



# Safeguarding statement

## Safeguarding policy

All our children and young people are safe and protected from harm

## Ethos

Safeguarding in IASS Bromley is considered everyone's responsibility and as such our aim is to create the safest environment within which every child and young person has the opportunity to achieve their full potential. IASS Bromley recognises the contribution it can make in ensuring that all feel that they will be listened to and appropriate action taken. We will do this by working in partnership with other agencies in accordance with Working Together to Safeguard Children (March 2015) and seeking to establish effective working relationships with parents, carers and other colleagues to develop and provide the information, advice and support that children need.

## Responsibilities and expectations

IASS Bromley's safeguarding lead is the Manager whose responsibility it is to make sure that the service has effective safeguarding policy and procedures in place and monitors that the all staff and volunteers comply with them. The policy is made available to young people and parents and carers if requested. It is their responsibility to ensure that all staff and volunteers are properly checked to make sure they are safe to work with children and young people, and has procedures for handling allegations of abuse made against members of staff.

The Manager will also need to ensure that the Counter Terrorism and Security Act 2015 is being adhered to, by taking into account the Local Safeguarding Children's Board policies and procedures and ensuring the Fundamental British Values are implemented. IASS Bromley's Safeguarding Designated Officer (SDO) is the Team Manager, but in her absence, the Safeguarding Designated Office is the Head of Service: Early Intervention and Family Support Service.

It is the responsibility of the SDO to ensure that all safeguarding issues raised within the practice of IASS Bromley are effectively responded to, recorded and referred to the appropriate agency. They are also responsible for arranging the safeguarding training for the whole team including all staff and volunteers. The SDO must ensure that the whole team's safeguarding training takes place at least every three years; and linked to the support and quality assurance process offered by the Local Authority and the Local Safeguarding Children's Board.

All Child Protection concerns need to be acted on immediately. If you are concerned that a child may be at risk or is actually suffering abuse, you must tell the Safeguarding Designated Officer.

All Adults, including the SDO, have a duty to refer all known or suspected cases of abuse to the relevant agency including MASH (Multi Agency Safeguarding Hub), Social Care, or the Police.

Where a disclosure is made to a volunteer, it is your responsibility to formally report this to the Safeguarding Designated Officer in the first instance

## Recognising concerns, signs and indicators of abuse

Safeguarding is not just about protecting children from deliberate harm. For IASS Bromley it includes such things as child safety, bullying, racist abuse and harassment, visits, and internet safety etc. However it must be acknowledged that technology itself will not present the greatest risk, but the behaviours of individuals using such equipment will. The witnessing of abuse can have a damaging effect on those who are party to it, as well as the child subjected to the actual abuse, and in itself will have a significant impact on the health and emotional well-being of the child. Abuse can take place in any family, institution or community setting, by telephone or on the internet. Abuse can often be difficult to recognise as children may behave differently or seem unhappy for many reasons, as they move through the stages of childhood or their family circumstances change. However, it is important to know the indicators of abuse and to be alert to the need to consult further.

### Physical abuse

This can involve hitting, shaking, throwing, poisoning, punching, kicking, scalding, burning, drowning and suffocating. It can also result when a parent or carer deliberately causes the ill health of a child in order to seek attention through fabricated or induced illness. This was previously known as Munchausen's Syndrome by Proxy.

### Emotional abuse

Emotional Abuse is where a child's need for love, security, recognition and praise is not met. It may involve seeing or hearing the ill-treatment of someone else such as in Domestic Violence or Domestic Abuse. A parent, carer or authority figure is considered emotionally abusive when they are consistently hostile, rejecting, threatening or undermining toward a child or other family member. It can also occur when children are prevented from having social contact with others or if inappropriate expectations are placed upon them. Symptoms that indicate emotional abuse include:

- Excessively clingy or attention seeking
- Very low self-esteem or excessive self-criticism
- Withdrawn behaviour or fearfulness
- Lack of appropriate boundaries with strangers; too eager to please
- Eating disorders or self-harm

## Sexual abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. This may include physical contact both penetrative and non-penetrative, or viewing pornographic material including through the use of the internet. Indicators of sexual abuse include: allegations or disclosures, genital soreness, injuries or disclosure, sexually transmitted diseases, inappropriate sexualized behaviour including words, play or drawing.

Child Sexual Exploitation is a form of abuse of which involves children (male and female, of different ethnic origins and of different ages) receiving something (e.g. food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) in exchange for sexual activity. It can occur through the use of technology without the child's immediate recognition.

## Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs which can significantly harm their health and development. Neglect can include inadequate supervision (being left alone for long periods of time), lack of stimulation, social contact or education, lack of appropriate food, shelter, appropriate clothing for conditions and medical attention and treatment when necessary.

## What to do if you are concerned

If a child makes a disclosure or allegation of abuse against an adult or other child or young person, it is important that you:

- Stay calm and listen carefully
- Reassure them that they have done the right thing in telling you
- Do not investigate or ask leading questions
- Let them know that you will need to tell someone else
- Do not promise to keep what they have told you a secret
- Inform the Safeguarding Designated Officer as soon as possible
- Make a written record of the allegation, disclosure or incident which you must sign, date and record your position

If you are concerned that a member of staff or adult in a position of trust poses a danger to a child or young person or that they might be abusing a child or young person you should report your concerns to the Safeguarding Designated Officer and they will report this to the LADO. Where those concerns relate to the Safeguarding Designated Officer however, this should be reported to the Head of Service using the London Borough of Bromley 'Whistle blowing' policy.

## Managing allegations

We are aware of the possibility of allegations being made against members of staff or volunteers that are working or may come into contact with children and young people whilst working with IASS Bromley. Allegations will usually be that some kind of abuse has taken place. This could include inappropriate behaviour displayed by members of staff or other persons working with the children such as inappropriate sexual comments, excessive one to one attention beyond the requirements their role and responsibilities, inappropriate sharing or images. They can be made by children and young people or other concerned adults. Allegations are made for a variety of reasons:

- Abuse has actually taken place.
- Something has happened to the child that reminds them of a past event – the child is unable to recognise that the situation and people are different; Children can misinterpret your language or your actions.
- Some children recognise that allegations can be powerful and if they are angry with you about something they can make an allegation as a way of hitting out.
- An allegation can be a way of seeking attention.

If an allegation is made against an adult in a position of trust whether they be members of staff or volunteers this should be brought to the immediate attention of the SDO who will advise the LADO. In the case of the allegation being made against the SDO this will be brought to the immediate attention of the Head of Service. The SDO/Head of Service will need to discuss with the Local Authority Designated Officer (LADO) the nature of the allegations made against the adult, in order for the appropriate action to be taken. This may constitute an initial evaluation meeting or strategy discussion depending on the allegation being made.

SDO/Head of Service will need to:

- Refer to the Local Authority Designated Officer (LADO) immediately and follow up in writing within 48 hours. Consider safeguarding arrangements of the child or young person to ensure they are away from the alleged abuser.
- Contact the parents or carers of the child/young person if advised to do so by the LADO.
- Consider the rights of the staff member for a fair and equal process of investigation.
- Advise Ofsted of allegation within 14 days of the allegation
- Ensure that the appropriate disciplinary procedures are followed including whether suspending a member of staff from work until the outcome of any investigation if this is deemed necessary.
- Act on any decision made in any strategy meeting.
- Advise the Disclosure and Barring Service where a member of staff has been disciplined or dismissed as a result of the allegations being founded.

A copy of “What to do if you’re worried a child is being abused” booklet is kept in the IASS office. This sets out the guidelines on dealing with incidents, disclosures and the procedures that must be followed.

## Training

All members of staff and volunteers will have access to safeguarding training at least every three years in line with Bromley Safeguarding Children Board (BSCB). We will also, as part of our induction, issue information in relation to our Safeguarding policy and any policy related to safeguarding and promoting our children/young people's welfare to all newly appointed staff and volunteers.

Our Safeguarding Designated Officer and Lead Designated Officer will undertake further safeguarding training, Group 4/5 BSCB Multi-Agency Safeguarding course or Group 4/5 Refresher Courses. This will be undertaken at least every three years which updates their awareness and understanding of the impact of the wide agenda of safeguarding issues. This will support the SDO to better undertake their role and support the IASS Bromley in ensuring our safeguarding arrangements are robust and achieving better outcomes for the children.

Our Safeguarding policy is reviewed annually, in order to keep it updated in line with local and national guidance/legislation and discussed in team meetings.

Safeguarding covers more than the contribution made to child protection in relation to individual children. It also encompasses issues such as child health and safety, bullying and a range of other issues, for example, arrangements for meeting the medical needs of children, providing first aid, security, drugs and substance misuse, etc.

## Current safeguarding issues

Some members of our communities hold beliefs that may be common within particular cultures but which are against the law of England. IASS Bromley does not condone practices that are illegal and which are harmful to children. Examples of particular practices are:

- Forced marriage
- Underage marriage
- Female Genital Mutilation (FGM)
- Ritualistic abuse

## Child Exploitation and E-Safety

Children and young people can be exploited and suffer bullying through their use of modern technology such as the internet, mobile phones and social networking sites. In order to minimise the risks to our children and young people IASS Bromley will ensure that we have in place appropriate measures such as security filtering, and an acceptable use policy linked to our E-Safety policy. We will ensure that staff are aware of how not to compromise their position of trust in or outside of the IASS Bromley and are aware of the dangers associated with social networking sites.

Our E-Safety policy will clearly state that mobile phones, camera or electronic communications with a child at the IASS Bromley is not acceptable other than for approved IASS Bromley business. Where it is suspected that a child is at risk from internet abuse or cyber bullying we will report our concerns to the appropriate agency.

## Prevent Duty / Radicalisation

The Government defines radicalisation is the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups. The Prevent Duty Guidance: for England and Wales 2015 states that 'schools are subject to the duty to have due regard to the need to prevent people from being drawn into terrorism. Being drawn into terrorism includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit. IASS Bromley has a duty to report any radicalisation concerns about a child and their family to Rob Vale, Public Protection.

## Identity based bullying

This refers to any form of bullying related to the characteristics considered unique to a child's identity, such as their race, religion, sexual orientation or physical appearance. This form of bullying targets the individual as well as creating negative attitudes towards a wider sub-community or group to whom that individual identifies with.

## Fabricated illness (previously Munchausen's syndrome)

Fabricated or induced illness is a form of child abuse which occurs when a parent or carer exaggerates or deliberately causes symptoms of illness in a child. The condition, known as a factitious disorder, is where a person pretends to be ill or causes illness or injury to themselves. Any cases of fabricated illness will be reported using the IASS Bromley Safeguarding and Child Protection procedures.

## Forced marriage

IASS Bromley does not support the idea of forcing someone to marry without their consent.

## Genital mutilation/female circumcision

This is against the law, yet for some communities it is considered a religious act and cultural requirement. It is illegal for someone to arrange for a child to go abroad with the intention of having her circumcised. If any of the above areas of concern is brought to the attention of SDO we will report those concerns to the appropriate agency in order to prevent this form of abuse taking place. In accordance with the Mandatory Reporting of Female Genital Mutilation (October 2015), IASS Bromley will report any 'known' cases of FGM to the police using the specified reporting process

## Ritualistic abuse

Some faiths believe that spirits and demons can possess people (including children). What should never be considered is the use of any physical or psychological violence to get rid of the possessing spirit. This is abusive and will result in the criminal conviction of those using this form of abuse even if the intention is to help the child.

## Sexually active under eighteen years old

It is acknowledged by those working with young people that most young people under the age of 18 will have an interest in sex and sexual relationships. The Protocol for Sexually Active Young People under 18 years old has been designed to assist those working with children and young people to identify where these relationships may be abusive, and the children and young people may need the provision of protection or additional services.

## Safeguarding disabled children

Disabled children have exactly the same human rights to be safe from abuse and neglect, to be protected from harm and achieve the Every Child Matters outcomes as non-disabled children.

Disabled children do however require additional action. This is because they experience greater risks and 'created vulnerability' as a result of negative attitudes about disabled children and unequal access to services and resources, and because they may have additional needs relating to physical, sensory, cognitive and/or communication impairment (Safeguarding Children, DCSF, July 2009) IASS Bromley will ensure that our disabled children are listened to and responded to appropriately where they have concerns regarding abuse. In order to do this we will ensure that our staff and volunteers receive the relevant training to raise awareness and have access to specialist staff in the event they have concerns regarding abuse of a child.

## Honour based violence

'Honour based violence' is a crime or incident, which has or may have been committed to protect or defend the honour of the family and/or community'. It is important to be alert to signs of distress and indications such as self-harm, absence from school or appointments, infections resulting from female genital mutilation, isolation from peers, being monitored by family, unreasonable restrictions at home. Where it is suspected that a child/young person is at risk from Honour based violence the SDO will report those concerns to the appropriate agency in order to prevent this form of abuse taking place.

## Trafficked children

Child trafficking involves moving children across or within national or international borders for the purposes of exploitation. Exploitation includes children being used for sex work, domestic work, restaurant/sweatshop, drug dealing, shoplifting and benefit fraud. Where SDO is made aware of a child suspected of or actually being trafficked/exploited we will report our concerns to the appropriate agency.

## Domestic abuse

The Government defines domestic abuse as “Any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partners or family members regardless of gender or sexuality”.

Staff and volunteers need to understand what is required of them if children are members of the household where domestic abuse is known or suspected to be taking place. Our policy includes action to be taken regarding referrals to the Police and Children’s Social Services and any action to be taken where a member of staff is the alleged perpetrator or victim of domestic abuse. At IASS Bromley we will follow our safeguarding policy and report any suspected concerns regarding Domestic Abuse to the relevant agency.

## Private fostering

Private fostering is an arrangement made between the parent and the private foster carer, who then becomes responsible for caring for the child in such a way as to safeguard and promote his/her welfare. A privately fostered child means a child under the age of 16 (18 if a disabled child) who is cared for and provided with accommodation by someone other than:

- A parent
- A person who is not a parent but has parental responsibility.
- A close relative
- A Local Authority

for more than 28 days and where the care is intended to continue. It is a statutory duty for us at IASS Bromley to inform the Local Authority via MASH where we are made aware of a child or young person who may be subject to private fostering arrangements.

## Who to contact

### Multi-agency Safeguarding Hub (MASH)

Email [mash@bromley.gov.uk](mailto:mash@bromley.gov.uk)

Call 020 8461 7373 / 7379 / 7026 (Monday-Friday 9am – 5pm)  
or 020 8464 4848 (Monday-Friday 5pm – 9am and weekends)

Out of hours emergencies: 0300 303 8671

### Local Authority Designated Officer (LADO)

(for managing allegations against staff)

Gemma Taylor

Email [gemma.taylor@bromley.gov.uk](mailto:gemma.taylor@bromley.gov.uk) or [LADO@bromley.gov.uk](mailto:LADO@bromley.gov.uk)

Call 020 8401 7775

## Get in touch with us

Call us 020 8461 7630

Visit [www.bromleyiass.org.uk](http://www.bromleyiass.org.uk)

E-mail [iass@bromley.gov.uk](mailto:iass@bromley.gov.uk)



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