

Safeguarding Children and vulnerable adults

‘What you need to know’

**Induction for new Staff /Volunteers in
Schools, Services and UCM**

Department of Education, Sport and Culture



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Rheynn Ynsee, Spoyrt as Cultoor

Safeguarding

The Department of Education, Sport and Culture is committed to safeguarding and promoting the welfare of children (under 18 years) and vulnerable adults (over 18 years), and expects all staff and volunteers to share this commitment. The Safeguarding Act 2018 confers a duty on DESC, DHSC, DHA & the Constabulary to co-operate with the Safeguarding Board, committees and sub-committees on such matters.

All staff are required to undertake training with regard to the safeguarding and welfare of children and young people commensurate with the role they have, and the Department commits to providing this training e.g. via induction, on-line, briefings at staff meetings inset days etc., as appropriate.

All staff have a responsibility for promoting and safeguarding the welfare of children and vulnerable adults and to adhere to, and ensure compliance with, the Safeguarding Board Child Protection procedures, and the school/service's Child Protection Policy at all times. If, in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children or vulnerable adults, they must report any concerns to the **Designated Safeguarding Lead** in their area or to the department's Child Protection and Safeguarding Officer.

All staff employed by the Department of Education, Sport and Culture have a duty to safeguard all children and vulnerable adults they come into contact with in the course of their duties.

In addition, proactive safeguarding within Education covers the policies and procedures put in place that tell everyone how they should behave to keep everyone safe. Child Protection is the **duty** we have to act if we are concerned a child or vulnerable adult is being harmed or abused.

Definitions of Child Abuse

Everybody has a responsibility to keep children and young people under 18 years of age safe from harm and abuse. Harm and/or abuse of children is identified in four ways.

Neglect

Neglect means that a child or young person is not being properly taken care of by their parents or carers. This could be about poor hygiene, poor diet, being left alone at home or not having appropriate boundaries in place, not being taken to medical appointments, or not being sent or encouraged to attend school.

Physical Abuse

Physical abuse is where someone deliberately hurts, hits or injures a young person. This can also include poisoning, drowning and fabricated induced

illness when a parent or carer deliberately causes symptoms of illness in the child.

Emotional Abuse

Emotional abuse is where someone shouts at, uses threats or makes fun of a young person to make them feel frightened, worthless or unloved. A young person seeing violence between parents or other people in their home can also be very harmful.

Sexual Abuse

Sexual abuse is where someone influences, involves or forces a child to look at or take part in sexual activities. This could include encouraging unwanted touching, involving a child in watching pornography or forcing a child or young person under the age of consent to be involved in sexual activities.

Young people may experience any of the above from adults and sometimes their peers. Abuse is also increasingly being conducted online.

What to do if you have concerns about a child

- ⇒ Speak to your line manager or the Designated person in your school, service or UCM
- ⇒ Clearly document your concerns, preferably using the child or young person's words. Use the Logging a Concern form.
- ⇒ The concern may need referred to Social Care – the Designated Safeguarding Lead will complete the referral form and make the referral.

Useful contacts

Child Protection and Safeguarding Officer based at DESC Tel: 686053.

Social Care - Initial Response Team, Tel: 686179

Social Care - Out of hours, via Police Headquarters, Tel: 631212 and ask for the Duty Social Worker

Police Headquarters - Tel: 631212

Roles and Responsibilities

All staff have a responsibility to know what to do if they are worried about a child.

1. Be alert to the possibility of child abuse and neglect
2. Know who to contact to seek advice and support

Staff support

It is acknowledged that having to deal with Safeguarding Children concerns can be distressing. Support is available, not only at the time of identification but also during and after the event. This support can be provided by your Line Manager, Designated lead in your place of work or through supervision from the Child Protection and Safeguarding Officer.

Raising safeguarding concerns about a child in <school>

