



Action for Carer's Surrey - Safeguarding Policy

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1 Introduction

Action for Carers believes that everyone has a responsibility to protect children and adults from abuse, maltreatment, harm and anything that may impact their health or development. 'Safeguarding' covers the actions we take as individuals, as a team and as part of wider safeguarding systems to protect children and adults.

Employees, trustees and volunteers must all follow the Action for Carers Safeguarding Policy and should be made aware of how this policy can be accessed. Failure to comply with the policy and related procedures may ultimately result in dismissal or exclusion from Action for Carers.

1.1 Scope

This policy applies to every service delivered by Action for Carers and everyone working on behalf of Action for Carers. While the policy provides information and process it is not and does not seek to contain comprehensive details on every aspect of safeguarding. For more information about Safeguarding, please see the table of references at the end of the document. The Policy covers Child and Adult Safeguarding and has been drawn up on the basis of legislation, policy and guidance that seeks to protect children and adults.

1.1.1 Legislation and Guidance for Safeguarding Children

- Children Act 1989
- Children Act 2004
- Children and Social Work Act 2017
- Working Together to Safeguard Children 2018
- Ofsted
- Children's Home (England) Regulations 2015
- Sexual Offences Act 2003

1.1.2 Legislation and Guidance for Safeguarding Adults

- Care Act 2014
- Safeguarding Vulnerable Groups Act 2006
- Mental Capacity Act 2005
- Health and Social Care Act 2008
- Deprivation of Liberty Safeguards
- CQC
- Sexual Offences Act 2013

1.2 Purpose

The purpose of this policy is to:

- Safeguard and provide protection for the children and adults who receive services from Action for Carers
- Provide staff and volunteers with guidance on procedures they should adopt in the event that they suspect a child or adult may be experiencing, or be at risk of harm
- Provide sources for further information and advice relating to all areas of Safeguarding for children and adults

1.3 Responsibilities

1.3.1 Trustee with overall safeguarding responsibility

Will ensure there is appropriate scrutiny of Action for Carer's safeguarding performance and provide assurance to the Board of Trustees.

1.3.2 Chief Executive Officer (CEO)

Must provide strategic leadership, promote a culture of supporting good practice regarding child protection and safeguarding of children and vulnerable adults within Action for Carers and promote collaborative working with other agencies.

1.3.3 Chief Operating Officer (COO)

Has overall responsibility safeguarding issues and reporting on the performance of their delegated responsibilities and will provide leadership in the long-term strategic planning for safeguarding children and adults at risk across the organisation. In conjunction with the CEO, they will ensure safeguarding incidents are reported and monitored by the Board of Trustees. They will also ensure there is a culture of collaboration and willingness to learn in order to safeguard the welfare of children and adults at risk.

1.3.4 HR Manager

Is responsible for: ensuring safer recruitment standards are maintained; ensuring Disclosure and Barring Scheme (DBS) checks are carried out in line with national and statutory guidelines; ensuring allegations against staff working with children at work or in private life are addressed in accordance with the Disciplinary Policy and national/statutory guidelines and working with the CEO and HR Officer to ensure that job descriptions include a statement regarding safeguarding children and adults.

1.3.5 Designated Safeguarding Lead (DSL)

Is responsible for ensuring that Action for Carers has systems in place to safeguard children at risk (including safeguarding supervision, education and training, risk and assurance frameworks); promoting a coordinated approach to the development, implementation, management; and monitoring of relevant national guidance and standards in relation to safeguarding children. The Designated Safeguarding Lead also has responsibility for ensuring that safeguarding incidents are investigated with appropriate liaison with relevant agencies including the Local Authority Designated Officer. It is important to note that there is only one organisational DSL even though other managers may have completed the training.

1.3.6 Adult Safeguarding Lead (ASL)

Is responsible for ensuring that Action for Carers has systems in place to safeguard adults at risk (including safeguarding supervision, education and training, risk and assurance frameworks); promoting a coordinated approach to the development, implementation, management; and monitoring of relevant national guidance and standards in relation to safeguarding children. The Adult Safeguarding Lead also has responsibility for ensuring that safeguarding incidents are investigated with appropriate liaison with relevant agencies.

1.3.7 Deputy Designated Safeguarding Leads (DDSLs)

Are responsible for carrying out the DSLs duties in their absence and supporting the DSL in the promotion of a strong safeguarding culture.

1.3.8 Staff and Volunteers

Irrespective of discipline or role have a responsibility to safeguard the welfare and best interests of children, and adults. All staff and volunteers working at Action for Carers should know the potential indicators of maltreatment of children and adults and how to report their concerns. Staff are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions. Staff should adopt high standards of personal conduct to maintain the confidence and respect of their peers, children and families and the public. An individual's behaviour, either in or out of the workplace, should not compromise her/his position within the work setting.

2 Safeguarding and Disability

While we are conscious that anybody can be abused, harmed or maltreated, research shows that disabled children and adults are significantly more at risk of harm or abuse.

2.1 Why Are Disabled Children and Adults at Greater Risk?

A number of factors contribute to this including possible:

- Social isolation and fewer trusted contacts
- Dependency on parents and/or multiple carers including for intimate personal care
- Reduced capacity to understand, resist or avoid abuse
- Communication barriers making it difficult to tell others what is happening increasing the importance and knowledge of non-verbal communication
- Vulnerability to bullying and intimidation
- Need for moving and handling (eg using hoists)

2.2 Additional Risk Factors

Other factors which can make disabled children and adults more vulnerable include their care needs, challenging behaviours and the vulnerability of carers/parents given the demand and challenges of caring for a those with complex needs:

- Lack of support/training for parents and carers in dealing with difficult behaviour
- The child/adult being perceived as being of less importance
- Parents/carers may accept lesser standards of substitute care because of their need for support/respite
- Some children and adults may behave in ways that are self-harming, this can lead to an abusive injury being missed
- An assumption that behaviour is an integral part of a condition, rather than a response to abusive treatment or a negative reaction to medication

2.3 Additional Vulnerabilities

Because of the needs of disabled children and adults, they may also be at risk of being abused in other ways including:

- Force feeding or inappropriate feeding
- Their personal care needs may not be met adequately

- Physical practices such as physical restraint carried out unnecessarily or not in accordance with available guidelines
- Rough handling
- Extreme behaviour modification including the deprivation of clothing, medication, or food, limiting movement, restricting freedoms, locking doors etc
- Misuse of medication, sedation, heavy tranquillisation
- Invasive procedures which are unnecessary or are carried out against the child/adults will
- Being denied access to required medical treatment
- Misapplication of programmes or regimes
- Ill-fitting equipment e.g. callipers, sleep boards which may cause injury or pain
- Incorrect, improper or inadequate splinting
- They may be more vulnerable to online abuse

2.4 Contextual Safeguarding

As well as threats to the welfare of children from their families, children may be vulnerable to abuse or exploitation from outside of their families sometimes referred to as extra-familial harm. This may arise in schools and other educational establishments, from within peer groups or from online and wider communities. These threats can take a variety of different forms including exploitation by criminal gangs, county lines, trafficking, online abuse, sexual exploitation, financial exploitation, trafficking, and influences of extremism leading to radicalisation.

Children can have a heightened risk depending on the nature of their needs. They may present with hidden difficulties that make them more vulnerable to exploitation and experience difficulties with communication, disinhibition, decision making and evaluating risk. These factors could inadvertently place themselves or others at risk.

3 Sexual Offences and Consent

3.1 The Sexual Offences Act 2003

The Sexual Offences Act 2003 defines 'consent' as "if he agrees by choice and has the capacity to make that choice" (legislation.gov.uk, 2023).

3.2 Consent

The Act, removes the element of consent for many sexual offences for:

- Children/young people under 16 (including under 13).
- Children/ young people under 18 having sexual relations with a person of trust (for example: teachers, youth workers, foster carers, police officers).
- Children / young people under 18 involved with family members over 18.
- Persons with a mental disorder impeding choice or who are induced, threatened or deceived.
- Persons with a mental disorder who have sexual relations with care workers.

In relation to young people under the age of 13, consent is irrelevant. The law says 'a child under the age of 13 does not, under any circumstances, have the legal capacity to consent to any form of sexual activity'.

The Police must be informed immediately of any sexual activity involving a child under 13 years of age.

4 Safeguarding Children

4.1 Safeguarding Children Definition

Working Together to Safeguard Children (Department for Education, 2022) defines safeguarding and promoting the welfare of children as:

- Protecting children from maltreatment.
- Preventing impairment of children's health or development.
- Ensuring that children grow up and receive services in circumstances consistent with the provision of safe and effective care; and
- Acting to enable all children to have the best outcomes

4.2 How Action for Carers Will Safeguard Children

We will seek to safeguard children and young people by:

- Valuing them, listening to and respecting them
- Adopting child protection guidelines through procedures and a code of conduct for staff and volunteers
- Recruiting staff and volunteers safely, ensuring all necessary checks are made
- Sharing information about safeguarding, child protection and good practice with children, parents, staff and volunteers
- Sharing information about concerns promptly with agencies who need to know, and involving parents and children appropriately
- Providing effective management for staff and volunteers through support, supervision and training

4.3 Child Abuse and Neglect

Child abuse and neglect is a generic term encompassing all ill treatment of children, including serious physical and sexual assaults, as well as cases where the standard of care does not adequately support the child's health or development. Children may be abused or neglected through the infliction of harm, or through the failure to act to prevent harm. Abuse can occur in a family or an institutional or community setting. The perpetrator may or may not be known to the child.

Working Together to Safeguard Children (Department for Education, 2022) sets out definitions and examples of the four broad categories of abuse which are used as a basis for determining that a child should be subject to a Child Protection Plan:

- Neglect
- Physical abuse
- Sexual abuse
- Emotional abuse

4.4 Types of Child Abuse

There are many types of abuse that we need to be aware of and are covered in our mandatory training. These include:

- Bullying and cyberbullying
- Child sexual exploitation
- Child trafficking
- Criminal exploitation and gangs
- Grooming
- Neglect
- Domestic abuse
- Emotional abuse
- Female genital mutilation
- Non-recent abuse
- Online abuse
- Physical abuse
- Sexual abuse

For more information about the types of abuse and how to spot the signs, please visit www.nspcc.org.uk/what-is-child-abuse/types-of-abuse (NSPCC, 2023)

4.5 Safer Caring Practices

- Remember not to be a young people's friend, always maintain a professional manner when working with them.
- Do not accept a young person as a friend on any social networking site that you use.
- Always keep a record of any text or email exchanges with a young person (staff will use work telephones where available).
- Always be aware that your comments or actions may be perceived differently than intended, so be sensitive to the situation.
- Do not meet a young person alone, this is for the safety and well-being of the young person but also yourself. Where this is necessary, try to use public spaces for one-to-one meetings if you are not meeting at Action for Carers
- Avoid detailed discussions about your personal experiences e.g. drugs, alcohol, sex.
- Never speak to the press about a child or young person without permission from Action for Carers

4.6 What To Do If You Are Concerned About a Child

Any member of staff who is concerned that there is a possibility that a child is being harmed or is at any risk, has a duty of care to bring their concern to their senior/supervisor, line manager, Service Manager or Action for Carer's DSL as soon as possible, however unsure they are or however small it may seem. In all cases it is vital to take every action which is needed to safeguard the child.

If a child is in immediate danger or risk of harm contact the Police by dialling 999.

4.6.1 Identifying Abuse

There are many potential sources of information that could raise concerns that a child is being harmed or at risk of harm and could include:

- The child communicating directly by telling you or showing you or indirectly through their behaviour
- Another child passing on information
- Other members of staff sharing information
- Family or carers displaying behaviour that they may consider to be 'normal' but is concerning to staff
- Members of the public
- Another professional

For reference there is additional information about common signs of abuse in Appendix 4 – Safeguarding Indicators.

4.6.2 What if the Abuser is Also a Child

If the concern raised relates to abuse by another child then both children must be considered at risk of harm and have separate concerns raised.

4.6.3 Responding to a Disclosure

- Listen carefully rather than asking leading questions
- Never promise any particular action or NOT to disclose any information shared
- Allow silence and/or allow child, young person to be upset
- Try to relate to the age, understanding or needs of the child or young person
- Write down carefully the information you have been given as soon as possible, preferably within 24 hours and only including what you have been told, heard or seen
- Discuss this as soon as possible with your line manager or another manager if they are unavailable

4.6.4 If the Child is Injured

Any child who has sustained an injury or is in any medical danger should be examined by a medical professional.

4.6.5 Informing Parents and Family

The most senior member of staff delivering the service or a manager should keep parent/carers informed of any safeguarding incidents and referrals to outside agencies unless:

- Sexual abuse or exploitation is suspected
- Organised or multiple abuse is suspected
- Fabricated or induced illness is suspected
- Female genital mutilation is a concern
- There is a case of forced marriage
- Contacting parents/carers would place a child or others at immediate risk

4.6.6 Where Do We Refer To

Once a safeguarding concern has been raised, the most important thing is to act in a timely way to keep the child safe from harm. We must not wait on the availability of a manager to make a decision.

- If the child is in immediate danger call 999 to notify the police
- Notify the senior worker or manager
- The senior worker should then make a decision about whether an onward referral is required
- Onward referrals can be made to:
 - The child's social worker if they have one and they can be contacted
 - Children's Single Point of Access (C-SPA) on 0300 470 9100 Monday to Friday 9am to 5pm
 - Emergency Duty Team (EDT) on 01483 517 898 Monday to Friday 5pm to 9am and 24 hours a day at the weekend
- Please note that the C-SPA and EDT numbers should only be used for children living in Surrey. For children living in other counties, we should be notifying their local authority

4.6.7 Reporting and Recording

All safeguarding concerns and incidents should be recorded and reported using the 'Action for Carers Surrey Internal Safeguarding Reporting Form' (Appendix 5). This form is important in terms of recording the concern or the event and the immediate action taken. It must be noted that this is a record and is not a substitute or hindrance to the correct actions being taken in a timely way. The record will be used to identify:

- Any additional steps that need to be taken
- Reflection and learning
- Organisational patterns and trends

Where there is an 'incident' the Incident Policy must be followed.

4.6.8 Concerns About a Child Flowchart

The flow chart below shows the steps that must be taken if you believe a child has been harmed or is at risk of harm¹:

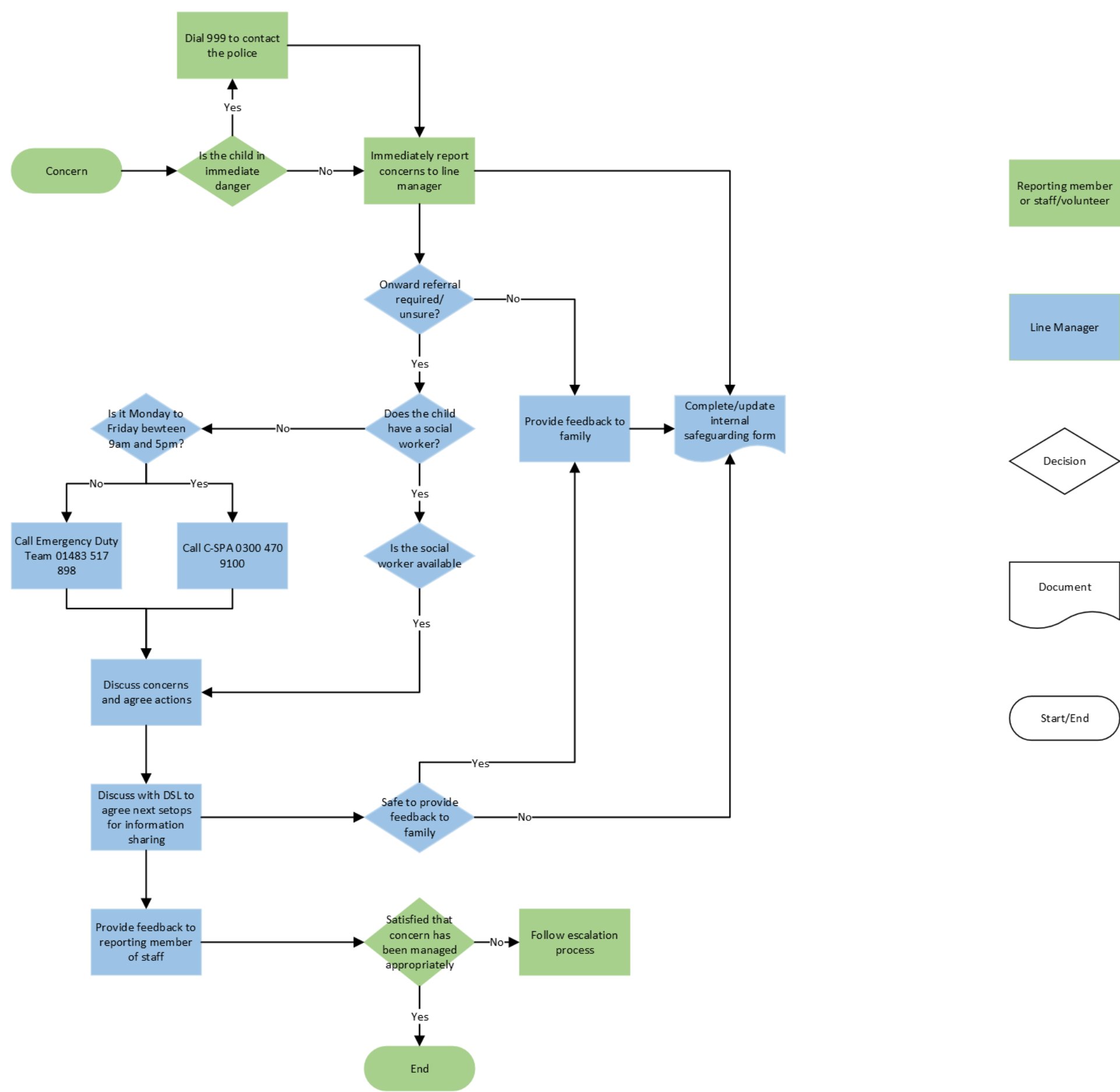


Figure 1: Concerns About a Child Flowchart

¹ Please note that the C-SPA and EDT numbers should only be used for children living in Surrey. For children living in other counties, we should be notifying their local authority

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4.7 Allegations Made Against Staff and Volunteers

When any form of complaint is made against an employee or volunteer regarding poor practice, negligence, or criminal activity, it must be taken seriously. The complaint should initially be dealt with by the most senior staff member available at the time the complaint is made. If the complaint is against the most senior member of staff on site, then DSL, CEO or Chair of Trustees must be informed.

Allegations about a member of staff working with children must be reported to the Local Authority Designated Officer.

4.8 Helpful Contacts and Resources

Please note that the C-SPA and EDT numbers should only be used for children living in Surrey. For children living in other counties, we should be notifying their local authority.

4.8.1 Children's Single Point of Access (C-SPA)

This is the front door to Surrey County Council services for children, provides residents and people who work with children in Surrey with direct information, advice and guidance about where and how to find the appropriate support for children and families.

- Available 9am to 5pm, Monday to Friday
- Phone: 0300 470 9100
- Email: cspa@surreycc.gov.uk

4.8.2 Emergency Duty Team (EDT)

Provides an emergency social care service for urgent situations which are out of normal office hours. If your call is not answered, please do leave a message and your contact details for someone to get back to you.

- Available 5pm-9am, Monday – Friday, Weekends 24 hours a day.
- Phone: 01483 517898
- Email: edt.ssd@surreycc.gov.uk

4.8.3 Surrey Safeguarding Children Partnership (SSCP)

The SSCP brings together representatives from different organisations and it is the key statutory mechanism for agreeing how the relevant organisations in Surrey will cooperate to safeguard and promote the welfare of children. They have a range of resources and information for practitioners and families.

www.surreyscp.org.uk

4.8.4 Local Authority Designated Officer (LADO)

The LADO Service manages allegations against individuals who work or volunteer with children in Surrey. If you have a concern regarding someone who works with children, please contact the LADO:

- Phone: 0300 123 1650
- Email: LADO@surreycc.gov.uk

5 Safeguarding Adults

5.1 Safeguarding Adults Definition

The Care Act (2014) defines an adult at risk as an individual aged 18 years and over who:

- Has needs for care and support (whether or not the local authority is meeting any of those needs) AND;
- Is experiencing, or at risk of, abuse or neglect, AND;
- As a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect

This includes adults with physical, sensory and mental impairments and learning disabilities and people with a mental ill health, dementia or other memory impairments.

5.2 Abuse and Neglect

Abuse can take place in any relationship and there are many contexts in which abuse might take place. Often the perpetrator is known to the adult and may be in a position of trust and/or power. Abuse or neglect outside could be carried out by:

- A spouse, partner or family member
- Neighbours or residents
- Friends, acquaintances or strangers
- People who deliberately exploit adults they perceive as vulnerable
- Paid staff, professionals or volunteers providing care and support

5.2.1 Types of Abuse

The Care Act (2014) defines categories of adult abuse and harm as:

- Physical
- Sexual
- Emotional/Psychological/Mental
- Neglect and acts of omission
- Financial or material abuse
- Discriminatory
- Organisational / Institutional
- Self-neglect
- Domestic Abuse (including coercive control)
- Modern slavery
- Online abuse

For more information about the types of abuse and how to spot the signs, please visit www.surreysab.org.uk

5.3 Person Centred Safeguarding/Making Safeguarding Personal

Making Safeguarding Personal has been developed to ensure that adults have involvement, choice and control, in improving their quality of life, well-being and safety. The adult's views, wishes, feelings and beliefs must be considered when decisions are made about how to support them to be safe. There may

be many ways to prevent harm. Working with the person will mean that actions taken help them to find the solution that is right for them.

If someone has difficulty making their views and wishes known, then they can be supported or represented by an advocate. This might be a safe family member or friend of their choice or a professional advocate.

The 6 principles of the Care Act 2014 are:

1. Empowerment - People being supported and encouraged to make their own decisions and informed consent.
2. Prevention – It is better to take action before harm occurs.
3. Proportionality – The least intrusive response appropriate to the risk presented.
4. Protection – Support and representation for those in greatest need.
5. Partnership – Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse
6. Accountability – Accountability and transparency in delivering safeguarding.

For more information about Making Safeguarding Personal please visit www.scie.org.uk/care-act-2014/safeguarding-adults/safeguarding-adults-boards-checklist-and-resources/making-safeguarding-personal.asp

5.4 Safer Caring Practices

- Always maintain a professional manner when working with service users.
- Do not accept a service user as a friend on any social networking site that you use.
- Always keep a record of any text or email exchanges with service users if a work phone has been unavailable
- Always be aware that your comments or actions may be perceived differently than intended, so be sensitive to the situation.
- Do not meet service users alone, this is for the safety and well-being of the young person but also yourself. Where this is necessary, try to use public spaces for one-to-one meetings if you are not meeting at Action for Carers
- Avoid detailed discussions about your personal experiences e.g. drugs, alcohol, sex
- Never speak to the press about an adult without permission from Action for Carers

5.5 What To Do If You Are Concerned About an Adult

Any member of staff who is concerned that there is a possibility that an adult is being harmed or is at any risk, has a duty of care to bring their concern to their senior/supervisor, line manager, Chief Operating Officer or one of Action for Carer's DSLs as soon as possible, however unsure they are or however small it may seem. In all cases it is vital to take every action which is needed to safeguard the adult.

If an adult is in immediate danger or risk of harm contact the Police by dialling 999

5.5.1 Identifying Abuse

There are many potential sources of information that could raise concerns that an adult is being harmed or at risk of harm and could include:

- The adult communicating directly by telling you or showing you or indirectly through their behaviour
- Another service user passing on information
- Other members of staff sharing information
- Family or carers displaying behaviour that they may consider to be 'normal' but is concerning to staff
- Members of the public
- Another professional

For reference there is additional information about common signs of abuse in Appendix 4 – Safeguarding Indicators.

5.5.2 Responding to a Disclosure

- Listen carefully rather than asking leading questions
- Never promise any particular action or NOT to disclose any information shared
- Allow silence and/or allow adult to be upset
- Try to relate to the age, understanding or needs of the adult
- Write down carefully the information you have been given as soon as possible, preferably within 24 hours and only including what you have been told, heard or seen
- Discuss this as soon as possible with your supervisor or senior

5.5.3 What if the Adult is Injured

If an adult at risk has sustained an injury or is in any medical danger they should be examined by a medical professional.

5.5.4 Informing Family and Carers

Sharing information, with the right people, is central to good practice in safeguarding adults. However, information sharing must only ever be with those with a 'need to know'. This does NOT automatically include the persons spouse, partner, adult, child, unpaid or paid carer. Information should only be shared with family and friends and/or carers with the consent of the adult or if the adult does not have capacity to make that decision and family/ friends/ carers need to know in order to help keep the person safe.

Information should only be shared by the most senior member of staff or manager working.

5.5.5 Where Do We Refer To

Once a safeguarding concern has been raised, the most important thing is to act in a timely way to keep the adult safe from harm. We must not wait on the availability of a manager to make a decision.

- If the adult is in immediate danger call 999 to notify the police
- Notify the senior worker or manager
- The senior worker should then make a decision about whether an onward referral is required
- Onward referrals can be made to:
 - The adult's social worker if they have one and they can be contacted
 - Multi Agency Safeguarding Hub (MASH) on 0300 470 9100 Monday to Friday 9am to 5pm
 - Emergency Duty Team (EDT) on 01483 517 898 Monday to Friday 5pm to 9am and 24 hours a day at the weekend

Please note that the MASH and EDT numbers should only be used for adults living in Surrey. For adults living in other counties, we should be notifying their local authority

5.5.6 Reporting and Recording

All safeguarding concerns and incidents should be recorded and reported using the 'Action for Carers Surrey Internal Safeguarding Reporting Form' (Appendix 5). This form is important in terms of recording the concern or the event and the immediate action taken. It must be noted that this is a record and is not a substitute or hindrance to the correct actions being taken in a timely way. The record will be used to identify:

- Any additional steps that need to be taken
- Reflection and learning
- Organisational patterns and trends

Where there is an 'incident' the Incident Policy must be followed.

5.5.7 Concerns About an Adult Flowchart

The flow chart below shows the steps that must be taken if you believe an adult has been harmed or is at risk of harm²:

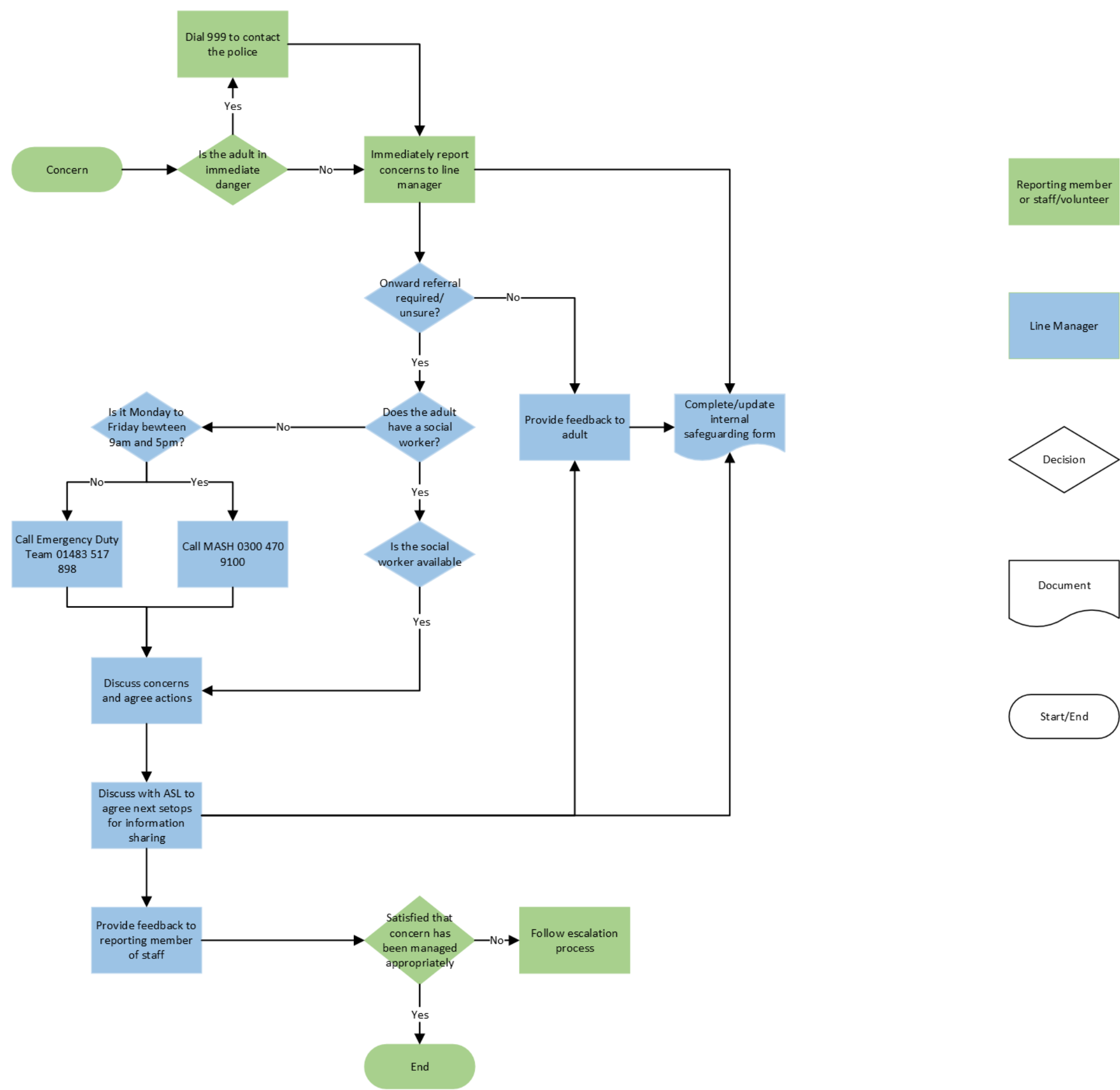


Figure 2: Concerns About an Adult Flowchart

² Please note that the MASH and EDT numbers should only be used for adults living in Surrey. For adults living in other counties, we should be notifying their local authority

5.6 Allegations Made Against Staff and Volunteers

When any form of complaint is made against an employee or volunteer regarding poor practice, negligence, or criminal activity, it must be taken seriously. The complaint should initially be dealt with by the most senior staff member on site at the time the complaint is made. If the complaint is against the most senior member of staff on site, then the Safeguarding Manager, CEO or Chair of Trustees must be informed.

5.7 Helpful Contacts and Resources

Please note that the MASH and EDT numbers should only be used for adults living in Surrey. For adults living in other counties, we should be notifying their local authority

5.8 Multi-Agency Safeguarding Hub (MASH)

The Surrey Multi-Agency Safeguarding Hub (MASH) is the initial point of contact that aims to improve the safeguarding response for adults at risk of abuse or neglect through better information sharing and high-quality and timely responses.

- Available 9am to 5pm, Monday to Friday
- Phone: 0300 470 9100
- Online referral: <https://adultsocialcareportal.surreycc.gov.uk/web/portal/pages/safereferral>
- Email: ascmash@surreycc.gov.uk

5.9 Emergency Duty Team (EDT)

Provides an emergency social care service for urgent situations which are out of normal office hours. If your call is not answered, please do leave a message and your contact details for someone to get back to you.

- Available 5pm-9am, Monday – Friday, Weekends 24 hours a day.
- Phone: 01483 517898
- Email: edt.ssd@surreycc.gov.uk

5.10 Surrey Safeguarding Adults Board (SSAB)

The Surrey Safeguarding Adults Board (SAB) works collaboratively across statutory, voluntary and third sector organisations to enable people in Surrey to live a life free from fear, harm and abuse.

- www.surreysab.org.uk

6 Escalation

It is critical that concerns are addressed. This includes concerns that have already been reported through the correct processes. If a member of staff feels that Action for Carers have not managed a concern sufficiently or Action for Carers feels that an external partner (eg C-SPA) has not managed a concern sufficiently, it is important that the concern is escalated.

6.1 Internal Escalation

The reporting line for safeguarding concerns within Action for Carers is:

- Senior worker or manager
- Service Manager

- Chief Operating Officer
- CEO/Designated Safeguarding Lead/Adult Safeguarding Lead
- Trustee with overall responsibility for Safeguarding

Any member of staff or anyone working on behalf of Action for Carer's is expected to raise concerns that have not been addressed with any person on the reporting line. For concerns that continue to exist please contact Children's Single Point of Access or the Multi-Agency Safeguarding hub for further advice.

6.2 Inter-Agency Escalation

6.2.1 Finding Solutions Together (FaST) - Children

The Surrey Safeguarding Children Partnership have recognised that the needs of Children and their families can often be complex with no right or wrong solution and quite legitimately practitioners may exercise their professional judgement differently and have differing opinions of what the right approach should be. It is also the case that exceptionally, the needs of some young people and families may not easily fit within conventional application of thresholds.

The Surrey FaST (Finding Solutions Together) resolution process has been agreed, as a mechanism for seeking solutions that places the needs of the child and the family at its centre. For more information about FaST please visit www.surreyscb.procedures.org.uk/pkyqox

6.2.2 SSAB Escalation Policy - Adults

Occasionally situations arise when workers within one agency feel that the actions, inaction or decisions of another agency do not adequately safeguard an adult with care and support needs. Surrey Safeguarding Adults Board has therefore produced an inter-agency safeguarding policy which can be found here: www.surreysab.org.uk/wp-content/uploads/2023/04/SSAB-Inter-Agency-Escalation-Policy-V6-April-2023-FINAL-1.pdf.

7 Information Sharing

Action for Carers complies with the Data Protection Act (DPA) and the General Data Protection Regulations (GDPR) which allow for the sharing of information without consent for the purpose of safeguarding children and adults. The decision about how much information to share, with whom and when, can help keep children and adults safe. No practitioner should therefore assume that someone else will pass on information which may be critical to keeping a child or adult safe. When sharing information consider the 7 Golden Rules for information sharing (appendix 2).

8 Safer Recruitment

Staff are recruited in accordance with the Safer Recruitment Policy. Enhanced disclosure and barring checks are carried out on all staff who work with or have access to children/vulnerable adults regularly. This check is repeated every three years and staff contracts outline the requirement to report any new convictions.

9 Referrals to the Disclosure and Barring Service (DBS)

The Care and Support Statutory Guidance states:

“If someone is removed by being either dismissed or redeployed to a non-regulated activity, from their role providing regulated activity following a safeguarding incident, or a person leaves their role (resignation, retirement) to avoid a disciplinary hearing following a safeguarding incident and the employer/volunteer organisation feels they would have dismissed the person based on the information they hold, the regulated activity provider has a legal duty to refer to the Disclosure and Barring Service” (Gov.uk, 2016)

As the DSL, the COO is responsible for reporting any information to the DBS.

10 Training

All staff receive Safeguarding Training proportionate to their roles and responsibilities which is detailed in ‘Appendix 3 - Training’. Staff who have no prior experience of working with children and/or adults at risk or with no experience of UK safeguarding processes should complete each level of training within the first 6 months of employment, staff who fail to do so will fail their probation review.

11 Whistleblowing

- Action for Carers operates a confidentiality policy. However, under no circumstances will information be kept confidential that raises concern about the safety and welfare of a child or adult.
- Any staff or volunteers with concerns about anybody providing services to children and adults should report this to their Line Manager, Safeguarding Lead, CEO or Trustee board member as appropriate. They will be fully supported throughout the process.
- All staff must be aware that they have a professional responsibility to share information with other agencies to safeguard children and adults in accordance with the Information Sharing Policy published by HM Government. The Data Protection Act 1998 and General Data Protection Regulations are not a barrier to sharing information where a failure to do so would place a child at risk of harm.
- All staff must be aware that they cannot promise a child or adult that they will keep secrets/ not disclose potentially harmful information.

12 Developing good practice in safeguarding

We have a safeguarding lead on the Board and at Senior Management Team who are responsible for Action for Carers’s safeguarding arrangements. We are committed to continuous improvement in our practice. When there has been an incident or allegation, the team involved meets to look objectively at what happened and why, so that important lessons can be learnt, and services improved to reduce the risk of future harms and learn lessons.

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Appendix 1 - Key Safeguarding Contacts at Action for Carers

Table 1: Action for Carers Safeguarding Contacts

Role	Name	Contact number	Email
CEO	Tim Bevans	T: 01483 302748 M: 07703 318053	Tim.bevans@actionforcarers.org.uk
Chief Operating Officer	Rob Morello	T: 0303 0401234 M: 07977 996389	Rob.morello@actionforcarers.org.uk
Trustee Safeguarding Lead	Margaret Hicks		
Designated Safeguarding Lead (Children)	Michelle Harper	T: 01483 568269 M: 07834 006839	Michelle.harper@actionforcarers.org.uk
Adult Safeguarding Lead	Rachel Brennan	T: 0303 0401234 M: 07989 402830	Rachel.brennan@actionforcarers.org.uk

Appendix 2 - 7 Golden Rules to Sharing Information

Remember that the General Data Protection Regulation (GDPR), Data Protection Act 2018 and human rights law are not barriers to justified information sharing, but provide a framework to ensure that personal information about living individuals is shared appropriately.

Be open and honest with the individual (and/or their family where appropriate) from the outset about why, what, how and with whom information will, or could be shared, and seek their agreement, unless it is unsafe or inappropriate to do so.

Seek advice from other staff, or your line manager, if you are in any doubt about sharing the information concerned, without disclosing the identity of the individual where possible.

Where possible, share information with consent, and where possible, respect the wishes of those who do not consent to having their information shared. Under the GDPR and Data Protection Act 2018 you may share information without consent if, in your judgement, there is a lawful basis to do so, such as where safety may be at risk. You will need to base your judgement on the facts of the case. When you are sharing or requesting personal information from someone, be clear of the basis upon which you are doing so. Where you do not have consent, be mindful that an individual might not expect information to be shared.

Consider safety and wellbeing: base your information sharing decisions on considerations of the safety and wellbeing of the individual and others who may be affected by their actions.

Necessary, proportionate, relevant, adequate, accurate, timely and secure: ensure that the information you share is necessary for the purpose for which you are sharing it, is shared only with those individuals who need to have it, is accurate and up-to-date, is shared in a timely fashion, and is shared securely.

Keep a record of your decision and the reasons for it on the child or adult's file – whether it is to share information or not. If you decide to share, then record what you have shared, with whom and for what purpose.

Appendix 3 - Training

Table 2: Action for Carers Safeguarding Training

Staff	Training	Where	When	Repeat/ Refresh
All staff, trustees and volunteers	Action for Carers Safeguarding policy	Induction	0-6 months	When revised
	Introduction to safeguarding at Action for Carers	Induction	0-6 months	N/A
All staff trustees and volunteers working with children	Working together to safeguard children	SSCP Elearning Or E-Learning	0-1 month	Every 2 years
	Safeguarding children with disabilities	SSCP Elearning Or E-Learning	0-1 year	N/A
	Neglect	SSCP Elearning Or E-Learning	0-1 year	Every 2 years
Seniors and supervisors working with children	Foundation Module 1: Multi agency safeguarding children – Family resilience and family safeguarding	SSCP Classroom/Online	0-6 months	As required
	Foundation Module 2: Child protection process and children in care	SSCP Classroom/Online	0-6 months	As required
Managers working with children	Safer recruitment	SSCP Classroom/Online Or E - Learning	0-6 months	As required
	Managing allegations against staff and volunteers	SSCP	0-6 months	As required
Designated safeguarding lead and deputies	Designated safeguarding lead	SSCP Classroom/Online	0-6 months	Every 3 years
All staff trustees and volunteers working with adults	Adult safeguarding essentials	SSAB Classroom/online	0-6 months	Every 2 years
Managers working with adults	Level 3 Safeguarding adults: Managing staff and decision making	External provider	0-6 months	As required

Appendix 4 – Safeguarding Indicators

Safeguarding Indicators - Children

- Common safeguarding children indicators include but are not limited to:
- Unexplained or unusual injuries
- Unexplained changes in behaviour or personality
- Unusually hungry or poor personal hygiene
- Inappropriate behaviour with peers
- Becoming withdrawn
- Seeming anxious
- Becoming uncharacteristically aggressive
- Lacks social skills and has few friends, if any
- Poor bond or relationship with a parent
- Knowledge of adult issues inappropriate for their age
- Running away or going missing
- Always choosing to wear clothes which cover their body
- Missing appointments
- Use of explicit sexual language, sexualised behaviours
- Fabricated / induced illness

Safeguarding Indicators - Adults

- Common safeguarding adults indicators include but are not limited to:
- No explanation for injuries or inconsistency with the account of what happened
- Injuries are inconsistent with the person's lifestyle
- A change in a person's behaviour possibly in the presence of a particular person
- Frequent visits to the GP / failure to visit GP
- Signs of malnutrition
- Isolation - not seeing friends or family
- Limited access / restrictions to accessing money
- Verbal abuse and humiliation in front of others
- Low self-worth
- Damage to property or belongings
- Fear of outside help
- Unusual difficulty in walking or sitting
- Foreign bodies in intimate openings
- Infections or sexually transmitted diseases
- Use of explicit sexual language, sexualised behaviours
- Unexplained incontinence
- Fabricated / induced illness
- Unexplained withdrawals of money from accounts
- Spending that cannot be accounted for - no receipts or record of financial transactions / accounts
- Unexplained debts or rent arrears.

Appendix 5 Action for Carers Surrey Internal Safeguarding Reporting Form

Section 1:

To be completed by ACS Employee who has raised a safeguarding concern

Details

Date	
Carer Reference (Initials and ID Number only)	
Adult (A) or Child (C)	
Staff/volunteer name and team	

Safeguarding Concern Type

	Primary Type	Secondary Type
Cuckooing		
Domestic Abuse		
Emotional / Psychological		
Financial		
Neglect / Self neglect		
Organisational		
Physical		
Sexual		
Online Abuse		
Modern Slavery		
Other:		

Details

<p>Please provide full details including:</p> <ul style="list-style-type: none"> • What was reported/ you were told? • When did this happen with date and time? • Where (including address)? • Why (possible triggers)? • Who is involved (full names of those involved and witnesses)? 	
<p>Any additional relevant information:</p> <ul style="list-style-type: none"> • Who identified this safeguarding concern first eg staff or carer? • Are there any other factors involved? 	
<p>Action taken at time of report:</p> <ul style="list-style-type: none"> • Actions taken by staff at the time • Were MASH/C-SPA contacted? • If so please details any advice received or steps taken • Was LADO contacted? If so please details any advice received or steps taken • Has this been discussed with a line manager or manager • Carer record updated? 	

Section 2

To be completed by Line Manager or Safeguarding Lead

Details

Date	
Report Number (from Safeguarding Log)	
Carer Reference (Initials and ID Number only)	
Manager Name	

Update

Please give full details of any follow up action taken:	
Is there any organisational learning or training that needs to take place	
Incident Level (If applicable) See Incident Policy for more information	
Date closed:	

