



Safeguarding and PREVENT Policy

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1 About this policy

Here at althaus digital we strongly recognise the need for vigilant awareness of safeguarding issues. All staff have appropriate training so that they understand their roles and responsibilities and are confident about carrying them out.

Any individual should feel secure that they could raise any issues or concerns about the safety or welfare of children, young people and adults at risk and know that they will be listened to and taken seriously. This will be achieved by maintaining an ethos of safeguarding by demonstrating zero tolerance of abuse and other harmful behaviours, promoting the welfare of children, young people, adults at risk and protecting staff.

As part of our safeguarding ethos, we encourage all individuals to respect the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs. Althaus digital ensures that partisan political views are not promoted in the teaching of any subject in althaus and where political issues are presented, reasonably practicable steps will be taken to offer a balanced presentation of opposing views.

Under duties imposed as part of the Prevent Duty Guidance 2015, althaus digital will ensure that situations are suitably risk assessed, staff will work in partnership with other agencies, that all staff are suitably trained and that IT policies will ensure that all individuals are safe from terrorist and extremist material when accessing the internet on site.

2 Who must comply with this policy?

This policy applies to all staff, including senior managers, paid staff, volunteers, sessional workers, agency staff, learners/apprentices, employers and anyone working on behalf of/with althaus.

3 Who is responsible for this policy?

Althaus digital has a Designated Safeguarding Lead (DSL) and a deputy lead who are responsible for the development and practice of safeguarding within althaus.

	Designated Safeguarding Lead	Deputy Safeguarding Lead	Deputy Safeguarding Lead
Name:	David Wastie	Christopher Poole	Kate Gall
Telephone:	07946 200882	07946 200909	07946 200889
Email:	david@althausdigital.co.uk	chris@althausdigital.co.uk	kate@althausdigital.co.uk

Althaus digital understands that to fulfil its responsibility to safeguard children, young people and adults at risk, all employees and volunteers are required to undertake mandatory training and appropriately share any concerns that are identified or disclosed.

Althaus digital will immediately refer an individual if there are concerns about his/her welfare, possible abuse or neglect to the appropriate agency where he/she resides. A Safeguarding Report Form (Appendix A) will also be completed and sent to the DSL immediately and a written record of the referral will be forwarded to the relevant agency within 48 hours.

The DSL will also ensure that:

- Written records of concerns about a child, young person or adult at risk are retained securely.
- All such records are stored confidentially in a safeguarding file within a locked cabinet or drawer. The safeguarding records are to be kept separate from individual student records.
- Ensure that staff receive regular updates and mandatory training for safeguarding, particularly as part of staff induction, and receive refresher training as required.
- Internal procedures for reporting safeguarding referrals to the Board are followed.

4 Safer Recruitment

All staff and learners/apprentices working with althaus digital will have been through the safer recruitment process ensuring all prior checks have been carried out. Further details can be found in the 'Safer Recruitment Policy'

5 What is PREVENT?

PREVENT - Preventing Extremism and Radicalisation

The Prevent Duty (The Counter-Terrorism and Security Act June 2015) requires althaus, and all others in the education sector, have "due regard to the need to prevent people from being drawn into terrorism", supporting terrorism or being drawn into non-violent extremism.

The aim of PREVENT is to safeguard vulnerable individuals (both adults and children) who may be at risk of potentially becoming involved in terrorist activities.

Guidance is issued under Section 29 of the Act:

- Respond to the ideological challenge of terrorism and the threat we face from those who promote it
- Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support
- Work with sectors and institutions where there are risks of radicalisation that we need to address

It is all our legal responsibility under the Prevent Duty to make sure that:

- You have undertaken training in the Prevent Duty as identified by your management
- You are aware of when it is appropriate to refer concerns about learners/apprentices to the Prevent officer, (our Designated Safeguarding Lead)
- You exemplify British values of "democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs" into your work.

This policy sets out how althaus digital will aim to:

- Respond to the ideological challenge of terrorism and the threat we face from those who promote it
- Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support

Definitions:

Extremism

The Government has defined extremism as "vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs". This also includes calls for the death of members of the British armed forces.

Terrorism

An action that endangers or causes serious violence to a person/people, causes serious damage to property or seriously interferes or disrupts an electronic system. The use of threat must be designed to influence the Government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

Radicalisation

People can be drawn into violence or they can be exposed to the messages of extremist groups by many means. The risk of radicalisation is the product of a number of factors and identifying this risk requires that staff exercise their professional judgement, seeking further advice as necessary.

6 What is safeguarding?

Safeguarding is described as, all agencies working with children, young people, adults at risk and their families take all reasonable measures to ensure that the risk of harm to their welfare is minimised and where there are concerns about any of this group agencies take appropriate actions to address those concerns, working to agreed local policies and procedures in full partnership with other agencies.

A child is anyone who has not yet reached their 18th birthday. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or custody in the secure estate for

children and young people, does not change his or her status or entitlement to services or protection.

An adult at risk is any person age 18 or over who is, or may be in need of community care services by reason of mental/physical or learning disability/age or illness and unable to take care of them self or unable to protect themselves against significant harm or serious exploitation.

They may include, for example, people with:

- mental ill health or a mental disorder including dementia, or people on the autistic spectrum
- a physical disability
- a sensory impairment
- a learning disability
- who are frail and who are experiencing a temporary illness

7 Definitions of abuse

Sexual Abuse

Child: Forcing or enticing a child or young person, not necessarily involving a high level of violence to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside the clothing. They may include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Adult at risk: Sexual abuse is the direct or indirect involvement of the adult at risk in sexual activity or relationships, which they:

- Do not want or have not consented to
- Cannot understand and lack the mental capacity to be able to give consent to
- Have been coerced into because the other person is in a position of trust, power or authority (for example a care worker)

Neglect

Child: The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in serious impairment of the child's health and 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 the neglect of, or unresponsiveness to, a child's basic emotional needs.

Adult at risk: Neglect and acts of omission, including ignoring medical or physical care needs, failure to provide access to appropriate health, care and support or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.

Physical Abuse

May involve hitting, shaking, throwing, poisoning, burning or scalding, drowning or suffocating, or otherwise causing physical harm to a child or adult at risk.

Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional Abuse

Child: The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children they are worthless or unloved, inadequate; or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say and how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social; interaction. It may involve seeing or hearing the ill treatment of others. It may involve serious bullying (including cyberbullying), causing children to frequently to feel frightened or in danger; or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Adult at risk: Psychological abuse, including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or unreasonable and unjustified withdrawal of services or supportive networks.

Sexual Exploitation

Sexual exploitation of children and young people under 18 involves exploitative situations, contexts and relationships where young people receive 'something' as a result of them performing, and/or other people performing on them, sexual activities. It can occur through the use of technology without the child's immediate recognition. In all cases those exploiting young people have power over

them by virtue of age, gender, intellect, physical strength and/or economic or other resources. Violence, coercion and intimidation are common, involvement in exploitative relationships being characterised mainly by the young person's limited availability of choice resulting from their vulnerability.

In an adult at risk, sexual exploitation is either opportunistically or premeditated, unfairly manipulating someone for profit or personal gain.

Radicalisation & Extremism

As detailed above, The Counter Terrorism and Security Act, which received Royal Assent on 12th February 2015, places a duty on specified authorities, including local authorities and childcare, education and other children's services providers, in the exercise of their functions, to have due regard to the need to prevent individuals from being drawn into terrorism ("the Prevent Duty").

If there are concerns that an individual is becoming radicalised and/or involved in an organisation which could ultimately harm the individual and the community this needs to be reported to the DSL immediately.

All staff are required to undertake mandatory training which provides staff with information on how to identify and refer a concern.

As part of wider safeguarding responsibilities staff will be alert to:

- Disclosures by individuals of their exposure to the extremist actions, views or materials of others outside of organisation, such as in their homes or community groups, especially where individuals have not actively sought these out.
- Graffiti symbols, writing or artwork promoting extremist messages or images.
- Individuals accessing extremist material online, including through social networking sites.
- Individuals voicing opinions drawn from extremist ideologies and narratives.
- Use of extremist or 'hate' terms to exclude others or incite violence.
- Intolerance of difference.
- Attempts to impose extremist views or practices on others.
- Anti-Western or anti-British views.

Female Genital Mutilation (FGM)

Professionals in all agencies, and individuals and groups in relevant communities, need to be alert to the possibility of a girl being at risk of FGM, or already having suffered FGM.

There is a range of potential indicators that a child or young person may be at risk of FGM, which individually may not indicate risk but if there are two or more indicators present this could signal a risk to the child or young person.

Victims of FGM are likely to come from a community that is known to practise FGM. Professionals should note that girls at risk of FGM may not yet be aware of the practice or that it may be conducted on them, so sensitivity should always be shown when approaching the subject.

Staff have a responsibility to follow local safeguarding procedures, using existing national and local protocols for multiagency liaison with police and other relevant agencies. Care and sensitivity should be shown to adults at risk who have been subject to FGM and further support should be sought where required. As this differs from region to region if in doubt you should contact the DSL.

Forced Marriage

In forced marriage, one or both spouses do not consent to the marriage or consent is extracted under duress. Duress includes both physical and emotional pressure.

A clear distinction must be made between a forced marriage and an arranged marriage. In arranged marriages, the families of both spouses take a leading role in choosing the marriage partner but the choice whether or not to accept the arrangement remains with the young people. It is a human rights abuse and falls within the Crown Prosecution Service definition of domestic violence. Young men and women can be at risk in affected ethnic groups. Whistleblowing may come from younger siblings. Other indicators may be detected by changes in adolescent behaviours.

Additional Forms of Abuse

- Discriminatory: Including forms of harassment, bullying, slurs, isolation, neglect, denial of access to services or similar treatment; because of race, gender and gender identity, age, disability, religion or because someone is lesbian, gay, bisexual or transgender. This includes racism, sexism, ageism, homophobia or any other form of hate incident or crime.
- Domestic abuse or violence: Includes an incident or a pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse, by someone who is, or has been, an intimate partner or family member regardless of gender or sexual orientation. This includes psychological/emotional, physical, sexual, financial abuse; so called 'honour' based violence, forced marriage or Female Genital Mutilation (FGM).
- Financial or material: Including theft, fraud, internet scamming, exploitation, coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.
- Modern slavery: Encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.
- Organisational (sometimes referred to as institutional): Including neglect and poor care practice within an institution or specific care setting such as a hospital or care home, for example, or in relation to care provided in a person's own home. This may range from one off incidents to on-going ill

treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation.

- Self-neglect: Includes a person neglecting to care for their personal hygiene; health or surroundings; or an inability to provide essential food; clothing; shelter or medical care necessary to maintain their physical and mental health; emotional wellbeing and general safety. It includes behaviour such as hoarding.

8 What is Grooming?

Grooming is a word to describe people befriending children and vulnerable adults to take advantage of them for sexual preferences

Grooming is also used by extremist groups to radicalise individuals in to supporting and potentially committing terrorist attacks

You will probably associate grooming with children, and predominantly this is what you will hear and see in the media on the subject, but it does also affect vulnerable adults

Sexual online grooming

- Sexual online grooming is when people form relationships with children pretending to be their friend, using social media platforms to do so
- The person carrying out the online grooming will try to establish the likelihood of the child telling someone. They will also find out as much as they can on the child's family and social networks
- Online groomers will tend to use chatrooms, which are focussed on young people. There are countless teen chat rooms on the internet
- Those carrying out the grooming will pretend to be a child themselves, similar in age to the person they are grooming. They will even change their gender to make it easier to befriend the person they are grooming
- Grooming online is anonymous and children find it easier to trust an online 'friend' than someone they have met 'face to face'

How to spot if a child is being groomed online?

- Hiding screens or switching screens when you come near the computer
- A desire to spend more and more time on the internet
- Being secretive about who they are talking to online and what sites they visit
- Possessing items – electronic devices or phones – you haven't given the
- Using sexual language, you wouldn't expect them to know
- Becoming emotionally volatile

Grooming – In Person

Groomers will hide their true intentions and may spend a long time gaining a child or vulnerable adults trust

They may try to gain the trust of the whole family to allow them to be left alone with a child or vulnerable adult

Groomers may deliberately try to work with children or vulnerable adults and gain the trust of their colleagues

Children or vulnerable adults may not speak out about their situation because they

- Feel ashamed
- Feel guilty
- Are unaware that they are being abused
- Believe they are in a relationship with a 'boyfriend' or 'girlfriend'

9 What is Cyberbullying?

Cyberbullying is bullying that takes place over digital devices like cell phones, computers, and tablets. Cyberbullying can occur through SMS, Text, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content. Cyberbullying includes sending, posting, or sharing negative, harmful, false, or mean content about someone else. It can include sharing personal or private information about someone else causing embarrassment or humiliation. Some cyberbullying crosses the line into unlawful or criminal behaviour.

The most common places where cyberbullying occurs are:

- Social Media, such as Facebook, Instagram, Snapchat, and Twitter
- SMS (Short Message Service) also known as Text Message sent through devices
- Instant Message (via devices, email provider services, apps, and social media messaging features)
- Email

Who is most at risk?

- Children using social media
- Unsupervised Vulnerable adults are particularly at risk if they are using social media, as they may be more emotionally and mentally susceptible to the abuse

Special Concerns

With the prevalence of social media and digital forums, comments, photos, posts, and content shared by individuals can often be viewed by strangers as well as acquaintances. The content an individual shares online – both their personal

content as well as any negative, mean, or hurtful content – creates a kind of permanent public record of their views, activities, and behavior. This public record can be thought of as an online reputation, which may be accessible to schools, employers, colleges, clubs, and others who may be researching an individual now or in the future. Cyberbullying can harm the online reputations of everyone involved – not just the person being bullied, but those doing the bullying or participating in it. Cyberbullying has unique concerns in that it can be:

Persistent – Digital devices offer an ability to immediately and continuously communicate 24 hours a day, so it can be difficult for children experiencing cyberbullying to find relief.

Permanent – Most information communicated electronically is permanent and public, if not reported and removed. A negative online reputation, including for those who bully, can impact college admissions, employment, and other areas of life.

Hard to Notice – Because teachers and parents may not overhear or see cyberbullying taking place, it is harder to recognise.

Some of the most common cyberbullying tactics include:

- Posting comments or rumours about someone online that are mean, hurtful, or embarrassing.
- Threatening to hurt someone or telling them to kill themselves.
- Posting a mean or hurtful picture or video.
- Pretending to be someone else online in order to solicit or post personal or false information about someone else.
- Posting mean or hateful names, comments, or content about any race, religion, ethnicity, or other personal characteristics online.
- Creating a mean or hurtful webpage about someone.
- Doxing, an abbreviated form of the word documents, is a form of online harassment used to exact revenge and to threaten and destroy the privacy of individuals by making their personal information public, including addresses, social security, credit card and phone numbers, links to social media accounts, and other private data.

Definitions

Cyberstalking- Continuously harassing and denigration including threats of physical harm.

Denigration- Putting mean online messages through email, instant messaging, chat rooms, or websites set up to make fun of someone.

Exclusion - Intentionally leaving someone out of a group such as instant messaging, friend sites, or other online group activities.

Flaming - Online fights usually through emails, instant messaging or chat rooms where angry and rude comments are exchanged

Harassment - Repeatedly sending malicious messages to someone online.

Impersonation - Tricking someone into revealing personal information then sharing it with others.

Outing - Sharing secrets about someone online including private information, pictures, and videos.

10 Reporting Safeguarding Concerns/Incidents

All staff should receive an appropriate level of training to provide a shared understanding of the tasks, processes, principles, and roles and responsibilities for safeguarding children and promoting their welfare. Where a safeguarding incident occurs, or an individual has a safeguarding concern, the following procedure must be enacted:

- Recognise the signs of abuse.
- Respond and react accordingly.
- Record the facts of the disclosure.
- Report the disclosure to DSL as soon as possible/within 48 hours. All reports must be forwarded to the DSL as soon as possible/within 48 hours.
- Refer (to the emergency services, through the Channel process or Social Services or through the Channel process) in situations where an individual may be at risk of immediate harm – and ensure that the information is reported to Safeguarding Representative and National Safeguarding Advisor as soon as possible after the referral, always within 48 hours.

Recognise

Signs of abuse can be recognised as contrast to the individual's usual behaviour or observed from a change in their physical appearance as mentioned below:

- Physical: this could include lack of personal hygiene, self-harm, substance or drug abuse, noticeable signs of bruising or flinching when being touched, developed a speech disorder or learning difficulty that cannot be attributed to a physical or psychological cause
- Behavioural: this could include sudden changes in a person's character, lack of confidence, low self-esteem, withdrawn or being aggressive or angry for no reason, becoming anxious or tearful.

The information above is by no means exhaustive, and an individual may not wish to disclose something that they perceive as "normal".

Respond

People are often reluctant to talk about abuse. Many perpetrators may tell people to keep the abuse a secret and frighten them with unpleasant consequences. Listed below are some ways as to respond to issues or concerns:

- Stay calm and listen carefully to what is being said
- Reassure the person that they have done the right thing by telling you, but not that everything will be okay (sometimes things get worse before they get better)
- Find an appropriate early opportunity to explain that it is likely the information will need to be shared with others, but that this will be on a need to know basis
- Allow the person to continue at his/her own pace - asking questions for clarification only; try to ask “tell me, explain to me, describe to me” so as to avoid leading for a particular answer. Tell them what you will do next and with whom the information will be shared
- Do not delay in discussing your concerns and if necessary, passing this information on. If you feel that anyone is at immediate risk, please take any reasonable steps within your role to protect any person from immediate harm, for example:
 - Call an ambulance or a GP if someone needs medical attention
 - Call the emergency services/police if a crime is taking place or has taken place
 - Inform the DSL as soon as possible/within 48 hours
 - Separate the alleged perpetrator and victim, but only if it is safe to do so. If you are suspicious but no disclosure has taken place discuss your concerns with the DSL. If a person approaches you to make allegations of inappropriate behaviour or misconduct against a member of staff:
 - Contact your line manager and DSL
 - Follow the guidelines in section 12 Managing Allegations against Staff
 - Do not question the person making the allegation or investigated the matter yourself

Record

A Safeguarding Report Form, Appendix A, must be completed. Where a Safeguarding Report Form is not readily available please ensure that the following information is noted:

- Your details
- Name of those involved
- Date of incident(s)/disclosure/suspicion

- Details of incident(s)/disclosure/suspicion
- Background information
- Actions taken

Whilst you can record observations, do not interpret or give opinion as this may bias the information provided and jeopardise any future investigation into the allegation.

The Safeguarding Report Form should be kept securely and forwarded to the DSL.
Report

Any issues or concerns, allegations or suspicions relating to safeguarding must be taken seriously and reported to the DSL.

If the DSL is not available, please contact the Chief Executive Officer (CEO).

Refer

Where required, the DSL will refer or support you with guidance on next steps and/or signposting the relevant external agency.

- Any referrals to Social Services, through the Channel process, or other external agency must also be notified to the DSL.
- Any violent incidents must be notified to the CEO who is our Principal Health and Safety Officer.
- Should there be a disagreement between the staff member and the DSL or manager about the need to make a referral, a direct referral made to the relevant social services department by the employee who has the concern.
- Any concerns about an individual who is part of a programme that is externally linked (e.g. a school, college or University etc.) should be relayed to the external institutions designated safeguarding representative also.

11 Confidentiality

The safety and well-being of the individual at risk is paramount. Staff may have access to confidential information about individuals in order to undertake their everyday responsibilities. In some circumstances, staff may be given highly sensitive or private information. They should never use confidential or personal information about an individual or his/her family for their own or others' advantage. Information must never be used to intimidate, humiliate, or embarrass an individual.

- The DSL will disclose personal information about an individual to other staff on a need to know basis only. The DSL will make a judgement in each individual case about who needs and has a right to access particular information.

- All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children, young people and adults at risk, in consultation with the DSL.
- All safeguarding records are subject to Freedom of Information Act 2012 and Data Protection Act 2018. If there is any doubt as to the rights of any party to access information, we may seek legal advice prior to releasing any information.
- Althaus complies with the requirements of the Data Protection Act 2018 the DPA does not prevent staff from sharing information where this is necessary to protect the safety and well-being of the individual.
- All staff must be aware that they cannot promise a child/young person or adult at risk confidentiality which might compromise the safety or well-being of the individual or that of another.

12 Information Sharing

There may be some circumstances where the welfare or safety of an individual may take precedence over confidentiality. Interagency working and sharing of information is an integral part of safeguarding.

The overriding objective must be to safeguard the child, young person or adult at risk.

- Remember that the 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 practitioners if you are in any doubt about sharing the information concerned, without disclosing the identity of the individual where possible.
- Share with informed consent where appropriate and, where possible, respect the wishes of those who do not consent to share confidential information. You may still share information without consent if, in your judgement, there is good reason 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 certain of the basis upon which you are doing so. Where you have consent, be mindful that an individual might not expect information to be shared.
- Consider safety and well-being: base your information sharing decisions on considerations of the safety and well-being 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 (see principles).

- Keep a record of your decision and the reasons for it – 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.

13 Managing allegations against staff

All staff should take care not to place themselves in a vulnerable position with a child, young person or adult at risk and be aware of appropriate professional conduct. It is always advisable for interviews or work with individual young persons, adults at risk, or parents to be conducted in a visible arena in view of other adults.

- We may occasionally receive complaints or allegations against a member of staff, but it is important that a fair and balanced approach should be taken to ensure that both the complainant and the staff member are safeguarded.
- If such an allegation is made, the staff member receiving the information must take the issue seriously and should immediately inform their line manager, who will then immediately discuss the content of the allegation with the DSL and CEO.
- If the allegation made to a staff member concerns their own line manager, the person receiving the allegation must immediately inform the DSL and/or CEO, without notifying their manager.
- It is important that no further action is taken in respect of gathering statements from others or interviewing until directed by the DSL and CEO.

Where it is subsequently found that an allegation was made with intentional malice, the DSL will determine an appropriate course of action. This may include disciplinary action against the accuser, acceptance of a written apology (subject to agreement about future behaviour) or other such sanctions as are deemed appropriate.

14 Local Authority Child Protection Contact Details

Derby and Derbyshire Safeguarding Children Partnership

184 Kedleston Road,
Derby,
DE22 1GT
ddscp@derby.gov.uk

Agency	Derby	Derbyshire
<p>Children's Social Care</p>	<p>All enquiries should be directed to the Initial Response Team Tel: 01332 641 172 (during normal working days between 9am and 5pm) Non-urgent referrals via the Derby Children's Social Care Online Referral System Note: all telephone referrals to be followed up within 48 hours via Derby Children's Social Care Online Referral System At all other times contact Careline to discuss any concerns - see below for contact details. Local Authority Designated Officer (LADO) c/o Children's Quality Assurance, People Services The Council House Corporation Street Derby DE1 2FS Tel: 01332 642 376 or via secure E-mail to: cypsafeguarding@derby.gov.uk</p>	<p>All concerns regarding immediate child protection should be made by telephone to: Starting Point Tel: 01629 533 190 Fax: 01629 533 295 Minicom: 01629 533 240 All requests for support should be made to Starting Point online at: https://www.derbyshire.gov.uk/social-health/children-and-families/support-for-families/starting-point-referral-form/starting-point-request-for-support-form.aspx Starting Point E-mail: starting.point@derbyshire.gov.uk Local Authority Designated Officer (LADO) Godkin House Park Road Ripley Derbyshire DE5 3EF Referral Forms via E-mail to: Professional.Allegations@derbyshire.gov.uk Tel (for queries or support): 01629 533190</p>
<p>Out of Hours</p>	<p>Careline Tel: 01332 786 968 Minicom: 01332 785 642 Via secure e-mail to: DCCCarelinesecure@derby.gov.uk</p>	<p>Call Derbyshire Tel: 01629 532 600 Fax: 01629 585 669 Minicom: 01629 585 400</p>

