



updates

Chris Freestone May 2023

Current situation-C19

- At present all data is on a slightly downward trend.
- JCVI to make the decision re. booster roll out for the autumn- likely to be treated as endemic unless the situation changes
- WHO have declared the emergency phase of Covid 19 to be over.



What is in the pipeline , consultations etc.....

- 1. KCSIE 2023
- 2. Government response to Hesley phase 2 – due October 2023.
- 3. Possible consultation for new legislation related to non disclosure of an allegation / disclosure made to a professional who works with a child- early stages
- 4. Waiting for Government guidance in relation to supporting trans young people- some groups are speaking of challenging this.
- 5. Consultation closed (11.5) re. use of reasonable force and restraint – so new guidance likely to follow.
- 6. Working Together- coming up for review
- Anything else ?



Closed cultures.

- Recommended by the Hesley phase 2 report to be a theme/ guidance in Working Together and KCSIE
- It would be useful to take stock of your culture in terms of safeguarding and within a whole organisation context.



Other updates:

- Inspection – supervision
 - - R40 timeliness/ appropriate ?
 - - voice of the child after any intervention.
 - - monitoring by the RM
 - - fire drills / PEEPs out of date
 - - medication monitoring /audit
- Thinking about- “lessons learned “ culture- is this in place ? Can you prove it ?



What can go wrong in terms of culture?

- Closed cultures- an awareness of their features and risks is important
- Something to be very aware of especially in relation to children and young people with SEND, AP settings, schools for children with special needs , children's services and more broadly



Context:

- The culture of the setting sets the scene for all aspects of the provision and within this must sit a clearly defined , well structured , recognisable TO ALL secure safeguarding culture.
- Is this your existing culture ? How do you know ?



Starting point:

- Maybe a team meeting discussion “what does a “closed culture “ mean to you ?”
- It is important to remember that generally , no-one sets out to harm..... but, closed cultures can lead to significant harm

- Some indicators

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Closed cultures...

- are one of the biggest of safeguarding risks and as recently seen in the Hesley phase 1 and Phase 2 reports can contribute to serious and significant harm for children and young people.
- As a senior leader what should you look out for ?
 - ❖ Poor experience of children who should be safeguarded and their well being supported and promoted-**how will you know this ?**
 - ❖ Weak leadership and management-**as above**
 - ❖ Limited or no external input , review , alignment



Closed cultures.....

Features:

- Children are at risk of deliberate or unintentional harm-
how can unintentional harm occur and become common and accepted practice ?
- Leaders / staff stop seeing or have never seen the true situation re. safeguarding in the setting-**why ?**
- Children / staff are unable or afraid to speak up for themselves and are not listened to if they do-**how ?**
- There may be high levels of dependence on some staff/ HT /RM/others- **why is this worrying ?**
- There may be breaches of human rights and equality law-**how ?**



Closed cultures.....

- Poor skills, experience and training of staff / leaders
- There are regular changes in leadership roles-**why ?**
- There is a high staff turnover- across the board
- High frequency of staff absence / leadership & SLT absence / illness
- Cliques-**these can be especially dangerous ?**
- Staff are not supported or encouraged to raise concerns.
- SLT fail to monitor, and address issues raised by staff, ,children , families and others-**why ?**
- SLT fail to respond to recommendations of others, for example professionals and regulators.



Closed cultures

- There is a high use of agency/cover staff
- There is a lack of suitable induction, training, monitoring and supervision of staff.



Closed cultures.....

External oversight..

- Is there a high or increasing number of safeguarding incidents, complaints or other notifications?
Especially concerning if they involve:
- any form of inappropriate behaviour by staff towards children / young people
- complaints by children / young people using the service, their family and friends, including those that are withdrawn subsequently.
- Anything else ?
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Hesley phase 2

- <https://www.gov.uk/government/news/experts-demand-major-overhaul-of-safeguarding-system-to-protect-children-with-disabilities-from-abuse-at-childrens-homes>
- https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1151060/Safeguarding_children_with_disabilities_in_residential_care_homes_phase_2_report.pdf

- All relevant links within this document



Something to be aware of and to look out for...

- Any reflections or thoughts?

