01 Background

All organisations that work with children have a responsibility to safeguard those children. The best way of doing this is to ensure that the organisation has the safest possible processes and a safety culture.
The best way of safeguarding children within an organisation is to:

• hire safe staff
• use safe processes
• ensure children know their rights; and
• parents are clear about how to safeguard their children

Why it matters 02

All organisations which work with children and their families have a duty to keep children safe, so it is important for those organisations to ensure that they do this in the best possible way. There are a number of systems and processes which have been shown to assist in this, so organisations can adopt these to assist them. These systems safeguard both children and those who work with them.

07

Questions

How can we be sure we hire the safest possible staff? Are we active and positive about this, or just going through the motions?
Have we got safe daily routines and processes and do we always prioritise safeguarding?
Have we built a safety culture where everyone (children and adults) know the safety rules and how to report concerns? Can we enhance it?
Can we build a culture that actively listens to children (and can we do even more)?

03

Information

The essential for any organisation to have:

• A process for safer recruitment (including DBS/ identity checks)

• A process for management oversight

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• Codes of behaviour outlining expected practice

• A written safeguarding policy and procedure. This should state what should be done if there are concerns about a child's safety or welfare

• A child centred ethos where children are listened to and taken seriously

• A culture of vigilance. Who accesses premises? Who spends time with children? Any changes in children's behaviour?

06

What to do

Recruit and select using all the appropriate checks and references
Build in a vigilance culture for:

• Concerns about children

• Concerns about parents/ carers

• Concern about staff/ volunteers

• Refer any allegations of safeguarding concerns and professional abuse to the Senior Nominated Officer as soon as possible.

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• Continuing induction and training, support and supervision for staff

• Partnership working with parents & children. Information provided for children and their families on what the rules are

• Transparent, open practice

• Clear Policies on One to One working

• Whistleblowing Policies

• Senior Nominated Officer to deal with safeguarding and any allegations against people who work with children

Safer Organisations

01 02 03 04 05 06 07

Lancashire Safeguarding Children Board