressed about their welfare, commensurate with their rights to privacy and wherever possible on the basis of informed consent;
- All members of staff and volunteers who are employed by or on behalf of the authority, will have a clear understanding of the Council's responsibilities for safeguarding;
- A statement of the Council's responsibilities towards children, young people and adults will be available to all staff; this will include effective systems to ensure that complaints about non-compliance with safeguarding procedures and policies can be made by children, young people, adults, staff and other people - and that they receive an appropriate response;
- Regularly refreshing our policies and procedures about safeguarding in light of lessons from research and serious case

reviews and maintaining an action plan for continuous improvement;

- Promoting the highest standards of safeguarding practice across the organisation, including robust standards for safe recruitment and ongoing checks;
- The Corporate Safeguarding Steering Group to regularly receive updates from the Cornwall family of businesses safeguarding group which provides the Council with an assurance that safeguarding responsibilities are being met and properly discharged; and
- Carrying out annual audits on our performance and complying fully with the requirements of both the safeguarding boards to undertake statutory audits.

The Council and each Directorate has clear lines of accountability in relation to its work in safeguarding children, young people and adults and delegated decision-making.

This means:

- The Director of Services for Education, Health and Social Care has statutory duty and is accountable for ensuring that satisfactory arrangements are in place to safeguard and promote the welfare of children, young people and adults in Cornwall;
- Constituent Directorates will have in place a named senior manager who takes strategic responsibility for safeguarding arrangements within that Directorate. This includes strategic responsibility for safer recruitment, ongoing safer employment, including training and the management of allegations, the monitoring of safeguarding arrangements and the management and support of other named staff who have safeguarding roles and who are trained and able to provide advice on procedure in relation to appropriately passing on concerns relating to children, young people, adults and staff;
- Constituent Directorates and schools will ensure that every member of staff knows how to seek advice and report any concern about a child, young person or adult. Individual responsibilities for safeguarding and promoting the welfare of children, young people and adults will be encompassed within relevant job descriptions and procedures;
- Corporate Director, Economy, Enterprise and Environment will champion safeguarding corporately on behalf of the Corporate Leadership Team and ensure all directorates are involved in policy shaping, safeguarding training, programme development and learning from serious case reviews through a corporate safeguarding steering group to which all directorates are expected to nominate a senior representative; and
- Each Directorate will nominate safeguarding advocates who will work within their service and directorate in order to promote awareness of the safeguarding agenda, act as a sign post to

specialist officers and to support staff through the referral process where necessary.

## **Providing Services**

All policies, procedures and services take account of the need to safeguard and promote the welfare of children, young people and adults; and so far as possible will be informed by the views of children, young people, adults and their families or carers. All policies and key budget decisions must be supported by an assessment of the impact that may be caused and in the case of adults, must take into account the human rights act (for example age or vulnerability). This means:

- The Council, in collaboration with its partners, will provide a range of preventive and statutory services to safeguard and promote the welfare of children, young people and adults;
- Ensuring that services to children, young people, adults and their families or carers are provided safely and effectively, and are accessible; and
- That Cornwall Council understands its role as corporate parent of children in public care depends upon ownership and leadership at a senior level including elected members and embedding of that understanding throughout the Council's workforce. As corporate parent Cornwall Council understands, acts upon its responsibility, and has monitored arrangements in place to achieve good parenting for all children in its care, an essential part of which is to safeguard and promote their education.

## **Multi-Agency Working - Working Together**

Good interagency and multi-disciplinary working is promoted and maintained both within the Council and with other organisations. Standards of practice in work with children, young people, adults and their families or carers are regularly reviewed in line with relevant national Guidance. This means:

- Ensuring that the Local Safeguarding Children's Board and the Safeguarding Adults Board are provided with appropriate support to carry out their duties in partnership with other local organisations in Cornwall;
- Commissioned organisations, including the voluntary sector, providing services to children, young people, adults, their families or carers and to schools will demonstrate standards of safeguarding compliant with those of Cornwall Council, Cornwall and Isles of Scilly Safeguarding Children Board and Cornwall and Isles of Scilly Safeguarding Adults Board;
- Information is shared efficiently and effectively in respect of issues that may affect the safety and welfare of children, young people or adults. Clear information sharing protocols are in place and understood by staff, so ensuring that information is shared appropriately and as the law prescribes;



- Concerns are shared early in order to prevent any problems escalating; and
- Ensuring that the Council has a network of trained, accessible safeguarding advocates to support staff to make alerts.

## **Staff Awareness**

The Council considers that safeguarding is everyone's responsibility. In particular the Council will ensure that all staff know what to do and how best to share information in order to ensure that children, young people, adults and their families or carers receive necessary services - especially when they are concerned that a child, young person or adult may be suffering or at risk of suffering harm – and that all staff have access to support and appropriately expert advice in this context. This means:

- All staff employed by the council are expected to attend induction/training during which they will be informed of appropriate policies and relevant personnel.
- In addition, all staff are expected to complete a mandatory Safeguarding e-learning module every three years. Compliance with this is monitored and reported to Heads of Service on a monthly basis.
- Council staff are supported by a network of Safeguarding Advocates, for whom additional training is provided. More in depth safeguarding training is available for all staff who have additional responsibilities in this area.

## **Safer Recruitment**

Cornwall Council demonstrates its commitment to safeguarding and promoting the welfare of children, young people and adults at all stages of the recruitment and selection process.

It has in place consistent, fair and thorough safer recruitment practices and processes that aim to deter, reject or identify people who might abuse children, young people or adults and to ensure that those recruited are suitable to work within Cornwall Council's services.

In addition, Cornwall Council expects all of its partner organisations to have robust, well managed safeguarding arrangements in place which are compliant with regulations and legislation.

Managers who recruit into roles working with children and/or adults should ensure that all the relevant safeguarding, recruitment and barring checks have been undertaken for all employees, volunteers and suppliers of services to the Council. Such checks and measures may include for example:

- Safeguarding responsibilities identified on role profiles and adverts;
- Stated requirement for appropriate criminal record checks;
- Use of application forms;

- Face-to-face interviews;
- Undertaking pre-employment checks, including the appropriate; criminal record check
- Taking up references;
- Probationary and supervision periods; and
- Monitoring conduct within the role.

Safer recruitment is part of a culture of ongoing vigilance where safer working practices are used by supported and well-trained staff. Adults working with children, young people and/or adults will be clear about appropriate and inappropriate practice and are able to raise concerns when these arise. Features of a safer culture may include:

- Policies and procedures put into practice;
- Clear procedures and support for reporting concerns;
- Induction and probationary periods;
- Setting acceptable standards of behaviour; and
- Commitment to safeguarding and an ongoing culture of vigilance.

Further statutory guidance about safeguarding and safer recruitment can be found in *'Keeping Children Safe in Education'* (Department for Education, 2015) which sets out what schools and colleges must do to safeguard and promote the welfare of children and young people under the age of 18. This should be read alongside *Working Together to Safeguard Children* 2015.

Information, advice and guidance relating to safer recruitment practices, Disclosure and Barring checking; positive disclosures and suitability decisions; and any legislative changes as a result of the recent Protection of Freedoms Act (2012) can be obtained from the HR Safeguarding Team on 01872 324130 or email [hrrsafeguardingteam@cornwall.gov.uk](mailto:hrrsafeguardingteam@cornwall.gov.uk)

The [Cornwall and Isles of Scilly Safeguarding Children Board](#) website provides useful information and links to resources for the voluntary and community sector.

### **Management of allegations against professionals who work with children and young people and people in a position of trust who work with adults**

- Allegations or concerns about staff relating to children or young people are handled effectively and in accordance with 'Working Together to Safeguard Children' (2015) through the Safeguarding Standards Unit LADO (Local Authority Designated Officer) Service . Information and procedures can be found on both the Cornwall & Isles of Scilly Safeguarding Children Board webpages and the South West Child Protection Procedures website.

- Allegations or concerns about staff relating to adults are handled in accordance with the [Cornwall and Isles of Scilly Safeguarding Adults Board Multi-agency Safeguarding Adults policy](#).
- Staff who work or have contact with children, young people, adults and their families or carers receive appropriate safeguarding and safe working practices training, including induction, consistent with their role and function. This training will reflect the necessity for effective multi-agency and inter-professional working – both within the Council and with other organisations. The content and standard of this training will be approved by Cornwall and Isles of Scilly Safeguarding Children Board and/or Cornwall and Isles of Scilly Safeguarding Adults Board.
- Safe working practices are promoted and poor and unsafe practice is challenged. See "[Guidance for Safer Working Practice for Adults who Work with Children and Young People](#)".
- Effective arrangements such as a [Whistleblowing policy](#), which explicitly describes arrangements for sharing concerns about the behaviour of colleagues and other members of staff are described at induction and training and well-publicised by the Council to its employees.

## Monitoring Outcomes

Cornwall Council and affiliated organisations collect, analyse, monitor and review a wide range of data associated with safeguarding objectives arising from the outcomes listed above and report on a range of these objectives to its partners and regional and national government.

The corporate steering group monitors progress against our corporate and directorate improvement plans on a quarterly basis. The Council is also independently audited annually by the Local Safeguarding Children's Board and the Safeguarding Adults Board.

## References

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(<http://cornwallcouncilintranet.cc.cornwallonline.net/need-to-know/commercial-services/responsible-procurement/>)
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3. Children Act 2004  
(<http://www.legislation.gov.uk/ukpga/2004/31/contents>)
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5. 'Statutory Guidance on making arrangements to safeguard and promote the welfare of children under Section 11 of the Children Act 2004' ([www.everychildmatters.co.uk](http://www.everychildmatters.co.uk))
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9. 'Safeguarding Adults Multi-agency Escalation Procedure for Individual Cases' ([http://cornwallcouncilintranet.cc.cornwallonline.net/media/4129/sa\\_multi-agency\\_escalation\\_procedure-2.pdf](http://cornwallcouncilintranet.cc.cornwallonline.net/media/4129/sa_multi-agency_escalation_procedure-2.pdf))
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11. South West Safeguarding and Child Protection Procedures ([www.swcpp.org.uk](http://www.swcpp.org.uk))
12. 'Keeping Children Safe in Education' (Department for Education, 2015) (<https://www.gov.uk/government/publications/keeping-children-safe-in-education>)
13. 'Working Together to Safeguard Children' (HM Government, 2015) ([https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/419595/Working\\_Together\\_to\\_Safeguard\\_Children.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419595/Working_Together_to_Safeguard_Children.pdf))
14. Cornwall and Isles of Scilly Safeguarding Children Board (<http://www.safechildren-cios.co.uk/>)
15. Cornwall and Isles of Scilly Multi-agency Safeguarding Adults Policy ([www.cornwall.gov.uk/safeguardingadults](http://www.cornwall.gov.uk/safeguardingadults))
16. 'Guidance for safer working practice for those working with children and young people in education settings' (Safer recruitment Consortium, 2015) (<http://www.saferrecruitmentconsortium.org/GSWP%20Oct%202015.pdf>)
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Prepared by

Natalie Russell

Corporate Strategy, Policy and Intelligence Advisor

If you would like this information in another format please contact:

**Cornwall Council**

**County Hall**

**Treyew Road**

**Truro TR1 3AY**

Telephone: **0300 1234 100**

Email: **enquiries@cornwall.gov.uk**

**[www.cornwall.gov.uk](http://www.cornwall.gov.uk)**

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