

SAFEGUARDING IN WORK EXPERIENCE

**MORE THAN ENHANCED CRB
CHECKS!!!!**

Context

- Victoria Climbié – Lord Laming →
Every Child Matters: Change for Children
- Soham tragedy – Bichard → tightening
of safeguards around people working with
children
- Compensation Culture

ECM 5 Outcomes

- Being Healthy
- Staying Safe
- Enjoying and Achieving
- Making a Positive Contribution
- Achieving economic well-being

WORK EXPERIENCE PLAYS A CRUCIAL PART IN SUPPORTING YP TO ACHIEVE THE 5 OUTCOMES.

Education Act 2002

Section 175 places a duty on LEAs and schools (including Independent Schools Section 157) to **safeguard** and promote the welfare of children:

- Providing a safe environment for children and young people to learn
- Identifying children and yp who are suffering or are likely to suffer significant harm
- Keeping children and yp safe at school and at home.

Aspects of Safeguarding

- all reasonable measures to minimise risk
- arrangements to take all appropriate action

LEA Responsibilities

- Strategic eg working with local safeguarding board
- Support – monitoring, training, policies, advice
- Operational – excluded pupils, allegations, recruitment.
- Designated senior officer with responsibility for CP – Cheryl Butler

School policy & procedures

- Must have a school policy & procedures in accordance with local procedures and available to parents (reviewed annually)
- Must have a designated teacher (+ deputy) trained every 2 years
- All staff trained every 3 years & familiar with Policy and procedures
- Visitors/volunteers etc familiar with policy & procedures
- Ensure arrangements in place for activities out of regular school hours

4 types of child abuse

- Physical *
- Emotional **
- Sexual**
- Neglect

Safeguarding in schools

- More than just CP Policy and procedures
- Teaching children what is 'alright' (eg SEAL in Primary Schools and PSHCE) & what to do if someone harms them
- Teaching children to keep themselves safe – risk assessing, safe behaviour, personal safety etc
- Bullying

Preparation for Work Experience

- Revisit earlier PSHCE work
- Add some Work Experience specific Health and Safety etc advice/information
- Risk assessment of placements – joint responsibility of organiser and employer
- Travel arrangements – nb fall back plan
- Employers contact for 'no shows'

Vulnerable Children

- SEN or disabled – especially those with no sense of danger/risk
- YP with medical conditions
- EBD – including yp who cannot follow instructions, are sexually precocious, risk takers, substance abusers

Must undertake individual risk assessment with employer and parents if necessary & consider additional safeguards

What if there is a problem?

- Policy and procedures
- Emergency no programmed in phone ICE
- 24 hour contact/helpline – all 'duty' staff need contact list of pupils, home nos, other staff etc
- School designated person number
- 'Critical Incident' Debriefing

CRB checks

- College staff now all checked
- Many WBL providers also checked
- Not necessary for 2 week placements unless pupils are 'vulnerable' or placement involves significant 1 on 1 working esp if away from home.

Safeguarding in long term extended placements

- More than 15 days
- Vulnerable children or vulnerable placements
- Organiser must have policy & procedures
- Organiser must give CP training/briefing to employers (need training themselves)
- Employer to sign up to CP Policy or statement of principles indicating commitment to promoting welfare of child and fulfilling duty of care

Safeguarding in long term extended placements

- Briefing for supervisor and other adults responsible for students on their responsibilities to safeguard and promote welfare– include contact names and numbers & safe working practice (eg no contact outside workplace setting, guidance on 'crushes' etc?)

Safeguarding in long term extended placements

- CRB check? Decision of organiser. Part of assessment of suitability of placement. 'if they are in a position the normal duties of which include regularly caring for, training, supervising or being in sole charge of a child' (NB could be in JD but could also be because they have volunteered to be eg a mentor)

Safeguarding in long term extended placements

- What is reasonable? 'substantial, unsupervised'
- Organiser needs to discuss with someone else and record reason for decision.
- YP must have specific training/advice and contact points
- NB what if the yp is an 'abuser'??

More Information

- LEA Safeguarding Children Policy and Procedures (March 05) – contains full text of DfES Guidance on Work Experience)
- Safeguarding Children in Education Sept 04 (www.dfes.gov.uk/childprotection)
- Work-Related Learning and the Law Sept 04
- What To Do If You're Worried A Child Is Being Abused.DoH 2003