

Safeguarding Audit

Arrangements you must have in place.

All early years settings should have safeguarding policies and procedures to ensure that every child, regardless of their age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation, has a right to equal protection from harm. Setting up and following good safeguarding policies and procedures means children are safe from adults and other children who might pose a risk.



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 and effective care
- taking action to enable all children and young people to have the best outcomes.

Child protection is part of the safeguarding process. It focuses on protecting individual children identified as suffering or likely to suffer significant harm. This includes child protection procedures which detail how to respond to concerns about a child (NSPCC).

Safeguarding Arrangements you should have in place?

- A clear line of accountability designed to safeguard and promote the welfare of children
- A senior designated lead to take leadership responsibility for the organisation's safeguarding arrangements
- A culture of listening to children and taking account of their wishes and feelings (both in individual decisions and the development of services)
- Clear whistleblowing procedures and a culture that enables issues about safeguarding and promoting the welfare of children to be addressed.
- Arrangements which clearly set out the process for sharing information with other professionals and Local Safeguarding Childrens Partnerships.
- A designated professional lead for safeguarding. Their role is to support leaders and practitioners to recognise the needs of children including referral to the Local Authority to protect children from possible abuse or neglect. Designated professional roles should be explicitly defined in job descriptions and professionals should be given time, funding, supervision and support to fulfil their responsibilities effectively.
- Safe recruitment practices including policies on when to obtain a DBS check
- Appropriate supervision and support for staff including safeguarding training:

Employers / providers are responsible for ensuring that their staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of children and creating an environment where staff feel able to raise concerns and feel supported in their safeguarding role.

- All staff should be given mandatory induction, which includes familiarisation with child protection responsibilities and procedures to be followed if anyone has any concerns about a child's safety or welfare and;

All professionals should have regular professional supervision and time to reflect on their own practice to ensure they improve over time.

- The organisations policies and procedures must be in line with those from the Local Safeguarding Children partnership for dealing with allegations against people who work with children. Policies should make clear distinction between an allegation, a concern about the quality of care or practice or a complaint. An allegation may be related to a person who works with children who has:
 - Behaved in a way that has harmed a child or may have harmed a child;
 - Possibly committed a criminal offence against a related to a child; or
 - Behaved towards a child or children in a way that indicates they may pose or risk harm to children.
- Employers and voluntary organisations should ensure that they have clear policies in place setting out the process, including timescales, for investigation and what support and advice will be available to individuals against whom allegations have been made. Any allegation against people who work with children should be reported immediately to senior manager within the organisation. The designated safeguarding lead, or senior leader, must also notify the Local

Authority Designated Safeguarding Officer within one working day of allegations made against a member of staff. They must also inform Ofsted – within 14 days – but I recommend notifying Ofsted without delay after notifying the LA.

- If an organisation removes an individual (paid workers or unpaid volunteer) from work such as looking after children (or would have, had the person not left first) because the person poses a risk of harm to children, the organisation must make a referral to the Disclosure and Barring Service. It is an offence to fail to make a referral without good reason.

The role of the Local Authority

- County level and unitary local authorities should ensure that allegations against people who work with children are not dealt with in isolation. Any action necessary to address corresponding welfare concerns in relation to the child or children involved should be taken without delay and in a coordinated manner.
- Local authorities should put in place arrangements to provide advice and guidance on how to deal with allegations against people who work with children to employers and voluntary organisations. Local authorities should also ensure that there are appropriate arrangements in place to effectively liaise with the police and other agencies to monitor the progress of case and ensure that they are dealt with as quickly as possible with a thorough and fair process.

References and reading

Kirklees Local Authority

<https://www.kirkleessafeguardingchildren.co.uk/safeguarding-2/safeguarding-processes-and-systems/section-11-self-assessment-audit/>

NSPCC

<https://learning.nspcc.org.uk/safeguarding-child-protection>