

# **Red Hen Trustees Safeguarding Overview**

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## What is safeguarding?

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

(NSPCC definition from their website)

## What is the difference between safeguarding and child protection?

- Safeguarding is the broad term, covering what everyone in an organisation does to promote the welfare of children and protect them from harm.
- Child protection is part of this process, and describes what is done to protect specific children who are suffering, or likely to suffer, significant harm.

## So who is responsible for safeguarding within Red Hen?

Trustees are responsible for making sure all safeguarding responsibilities are carried out correctly, this is the guidance from the government <https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees>

## Manage the risks *(text in red taken from the document on the previous page)*

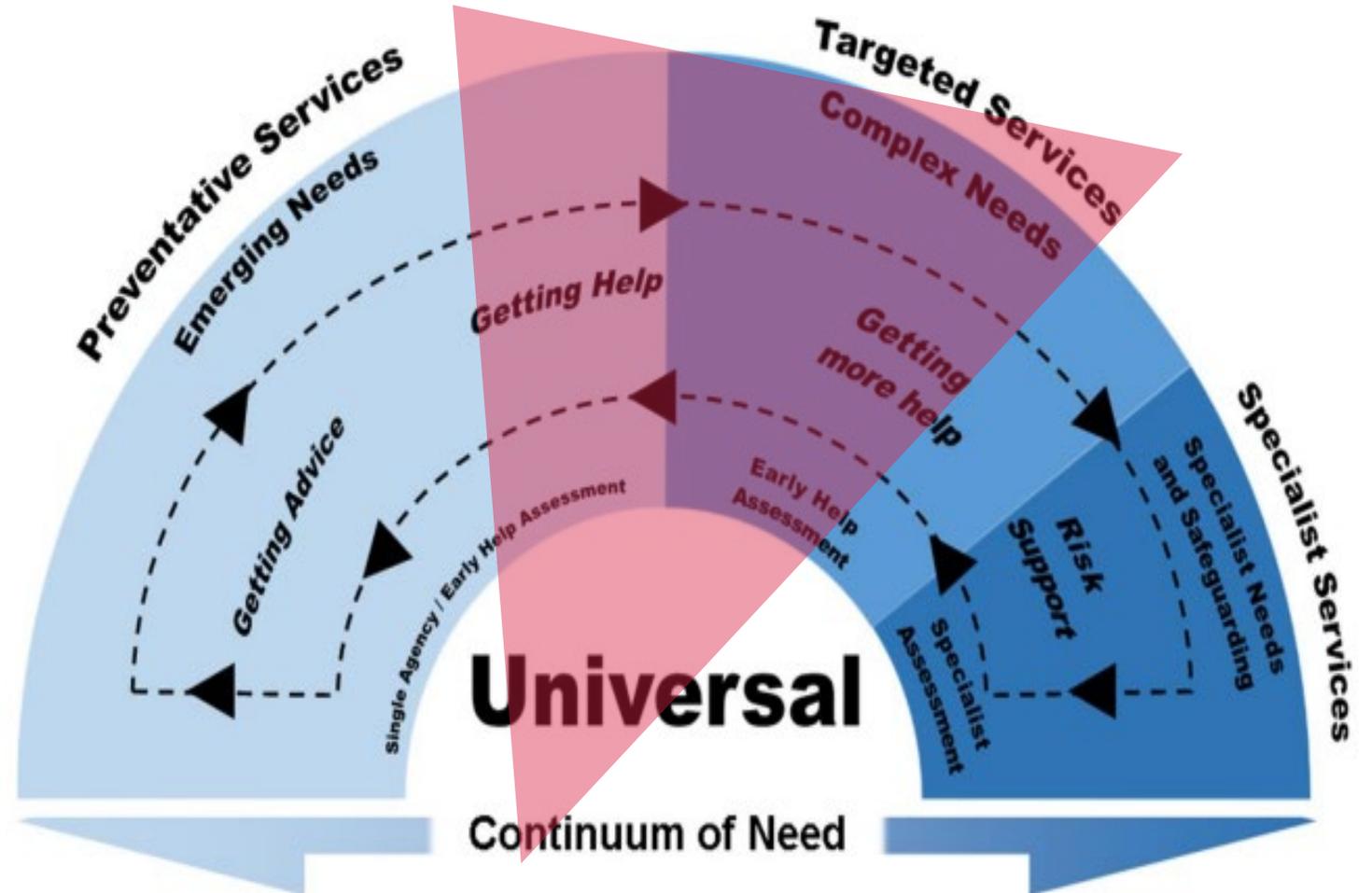
- Protecting people and safeguarding responsibilities should be a governance priority for all charities. It is a fundamental part of operating as a charity for the public benefit.
- As part of fulfilling your trustee duties, you must take reasonable steps to protect from harm people who come into contact with your charity.
- This includes:
  - people who benefit from your charity's work
  - staff
  - volunteers
  - other people who come into contact with your charity through its work
- The Charity Commission will hold trustees to account if things go wrong and will check that trustees followed this guidance and the law. Trustees are expected to take responsibility for putting things right.
- Trustees should promote a fair, open and positive culture and ensure all involved feel able to report concerns, confident that they will be heard and responded to.

## We expect all trustees to make sure their charity:

- has appropriate policies and procedures in place, which are followed by all trustees, volunteers and beneficiaries
- checks that people are suitable to act in their roles
- knows how to spot and handle concerns in a full and open manner
- has a clear system of referring or reporting to relevant organisations as soon as concerns are suspected or identified
- sets out risks and how they will be managed in a risk register which is regularly reviewed
- follows statutory guidance, good practice guidance and legislation relevant to their charity: this guidance links to the main sources of information
- is quick to respond to concerns and carry out appropriate investigations
- does not ignore harm or downplay failures
- has a balanced trustee board and does not let one trustee dominate its work – trustees should work together
- makes sure protecting people from harm is central to its culture
- has enough resources, including trained staff/volunteers/trustees for safeguarding and protecting people
- conducts periodic reviews of safeguarding policies, procedures and practice

## Where does Red Hen’s work fit in within the safeguarding continuum?

This illustration shows where the Red Hen Project fits within the Universal Services model. The 1:1 Family Workers workload sits within preventative services, but more strongly within targeted services. Early Help (you can see this within the targeted services section) is defined in Keeping Children Safe in Education 2021 as “Early help means providing support as soon as a problem emerges at any point in a child’s life, from the foundation years through to the teenage years”



The current team of family workers work well within this range of need; they have lots of experience and qualifications that support this level of work. They have worked on a number of higher level cases recently with very positive outcomes, with families now engaging with community support. It feels to us at times that cases that meet threshold for social care are not being picked up and are left with Red Hen, this is an ongoing discussion, but hopefully the current working arrangement with the local authority makes things clearer.

## **Multi Agency Working**

All agencies working with children and families should work together to share information to keep children safe. In the case of the Red Hen Project there are formal meetings; Team Around the Family meetings (TAFs) which include parents/ carers and all involved professionals, monthly (moving to ½ termly next year) link meetings with partner schools to discuss caseloads, as well as informal discussions which take place as needed and if concerns arise, with discussions about how to move forward to address these concerns. The strength of the relationships the Red Hen workers have with parents/ carers and professionals is key to successful working.

# Key policies

## [Safeguarding and Child Protection Policy](#)

### [Guidance regarding conduct when working with children and families for employees, trustees and volunteers](#)

#### [Keeping Children Safe in Education September 2021](#)

Guidance for schools but very relevant to the Red Hen Project workers also. Currently Rachel reads this document but is in the process of making sure all family workers also read it.

The guidance in Annex B looks at specific forms of abuse that may be less well known about, it is definitely worth a read (P 123 onwards) It covers Child Criminal Exploitation (CCE), Child Sexual Exploitation (CSE), County Lines, Modern Slavery, Cyber Crime, Domestic Violence, homelessness, 'honour based abuse' (including female genital mutilation and forced marriage), preventing radicalisation, the Prevent Duty, peer on peer/ child on child abuse, sexual violence and harassment between children.

#### The Red Hen [Whistleblowing Policy](#)

#### [The Prevent Duty](#)

The Prevent Duty was written in response to the rise in terrorism and focuses on preventing children/ young people and families becoming radicalised. There is no requirement for family workers to read this document, but they do have awareness training with Rachel and myself as part of their induction and refresher training.

## Staffing

Responsibility for safeguarding starts right from the beginning; everyone who works for Red Hen, paid or as a volunteer, will have safeguarding checks undertaken to make sure they are suitable for working with the charity before they start, whether they are expected to be working directly with children and families, or not. All workers and volunteers have to read the Red Hen policies above, and have a safeguarding induction with Rachel Bennet (DSL).

All new workers and volunteers who will be working with children and families have to complete the relevant NSPCC elearning modules (this takes approximately 3 hours) before they start. They will also do the school based training with Sophie Evans to back this up (not necessarily before they start, but as an extra to back up the eLearning).

## Who is Responsible for Safeguarding on a Day by Day Basis?

Everyone. Everyone who works for Red Hen, paid or unpaid, is responsible for making sure they follow the Red Hen policies and procedures for safeguarding. This includes how they behave, as well as passing anything on that they are concerned about to the Designated Safeguarding lead (DSL) or deputies if DSL isn't available.

**Every Employee, Trustee or Volunteer has a duty (must) to refer Safeguarding concerns using the proper channels; this duty is placed on the individual, not the organisation.\***

Designated Safeguarding Lead is Rachel Bennet, if she is not available Paul Connelly and Sophie Evans, trustees are the Deputy Designated Safeguarding Leads (DDSL's), and take on this responsibility.

Red Hen safeguarding concerns are passed on through a paper based system and uploaded into family files and the safeguarding folder. Concerns are escalated through consultation with Rachel as DSL (Or DDSL's if she is not available) as needed.

## Ongoing Safeguarding considerations and challenges for Red Hen

- The safeguarding agenda is present in all situations and contexts – always needs to be thought about and run through all work. Key indicators of abuse and neglect to be kept in mind.
- To keep children safe, adults also need to be safe.
- As identified in the policy about worker's conduct, professional relationships with families must be maintained at all times. This can be challenging for parents/ carers and children to understand at times.
- Building trusting relationships with families can be difficult and take time. Safeguarding concerns that need to be shared or escalated to social care can challenge these relationships. This must not be a reason not to share information of concern though.

- Keeping within the working remit of the charity, particularly when it is felt that the caseload has got beyond the remit of Red Hen, but Social Care are reluctant to become involved.
- With the new work coming from the local authority, layers of procedures and the working process inhibits efficient information sharing. Getting this right is a work in process but can be frustrating and make it hard to deliver support as effectively as Red hen is capable of.
- Currently Rachel is not well and is having hospital treatment. She may need to step back from her work at some point, if this is the case, Paul and Sophie will step in as DDSL's. Keeping the balance between the higher and the lower level cases is important in this time so that we aren't needing to manage too much risk.