

ROBUST SAFEGUARDING CULTURES

Reflection Toolkit

HOW TO CREATE A ROBUST SAFEGUARDING CULTURE IN YOUR ORGANISATION?

Shared Safeguarding Commitment by all:

- Ensure that all staff prioritises safeguarding and understand their duty of care to service users, parents and care givers.

Clear Policies and Procedures:

- Develop and regularly update your safeguarding policy portfolio: Safer Recruitment, Safeguarding or Child Protection policy, Staff code of conduct, Whistleblowing and Allegations management policies. Ensuring they are accessible, understood and adhered to by all.

Appoint a Designated Safeguarding Lead:

- That have undertaken safeguarding and child protection training and who will work closely with external agencies (e.g., Disclosure and Barring service, social services, police or local authority designated officers to enhance safeguarding efforts and share information. Always aim to obtain consent (if safe to do so) prior to engaging with services.

Regular Audits and Evaluations:

- Conduct regular reviews of safeguarding practices to identify areas for improvement and ensure compliance with regulations.

Training and Awareness:

- Provide regular Safeguarding training for all staff on safeguarding practices, recognising signs of abuse on or offline, and how to report and record concerns.

Open Communication:

- Create a safe environment where staff, service users, and parents / care givers feel comfortable sharing concerns.

Involvement of Families:

- Engage parents and care givers in safeguarding discussions and initiatives, promoting a shared responsibility for safety of service users. Ensure parents and care givers know who the named Safeguarding lead is to empower them to raise concerns.

Encourage Reporting:

- Establish clear channels for reporting Safeguarding concerns or concerns about staff / volunteer behaviours and ensure that all reports are taken seriously and investigated promptly.

Supportive Environments:

- Create a nurturing atmosphere where service users feel valued and safe, encouraging their emotional and social well-being.

Empower Service Users:

- To know about risks and how to seek help if they feel unsafe or uncomfortable. Supporting service users to know about the local offer of support and where to access this.

