

## Safeguarding Children and Young People

The NHS has a key part to play in safeguarding and promoting the welfare of children. Individual children, especially some of the most vulnerable children and those at greatest risk of social exclusion, will need co-ordinated help from a range of organisations including health, education, police, children's social care and the voluntary sector.

Section 11 of the Children Act 2004 places a duty on every NHS Trust to have arrangements in place to ensure that the organisation and all staff working within it have regard to the need to safeguard and promote the welfare of children. The Trust regularly reviews its arrangements against these requirements and is compliant with them.

### **Safer employment**

The Trust has a clear process for ensuring that anyone working with children has had a Disclosure and Barring Service check before they start work.

Recruitment and selection training is mandatory for all appointing officers and Trust policy requires that references are checked before an offer of employment is made.

The Trust has a nominated lead for dealing with allegations against staff and volunteers who work with children relating to children who works closely with the Local Area Designated Officer (LADO) if concerns arise.

### **Policies and procedures**

Staff practice with regard to safeguarding children is guided by the Trust's Child protection Policy.

The Trust has a DNA (Did Not attend) process in place ensuring that missed out-patient appointments are followed up.

Other policies that provide support for staff include:

- Safeguarding Children Supervision Policy
- Domestic Abuse Policy
- Managing Allegations Against Staff and Volunteers who Work with Children Policy
- Safeguarding Children Escalation Policy
- Section 85 Children Act Notification

There are a number of additional maternity services safeguarding policies to support maternity services staff.

Safeguarding children supervision is being implemented within the Trust to provide advice and support for staff.

Information and resources are made available to staff to assist in their safeguarding responsibilities, of the Trust safeguarding children webpage.

## **Safeguarding children training**

Staff should have an understanding of both their role and responsibilities, and those of other professionals and organisations. This is essential for effective multi-agency and inter-agency working. Safeguarding children training is mandatory for all staff, regardless of role and the Trust has a robust system in place for monitoring and ensuring compliance.

## **Safeguarding children team**

The Trust employs a named nurse, named doctor and named midwife for safeguarding children. It also has a specialist nurse, specialist support midwife and team administrator for safeguarding children. These professionals are responsible for leading safeguarding children within the Trust and providing the organisation and staff with support and advice. The team provide a single point of contact for all safeguarding children enquires for staff and partner agencies: contact number 01225 821538 team email [ruh-tr.RUHSafeguardingChildren@nhs.net](mailto:ruh-tr.RUHSafeguardingChildren@nhs.net)

The Trust's representation at Board of Director level is provided by the Director of Nursing and Midwifery who is the Trust's Executive Lead for Safeguarding

## **Governance**

The Board of Directors has responsibility for approving the Trust's Safeguarding Children's Annual Report which includes the outcome of the annual audit of its safeguarding arrangements against the requirements of Section 11 of the Children Act 2004. The Safeguarding Children & Young People's Committee meets quarterly and is chaired by the Executive Lead for Safeguarding

If you would like to know more about safeguarding children or have any questions please contact:

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