

Children's Wellbeing Networking Event

27th June 2017



**'Safeguarding
Children &
Protecting them
from Harm'**



Welcome & Housekeeping

Cllr. Jenny Hyde
Children's Wellbeing

Today's Market Place

- Child Behaviour Direct
- HealthWatch Herefordshire
- Herefordshire Council- PREVENT
- Services for Independent Living (S4il)- WISH
- Wye Valley Mediation

An Introduction to Safeguarding

Chris Baird

Interim Director of
Children's Wellbeing



PREVENT

The 'WRAP' session is about extending our understanding and commitment to safeguarding.

WRAP concentrates on safeguarding people from radicalisation, and the support available if you have a concern and then have to report that concern.

LADO

LADO is an important, statutory role which spans across all of us working with children and provides an important safeguard.

It is a source of advice and guidance for employers. It is a specialist area and we've found that not all professionals are fully aware of what is involved, so over the past 12 months we have been working hard to increase awareness of its and your responsibilities.

Prevent & Safeguarding

‘Raising awareness of Prevent; known as WRAP’

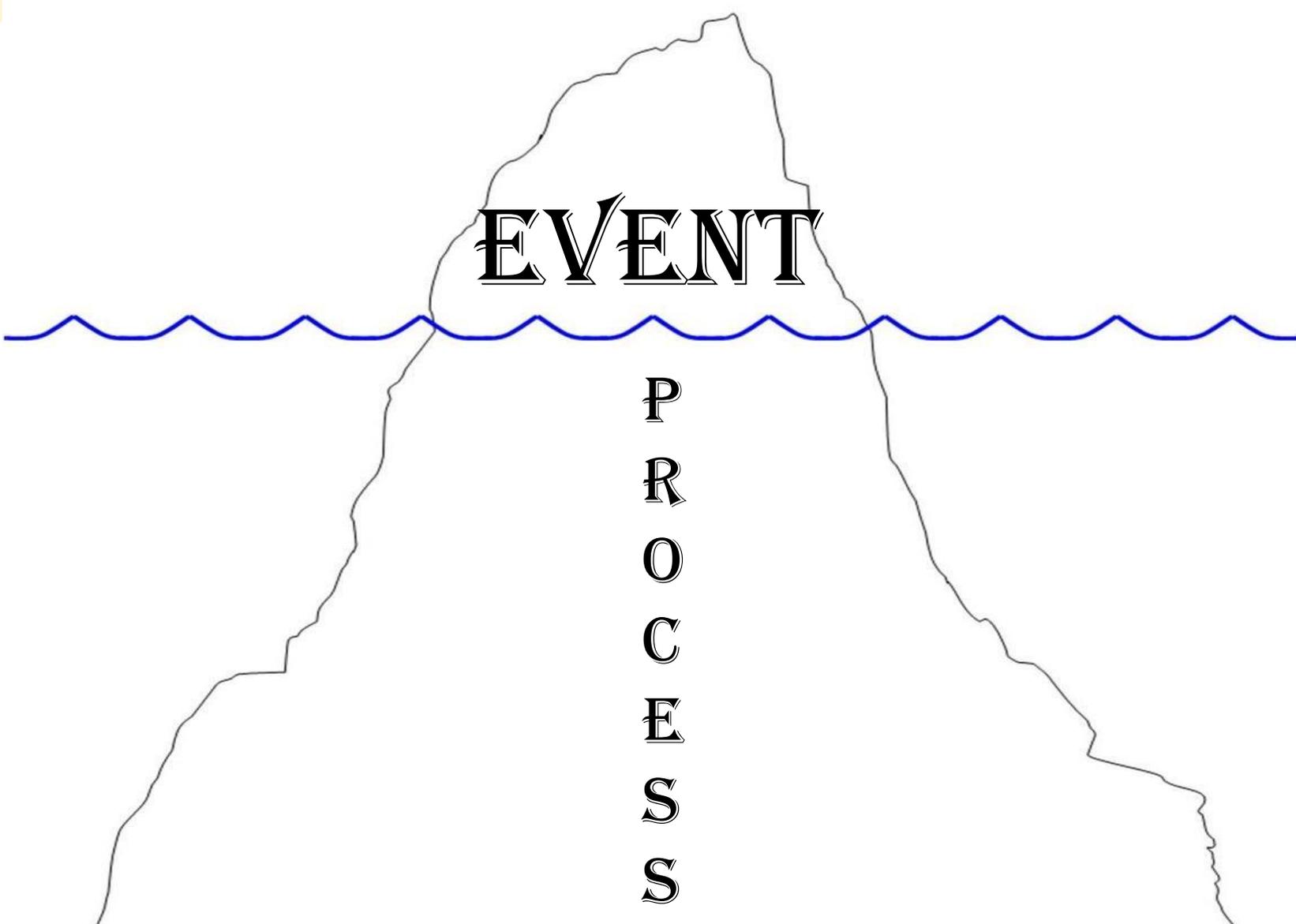
Neville Meredith

Prevent Coordinator



Today we are looking at:

1. Iceberg analogy
2. Vulnerabilities
3. Change in behaviour
4. Lone Actor phenomena

An iceberg diagram with the word 'EVENT' above the waterline and 'PROCESSES' below it. The water surface is indicated by a blue wavy line.

EVENT

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Workshop

Iceberg Analogy

Part 1:

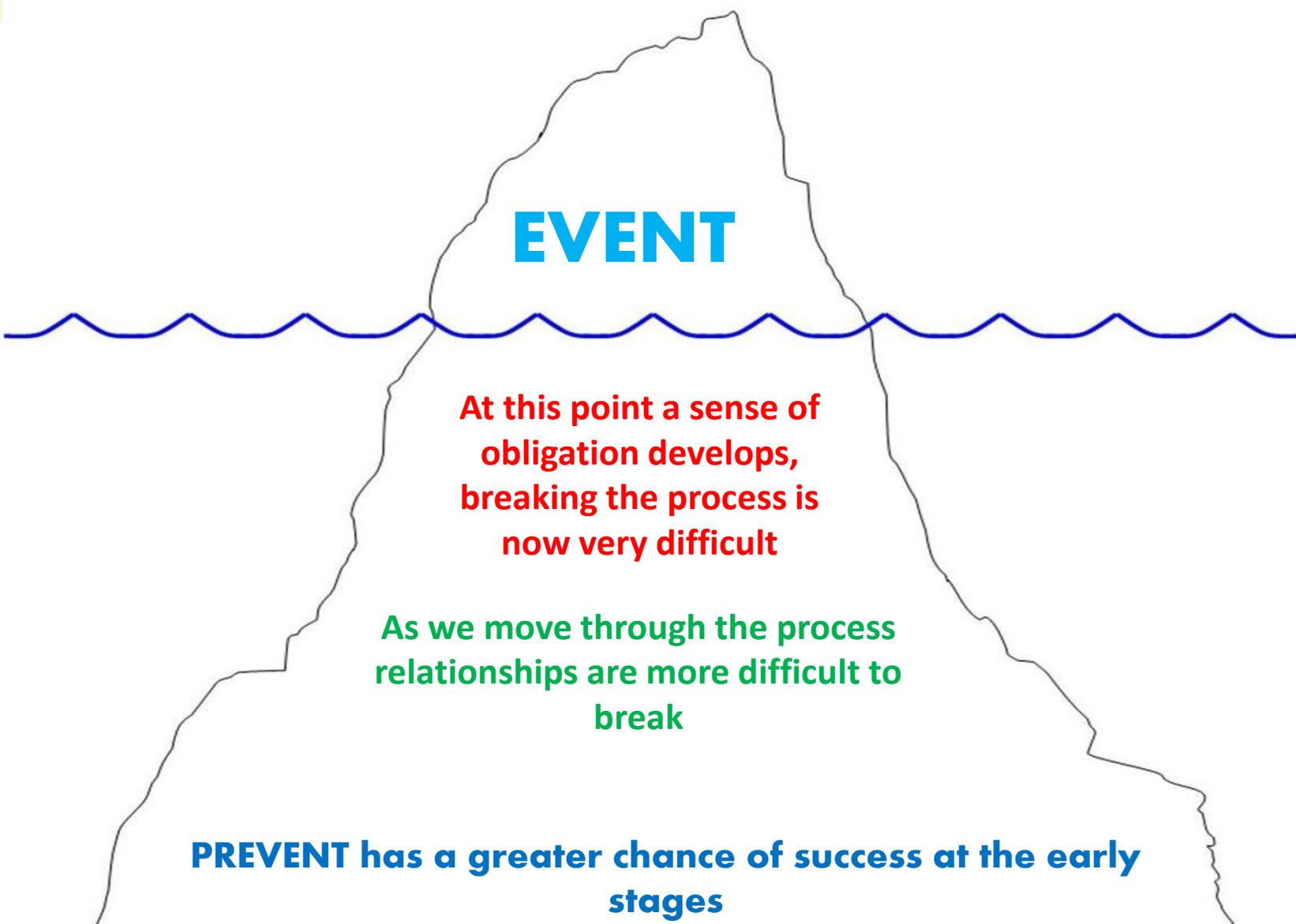
The event is a wedding:

1. What is the process leading up to this event?
2. What are the difficulties in stopping the process at each milestone?

Post Workshop Discussion

Relate the iceberg analogy, as it applies to a wedding, to the radicalisation process and a terrorist event:

1. Where do you have influence in this process?

An iceberg diagram where the tip above the water is labeled 'EVENT' and the much larger part below the water is labeled 'PREVENT'. A blue wavy line represents the water surface. Text is placed within the iceberg: red text above the water, green text in the middle, and blue text at the bottom.

EVENT

At this point a sense of obligation develops, breaking the process is now very difficult

As we move through the process relationships are more difficult to break

PREVENT has a greater chance of success at the early stages

Push and Pull Factors

Part 2:

- Working in groups, and with the young person in mind, make a list of what can make a person vulnerable to radicalisation. Discuss from an IS, Right Wing & Left Wing perspective.
- What are the similarities?

Notice

Part 3:

- You notice, that while playing with others, a four year old boy has started to use words and express views of the far right. He is also becoming more controlling and aggressive towards children who have, or appear to have, a different cultural background.

1) Do you react?

2) If so, how?

Check

Part 4:

After speaking with Mum, who is a single parent, you learn that she is actually concerned about her 15 year old son. Since Donald Trump became US president, he is expressing views that are anti-Muslim and anti-migrant; “we need a Trump in the UK”. He recently had a large tattoo of the Union flag, and she doesn’t know where the money came from. He is advocating violence as the only solution to driving ‘foreigners’ out of the UK. He is mixing with a different group of older men. The young boy idolises his older brother.

Create your own background story, and...

1) What should you do next?

Share

There are many routes open to you:

- Speak to the internal safeguarding lead about concerns for both young people
- Gain consent from Mum to speak to CTU for W&WM about the 15yr old- possible Channel Panel referral- first contact is through referral form
- Work with your four year old and include Mum if possible
- Speak to Neville Meredith to ask if there is added support available, outside of the Channel process

This is a time for a belt and braces approach

DDCEG helpline

An alternate point of contact is the due diligence and counter extremism group (DDCEG) helpline. This is a dedicated telephone and email helpline monitored by the Department for Education's (DfE) Due Diligence and Counter Extremism Group (DDCEG), where schools and governors can raise concerns relating to extremism directly and in confidence:

Tel: 020 7340 7264

Available: Monday- Friday: 9am- 6pm,

Email: counter.extremism@education.gsi.gov.uk (link sends e-mail)

Lone Actors

A concerning development

- The lone actor threat is growing by the day
- Intent and capability
- As we have seen over the last few years, the development of the lone actor is a challenge for everyone
- Lone actors are motivated by many things, and can carry out their act anytime and anywhere
- This makes the Prevent process even more vital
- 61% of radicalisation happens over the internet



Networking, Coffee Break & Market Place

Please go and talk to as many people you don't know as possible!



Hereford Safeguarding Children Board (HSCB)- Local Authority Designated Officer (LADO) Overview

‘Managing allegations against adults who work with children’

Paul Rooney & Maia Whitelegg

Safeguarding & Review Manager/Local Authority Designated
Officer, Quality Assurance Manager



Legislation & statutory guidance

- 'Working Together to Safeguard Children' 2015
- Keeping Children Safe in Education 2016
- Disclosure and Barring Service
- Allegations against residential workers (children's homes national minimum standards- DfE 2011)
- Allegations against foster carers (fostering services- national minimum standards- DfE 2011)

The LADO criteria



LADO procedures only apply when an adult working with children is alleged to have:

- Behaved in way that has harmed or may have harmed a child; or
- Possibly committed a criminal offence against or related to a child; or
- Behaved towards child(ren) in a way that indicates they may pose a risk of harm to children (*would pose risk of harm if they work regularly or closely with children*)

Herefordshire Safeguarding Children Board

The role of the LADO



When the criteria is met the LADO role is to:

- Manage and oversee all cases
- Monitor the progress of cases to avoid delay
- Ensure a consistent and thorough process for all allegations
- Liaise with all those involved in the case
- Provide advice and guidance
- Protect children through the promotion of a safe children's workforce



Consideration of the criteria

LADO threshold/procedures considered against the criteria. Is there a suspicion that an adult who works with children in any capacity has:

- Behaved in a way that has harmed or may have harmed a child;
- Possibly committed a criminal offence against or related to a child;
- Behaved towards child(ren) in a way that indicates they may pose a risk of harm to children (*would pose risk of harm if they work regularly or closely with children*)



- Ensure that any immediate safeguarding actions are carried out
- Liaise with the employer and refer to other relevant agencies where necessary i.e. the police, MASH, OFSTED etc.
- Oversee the formulation of an investigation plan and set out timescales for completion



There can be three strands in the investigation of an allegation:

- The police investigation of a possible criminal offence;
- Enquiries and assessment by children's services as to whether the child is in need of protection or services;
- Consideration by an employer of disciplinary action or management investigation in respect of the individual



- Parents/carers informed of allegation as soon as possible
- Safety and welfare of child given precedence
- Strategy meeting convened if appropriate
- Support offered by employer to individual against whom allegation is made
- Fair, thorough investigation undertaken in timely manner



Once investigation has been concluded (and sometimes prior to this) the allegation outcome is recorded as one of the following:

- No further action, i.e. does not meet threshold for LADO
- Unfounded, i.e. did not happen
- Malicious, i.e. allegation was made up
- Substantiated, i.e. allegation is true and it happened
- Unsubstantiated, i.e. not possible to say whether it happened or not.



If the allegation is unfounded or malicious then no further action is taken.

If the allegation is substantiated then the employer will be advised on what action to take. This can include dismissal, re-training, warning or other disciplinary action and the regulatory body will be informed and sometimes a referral made to the Disclosure and Barring Service.

If the allegation is unsubstantiated there is often a need to closely monitor and give support to the individual in the workplace.



Your responsibility...

You can contact the LADO for advice on whether a referral is needed or to discuss any concerns about an individual who works with children.

If you become aware that an individual who works with children may have either committed a crime against a child, harmed a child or acted in a way that makes you believe they are a risk to children then **you must inform your line manager or other designated person and ensure that a referral to LADO is made within 24 hours.**

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Group exercise

Remember that LADO procedures apply when there is suspicion that an adult who works with children in any capacity has:

- *Behaved in a way that has harmed or may have harmed a child*
- *Possibly committed a criminal offence against or related to a child*
- *Behaved towards a child or children in a way that indicates they may pose a risk of harm to children*

In your groups, make a collective decision regarding the following:

1. Does the allegation concern an adult working with children?
2. Does the allegation meet one of the three criteria?
3. If it doesn't belong with LADO then who else should you contact?



LADO contact details:

The LADO is Paul Rooney/Maia Whitelegg

Contact telephone is 01432 260680 or 01432 261708

Email: [lodo@herefordshire.gcsx.gov.uk](mailto:lado@herefordshire.gcsx.gov.uk)

LADO procedures, referral form and guidance can be found on the HSCB website.

saferguarding children in everyones business • saferguarding children in everyones business

Round-up & Close

Before you go...

Please complete an evaluation form, we want to know what you liked, what you didn't like and how we can improve things for next time!

To keep in touch with the network, please join our Facebook page: search for **Herefordshire children's wellbeing network**

Please contact us if you have any questions:
childrenscommissioning@herefordshire.gov.uk