



Harrogate and District  
NHS Foundation Trust

# Safeguarding Children's Strategy 2021 - 2024

Date: July 2021



You matter most

## Introduction

Harrogate & District NHS Foundation Trust (HDFT) serves wide geographical areas which includes, North Yorkshire, Middlesbrough, Stockton, Darlington, Durham, Sunderland and Gateshead and provides health services in the community to children. HDFT is committed to enabling the safety and well-being of children and young people who access our community health services and for staff to recognise signs of abuse and how to report it.

This Safeguarding Children & Children In Care Strategy outlines how HDFT will fulfil its duties over the next 3 years with regard to Children's Safeguarding requirements. These are outlined in Working Together To Safeguard Children 2018 and The Children's Act 2004 and are set out in the Care Quality Commission fundamental standards. This enables us to provide assurance that the Children's Safeguarding provision at HDFT is robust and fit for purpose, and demonstrate that safeguarding children is 'Everyone's business'.

Safeguarding starts at the very beginning with safe recruitment process and established procedures to ensure appropriately qualified and suitable staff are selected and employed within HDFT services to deliver excellent care within the community. All staff have access to mandatory and statutory training including safeguarding both adults and children at level 2 for all roles and positions within the Trust and higher level training as required for specific cohorts of staff as laid out within the Intercollegiate documents;

- Working Together to Safeguard Children (2018)
- Looked after Children: roles and competencies of healthcare staff (2020)
- Promoting the health and wellbeing of looked-after children (2015)

## What is Safeguarding?

Everybody has the right to be safe from abuse and protected from harm, no matter who they are or what their circumstances. It is about the protection of harm by abuse, neglect and exploitation which undermines people's relationships and self-belief.

Safeguarding is a range of activities aimed at upholding a child human right to be safe and free from abuse.

This strategy considers all the steps taken by HDFT to prevent safeguarding issues from escalating and how we endeavour to protect children, young people and adults as the foundation of our duty to care.

Within safeguarding children there are four main categories of abuse as defined within Working Together to Safeguard Children 2018 and reflected as part of Safeguarding Procedures. These are;

- Physical abuse;
- Emotional abuse;
- Sexual abuse;
- Neglect.

## Key Legal Framework of Safeguarding

Working Together 2018
Children Act 2004
Children and Families Act 2014
Promoting the health and wellbeing of looked-after children 2015

Over the next 3 years HDFT will be focussing on Covid-19 recovery, staff health and well-being and developing a sustainable and consistent approach to our children in care.

### **Core Objectives**

The Safeguarding Team will deliver an effective safeguarding service to all HDFT staff to support a service delivery that is safe for all our patients throughout 2021 - 2024).

- Trust staff knowing who the safeguarding team are and how to contact them.
- Providing a Single Point of Contact (SPOC) for staff to have contact with a specialist nurse child protection for immediate advice and support.
- Provide specific services with safeguarding supervision to support service delivery and support for complex cases.
- Participate in and disseminate learning and development from Child Safeguarding Practice Reviews as appropriate.
- Hearing and promoting the voice of the child and the lived experience of the child.
- Delivering up to date, relevant and specialist training to identified cohorts of personnel up to level 3 safeguarding adults and children including Workshops to raise awareness of Prevent, (WRAP).
- To ensure all safeguarding relevant policies / procedures are regularly reviewed and updated to remain fit for purpose.
- Ensuring the safeguarding team have personal resilience and professional motivation to support staff with emotive and sometimes disturbing safeguarding issues.
- Ensure robust relationships with our Named GP, Designated Doctor's and Designated Nurses are maintained and developed to support safeguarding service delivery across all levels.

### Specific Objectives for 2021

The development of a Safeguarding Children Business Case to secure 6 additional posts to work within the Safeguarding Children's Team (SCT) across a band range of B8a – B6.

The implementation of B6 Safeguarding Strategy Nurse roles within the SCT to provide additional resilience within the team and to fulfil the ongoing safeguarding surge requirements.

The implementation of a tripartite preceptorship safeguarding and children in care process to support newly qualified and new staff employed by HDFT to support with their emotional well-being and confidence in working with safeguarding children and children in care. This is offered by a locality manager of the 0-19 service and a named SNCP.

### Specific Objectives for 2022

Information sharing processes agreed between HDFT and local authorities to identify those children entering into or leaving the care system.

The implementation of a Fostering and Adoption Pathway that will offer individualised, targeted intervention.

Overview of new processes, embedding procedures into practice and measuring outcomes for children.

### Specific Objectives for 2023

Overview of new processes, embedding procedures into practice and measuring outcomes for children.

Review of Covid recovery and completion of a HDFT footprint wide Covid recovery report.

# Covid-19 Recovery will be achieved by:

## Aims

**Staff that are working in accordance with health and safety**

**Ability to meet the ongoing safeguarding surge**

**Ensuring safe practice**

## Objectives

The Trust have policies in place with regard to safe recruitment; staff should work within safe staffing levels and have clear lines of management and leadership. There are specialist roles which support patient care and staff. The Trust have robust governance arrangements in place to support safe care. These include use of datix systems, CSPR's, learning lessons and processes to learn from feedback/audits/investigations

The development of a Safeguarding Children Business Case to secure 6 additional posts to work within the Safeguarding Children's Team (SCT) across a band range of B8a – B6.

The implementation of B6 Safeguarding Strategy Nurse roles within the SCT to provide additional resilience within the team and to fulfil the ongoing safeguarding surge requirements.

Regular monitoring of the levels of children subject to a child protection plan and children made subject to care procedures in order to identify and address need in each local contract area at any given time to reallocate resources to meet need.

Regular review through safeguarding clinical advisory group of thematic lead recovery plans; the acute, the safeguarding single point of contact (SPOC) for advice and support, training, 0 – 19 Integration One Team Approach, violence & aggression surge plan and supervision

## Related policy/Evidence

**Recruitment and selection policy**

**Training needs analysis**

**Child Safeguarding policy**

Safeguarding policy and procedures

Thematic lead's:

*Front Door / SPOC*

*Child Safeguarding*

*Practice Review*

*Training*

*0-19 Integration*

Safeguarding training;  
L4 Safeguarding  
Children Symposium

Covid recovery plans

**Risk Management Policy**

**Managing Challenging behaviour policy**

# Staff Health and Well-Being will be achieved by:

## Aims

**Staff understand their role within safeguarding**

**Support for the safeguarding agenda within HDFT**

## Objectives

Having a SPOC available between the hours 9am – 6pm for immediate support and advice from a Specialist Nurse Child Protection (SNCP) B7 and if necessary Named Nurse Child Protection (NNCP) B8a and Deputy Head of Safeguarding Children B8b.

The implementation of a robust safeguarding support package footprint wide for Specialist Community Public Health Nurse (SCPHN) students to support with an increase in skills and knowledge of safeguarding children and children in care.

The implementation of a tripartite preceptorship safeguarding and children in care process to support newly qualified and new staff employed by HDFT to support with their emotional well-being and confidence in working with safeguarding children and children in care. This is offered by a locality manager of the 0-19 service and a named SNCP.

Offer of vicarious trauma training to all staff and REACTMH to upskill staff to identify when a colleague may need additional emotional support.

In addition to mandatory supervision sessions and deep dive audits all HDFT can identify the requirement for ad-hoc face to face supervision with a member of the SCT.

## Related policy/Evidence

Safeguarding policy

Prevent policy  
Domestic Abuse guidance

Training Needs Analysis

Trust Intranet

Children safeguarding policy/intranet page

Supervision policy

Safeguarding student support package

Safeguarding preceptorship package

Safeguarding children training

# Children In Care consistency and sustainability across HDFT footprint will be achieved by:

## Aims

**Provide, safe, high quality care**

**Be open and honest, learn from outcomes and feedback**

**Strive to deliver an outstanding safeguarding service**

## Objectives

The appointment of an additional 1xWTE B8a Named Nurse Children in Care by a Safeguarding Children Business Case to develop a service for the North HDFT contract areas (Middlesbrough, Stockton, Darlington, Durham, Sunderland and Gateshead).  
Gap analysis undertaken across the North HDFT contract areas to identify quality improvements.  
Information sharing processes agreed between HDFT and local authorities to identify those children entering into or leaving the care system.  
Complementing acute service providers of Children in Care in local areas to ensure a high and consistent standard of timely patient care.

The implementation of a dedicated SystemOne unit for Children in Care to ensure that all children in care are easily identifiable, that Review Health Assessments (RHA's) are completed in a timely manner and to ensure RHA's are quality assured to inform care planning.  
The implementation of a Fostering and Adoption Pathway that will offer individualised, targeted intervention.  
Auditing processes to ensure (wherever possible) that a child in care is offered a consistent practitioner in order to build lasting and trusting relationships; thus in turn will aid with increasing health outcomes for children in care.

## Related policy/Evidence

Policies and guidance

Individual patient risk assessments

Quality of care meeting notes

SAR/DHR reports

SVP meeting notes

Safeguarding action plan

Self-assessment documentation

Safeguarding training that evidences children in care



**Table 1: Quality Initiatives 2021-24 in line with CQC Key Lines of Enquiry**

**Aim: To protect children and young people and keep them safe:**

**By – Unlocking Fixed Thinking and Challenging Assumptions**



**Safe**

- Implement the safeguarding Demand and Capacity tool i to identify safeguarding surges enabling immediate response to risk.
- Enhance Pre and Post ICPC supervision for targeted staff groups and in areas of safeguarding surge.
- Supervision sessions with the Dental practitioners and Community Dental team.
- Deep drive audits process standardised. Across community and acute.
- Named Nurse Children Looked After- North East contracts to be appointed.
- Roll out of Icon, safer sleep, domestic abuse awareness, injury to babies under 12 months.
- Recruit doctors to Safeguarding Champions to participate regularly in Supervision.
- Raise awareness of potential safeguarding concerns for 16/17yrs old inpatients in the hospital.
- Liaison with the Adult Outpatient Department to raise awareness of Safeguarding.
- Development of paediatric liaison nurse role in hospital site.

**Effective**

- Implement the 0-19 Demand and Capacity Tool assessment to ensure capacity meets demand and achieves an equitable workload.
- Audit of the 4x4x4 Supervision Model.
- CSPRs process, development of analytical chronologies and report.
- HDFT representation on CSPR practitioner and review team meetings.
- 5-19 transformation for strategies and ICPCs.
- Rotation of the SNCP within the front door to upskill and promote personal development of colleagues working in safeguarding teams and ensure increased flexibility and resilience to meet the demands of the service.
- Audit of supervision effectiveness.
- Annual HDFT Level 4 training
- Cascading the learning from CSPRs large MT training events.
- Safeguarding Training Steering Group.

**Caring**

- Live Events – You said, we did – CC directorate.
- Blended approach to safeguarding training in response to practitioner feedback – workbooks and Microsoft Teams.
- 1:1 safeguarding supervision for complex cases.
- Supporting practitioners when attending family and criminal courts.
- Integrated one team approach.
- Temporary pause on withdrawal from 5-19 CP cases when no identified health needs.
- Action plans developed to support practitioners with safeguarding surge.
- Training and Supervision and raise awareness of vicarious trauma.
- Your voice, your vision, your values – HDFT.
- Roll out of vicarious trauma in safeguarding practice review training.
- Preceptorship pathways.

**Responsive**

- Expand on the Safeguarding digital Offer to raise the profile of Children’s safeguarding and gather colleagues evaluation and feedback from Service User Experience.
- Action plans developed to support with safeguarding surge
- Annual training plan blend electronic e-learning / face to face learning and workbooks.
- Development of e-learning packs for domestic abuse, contextual safeguarding in response to COVID.
- Face to face training packages converted to workbooks.
- Development of level 3 CSPR MT training in response to learning from CSPRs.
- Level 4 Safeguarding Symposium in collaboration with partner trusts.
- Embedding the learning from single and multi-agency audits.
- Safeguarding Children Team to be increasingly visible on MAU.
- Liaising with the Radiology department to offer support and advice.

**Well led**

- Implementation of the North Yorkshire 0-19 HCT Transformation and new model/Service Menu Offer from 1/4/2021.
- Support and improve multi-agency partnership working through HDFT processes around MARAC, MAPPA, Channel panels and through the Violence and aggression work stream.
- Build on Integration of the 0 - 19 and Safeguarding with the expansion of the secondment programme and roll out the preceptorship pathway and colleagues development programme.
- Develop the Dual Role Service manager/Safeguarding Lead.
- Review the integrated management of competency related issues and disciplinary action plans.
- Expansion of Learning and Best Practice Group and Forum to include CC colleagues (acute and community).
- Being Inspection Ready – portfolio of evidence.

**Assurance through: Internal and External Audit, Service User Feedback, Learning from Safeguarding Children Practice Reviews,**

**Learning Lessons Reviews, External Inspections and Action Plans, Safeguarding Governance, Learning from Incidents and Complaints**



## **Governance of the Safeguarding Strategy**

The Safeguarding Strategy will be monitored and governed by the Safeguarding Clinical Advisory Group on a weekly basis, the Child In Care Task & Finish group on a quarterly basis and be supported by the Safeguarding Children Governance Committee for its implementation and review.