



## **Safeguarding policy - children and adults.**

### Statement of purpose

Collective Space's aims are:

- (1) to provide direct clinical and Social Work interventions and services to vulnerable children and their families and
- (2) to improve the social care workforce's ability to reduce the likelihood and impact of harm to children and young people from emotional, physical, sexual abuse and neglect while increasing their chances of remaining safely within their family networks.

Our expertise is in the design and delivery of safeguarding services and as such we are both intervening in the context of high-risk interactions between parents, carers and children and young people, and advising other professionals how to intervene in such contexts.

We set out below the ways in which we carry out our safeguarding obligations within Collective Space and recognise that whilst process has an important place, we emphasise the use of skilled professional judgement in the assessing and intervening in risk.

This policy applies to employees, sub-contracted professionals (clinicians and Social Workers) who train, coach and consult to the social care workforce and who provide direct services to vulnerable children and their families and carers.

We also employ business support staff who are in contact with clinicians, tutors and clients working in this complex environment with vulnerable children and adults and are engaged with learners who attend training events hosted by Collective Space.

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### Privileging Safeguarding

We are publicly committed to improving statutory safeguarding practice with children and families across England and the world. Our website and social media presence reinforce this commitment.

We emphasise a focus on evidence based assessment and management of risk in all of our professional activity - training, coaching and consulting - to improve not only our own but the social care workforce's ability to reduce the likelihood and impact of harm to children and young people from emotional, physical, sexual abuse and neglect.

We require tutors, clinicians, Social Workers, and employees working directly in social care to maintain registration with their respective professional bodies and adhere to the obligations of their profession in reporting and responding to child abuse and neglect.

All tutors and employees are required to adhere to the children and adult safeguarding policies of the agency to which they are sub-contracted.

Collective Space will comply with all statutory and mandatory reporting requirements (e.g. NRM in relation to modern day slavery, reports of FGM to a young person under 18 years, concerns of radicalisation, etc.).

Collective Space's safeguarding lead is the Director.

### Recruitment and Development

Applicant tutors, clinicians, employees are asked to evidence their experience working with children at risk in their CV. They must also evidence their ability to identify risk and harm through written case examples, group exercises, role play or interview as part of their application process. Finally, they must submit a personal statement or example of work which outlines their personal value commitment to respectful work with families that maintains protecting children as the highest context.

Successful employees and tutors must provide proof of identity and are subject to enhanced disclosure and barring checks for work with vulnerable people which are updated every three years.

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New employees, subcontractors and tutors are inducted via a 1-1 session with a senior member and 1-1 session with their Lead Coach/Supervisor who reviews relevant safeguarding obligations and procedures.

Employees and Tutors have annual professional development meeting with the Director to review their skills, knowledge and performance. Learning needs, including needs related to the identification and management of risk, are identified and plans agreed for training or support.

### Training and Coaching

These activities are designed to create a learning environment where live casework is routinely discussed with social care professionals to enable them to apply new theoretical ideas and evidence-based techniques in a safeguarding context. Training and coaching contexts are not forums for making case decisions.

Trainers and coaches are expected to challenge learners thinking about risk through the use of questions to encourage reflexivity and the use group process to offer different perspectives. Common areas for challenge include learner's overemphasis on personal judgement or cultural/class bias in assessing risk in families from poor or BME communities.

Where training and coaching case consultations raise concern that lead professionals are not appropriately responding to a child's safety, trainers and coaches should move the focus of consultation from thinking about 'intervention' to 'assessing child safety' and clearly indicate this shift in emphasis to the learner(s).

If safety concerns are still not addressed through this shift in group process, discuss the matter privately with learner who is responsible for the case and ask that they refer the matter to their line manager. Coaches should confirm line managers are made aware and take appropriate action. In a training context, let learners know you will ask the organisation's training lead to follow up as well. Confirm this has been done by local training lead and advise the director of Collective Space.

The vast majority of Collective Space's direct contact with children and families is undertaken in a coaching context, alongside case holding social workers who retain case responsibility. In these situations, safeguarding

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concerns should be considered through the lens of enabling the case holder to take appropriate action as outlined above.

### Direct clinical and Social Work services to children and families

Where Collective Space does provide a direct service to children and families, such services are limited to families who are already open to Children's Social Care or Local Authority Early Intervention Services. In such circumstances, the purpose and outcome of Collective Space activity will be clearly agreed with children, young people and families and the lead professional through the use of goal-based measures within the broader remit of reducing risk to children and young people.

Concerns about the progress towards goals will be shared with the family, Collective Space clinical supervisor and Local Authority lead professional for the family. Revised plans for intervention should be agreed in a timescale appropriate to the level of concern (e.g. some concerns will require a same day response, some concerns may be appropriate for review at the next multi-agency review meeting such as a core group or child in need meeting).

Subcontractors, tutors and employees undertaking direct work should ensure case notes and/or summary reports outlining client contact, changes in risk and progress are routinely available to the lead professional.

Subcontractors, tutors and employees of Collective Space who provide direct services to families will receive supervision from the Clinical Lead for the relevant service whose purpose is ensuring employees and Tutors are undertaking purposeful, evidence based and effective work with families.

Clinical leads for each Collective Space service are responsible for reporting on trends in referral needs, outcomes and specific cases of concern to the Local Authority.

### Allegations against employees, subcontractors and tutors

“Allegations may relate to a person who works with children who has:

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- behaved in a way that has harmed a child, or may have harmed a child;
- possibly committed a criminal offence against or related to a child; or
- behaved towards a child or children in a way that indicates they may pose a risk of harm to children.” (Working Together, March 2015)

Subcontractors and tutors subject to allegations are withdrawn without pay from service in Local authorities and referred to the relevant LADO who will arrange a child protection investigation. Subcontractors and tutors continued service with Collective Space will be subject to the outcome of the investigation and is subject to the discretion of the Director, in consultation with the contracting agency.

Employees subject to allegations are withdrawn with pay from service in Local Authorities and referred to the relevant LADO who will arrange a child protection investigation. An employee’s return to service will be subject to the outcome of the investigation.

Where there is not sufficient substance in an allegation to warrant a child protection investigation, the Director will undertake an internal inquiry to consider whether the behaviour of the professional should be addressed by further training/supervision or disciplinary proceedings. Employees and subcontractors and tutors will not be in direct contact with children and families while the Director undertakes his inquiries. Collective Space will aim to complete inquiries within 10 working days of an allegation being reported to the Director and LADO and will notify the employee or Associate of any need for additional time. The Director will inform the parents/carer of the child or young person and the commissioning agency of the outcome of his inquiries and any action taken.

### Adult safeguarding

Collective Space works predominantly in children’s services and contact with vulnerable adults may occur via this work. By the term ‘vulnerable adult’ we understand that someone (1) has needs for care and support, (2) is currently experiencing, or is assessed as being at risk of future abuse and/or neglect, and (3) as a result of their needs for care and support is unable to protect themselves against the abuse, neglect, and/or the assessed risk of these in the future.

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In all our contacts with families our practices will uphold the six principles of adult safeguarding as set out in the London Multi-agency Safeguarding Adult Policy and Procedures: empowerment, prevention, proportionate, protection, partnerships, accountability.

Employees and subcontractors will use professional judgement when enacting these principles, and always with the understanding that the safety and wellbeing of the children in the family are our primary concern. In practice this means that Collective Space considers adult safeguarding concerns in relation to future risk that arise in the context of a family often imply a public or vital interest.

Adults right to make their own decisions and take risks on their own behalf will be respected when possible, so that we seek to balance the rights of individuals against the need to protect them and others from the consequences of exercising those rights, but children's safety and well-being will be our principal concern. In practice, in the context of offering an intervention intended to support clients to make changes in their lives, this means that we will always share concerns with the local authority's adult services about vulnerable adults whose circumstances meets the threshold for an investigation under s.42 of the Care Act (2014), as set out above, and we will only refer potential crimes to the police with the agreement and consent of victims, unless not to do so would place them, a child or children, or another person at risk of future significant harm.

Employees and sub-contracted professionals working on behalf of Collective Space adopt the principles of the Mental Capacity Act (2005). In the unlikely event that during the course of our work with a family we become concerned that an adult or young person over 16 years lacks mental capacity to make informed decisions about the service they receive from Collective Space, then the Director will consult with the local authority's adult services and may make a referral for a mental capacity assessment.

Collective Space will keep a written record for as long as they may be reasonably required of any and all concerns, all safeguarding referrals made in relation to these concerns, all discussions with the local agencies in relation to adult safeguarding concerns. The reasons (i.e. professional analysis) for all decisions Collective Spaces makes in relation to concerns will also be recorded.

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