



Safeguarding Children Policy

The services provided by Derbyshire Mind are primarily provided to adults. However, all staff, trustees and volunteers also have responsibility for safeguarding and promoting the welfare of children.

All staff, trustees and volunteers should be aware of what action to take if they observe, or have reported to them, possible evidence of the abuse of a person under the age of 18.

All staff, trustees and volunteers of Derbyshire Mind are required to comply with the Derbyshire and Derby Safeguarding Children Policy and Procedures.

All staff will have access to the current version and should ensure they are familiar with them.

Policy and Procedures can be found at:-

<https://derbyshirescbs.proceduresonline.com/index.htm>

All staff and volunteers of Derbyshire Mind will receive Safeguarding Children training, at a level appropriate to their role, every two years. The appropriate level for individual roles is outlined within Derbyshire Mind's safeguarding handbook.

All staff and volunteers can access the Organisational safeguarding handbook which provides further detail and procedure relating to safeguarding.

What is abuse and neglect?

Abuse and neglect are forms of maltreatment of a child. This may be by inflicting harm or failing to act to prevent harm. Abuse may be physical, emotional or sexual. Abuse also includes neglect, bullying, female genital mutilation, forced marriage and exposure to domestic violence.

Signs of Abuse

The following may help you decide whether a child's welfare is at risk of abuse, harm or neglect.

Signs which may suggest physical abuse:

- Any bruising to a baby - pre-walking stage
- Multiple bruising to different parts of the body
- Bruising of different colours indicating repeated injuries
- Fingertip bruising to the chest, back, arms or legs
- Burns of any shape or size
- An injury for which there is no adequate explanation

Signs of possible sexual abuse:

- Something a child has told you
- Something a child has told someone else
- A child who shows worrying sexualised behaviour in their play or with other children
- A child who seems to have inappropriate sexual knowledge for their age
- A child who may be visiting or being looked after by a known or suspected sexual offender.

Signs which suggest emotional harm:

The following signs may be present in children whose parents are over-critical and emotionally distant, or who are unable to meet their child's emotional needs:

- Children whose behaviour is excessive. For example, excessive bedwetting, overeating, rocking, head banging.
- Children who self-harm. For example, they may cut or scratch themselves or overdose.
- Children who attempt suicide
- Children who persistently run away from home
- Children who show high levels of anxiety, unhappiness or withdrawal
- Children who usually seek out or avoid affection.

Signs which may suggest neglect:

- Squalid, unhygienic or dangerous home conditions
- Parents who fail to attend to their children's health or development needs
- Children who appear persistently undersized or underweight
- Children who continually appear tired or lacking in energy
- Children who suffer frequent injuries due to lack of supervision

Radicalisation

Vulnerabilities can make some people more susceptible to supporting or promoting extreme ideologies. Radicalisation can take place via the internet, social networks, print media, meetings, or a person acting alone.

The Prevent Strategy was launched in 2007, and seeks to stop people becoming terrorists or supporting terrorism. The current threat from terrorism and other violent extremism requires us all to look out for activity or behaviour which strikes us as out of place in normal day to day life and to report it to the police.

If you have concerns about anyone displaying an extreme view which might put them or others at risk, you must speak to a manager immediately.

The message is: ‘If you suspect it, report it’

Call Derbyshire Police tel: 101 or the confidential anti-terrorist hot line tel: 0800 789 321.

What to do if you are worried about the safety or wellbeing of a child

Escalation Procedure

Report your concerns to the appropriate manager immediately.

Record your concerns on an internal incident form which can be located on sharepoint.

The manager will make the final decision on whether to report the concern. If a safeguarding referral is made the Safeguarding Lead or CEO should be notified by phone or email as soon as practicable afterwards.

If the decision is taken to report the issue as a safeguarding concern, this action will be completed by the member of staff or volunteer.

The member of staff or volunteer must notify the Local Authority immediately in accordance with the joint Derby and Derbyshire Safeguarding Children Policy and Procedures.

If you cannot contact a manager within Derbyshire Mind you should not delay raising your concern and should follow the local authority reporting procedures

If a child is in imminent danger or in need of urgent medical attention do not delay - contact the Police or Ambulance Service by phoning 999.

Follow Up

The member of staff or volunteer should record the name and contact details of the person in the Local Authority taking the referral

The member of staff or volunteer should request information on the outcome of their referral from the Local Authority and should follow this up where it is not received.

The outcome of the safeguarding referral should be reported to the appropriate service manager for monitoring purposes.

The number of safeguarding alerts will be monitored on a 6 monthly basis and findings and/or any concerns will be reported to the Derbyshire Mind Board of Trustees.

Recording

All completed internal incident forms relating to safeguarding alerts will be kept securely in electronic files on the organisation's secure server.

Information Sharing

In all situations the overriding consideration as to whether to share information should be the safety and welfare of the child. Good practice indicates that obtaining parental, or where appropriate the child's consent, should be a first consideration but a lack of consent should never compromise the safety or welfare of a child. Sharing confidential information without consent in the public interest is normally justified;

- Where there is evidence that the child is suffering or is likely to suffer significant harm.
- Where there is reasonable cause to believe that a child may be suffering or is likely to suffer significant harm.
- To prevent significant harm arising to children and young people or serious harm to adults, including through the prevention, detection and prosecution of serious crime.

Only relevant, accurate and proportionate information will be disclosed to help partners to carry out Safeguarding duties for which the data is required.

Where a young person is 16 or over, the application of the Mental Capacity Act must be considered.

Whistleblowing

A staff member or volunteer concerned about safeguarding issues should always report to their line manager. If they do not feel that the manager is following correct procedures, or if they feel there are safeguarding concerns within the organisation, they should refer to the Derbyshire Mind Sharing Concerns ("Whistleblowing") Policy.

Contacts - External

Derby City - First Contact Team

Tel: 01332 641 172 (office hours)

Careline on **01332 786968** (out of hours).

or

Derbyshire - Starting Point

Tel: 01629 533 190 (office hours)

Call Derbyshire

Tel: 01629 533190 or out of hours 01629 532 600 where there is an option to speak to an out of hours worker.

Appropriate Managers

Safeguarding Lead – Jenny Hotchkiss

Mental Health and Wellbeing Services – Alex Bunn (Business & Operations Manager)

Senior Manager – Jenny Hotchkiss, CEO

Board of Trustees Safeguarding Lead – Lucy Fitzpatrick