

Safeguarding Policy



Covering Children & Adults with care
and support needs

Member Champion for Safeguarding:	To be allocated on a yearly basis. The safeguarding pages on the Council website will be updated with current information on Member Champion.
Safeguarding Champion:	Executive Director for Resources Town Hall, Coton Road Nuneaton, Warks CV11 5AA Telephone: 024 7637 6376
Policy written by:	Audit and Governance Team Town Hall, Coton Road Nuneaton, Warks CV11 5AA Telephone: 024 7637 6333
Equality Impact Assessment:	An equality assessment has been carried out and no adverse impact has been identified.
Policy Review Date:	October 2019

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1. The Policy

Nuneaton and Bedworth Borough Council (“the Council”) recognises that everyone has a right to protection from abuse. The Council has a responsibility to protect and safeguard the welfare of children and adults who may have care & support needs.

The Council will seek to keep children and adults with care and support needs safe by:

- Responding swiftly and appropriately to all suspicions or allegations of abuse;
- Valuing all children and adults with care and support needs by listening to and respecting them;
- Appointing a Designated Safeguarding Officer;
- Adopting safeguarding practices to deal with concerns about possible abuse;
- Recruiting employees safely and ensuring that all necessary checks are made;
- Recording and storing information professionally and securely;
- Using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, adults with care and support needs, parents, families and carers as appropriate.

For the purposes of this Policy, the term ‘employee’ will cover any individual who acts on behalf of the Council. This will cover such individuals as employees, elected members, agency workers, contractors and volunteers.

This policy should be read in conjunction with the following policies and procedures:

- Recruitment and Selection;
- Confidential Reporting;
- Code conduct for employees;
- Safeguarding Guidance
- DBS Policy

The policy will be kept under review, amended in line with legislation and/or guidance from the boards and supported by appropriate training.

2. Legal Framework

This policy (and other Council guidance on safeguarding) has been produced in line with the following legislation and guidance:

The Children Acts (1989 & 2004)

Mental Capacity Act 2005

Safeguarding Vulnerable Groups Act 2006

Protection of Freedoms Act 2012

The Care Act 2014

Working Together (statutory guidance for working with children) 2018

It also takes account of any points of best practice promoted by the following agencies:

NSPCC
The Children's Society
Kidscape
Action for children
Barnardos
Warwickshire Safeguarding Children Board
Warwickshire Safeguarding Adult Board
Warwickshire Multi Agency Safeguarding Hub (known as the MASH)

3. Equality

In accordance with the Equality Act 2010 the Council will not discriminate against any child/adults due to the following protected characteristics: race, disability, age, gender, religion/belief, sexual orientation, pregnancy/maternity, marriage/civil partnership or gender reassignment.

Abuse/concerns will be reported irrespective of any protected characteristics listed.

4. Definitions

Safeguarding children

Safeguarding children is the action that is taken to promote the welfare of children and protect them from harm. Safeguarding means: protecting children from abuse and maltreatment, preventing harm to children's health or development, ensuring children grow up with the provision of safe & effective care and taking action to enable all children to have the best outcomes.

A child is defined as a person under the age of 18.

Safeguarding adults (An adult with care and support needs)

Safeguarding adult's means protecting an adult's right to live in safety free from harm, abuse and neglect.

It is about people and organisations working together to prevent and stop both the risks and experience of abuse or neglect, while at the same time making sure that the adult's wellbeing is promoted, having regard to their views, wishes, feelings and beliefs.

This must recognise that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances.

Abuse

Abuse is a form of maltreatment. Somebody may abuse or neglect by inflicting harm, or by failing to act to prevent harm.

Specific definitions of abuse for children:

Physical Abuse: Physical abuse 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.

Emotional Abuse: Emotional abuse is 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 the child 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 the child. These may include interactions that are beyond the child's developmental capability, as well as over protection 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, bullying (including cyber bullying) causing children frequently to feel frightened or in danger, or the exploitation or corruption of children.

Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Neglect: Neglect is 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 and clothing,
- provide 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-takers,
- provide appropriate medical care or treatment.

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

Sexual Abuse: Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, 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 (e.g. rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may include non-contact activities such as involving children in looking at, or in the production of pornographic material, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet).

Bullying: Bullying is an offensive, intimidating, malicious or insulting behavior, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient.

Child Sexual Exploitation: CSE is a form of sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person into sexual activity, either in exchange for something the victim needs or wants and/or for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. CSE does not always involve physical contact, it can also occur through the use of technology.

Specific definitions of abuse for adults:

Physical abuse: Physical abuse is the use of physical force or mistreatment of one person by another which may, or may not, result in actual physical injury.

This may include assault, hitting, slapping, pushing, misuse of medication, restraint or inappropriate physical sanctions.

Domestic abuse: Domestic abuse is when someone you are in a close relationship with behaves in a way that causes psychological, physical, sexual, financial, emotional abuse; so called 'honour' based violence.

Sexual abuse: Sexual abuse is any behavior perceived to be of a sexual nature which is unwanted or takes place without consent or understanding. Sexual violence and abuse can take many forms and may include non-contact sexual activities, examples are as rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure, grooming and stalking

Psychological abuse: Psychological (or emotional abuse) is harmful behaviour that can cause mental distress. It can include both verbal and non-verbal abuse which can scare, humiliate and isolate a person.

This may include 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: Financial abuse is another name for trying to steal, stealing or defraud someone of their money, goods and/or property.

This may include 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: Discriminatory abuse is when someone picks on someone or treats them unfairly because something about them is different.

This can include forms of harassment, slurs or similar treatment; because of race, gender and gender identity, age, disability, sexual orientation or religion.

Organisational abuse: Organisational (or institutional abuse) is the mistreatment or neglect of an adult at risk by a regime or individuals. It takes place within settings and services that adults at risk live in or use, including any organisation, within or outside of the Health and Social Care sector.

This can include neglect and poor care practice within an institution or specific care setting such as a hospital or care home, for example, 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: Neglect occurs when a person deliberately withholds, or fails to provide, appropriate and adequate care and support needed by another adult. It may be through a lack of knowledge or awareness, or through a decision not to act when they know the adult in their care needs help. It may impair the health or well-being of an adult.

This can include 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.

Self-neglect: Self-neglect is any failure of an adult to take care of himself or herself that causes, or is reasonably likely to cause within a short period of time, serious physical, mental or emotional harm or substantial damage to or loss of assets.

This can cover a wide range of behaviour neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding.

5. Allegations of abuse against a child or adult

Any allegation of abuse or concerns raised, either involving a child or an adult, will be taken seriously by the Council. The Council will take further action in resolving the abuse or concerns by making a referral to the Warwickshire MASH, Adult Social Care, the Police or any other agency which could assist in the safeguarding of the child or adult.

6. Allegations of abuse against employees & elected members

Allegations against employees will be dealt with in line with the Councils Dismissal and Disciplinary Policy & Procedure. Any allegations against members should be reported to the Monitoring Officer for the Council.

When the actions of a Council employee or elected member has put a child/adult in danger or made a child/adult suffer abuse, the MASH and/or the Police will be contacted.

All cases of allegations against employees and elected members involving children will be reported through to the Local Authority Designated Officer (LADO) within one working day. The LADO works within Children's Services and should be alerted to all cases where it is alleged that a person has:

- behaved in a way that has harmed, or may have harmed, a child
- possibly committed a criminal offence against children, or related to a child
- behaved towards a child or children in a way that indicates s/he is unsuitable to work with children

7. Responsibilities within the Council

Executive Director for Resources

The Executive Director for Resources has ultimate responsibility for safeguarding activities within the Council and is the designated Safeguarding Champion for the Council.

Directors

All Directors have a responsibility for safeguarding within their Service Unit and must ensure compliance with this policy.

Elected Member Safeguarding Champion

The champion is nominated at full Council every year and is normally the Portfolio Holder for Central Services. The Champion acts as the member lead on safeguarding issues both internal and external to the Council and is responsible for ensuring that the Council has the relevant policies in place to ensure compliance with the relevant legislation.

Audit and Governance Manager

The Audit and Governance Manager oversees the operational safeguarding activities of the Council and co-ordinates any reports and actions taken in response to any safeguarding matters.

Equality and Safeguarding Officer

The Equality and Safeguarding Officer carries out the operational activities for safeguarding within the Council. The post is the allocated Single Point of Contact (SPOC) for liaison with the MASH and will deal with referrals to and requests for information from the safeguarding hub.

Audit and Governance Team

The Audit and Governance Team, in the absence of the Equality and Safeguarding Officer, will act as the deputy for liaison with the MASH and will deal with referrals to and requests for information from the safeguarding hub.

Support Officers for Specific Point of Contact

Support Officers across the Council have been nominated to support the SPOC in supplying information to the MASH. Once a request for information is made by the SPOC, they will supply the requested information from the data they hold on a child/adult/family.

Senior Managers

Senior Managers are required to consider the impact of their policies, procedures and services on children and adults with care and support needs. They must ensure compliance with this policy.

Other Council Employees

Council employees are responsible to report any safeguarding concerns they have to the Equality and Safeguarding Officer, Audit and Governance Manager, Audit and Governance Team or the Safeguarding Champion.

8. Contacts

Designated Contact: Craig Dicken (Equality and Safeguarding Officer)

Telephone: 024 7637 6333

Email: craig.dicken@nuneatonandbedworth.gov.uk

Deputy Designated Contact: Linda Downes (Audit and Governance Manager)

Telephone: 024 7637 6260

Email: linda.downes@nuneatonandbedworth.gov.uk

Safeguarding Champion: Simone Hines (Executive Director for Resources)

Telephone: 024 7637 6376

Email: simone.hines@nuneatonandbedworth.gov.uk

Warwickshire Police

Telephone: 01926 415000

Warwickshire Safeguarding Children Board

Telephone: 01926 410410

Email: wscb@warwickshire.gov.uk

Warwickshire Safeguarding Adults Board

Telephone: 01926 410410

Email: wsab@warwickshire.gov.uk

Warwickshire Multi Agency Safeguarding Hub (MASH)

Telephone: 01926 414144

Email: mash@warwickshire.gcsx.gov.uk