



Safeguarding Vulnerable Adults

The Blueberry Academy and its employees have a responsibility to protect the vulnerable adults that it supports from abuse.

Duty of Care

All organisations that have contact with vulnerable people have a duty to care which includes:

- Safeguarding and promoting the interests and wellbeing of adults and children with whom they work
- Reducing the vulnerability of adults and children by upholding the law, professional attitudes and practices.
- Making sound decisions by assessing the individual's emotional, physical, intellectual and mental capacity in relation to self-determination and consent, in order to take all reasonable steps to protect from harm.
- Completing Disclosure and Barring Service checks (DBS) on all staff, students and volunteers working in contact with vulnerable adults. Blueberry Academy also aims to recheck all staff every 5 years.
- Training staff to recognise first signs of risk of radicalisation, in line with local authority and government guidelines and procedures.

All staff have a duty to report suspicions of abuse or neglect in line with Blueberry Procedure. This includes suspicion of abuse which is alleged to have happened outside of the service you work in (for example in the individual's home). You do not need proof to report concerns.

You should always inform children, young people and vulnerable adults of this duty.

If you have serious concerns that the young person or vulnerable adult is at immediate risk of significant harm and our designated person is not available, you should ring one of the following numbers:

The designated persons for safeguarding are:

Katie Johnson 01904 638885 (Designated Lead- York)

Joel Botelho 01723 361025 (Designated Lead - Scarborough)

Angela Whitehall 01904 638885 (Designated Deputy – York and N Yorkshire)

Andy Bucklee 01904 638885 (Designated Deputy – York and N Yorkshire)

Children/young people under 18

- The Children's Social Services Referral and Assessment Team (Mon-Fri 8.30 – 5.00): 01904 551900
- Email: childrens.socialcare@york.gov.uk
- Emergency duty team (evenings and weekends): 0845 0349417

Vulnerable adults

- Adults Social Services Initial Assessment & Safeguarding Team:
- Telephone: 01904 555111
Email: adult.socialsupport@york.gov.uk
- For emergencies outside these hours call the emergency duty team on 0845 034 9417

Mental Capacity Act

In making decisions around safeguarding, the Blueberry Academy staff take the Mental Capacity Act into consideration, using the 5 principles below.

The 5 main principles of the Mental Capacity Act

1. Everyone is believed to have capacity to make decisions unless it can be proved that they do not.
2. A person should be supported to make their own decisions using all practicable steps before it is decided that they are unable to do so.
3. A person should not be considered unable to make a decision simply because their decision is considered unwise or eccentric by others. (If capacity is in doubt at this stage and the person has a disorder of the mind, no matter how caused, use the four point capacity test below).
4. Any decision made on behalf of someone who lacks capacity must be made in their best interests.
5. Any best interests decision must take account of all the circumstances and take the least restrictive course of action available to maintain the person's basic rights and freedom.

Any judgements made use these principles to take the more appropriate action to ensure the safety of our learners.

Keeping Children (and Young People) Safe in Education

All staff should read the government document, “Keeping Children Safe in Education-for school and college staff (Part 1)”, at Induction and also at when it is annually reviewed every 1st September.

Link here: <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

Key points

- As a minimum, ALL staff should have a sound awareness of their organisations’ Safeguarding Policy and Procedure, the Staff Code of Conduct/ Behaviour Policy, how to log incidents of concern and how to report to the designated Safeguarding Lead
- Safeguarding Awareness training should be updated every 3 years minimum.
- Staff are advised to maintain an attitude of “***it could happen here***” where safeguarding is concerned.
- **Any** child/ young person may benefit from early help, but all school and college staff should be particularly alert to the potential need for early help for a child who:
 - a) is disabled and has specific additional needs
 - b) has special educational needs (whether or not they have a statutory Education, Health and Care Plan)
 - c) is a young carer
 - d) is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups
 - e) is frequently missing/goes missing from care or from home
 - f) is at risk of modern slavery, trafficking or exploitation
 - g) is at risk of being radicalised or exploited
 - h) is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse
 - i) is misusing drugs or alcohol themselves
 - j) has returned home to their family from care
 - k) is a privately fostered child
- All staff should be aware of the indicators of abuse and neglect (as listed in Blueberry Safeguarding Policy and Procedure.) Additional information on abuse

and neglect and what to look out for can be found on the NSPCC website here: <https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/>

- The designated safeguarding lead or a deputy should always be available to discuss safeguarding concerns. If in exceptional circumstances, the designated safeguarding lead (or deputy) is not available, this should not delay appropriate action being taken. Staff should consider speaking to a member of the senior leadership team and/or take advice from social care. In these circumstances, any action taken should be shared with the designated safeguarding lead (or deputy) as soon as is practically possible.
- If staff have safeguarding concerns, or an allegation is made about another member of staff (including volunteers) posing a risk of harm to children, then: this should be referred to the headteacher or principal; where there are concerns/allegations about the headteacher or principal, this should be referred to the chair of governors, chair of the management committee or proprietor of an independent school.

The Prevent duty

- All schools and colleges are subject to a duty under section 26 of the Counter-Terrorism and Security Act 2015 (the CTSA 2015), in the exercise of their functions, to have “due regard to the need to prevent people from being drawn into terrorism”.¹⁷ This duty is known as the Prevent duty.

Channel

- Channel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. It provides a mechanism for schools to make referrals if they are concerned that an individual might be vulnerable to radicalisation. An individual’s engagement with the programme is entirely voluntary at all stages.

Peer on peer / child on child abuse

- Children can abuse other children. This is generally referred to as peer on peer / child on child abuse and can take many forms. This can include (but is not limited to) bullying (including cyberbullying); sexual violence and sexual harassment; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; sexting and initiating/hazing type violence and rituals.

Sexual violence and sexual harassment between children in schools and colleges

Context

Sexual violence and sexual harassment can occur between two children of **any** age and sex. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.

Children who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment. Sexual violence and sexual harassment exist on a continuum and may overlap, they can occur online and offline (both physical and verbal) and are never acceptable. It is important that **all** victims are taken seriously and offered appropriate support. Staff should be aware that some groups are potentially more at risk. Evidence shows girls, children with SEND and LGBT children are at greater risk.

Staff should be aware of the importance of:

- making clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up;
- not tolerating or dismissing sexual violence or sexual harassment as “banter”, “part of growing up”, “just having a laugh” or “boys being boys”; and
- challenging behaviours (potentially criminal in nature), such as grabbing bottoms, breasts and genitalia, flicking bras and lifting up skirts. Dismissing or tolerating such behaviours risks normalising them.

County Lines

County lines is the police term for urban gangs supplying drugs to suburban areas and market and coastal towns using dedicated mobile phone lines. It involves child criminal exploitation (CCE) as gangs use children and vulnerable people to move drugs and money around the country.

More information here: www.safeguardingschools.co.uk/county-lines/



