



Amaze Safeguarding Policy

1. Quick Reference Guide

Safeguarding is everyone's responsibility. Staff and volunteers must read the full Safeguarding Policy. This quick guide is to help staff and volunteers act in line with the policy when a concern arises. It includes key contacts and a flow chart for action.

Designated Person(s) for Safeguarding and Child Protection

Amaze has an appointed individual and deputy who are responsible for dealing with any safeguarding and child protection concerns. Do not hesitate to contact them for advice. Contact them urgently if you have a positive concern that someone is at risk of harm. In their absence, an alternative manager should always be available. During working hours a manager can be reached via the Amaze office: **01273 234020**

Designated Person for safeguarding: Ros Cook , Services Director Mobile number: 07906 674505 Email: ros@amazesussex.org.uk	
Deputy Designated Person for safeguarding: Liam Ryan , IAG Coordinator Mobile number: 07483 111659 Email: liam@amazesussex.org.uk	
Alternative contact 1: Rachel Travers , Chief Executive Mobile number: 07984 433232 Email: rachel@amazesussex.org.uk	
Alternative contact 2: Sally Polanski , Deputy Chief Executive Mobile number: 07904 012555 Email: sallyp@amazesussex.org.uk	

Safeguarding referral agencies by local area (child = 0-17 years, adult = 18+)

If you think a child or adult is in *immediate* danger, call the police on 999.

If you have reason to believe a child or adult is at risk of significant harm and you are unable to contact one of the above managers, you can contact the relevant social care service using the details below:

Brighton and Hove

Children and young people: Front Door for Families. Phone: 01273 290400 Out of hours: 01273 335905 Or email: FrontDoorForFamilies@brighton-hove.gov.uk	Adults Adult Social Services – Access Point Phone: 01273 295555 Or email: hascsafeguardinghub@brighton-hove.gov.uk
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West Sussex

Children and young people: MASH (Multi-Agency Safeguarding Hub) Phone: 01403 229 900 Out of hours phone: 0330 222 6664 Or Email: MASH@westsussex.gov.uk	Adults: Adults' Care Point Phone: 01243 642121 Or Email : socialcare@westsussex.gov.uk
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East Sussex






Children and Young People: Single Point Of Advice Telephone: 01323 464222 Out hours phone: 01273 335905/6) Or email: <u>0-19.SPOA@eastsussex.gov.uk</u>	Adults: Health and Social Care Connect Phone 0345 60 80 191 Or email: <u>HSCC@eastsussex.gov.uk</u>
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Flow chart for action to take if you have a concern about safeguarding

You think a child or adult is in serious danger right now	You think a child or adult is at risk of significant harm, and urgent action is needed	You have a clear concern about a risk of harm to a child or adult, but it is not a risk that will rapidly become more significant without urgent action	You are worried or uncertain about the welfare of a child or adult, feel something is wrong or there may be some risk but it is not clear or immediate
↓	↓	↓	↓
Call the police on 999.	Contact one of the designated people listed above urgently. They will act on your concern and advise you what to do next.	Contact your manager or supervisor. If you cannot get hold of them that day, contact one of the designated people listed above.	Contact your manager or supervisor to talk it through within the week, or sooner if you are unsure how serious it is.
↓	↓	↓	↓
Contact one of the designated people above. If you can't reach one, call the Amaze Office and ask them to tell the most senior manager available that you have called the police. Someone will call you back and tell you what to do next.	If you can't get hold of one of the designated people, contact social care yourself to alert them to your concern. Use the list above to find the right service.	Your manager/supervisor and the designated person will act on your concern and advise you what you need to do next.	If they are not available, contact one of the designated people listed above to discuss your concern.
↓	↓	↓	↓



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Write up a record of what happened, who was involved and what you did, ready to email it to the manager who calls you. If possible use the Record of Concern form but if not readily available make your own notes whilst it is fresh in your mind.	Contact the Amaze Office and ask them to tell the most senior manager available that you have done this. Someone will call you back and tell you what to do next.	Write up a record of your concerns to share with the designated person. If possible use the Record of Concern form but if not readily available make your own notes whilst it is fresh in your mind.	Your manager/supervisor or the designated person that you speak to will tell you what to do next including any record they need from you. They will agree a plan of action if needed.
	 Write up a record of what happened, who was involved and what you did; ready to email it to the manager who calls you. If possible use the Record of Concern form but if not readily available make your own notes whilst it is fresh in your mind. 		
Use your manager or supervisor for support and reflection			



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2. Aims and principles

Amaze provides information, advice and support for children and young people (birth to 25 years) with special needs and disabilities and their parent carers. Support activities include advocacy, peer support, befriending, groups and events. Amaze recognises its responsibility in carrying out these activities, to take all reasonable steps to promote safe practice and to protect children and adults at risk from harm, abuse and exploitation. Amaze expects everyone who works on behalf of Amaze, including staff, volunteers and trustees, to share this responsibility and act accordingly.

Amaze believes that every person has a right to live a life free from abuse, neglect and fear. Amaze has a specific commitment to promoting and safeguarding the welfare of children, young people and adults with special educational needs and disabilities. Amaze believes that supporting parents and carers is central to the welfare of disabled children and adults. It is a key element of Amaze's mission to work in partnership with parents, but safeguarding a child takes priority if these two aims should conflict. Similarly, Amaze is committed to promoting the right of disabled children, young people and adults to develop independence and make choices for themselves but will be alert to how this may interact with safeguarding.

Amaze recognises its responsibility to implement, maintain and regularly review procedures, which are designed to prevent and be alert to abuse. These procedures apply to all children and adults at risk regardless of their race, religion, first language or ethnicity; age; gender or sexuality; health or disability; location or placement; political views or immigration status or involvement in criminal behaviour.

For the purposes of safeguarding legislation, a young person is regarded as a 'child' until their eighteenth birthday. Amaze acknowledges that some children and young people are more vulnerable to abuse than others. It is known that disabled children are at significantly greater risk of physical, sexual and emotional abuse and neglect than non-disabled children. Other factors can also increase risk for a child; for example living away from home, living with parental ill health, mental illness or substance misuse and suffering from racial or religious harassment. An adult at risk, means any person aged 18 or over who has care and support needs and is experiencing, or is at risk of, abuse or neglect and is unable to protect themselves because of their care and support needs. Adults at risk of abuse include people with a wide range of disabilities including learning disabilities, high care needs and mental health issues, and other life experiences such as substance misuse and domestic abuse.

There is an important difference between safeguarding adults and children - adults may choose not to act to protect themselves. Unless the adult lacks capacity in that area or there is a risk to children or vulnerable adults then the law will allow adults to make choices that appear to cause them harm.

Amaze is committed to following the guidelines and procedures established in:

- the **Sussex Child Protection and Safeguarding Procedures**
<https://sussexchildprotection.procedures.org.uk>
- the **Sussex Safeguarding Adults Policy and Procedures**
<https://sussexsafeguardingadults.procedures.org.uk>

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In following these pan-Sussex policies and procedures, Amaze is mindful of the relevant legislation and guidance including Working Together to Safeguard Children 2018, Keeping Children Safe in Education 2019 and Care and Support Statutory Guidance 2018.

Amaze's Safeguarding Policy is one of a number of Amaze policies and procedures that contribute to overall safeguarding of users and staff, including –

- Recruitment and Selection Policy
- Recruitment of Ex-Offenders Policy
- Data Protection and Confidentiality Policy
- Complaints Policy
- Whistleblowing Policy
- Health and Safety Policy
- Risk Management Strategy
- Lone Working Policy
- Responding to self-harm procedure

3. Amaze's responsibilities

The **Amaze trustees** have responsibility to:

- Take reasonable steps to protect people who come into contact with the charity from harm, including beneficiaries (users), staff and volunteers
- Follow relevant legislation and guidance, including the Charity Commission guidance for trustees on safeguarding
- Make safeguarding a high level priority of the organisation, which receives regular consideration by the board of trustees and the senior leadership of the charity
- Set Amaze's policy on safeguarding and review it at least annually
- Have active oversight of the application of the policy and related procedures
- Appoint a designated person and deputy designated person for safeguarding who are known to all staff and volunteers as the people to whom they should report concerns that arise about a child or young person or adult at risk, or a worker's conduct towards a child/young person or adult at risk
- Require that the Chief Executive and designated person for safeguarding report to the trustees on the operation of this policy

The **Chief Executive** has responsibility to:

- Ensure that the Safeguarding Policy is implemented and adhered to
- Monitor its effectiveness through monitoring recruitment, training, complaints, grievances, risk and safeguarding concerns
- Ensure that the designated person and deputy have undertaken basic training on child protection and safeguarding adults, further training provided by the local Safeguarding Children Partnerships and Adults Boards, and that they understand their responsibility to refer any safeguarding and child protection concerns to the statutory safeguarding agencies (i.e. Police, Children's Social Care and Adult Social Care)
- Promote the involvement of parents, children and young people in expressing their views about the service provided by Amaze and our partners

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- Facilitate involvement of parents and young people in the work of the organisation and to make safeguarding policies and procedures available to them

Amaze's **designated person and deputy** have responsibility to:

- Ensure that all staff are aware of what they should do and who they should go to if they are concerned that a child/young person/adult maybe subject to abuse or neglect.
- Ensure that any concerns about a child/young person/adult are acted on, clearly recorded, referred on where necessary and, followed up to ensure the issues are addressed.
- Record securely any reported incidents in relation to a child/young person/adult or breach of safeguarding policies and procedures
- Report to the Chief Executive and trustees about safeguarding issues and Amaze's performance on safeguarding
- Maintain links with the local Safeguarding Children Partnerships and Safeguarding Adults Boards, keeping up to date with local guidance and applying it to Amaze's work
- Have regard to all Charity Commission guidance on safeguarding and otherwise keep up-to-date with national developments relating to the welfare and protection of children and young people and safeguarding of adults at risk.

All Amaze **managers and supervisors** of volunteers have a responsibility to:

- Ensure all staff and volunteers are aware of their legal and moral responsibility to safeguard children and adults at risk; are aware of how to do this in practice and equipped to do so with procedures, resources and training appropriate to their role
- Set up and work within policies, procedures and working practices that prevent or reduce risk of harm, and enable safeguarding concerns to be identified and acted upon effectively
- Ensure that safeguarding is covered as part of the basic induction of all staff and volunteers, and is regularly considered in supervision
- Ensure all staff and volunteers that have contact with our users have undertaken basic safeguarding training as provided by one of the local Safeguarding Children Partnerships or Adults Boards (or other recognised provider) and further training appropriate to their role
- Provide opportunities for all staff and volunteers to further develop their skills and knowledge particularly in relation to the welfare and protection of children and young people and adults at risk

All Amaze **staff and volunteers** have a responsibility to:

- Be alert to the risk of harm to children and adults
- To read, understand and apply this policy
- To implement all Amaze policies, procedures and working practices that prevent or reduce risk of harm
- To take up training at a level appropriate to their role that equips them to understand safeguarding and act in ways that protect children and adults at risk of harm.

4. Knowledge and awareness

Amaze recognises that effective safeguarding relies on the organisation, its staff and volunteers being alert to the range of ways in which a child or adult may be at risk of harm. These include:

- Physical abuse
- Emotional abuse

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- Sexual abuse
- Neglect and self-neglect
- Sexual exploitation
- Child trafficking
- Exploitation through involvement in crime
- Commercial exploitation and modern slavery
- Female genital mutilation
- Forced marriage
- Extremism and radicalisation
- Financial abuse
- Organisational abuse in a care setting
- Bullying, harassment and hate crime
- Exposure to domestic abuse involving others in the home

Private fostering: this is not in itself a safeguarding concern, but children who are not living with a parent or close relative are known to be at additional risk. For this reason, the law says that the local authority must be informed about all private foster care arrangements. Where staff come across a child in this situation they should bring it to the attention of the designated person so they can report it to the relevant local authority.

There are a number of ways in which concerns regarding a child or young person or adult's welfare might become known to Amaze staff and volunteers. These include:

- The individual discloses that he or she is being abused or exploited (see Appendix 1 for guidelines on responding to disclosure)
- A third party reports that the individual has disclosed that he or she is being abused or exploited
- Something heard or observed in the course of contact with a parent, child, adult or family leads to a strong suspicion that a child or adult is being abused or is subject to exploitation or neglect
- A third party reports that they have heard or observed something that leads to a strong suspicion that a child or adult is being abused or is subject to exploitation or neglect
- An allegation is made against a member of staff, volunteer or trustee
- A concern is raised without any specific disclosure of abuse
- One child or young person or adult is seen to be abusing another
- There are indications that a child is living in a situation where domestic abuse is occurring involving other members of the family or household
- There are signs of radicalisation or involvement in terrorism (see Appendix 2 for more information about responding to radicalisation)

Amaze staff and volunteers should be mindful that children and adults may not be able to communicate that they are being abused, or may not be aware that what they are experiencing is abuse, for example in situations of child sexual exploitation or the financial abuse of disabled adults.

5. Procedure when abuse or risk of harm is suspected or identified

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Staff and volunteers must take a vigilant approach to safeguarding. Sometimes staff and volunteers may be unsure what weight to give to their concerns, perhaps because there is an overlap between how a child may present with a particular disability and behaviours that may be signs of abuse. It is essential that all concerns however minor or uncertain are discussed promptly with the worker or volunteer's supervisor who can contact the designated person as appropriate. If the supervisor is unavailable any member of staff or volunteer can contact the designated person direct (contact information is in the Quick Reference Guide part 1 of this policy).

If there is a concern the process should be as follows:

- Where there is felt to be an immediate risk of significant harm the police should be called immediately without delaying to contact a supervisor, manager or designated person. The member of staff or volunteer should make this contact as soon as possible afterwards so a record can be made and follow up action planned. Where the risk of harm is significant but not immediate, if the supervisor or one of the designated people cannot be contacted in a timely fashion, the worker or volunteer can contact the relevant local access point for child or adult social care services (see Quick Reference Guide).
- In all other circumstances the staff member or volunteer should report concerns promptly to their supervisor and record details of the incident/allegation/concern with the supervisor. These records must be accurate and factual. A Record of Concern form is attached as Appendix 3 but making a record and acting on it should not be delayed if this is not readily available. Supervisors must notify the designated person or deputy or in their absence the Chief Executive or DCEO immediately where this is a serious concern and always in a timely manner. Staff and volunteers are not expected to investigate or to confront an abuser as to do so may actually increase risk or affect the outcome of a formal investigation. But in many cases it will be appropriate to involve a parent, child, young person or adult in a plan of action around the concern or to at least inform them about what action is being taken and why, for example if a referral is made to social care. In some circumstances the best course of action will be to support an individual to self-refer. The designated person will make this decision.
- If it is suspected that the child or young person or adult is at risk of harm a report should be made to the relevant child or adult social care contact point and/or the police. Where it is known that a child or adult is already receiving social care support, for example from a Children's Disability Team, contact may be made with that social work service but it must be explicit that this is to report a safeguarding concern. In any doubt use the main social care contact points as they will be able to identify if there is existing social work involvement and refer internally as appropriate. Reporting a concern to social care or the police will be done by the designated person or other senior manager, other than in exceptional circumstances. This report should use the current referral process for that social care service, whether by phone or online form. The social care service must acknowledge receipt of the referral and decide on a course of action within one working day if it is about a child. For adults there is no statutory timescale but in either case if an appropriate acknowledgement is not received the referrer should ensure that the referral is followed up after three working days.
- Where there are concerns about a child or adult but not a clear suspicion of risk of harm, the designated person may contact social care for advice. Where the concern relates to



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child sexual exploitation, advice may be sought from or a referral made to the WiSE project (based at Sussex Central YMCA).

6. Procedure for allegations about staff

Amaze commits to treat allegations of abuse made against staff and volunteers with the highest care and seriousness. With these allegations it is not only important to consider if a child, young person or adult is suffering or is likely to suffer significant harm but also if that allegation might indicate that the alleged perpetrator is unsuitable to continue to work with children, young people or adults either in their present capacity or at any point in the future. If an allegation against a member of staff is upheld, Amaze will ensure that the Disclosure and Barring Service (DBS) is notified of relevant information so that individuals who pose a threat to vulnerable groups can be identified and barred from working with these groups.

All staff and volunteers employed by Amaze are in a position of trust. Therefore any allegation made against a member of staff could highlight a breach of that trust. Under the Sexual Offences Act 2003 it is an offence for a person aged eighteen or above, to have a sexual relationship with a child under the age of eighteen where the person is in a position of trust in respect of that child, even if the relationship is consensual.

Any parent, child, young person, adult using Amaze, or worker in another organisation or member of the public who has concerns about an Amaze staff member or volunteer is strongly encouraged to contact the designated safeguarding officer at Amaze or the Chief Executive who will make a decision whether to contact social care, the police or the local authority designated officer (LADO). The same applies to an Amaze staff member or volunteer who has concerns about a colleague. See Appendix 4 for details about the role of the LADO and the process that would follow. Amaze's Policy on Whistleblowing provides more information about how Amaze will respond to concerns raised about the organisation and its staff.

Parents, children and young people or adults using Amaze could alternatively contact their local contact point for social care or the NSPCC if they do not wish to contact Amaze direct.

7. Safer recruitment

Amaze is committed to robust safer recruitment processes to try to ensure we recruit staff and volunteers who are suitable to work with children, young people and adults at risk. Amaze has separate policy documents to be read in conjunction with this Safeguarding Policy (Recruitment and Selection Policy and Volunteer Policy), which outline how we check suitability of potential staff and volunteers. These safer recruitment practices include defining the role, use of an application form, shortlisting and selection processes, use of self-disclosure forms, identity checks, taking up references and carrying out Disclosure and Barring Service checks. There is a related policy about Recruitment of Ex-Offenders. Staff and trustees who take part in recruitment and selection must ensure they are familiar with all these policies.

It is a term of both the Contract of Employment and the Volunteer Agreement that employees and volunteers familiarise themselves with the Safeguarding Policy and co-operate in its implementation. This is included in the induction of new Trustees.

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8. Safe working practices

Amaze staff and volunteers must be mindful of safeguarding in all aspects of their work and in particular, where this work is directly or indirectly involves children, young people and adults. Managers and supervisors should actively consider if working practice in their project is both safe for staff and volunteers, and suitable to prevent or reduce risk of harm for children, young people and adults at risk. This will be specific to the nature of the work and may involve a risk assessment.

For example:

- home visits to parents - staff and volunteers should ensure that they are not left alone with a child or young person
- providing individual information and advice to a young person - care should be taken to arrange meetings in an appropriate setting
- group activities for young people with SEND – supervision and a group agreement are in place to reduce the risk of bullying or unsafe behaviour
- online meetings with individuals or groups – careful choice of social media/video call platforms, use of online group agreements, advice to participants about online safety,
- support groups attended by families – parents made aware that they remain responsible for their children and cannot leave them with Amaze staff or volunteers
- activities planned with another organisation - every effort to ensure the partner organisation has appropriate safeguarding and child protection policies and procedures.

These examples are not exhaustive. Staff and project coordinators should plan with safeguarding in mind; discuss and agree practice with their line manager; take advice from the designated person for safeguarding; and keep practice under review. Incidents and “near misses” relating to safeguarding must be recorded and discussed so that the organisation can learn from them and take any appropriate follow up action.

The Amaze Lone Working Policy has more information on Lone Working including with children and young people. The Amaze Responding to Self-harm Procedure outlines how to deal with incidents of self-harm at Amaze activities.

9. Information sharing

Staff and volunteers will need to share information with other agencies about a child, adult or family when making a referral to social care or the police about a safeguarding concern. Staff may also be asked to share information held by Amaze with other agencies as part of a process of investigation or assessment for a child or adult. This should be considered in the light of Amaze’s Data Protection and Confidentiality Policy which sets out that Amaze will normally only disclose information with consent, but that there are certain circumstances where the law requires Amaze to disclose data (including sensitive data) without the subject’s consent. These include two that may apply where there is a need to safeguard a child or adult at risk of harm:

- Carrying out a legal duty or as authorised by the Secretary of State
- Protecting the vital interests of a Data Subject or other person

Sharing information is an essential component in safeguarding both children and adults. When making decisions about sharing information Amaze workers should consider the safety and

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welfare of a child, young person or adult involved. If they are at risk of significant harm this will override other considerations. In most cases the person should be told what information will or could be shared and why. The exception is where to do so may put that child, young person, adult or others at increased risk of significant harm or if it would undermine the prevention, detection or prosecution of a serious crime, including where seeking consent might lead to interference with any potential investigation. For this reason, Amaze staff and volunteers should be clear with the children, young people, adults and parents with whom they work, that we will treat their information with respect but there are circumstances where confidentiality may not apply and their consent may not be required to share information.

When making decisions about information sharing, staff should seek advice from the designated person if in any doubt. Any information shared must be accurate and up to date, necessary for the purpose for which it is being shared, shared only with those people who need to see it and shared securely. The reasons for a decision to share information or not should be recorded.



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Appendix 1

DISCLOSURE DO'S AND DON'TS

DO

- Stay calm and do not show disbelief or shock.
- Listen carefully.
- Reassure them that they were right to tell you and you are treating the information seriously.
- Let them know what you are going to do next and that the service will take steps to protect and support them.
- Write down what was said as soon as possible
- Report to your supervisor or other appropriate manager in line with the process set out in this Safeguarding Policy.

DON'T

- Do not stop someone who is freely recalling significant events; allow them to share whatever is important to them.
- Do not press for more information.
- Do not be judgemental.
- Do not promise to keep secrets.
- Do not contact the alleged abuser.
- Do not discuss with anyone, other than the person to whom you are reporting the matter.



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Appendix 2

Prevention of terrorism as part of safeguarding

The Prevent Strategy is part of the government's counter-terrorism strategy and was updated by the Counter Terrorism and Security Act 2015. This Act placed duties on specified bodies, such as local authorities and, as part of Amaze funding comes from local authorities, Amaze must cooperate in this duty. The Prevent Strategy is to reduce the threat to the UK from terrorism and aims 'to stop people becoming terrorists or supporting terrorism'. Terrorism can be defined as 'The use or threat of action designed to influence the government or an international governmental organisation or to intimidate the public, or a section of the public; made for the purposes of advancing a political, religious, racial or ideological cause; and it involves or causes: serious violence against a person; serious damage to a property; a threat to a person's life; a serious risk to the health and safety of the public; or serious interference with or disruption to an electronic system.'

Radicalisation is the process by which a person comes to support terrorism and forms of extremism leading to terrorism. All terrorist groups need to radicalise and recruit children and adults to their cause and this is a safeguarding matter as there is potential harm to those individuals and a potential risk to the wider community from terrorist attacks. The Prevent Strategy deals with all forms of terrorism but prioritises them according to the threat they pose to national security. The Prevent Strategy aims to respond to the ideological challenge of terrorism and works with sectors and institutions where there are risks of radicalisation. Where a person is identified as being at risk of radicalisation there are appropriate advice and support measures that can be put in place by the local authority.

As part of our commitment to safeguarding children and adults, Amaze staff and volunteers should be vigilant about anything that may suggest signs of radicalisation or involvement in terrorism. These "signs", as with all aspects of safeguarding, can be subtle (changes in appearance, behaviour or routine for example) or more noticeable e.g. expressing clear support for organisations that promote change through violence. Young people with social communication issues are considered to be at particular risk of being drawn into extremism online.

Reporting a concern relating to radicalisation and the Prevent Strategy

If you are concerned by anything you see or hear in your contact with children, young people and adults speak to the designated person or deputy (see Quick Reference Guide for contact details) so a decision can be made about referring these concerns on to the appropriate body. If you have a concern but are unable to make contact with one of the designated person(s) in a timely manner, you can report the concern directly:

- For adults (18+) in Brighton and Hove, East Sussex and West Sussex you should contact the police Prevent team:
Telephone: **101** ask for the Prevent Team or Email: prevent@sussex.pnn.police.uk
- For children and young people (0-17) make the referral in the same way that you would for any safeguarding concern using the contacts in the Quick Reference Guide that forms section 1 of this Safeguarding Policy.

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Appendix 3

RECORD OF CONCERN FORM

To be completed by Amaze worker or by supervisor if concern raised by volunteer

Name of staff member who identified a concern: Name of person completing this record if different:	Date:
Name of Child and Parent Carer (If Known)	Child/Adult Address: (If possible use our database ID number and do not give address here)
Is this Child/Adult on our database?	YES/NO
How has the concern come to your attention? (please tick) <ul style="list-style-type: none"> • Direct contact/observation • Disclosure • Third Party 	Do you think this issue is: (please tick) <ul style="list-style-type: none"> • Child Protection • Safeguarding • Bullying • Equalities
What is the concern about this child or young person: (please include when and where incident occurred, what you saw/heard or what was reported)	



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Who else, if anyone, was involved and how?
If there was direct contact with the child or young person or vulnerable adult were there any obvious signs? Did they say anything?
What action has been taken? Who have you spoken to and when?
Is there a follow up plan? Give details of plan, review dates and outcomes:
Do the parents/carers/young person know that a concern has been identified?
Has a referral been made to Children's or Adult Social Care? When and how?
Has a referral been made to any other agency for follow up? If so who?
If there is a sequence of contacts, referrals or correspondence about this concern, copy this here so a chronology of events is clearly recorded e.g. emails, notes of phone calls.

Pass on completed record of concern to Services Director or Chief Exec. It will be stored confidentially.

Date received by Services Director or Chief Exec:
Added to Safeguarding log:

Date of any further update and review:

Approved by Management Committee 4/10/12, Updated and approved 24/4/14, 11/12/14, 4/02/16, 8/2/17, 1/6/2018. FULL UPDATE May 2019, approved Mgt Ctte 11/7/19. Refreshed June 2020, Reviewed and approved by Mgt Ctte Jan 2021, Refreshed March 2022



Amaze Safeguarding Policy

Appendix 4

More information on allegations against staff and volunteers

The Local Authority Designated Officer (LADO)

Brighton and Hove

Darrel Clews

Email: ladoenquiries@brighton-hove.gov.uk

Phone: 01273 295643, mobile 07795335879

West Sussex

Lindsey Tunbridge-Adams

Email Lindsey.Tunbridge-Adams@westsussex.gov.uk

Phone: 0330 222 3339

East Sussex

Amanda Glover

Email: amanda.glover@eastsussex.gov.uk

Phone: 01323 747363, mobile 07825 782793

The LADO will work with the Amaze designated person for safeguarding to establish measures that should take place and the timescales for implementation. The investigation will, wherever possible, be completed by Amaze. If the allegation is against the designated officer or the Chief Executive, the trustees will commission an independent investigation. The LADO will monitor progress of any case either via review strategy discussions or by liaising with the police and/or children's social care colleagues or the employer as appropriate.

If there is a police investigation Sussex Police should set a target date for reviewing the progress of the investigation and contacting the Crown Prosecution Service (CPS). Wherever possible that review should take place no later than four weeks after the initial action meeting following the allegation. The police or the CPS should inform the employer and LADO immediately when a criminal investigation and any subsequent trial is complete, or of it is decided to close an investigation without charge, or not to prosecute after the person has been charged. In those circumstances the LADO will discuss with Amaze if any further action is appropriate and if so how to proceed.

If the allegation is substantiated Amaze will discuss with the LADO if it is appropriate to make a referral to the Protection of Children Act List or DfES List 99. If the allegation is not substantiated Amaze will support the employee in his/her return to work. This may include the provision of additional support through a mentor and discussions on how contact with the child/children who made the allegation might be managed.

If an allegation is determined to be unfounded Amaze will refer the matter to the LADO to determine if the child concerned is in need of services or may have been abused by someone else. At the conclusion of a case Amaze will review the circumstances and determine whether there are any improvements to be made to the organisations procedures or practices to help prevent similar events in the future.

Approved by Management Committee 4/10/12, Updated and approved 24/4/14, 11/12/14, 4/02/16, 8/2/17, 1/6/2018. FULL UPDATE May 2019, approved Mgt Ctte 11/7/19. Refreshed June 2020, Reviewed and approved by Mgt Ctte Jan 2021, Refreshed March 2022