

Gloucestershire Safeguarding Children Partnership



Section 11 of the Children Act 2004 Reportable Standards

Key Standard	Organisations and agencies should have in place arrangements that reflect the importance of safeguarding and promoting the welfare of children,
1. Leadership and Accountability	<ul style="list-style-type: none"> • A senior level lead with the required knowledge, skills and expertise or sufficiently qualified and experienced to take leadership responsibility for the organisation's/agency's safeguarding arrangements • A designated practitioner (or, for health commissioning and health provider organisations/agencies, designated and named practitioners) for child safeguarding. Their role is to support other practitioners in their organisations and agencies to recognise the needs of children, including protection from possible abuse or neglect. • Designated practitioner roles are always explicitly defined in job descriptions. Practitioners should be given sufficient time, funding, supervision and support to fulfil their child welfare and safeguarding responsibilities effectively • A clear line of accountability for the commissioning and/or provision of services designed to safeguard and promote the welfare of children
2. Staff Safe Recruitment, Induction, Training and Development	<ul style="list-style-type: none"> • Safe recruitment practices and ongoing safe working practices for individuals whom the organisation or agency permit to work regularly with children, including policies on when to undertake appropriate vetting of staff • Staff should be given a mandatory induction, which includes familiarisation with child protection responsibilities and the procedures to be followed • Appropriate supervision and support for staff, including undertaking safeguarding training • Staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of children • Staff feel able to raise concerns and feel supported in their safeguarding role • All practitioners should have regular reviews of their own practice to ensure they have knowledge, skills and expertise that improve over time
3. Safeguarding Policies and Procedures	<ul style="list-style-type: none"> • Clear priorities for safeguarding and promoting the welfare of children, explicitly stated in strategic policy documents • Policies for safeguarding and promoting the welfare of children including a child protection policy, and procedures that are in accordance with guidance and locally agreed inter-agency procedures • Clear escalation policies for staff to follow when their child safeguarding concerns are not being addressed within their organisation or by other agencies • Procedures for dealing with allegation of abuse made against members of staff and volunteers • Clear whistleblowing procedures, which reflect the principles in Sir Robert Francis - Freedom to Speak Up Review and are suitably referenced in staff training and codes of conduct, and a culture that enables issues about safeguarding and promoting the welfare of children to be addressed • Good systems for information sharing, which professionals are confident and knowledgeable about
4. Listening to Children and Young People	<ul style="list-style-type: none"> • A culture of listening to, and engaging in dialogue with, children – seeking children's views in ways that are appropriate to their age and understanding, and taking account of those views in individual decisions and in the establishment or development of services