



Induction to Safeguarding

Working Together to Safeguard Children 2015 states that organisations that work with children and/or their families must have an Induction into Safeguarding .which includes; - “familiarisation with child protection responsibilities and procedures to be followed if anyone has any concerns about a child’s safety or welfare”.

Guiding Principles

All newly appointed staff, coming from within or from outside the agency, or newly qualified or new to the workforce, should receive personalised induction and support, training and appraisal with respect to their new role.

In relation to safeguarding, the programme of induction should include:

- A full explanation of their role, responsibilities and accountability and the standard of conduct and behaviour expected;
- Information about safe practice and the arrangements in place to support staff in their work;
- An introduction to the agency’s and the LSCP’s safeguarding policies and procedures;
- An introduction to the agency’s designated safeguarding adviser and an explanation of their role;
- Safeguarding training at a level appropriate to the member of staff’s contact with children or adults who may be parents/carers (as required by the LSCP).

Birmingham Safeguarding Children Partnership has developed the following check list, which is recommended as minimum content.

	Subject
✓	1. Understand your organisations and other agencies' role and responsibility in keeping children safe from harm.
✓	2. Understand what 'multi-agency working' means for you including the role of Birmingham Safeguarding Children Partnership.
✓	3. Understand and know how to use and apply 'Right Help, Right Time' model, along with procedures for sharing information and gaining consent.
✓	4. Understand the different ways in which children and young people can be harmed by adults, other children and young people, or through the internet.
✓	5. Understand what is meant by the following: <ul style="list-style-type: none"> • Sexual abuse and exploitation (CSE) • Physical abuse • Emotional abuse • Neglect • Domestic abuse
✓	6. Understand the signs and indicators of possible abuse and neglect from a child's perspective, (Hearing the Voice of the Child/seeing through the Eyes of a Child).
✓	7. Understand your agency/organisation procedure you need to follow if you suspect a child is being abused, neglected or bullied and to know how to refer a concern you have about a child, including how to make a referral to 'Multi-Agency Safeguarding Hub' (MASH).
✓	8. Understand who to consult in relation to a child-protection or child-welfare concern(s) in your agency/organisation.
✓	9. Understand your duty to report the unsafe practice of others and what to do if there is an allegation of abuse made against a person who works with children (LADO service).
✓	10. Understand your duty to and how to escalate a concern about a child's welfare and or wellbeing.
✓	11. Understand what emergency action needs to be taken to protect a child, including outside normal office hours.
✓	12. How to access Level 1,2 and 3 training within your organisation and how to access BSCP training at www.lscpbirmingham.org.uk