

## Safeguarding Children Policy

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## 1. Introduction

- 1.1 This policy applies to NHS Lincolnshire Integrated Care Board (LICB) which is supported by the LICB Safeguarding Team.
- 1.2 LICB is committed to safeguarding and promoting the welfare of all children and young people at risk<sup>1</sup>.
- 1.3 This policy sets out how LICB and its staff will fulfil safeguarding duties and responsibilities.
- 1.4 LICB is committed to safeguarding and promoting the welfare of children and in doing so in discharging in full their duties under Section 11 of the Children Act 2004. This places a statutory duty on key people and bodies to make arrangements to safeguard and promote the welfare of children. These arrangements require all agencies to have:
- Senior management commitment to the importance of safeguarding and promoting children's welfare.
  - A clear statement of the agency's responsibilities towards children, available for all staff
  - A clear line of accountability within the organisation for work on safeguarding and promoting the welfare of children.
  - Service development that takes account of the need to safeguard and promote welfare, and is informed, where appropriate, by the views of children and families
  - Training on safeguarding and promoting the welfare of children for all staff working with, or in contact with, children and families.
  - Safe recruitment procedures in place
  - Effective inter-agency working to safeguard and promote the welfare of children.
  - Effective information sharing.
- 1.5 LICB works in partnership with the Lincolnshire Safeguarding Children Partnership (LSCP) to protect children at risk and have in place systems and processes to support the Safeguarding Children Partnership: Multi-Agency Policy and Procedures for Lincolnshire  
[Lincolnshire SCP Policy and Procedures Manual \(proceduresonline.com\)](https://proceduresonline.com/lincolnshire-scp-policy-and-procedures-manual)
- 1.6 In addition, the Act sets out that the CQC registration requirement would introduce a duty of candour which would place a duty on providers to be open with patients and their families about failings in their care. The LICB will ensure that service specifications, invitations to tender, service contracts and service level agreements promote dignity in care and adhere to local multi-agency safeguarding policies and procedures.

## 2. Purpose

- 2.1 The Safeguarding Children Policy sets out the LICB approach to ensuring that safeguarding and promoting the welfare of children is **everyone's responsibility**. This includes those working directly and indirectly with children, young people, and parents/ carers and services

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<sup>1</sup> For definitions of abuse, safeguarding professionals and mechanisms of review see Appendix 1

commissioned for children, young people, and parents/carers.

2.2 This Safeguarding Children Policy illustrates the requirements and compliance with legislative duties to safeguard children and should be read in conjunction with:

- Children Act (1989; 2004)
- Working Together to Safeguard Children (2018)
- Safeguarding Vulnerable People in the Reformed NHS. Accountability and Assurance Framework (2022)
- Promoting the Health and wellbeing of Looked after Children (DH 2015)
- Mental Capacity Act (2005)
- Female Genital Mutilation Act (2003) (updated by the Serious Crime Act 2015)
- Sexual Offences Act (2003)
- Modern Slavery Act (2015)
- Domestic Abuse Act (2021)
- Serious Violence Duty (2022)
- Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff (2019)
- Looked After Children: Roles and Competencies for Healthcare Staff (2020)

2.3 Managers are responsible for ensuring that practice reflects the standards within this policy and that staff are given adequate resources and support to comply with them.

### **3. Scope**

3.1 This policy applies to all staff working for LICB, including those on temporary or permanent contracts as well as agency staff and those who are volunteering. The key principles are applicable to all services commissioned by the LICB.

3.2 All employees of LICB have an individual responsibility for the protection and safeguarding of children, young people, and vulnerable adults.

3.3 Managers should also ensure the implementation of the policy in accordance with their line of responsibility and accountability.

### **4. Definitions**

Safeguarding definitions are provided in Appendix 1.

### **5. Roles and Responsibilities**

5.1 The Chief Executive has overall responsibility for the strategic and operational management of LICB and is responsible for ensuring that the health contribution to safeguarding children is discharged effectively across the whole health economy through commissioning arrangements.

5.2 Members of the LICB Board have responsibility for ensuring that Managers are aware of this policy and that they comply with the procedures outlined within it.

5.3 The Director of Nursing and Quality is the lead director for safeguarding and is responsible for ensuring the LICB is fully aware of its safeguarding responsibilities.

5.4 LICB has a Safeguarding Team, the team structure is provided in Appendix 4. The Safeguarding Team works in partnership with the Lincolnshire system to safeguard children and young people to enhance health and well-being and protect the rights of those in the most vulnerable of situations by:

- Ensuring that NHS organisations, including LICB, are compliant with statutory guidance and legislation in the execution of their statutory duties.
- The Designated Nurse and Designated Dr for Safeguarding Adults, Children and Looked After Children, Named GP and the Head of Safeguarding Children are identified within the health economy as senior clinicians with statutory roles and responsibilities for safeguarding children.
- Ensuring safeguarding training, development and supervision programmes are in place, monitored and evaluated for all commissioned services and LICB member practices.
- Ensuring arrangements for safeguarding children and young people are robust and fully integrated into existing clinical governance processes.
- Monitoring, disseminating, and evaluating outcomes of all reviews, such as Child Safeguarding Practice Reviews, to receive assurance that plans have been implemented and lessons learnt.
- Ensuring effective contribution to partnership arrangements.
- Alerting the LICB to safeguarding risks and supporting plans for mitigation.

5.5 The LICB Safeguarding Strategy (2023 - 2026) outlines the safeguarding strategic direction of LICB. It builds on existing safeguarding arrangements for children, young people, and adults and strengthens local assurance and governance frameworks.

5.6 Managers should ensure that all employees are aware of their individual responsibilities regarding safeguarding.

5.7 All staff should know who within the organisation can offer professional advice and support in relation to safeguarding procedures and the implementation of this policy. All members of staff are required to comply with the requirements of this policy. They should be aware of their responsibilities regarding safeguarding, in line with the Intercollegiate Document. Safeguarding Children and Young People: Roles and Competencies of Healthcare Staff (2019) and know who within the organisation can offer professional advice and support in relation to safeguarding procedures and the implementation of this policy.

[Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff | Royal College of Nursing \(rcn.org.uk\)](https://www.rcn.org.uk/policy-and-research/policy-and-research-in-focus/safeguarding/safeguarding-children-and-young-people-roles-and-competencies-of-healthcare-staff)

## 6. Body of Policy

This policy will be achieved if LICB staff are aware of, and follow, the below:

- 6.1 Staff members employed, contracted or volunteers who do or do not directly deliver services to individuals, in circumstances where they identify a concern around the safety and welfare of a child or young person, are expected to ensure that they act in accordance with the Lincolnshire

Safeguarding Children Partnership procedures in recognising and responding to abuse of children.

- 6.2 The needs of most children and families are straight forward and the majority of these can be met by some kind of universal provision. The needs of other children and families can be more complex and may require the intervention by multiple agencies to provide support.
- 6.3 Providing early help is more effective in promoting the welfare of children and young people, providing support as soon as a problem emerges rather than reacting later. The effectiveness of early intervention is underpinned by professional responsibility, ensuring that, if a family does not meet the thresholds for specific services, action is taken to prevent lower-level needs escalating.
- 6.4 Children's presenting needs should be determined by a robust risk assessment which should inform the proportionate service response. In Lincolnshire this is achieved through completion of the online form and referral to Lincolnshire Children's Services from where the risks are assessed, and the referrer informed of outcome. The link below takes you to safeguarding referral processes and forms, for both GPs and other professionals, guidance and information regarding pre-birth protocol, a model for assessment, information sharing, early help and team around the child documentation and professional resolution and escalation (see appendices 2 and 3):

[Safeguarding Referrals Procedure \(proceduresonline.com\)](https://proceduresonline.com)

- 6.5 If at any time, a member of staff feels that a child needs urgent medical assistance, they have a duty to call for an ambulance or arrange for a doctor to see the person at the earliest opportunity.
- 6.6 If at the time, staff have reason to believe the child is in immediate and serious risk of harm or that a crime has been committed the police must be called.
- 6.7 Accurate contemporaneous records of events must be kept in accordance with The LICB record keeping policy and professional body guidance: [Records Management Policy](#)
- 6.8 If anyone believes that a child or young person may be suffering, or may be at risk of suffering significant harm, they should always refer their concerns to Children's Social Care and/or the Police

- **The Customer Service Centre (CSC) - Tel:-01522 782111**

Lincolnshire County Council provides the single point of contact to Lincolnshire Children's Social Care.

- **Out of Hours**, all concerns should be via:

**Emergency Duty Team (Social Care) – Tel: 01522 782333 and/or**  
**Police Headquarters – Tel:101**

- Where there is a risk to the life of a child or a likelihood of serious harm, the immediate safety of the child is paramount, and may require in the first instance contacting:

**Emergency Services - by dialling 999**

- 6.9 If staff suspects a child or adult is being abused or is at risk of abuse or neglect, they are expected to report concerns to a line manager (unless they suspect that the line manager is implicated) and follow the LSCP referrals procedure Link in 6.4
- 6.10 Appendix 2 contains the safeguarding referral process flowchart for staff to follow.
- 6.11 Staff must immediately inform and consult with their manager or deputy in his/her absence. Staff must be provided with practical and emotional support by the LICB safeguarding team ([licb.safeguarding1@nhs.net](mailto:licb.safeguarding1@nhs.net)) and liaising with Human Resources as required.
- 6.12 Records of the alleged abuse and the actions taken must be made by those staff who have been directly involved. All records should be saved in a secure area; the folder should be restricted to certain personnel on the shared drive. For these particular records:
- Name the files appropriately.
  - Apply a retention period (unless allegations of sexual abuse are included)
  - Save in an agreed area and apply security measures to the records as they contain personal information (Remember that emails can form part of records or can be seen as individual records, so if they are also a critical part of the investigation, they should also be securely stored in the file accordingly).

#### **6.1.1 Managing Allegations Against Staff.**

- 6.1.2 If the allegation of abuse is directed towards a member of LICB staff the LICB [Managing allegations of or concerns about possible child abuse perpetrated by anyone working in Lincolnshire ICB](#)

- 6.1.3 These policies and procedures apply when:

- There are suspicions or allegations of abuse by a person who works with children or vulnerable adults in either a paid or unpaid capacity
- It has been discovered that an individual known to have been previously involved in child or adult abuse, is or has been, working with children or vulnerable adults
- When the allegation or suspicion arises in connection to the individual's work, her/his own children or dependant adults in relation to any other child/children or dependant adults.

Other Related Policies:

- Freedom To Speak Up Policy  
[Freedom To Speak Up Policy](#)
- Disclosure and Barring Guidance  
[Disclosing and Barring Guidance](#)
- Managing and Supporting Employees Domestic Abuse Policy  
[Managing and Supporting Employees Domestic Abuse Policy](#)

- 6.1.4 Each organisation is required to have a Named Senior Officer (NSO) for employees to report concerns to. In LICB the NSO will be the LICB Director of Nursing and Quality



## 6.2.1 Information Governance

- 6.2.1 LICB has a duty to ensure that effective information sharing takes place to safeguard children and vulnerable adults. The LSCP has inter-agency sharing agreements which LICB as board members are signed up to.
- 6.2.2 Even where you do not have consent to share confidential information, you may lawfully share it if this can be justified in the public interest.
- 6.2.3 If there are concerns that a child may be at risk of significant harm the information should be shared without delay.
- 6.2.4 Seek advice if you are not sure what to do at any stage and ensure the outcome of the discussion is recorded. You may contact the Safeguarding Team on 01522 309317 or email [licb.safeguarding1@nhs.net](mailto:licb.safeguarding1@nhs.net) to discuss your concern.
- 6.2.5 The main legal framework relating to the protection of personal information is set out in: [Information sharing: advice for practitioners \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/616222/information-sharing-advice-for-practitioners.pdf)
- 6.2.6 These documents provide information on the pieces of legislation which may provide statutory agencies and those acting on their behalf with statutory powers to share information.
- 6.2.7 Managers are to ensure their staff are sighted on these documents when making decisions about sharing personal information on a case-by-case basis, whether they are working in the public, private or voluntary sectors or providing services to children, young people, adults and/or families.
- 6.2.8 Where information is shared there should be clear documentation setting out why information was shared to ensure there is an audit trail for the decision-making process to share that information.

## 7. Communication, Monitoring and Review

- 7.1 The policy will be available for all staff via the LICB intranet. The policy is referenced in the Manager's Guide to Induction (safeguarding included in induction checklist/ link to ICB policies provided): [Managers Guide to induction](#)
- 7.2 The policy will be approved by the Clinical Polices Sub-Group. The policy will be reviewed every three years and in accordance with the following as required:
- Legislative changes
  - Good practice guidance
  - Case law
  - Significant incidents reported
  - New vulnerabilities identified
  - Changes to organisational infrastructure
  - Changes in practice

- 7.3 Any individual who has queries regarding the content of this policy or has difficult understanding how this policy relates to their role, should contact the Nicola Wilkinson Designated Nurse for Safeguarding Adults, Children and Looked After Children via: [licb.safeguarding1@nhs.net](mailto:licb.safeguarding1@nhs.net)

## 8. Staff Training

- 8.1 All LICB staff are required to undertake mandatory safeguarding training. Staff should be aware of their responsibilities regarding safeguarding, in line with the Intercollegiate Document. Safeguarding Children and Young People: Roles and Competencies of Healthcare Staff (2019):

[Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff | Royal College of Nursing \(rcn.org.uk\)](https://www.rcn.org.uk/press-releases/2019/04/safeguarding-children-and-young-people-roles-and-competencies-of-healthcare-staff)

## 9. Equality and Diversity Statement

- 9.1 In applying this policy and procedure, managers, employees, workers, and their representatives will have regard to the Equality Act 2010 – public sector duty for the principles and requirements of the Lincolnshire ICB Equality and Diversity Strategy. The organisation is committed to equality, diversity, and human rights; accordingly, the implementation of this policy and its impact will be monitored across all equality protected characteristic strands and reported regularly to the appropriate Lincolnshire ICB Board.
- 9.2 Managers will not discriminate in the application of this policy and procedure in respect of age, disability, race, ethnic or national origin, gender, religion, beliefs, sexual orientation, marital/partnership status, social and employment status, gender identification, language, trade union membership or mental health status.

## 10. Interaction with other Policies

- 10.1 See section 6.4, 6.7 and 6.1.1 for other policies and procedures that are relevant to this document.

## 11. References/ Bibliography

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<p>DCSF (2009) <b>Safeguarding Disabled Children: Practice Guidance</b> <a href="https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/190544/00374-2009DOM-EN.pdf">https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/190544/00374-2009DOM-EN.pdf</a></p>
<p>HM Government (2018) <b>Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children.</b></p>

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HM Government (2007) <b>Statutory guidance on making arrangements to safeguard and promote the welfare of children under S11 CA 2004.</b> <a href="http://webarchive.nationalarchives.gov.uk/20130401151715/https://www.education.gov.uk/publications/eOrderingDownload/DFES-0036-2007.pdf">http://webarchive.nationalarchives.gov.uk/20130401151715/https://www.education.gov.uk/publications/eOrderingDownload/DFES-0036-2007.pdf</a>
HM Government, (2006, 2015) <b>What to do if you're worried a child is being abused</b> <a href="https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/281231/DFES-04319-2006-ChildAbuse_Summary.pdf">https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/281231/DFES-04319-2006-ChildAbuse_Summary.pdf</a>
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<p>NHS Lincolnshire ICB  <b>Safeguarding Strategy (2020 – 2023)</b>  <a href="#">Documents - Lincolnshire ICB</a></p>
<p>Lincolnshire County Council.  <b>Meeting the Needs Of Children in Lincolnshire</b>  <a href="#">Team Around the Child – Professional resources (lincolnshire.gov.uk)</a></p>
<p>Lincolnshire Safeguarding Children Partnership  <b>Safeguarding Children Board (LSCP) Multiagency Policy and Procedures</b>  <a href="#">Welcome to Lincolnshire SCP Policy and Procedures Manual (proceduresonline.com)</a></p>
<p><b>Modern Slavery Act (2015)</b>  <a href="http://www.legislation.gov.uk/ukpga/2015/30/contents/enacted">http://www.legislation.gov.uk/ukpga/2015/30/contents/enacted</a></p>
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<p>RCGP/ NSPCC (2014)  <b>Safeguarding Children: A Toolkit for General Practice</b>  <a href="#">Child Safeguarding Toolkit RCGP</a></p>
<p>RCPCH (2019)  <b>Safeguarding Children and Young People: Roles and Competence for Health Care Staff. Intercollegiate Document</b>  <a href="#">Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff   Royal College of Nursing (rcn.org.uk)</a></p>
<p>RCPCH (2020)  <b>Looked After Children: Roles and Competencies for Healthcare Staff. Intercollegiate Document.</b>  <a href="#">Looked After Children: Roles and Competencies of Healthcare Staff   Royal College of Nursing (rcn.org.uk)</a></p>
<p><b>Sexual Offences Act 2003</b> HM Government  <a href="http://www.legislation.gov.uk/ukpga/2003/42/contents">http://www.legislation.gov.uk/ukpga/2003/42/contents</a></p>

# 12 Appendices

## APPENDIX 1

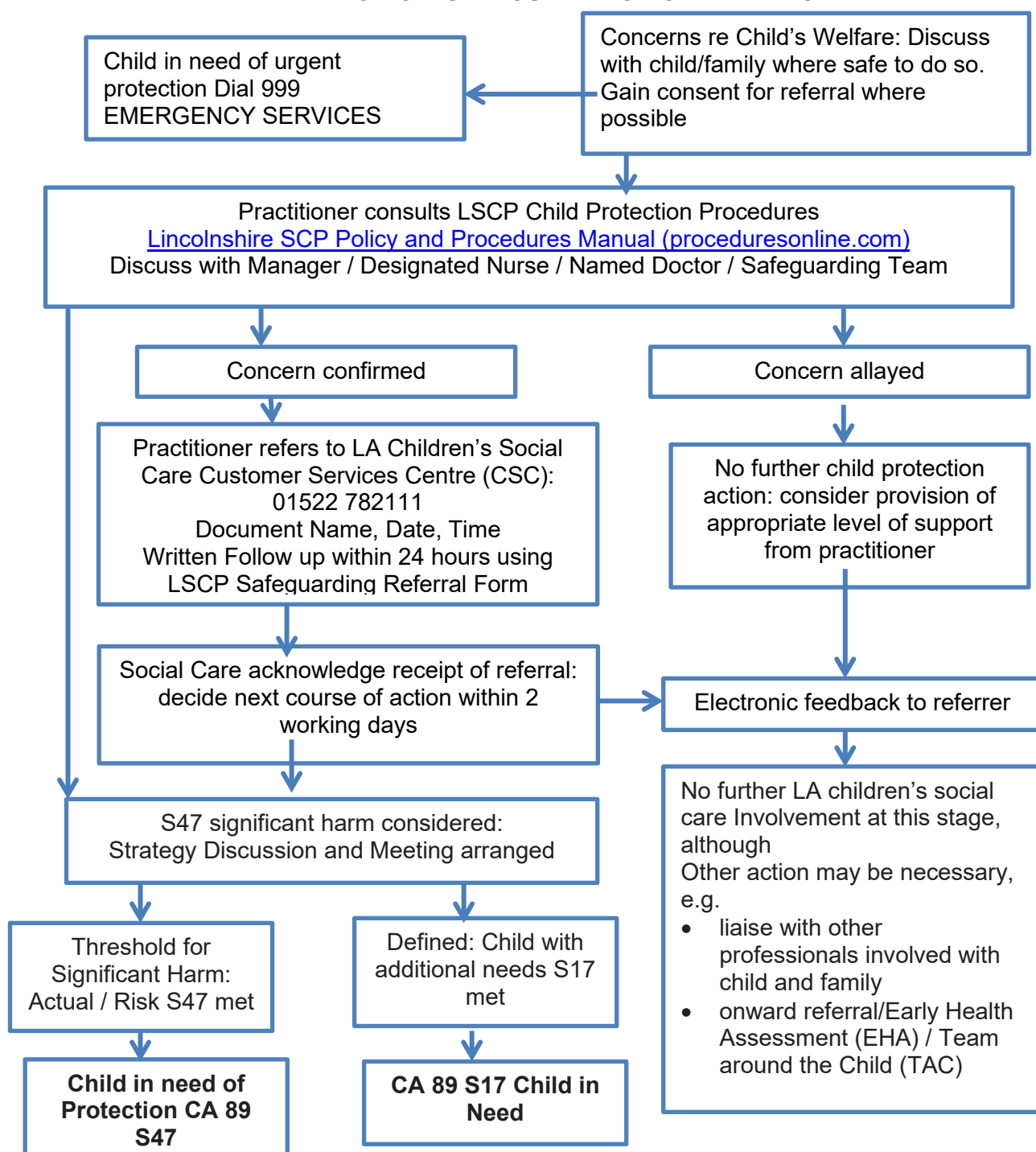
### DEFINITIONS

<b>Abuse</b>	<p>Abuse is behaviour towards a person through either acts of commission or omission that either deliberately or unknowingly, causes him or her harm or endangers their life or their human or civil rights.</p> <p>Abuse is the violation of an individual's human or civil rights by any person or persons.</p> <p>Abuse includes physical, sexual, emotional and acts of neglect and omission. An individual, a group or an organisation may perpetrate abuse. It can include domestic violence and institutional abuse. Abuse can be passive or active; it can be an isolated incident or repeated. It may occur as a result of a failure to undertake action or appropriate care tasks.</p>
<b>Children</b>	<p>In this policy, as in The Children Acts 1989 and 2004, a child is anyone who has not yet reached their 18<sup>th</sup> birthday. 'Children' therefore means 'children and young people'. The fact that a child has reached the age of 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital, or in custody in the secure estate, does not change his/ her status or entitlement to services or protection.</p>
<b>Child Protection</b>	<p>This is part of safeguarding and promoting the welfare of children. This refers to the activity that is undertaken to protect specific children who are suffering, or likely to suffer harm.</p>
<b>Commissioning Organisation:</b>	<p>Has a duty to make arrangements to ensure that in discharging their functions they have regard to the need to safeguard and promote the welfare of children. Work with the Local Authority to commission and provide integrated services for children, young people and families.</p> <p>Ensures that commissioning arrangements effectively incorporate safety and welfare issues across the health economy.</p> <p>Should ensure they commission the services of a senior Doctor and Nurse to undertake the functions of Designated Professionals.</p>
<b>Domestic Homicide Reviews</b>	<p>In April 2011 the Government implemented section 9 of the Domestic Violence, Crime and Victims Act 2004. This means that local areas are expected to undertake multi-agency reviews following a domestic homicide, to assist all those involved in the review process, in identifying the lessons that can be learned with a view to preventing future homicides and violence.</p>
<b>Domestic Abuse</b>	<p>Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass, but is not limited to, the following types of abuse: psychological; physical; sexual; financial; emotional.</p>
<b>Named Professionals</b>	<p>Will focus upon safeguarding arrangements within their own organisation by:</p> <ul style="list-style-type: none"> <li>• Providing support and advice to staff in the day-to-day management of safeguarding practice.</li> <li>• Promoting good practice in safeguarding work</li> <li>• Providing advice to support their own organisations governance arrangements for safeguarding children.</li> <li>• Developing a safeguarding children training strategy.</li> <li>• Developing the safeguarding Children training programme and ensuring its delivery meets the required standards.</li> </ul>
<b>Neglect</b>	<p>The persistent failure to meet a child or adults basic physical and/or psychological needs, likely to result in the serious impairment of the child or adult's health or</p>

	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, clothing and 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 caregivers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child or adults basic emotional needs.
<b>Provider Organisations</b>	Co-operate with arrangements to safeguard children, share the responsibility for effective safeguarding arrangements.  Ensure that they identify appropriate staff to undertake the functions of Named Professionals
<b>Safeguarding Monitoring Tools</b>	Recognised tools developed for the purpose of monitoring the safeguarding arrangements of providers of health care to ensure their policies, procedures and service delivery is compliant with the LSCP and SAB Procedures and protects children and vulnerable adults.
<b>Safeguarding and Promoting the Welfare of Children</b>	Defined for the purpose of this policy as: <ul style="list-style-type: none"> <li>• Protecting children from maltreatment</li> <li>• Preventing impairment of children's health and development</li> <li>• Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care and</li> <li>• Taking action to enable all children to have the best life chances.</li> </ul>
<b>Safeguarding Supervision</b>	Safeguarding supervision provides a framework for examining the child or adults needs in an environment that is supportive and safe allowing the practitioner to develop knowledge and competence and identify training and developmental needs.
<b>Child Safeguarding Practice Reviews</b>	Working Together to Safeguard Children (2018) stipulates that a Serious Case Review (SCR) is required to be undertaken "when abuse or neglect of a child is known or suspected; and either the child has died; or the child has been seriously harmed, and there is cause for concern as to the way in which the authority, their Board partners or other relevant persons have worked together to safeguard the child"
<b>Significant Harm</b>	Some children are in need because they are suffering or likely to suffer, significant harm. The Children Act 1989 introduced the concept of significant harm as the threshold that justifies intervention in family life in the best interests of children, and gives local authorities a duty to make enquires to decide whether they should take action to safeguard or promote the welfare of a child who is suffering, or likely to suffer, significant harm. There are no absolute criteria on which to rely when judging what constitutes significant harm.
<b>PREVENT</b>	Prevent focuses on working with vulnerable individuals who may be at risk of being exploited by radicalisers and subsequently drawn into terrorism related activity. Contracts of employment and professional codes of conduct require all health care staff to exercise a duty of care to patients and where necessary take action for safeguarding and crime prevention. If you have any concerns discuss with your safeguarding lead and they will advise and identify local referral pathways.

**APPENDIX 2**

**MANAGING A SAFEGUARDING CONCERN-FLOWCHART**



**Record in detail:** concerns, decisions with rationale outcomes

**Feedback from Children's Social Care (CSE):** if no feedback, contact within 72 hours.

**Information sharing:** Update health colleagues and other agencies known to the family.



## **APPENDIX 3**

**REPORTING CONCERNS:** If you suspect or believe a child is suffering, or is likely to suffer, significant harm you should ALWAYS report your concerns.

**In an emergency always dial 999**

If there is no immediate danger to the child, or if you need some advice or information, you can contact the Children Services Customer Service Centre (CSC) on 01522 782111. If it is outside normal office hours, you can contact the Emergency Duty Team (EDT) on 01522 782333.

[4.3 Referrals Procedure \(proceduresonline.com\)](https://proceduresonline.com)

[Team Around the Child – Professional resources \(lincolnshire.gov.uk\)](https://lincolnshire.gov.uk)

**CHILD EXPLOITATION:** If you have concerns that a child may be at risk of either sexual or criminal exploitation the LSCP Multi-Agency Child Exploitation (MACE) Screening Tool should be used which can be accessed from:

[Lincolnshire Safeguarding Children Partnership – Child exploitation - Lincolnshire County Council](#)

This is also the link if you wish to complete a Partnership Information Report (Operation Insignia) which is used when there is no clear route to inform the police of the information. Your information will help form a picture around the situation and may allow the police to take further action in investigating an issue. This could include but is not limited to information that is indicating: child exploitation (criminal and sexual), human trafficking, modern slavery, county lines, cuckooing, knife crime.

**FEMALE GENITAL MUTILATION:** Professionals have a legal duty, under the FGM Act (2003) (as amended by the Serious Crime Act 2015) to report FGM. Guidance for this can be found:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/573782/FGM\\_Mandatory\\_Reporting - procedural information nov16 FINAL.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/573782/FGM_Mandatory_Reporting_-_procedural_information_nov16_FINAL.pdf)

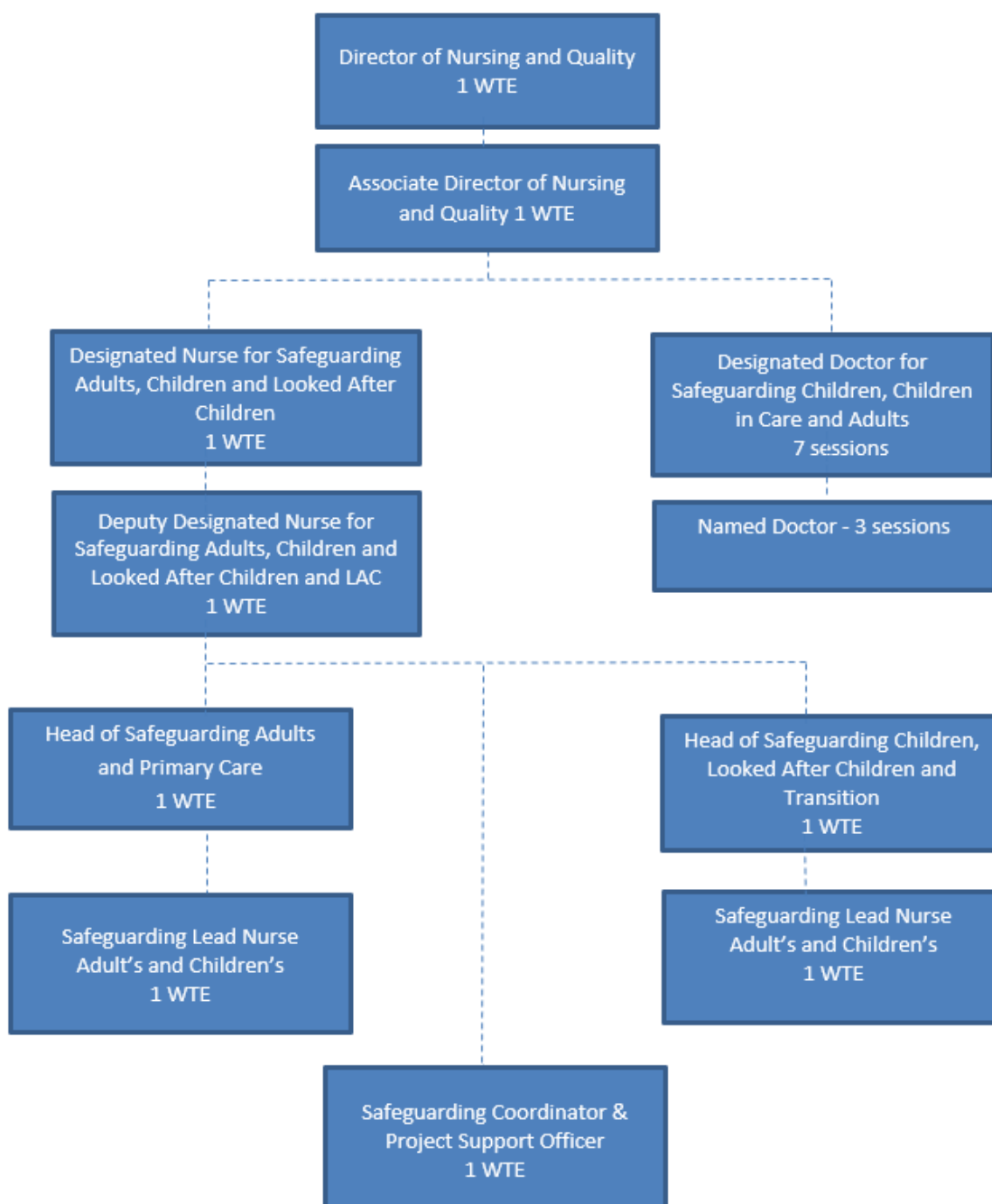
**Where there is a risk to life or likelihood of serious immediate harm, professionals should report the case immediately to police, including dialling 999 if appropriate.**



## APPENDIX 4

### Safeguarding Team Structure

LICB Safeguarding Team December 2022



## **APPENDIX 5**

### **Equality Impact Assessment and Quality Impact Assessment:**



EIA Safeguarding  
Children Policy 2.docx