



# Safeguarding Policy

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## 1. Introduction & purpose

Children and vulnerable adults have the right to participate and be safe in accessing services provided for them. In addition, all children have a right to be protected from being hurt and mistreated, in body or mind, regardless of age, race, disability, culture, sex or sexual orientation. This includes having a right to protection from all forms of abuse. Colchester Borough Homes is committed to carrying out its responsibilities by ensuring that the needs and interests of children and vulnerable adults are considered by board members, employees and contractors in the provision of services and in its decision making.

The purpose of the policy is to help Colchester Borough Homes meet its legal and moral obligations to safeguard and promote the welfare of children and vulnerable adults. Colchester Borough Homes performs various functions and delivers a wide range of services. This Policy aims to ensure that all of its activities take place within this context.

## 2. Policy Statement

Colchester Borough Homes is committed to supporting and working in partnership with Colchester Council and other partner agencies to ensure the safeguarding of children, young people and vulnerable adults accessing the services we provide. We will promote the welfare and protection of children and vulnerable adults by:

- Respecting the rights, wishes, feelings and privacy of children and vulnerable adults
- Ensuring that all staff understand the different forms abuse can take and how to identify them
- Responding appropriately and promptly to concerns reported
- Ensuring that employees understand the Colchester Borough Homes Safeguarding Policy
- Ensuring that employees know how to record and report safeguarding concerns, incidents or allegations
- Taking any concern made by a Board Member, councillor, employee, contractor, member of the public or child/vulnerable adult seriously and sensitively
- Ensuring that contracted/commissioned and grant funded services have safeguarding policies and procedures consistent with Colchester Borough Homes' commitment to the protection of children and vulnerable adults.
- Ensuring that training appropriate to the level of involvement with children and vulnerable adults is available for all employees

- Responding to any allegations appropriately and implementing the appropriate disciplinary and appeals procedures
- Implementing effective procedures for recording and reporting to Colchester Borough Homes any allegations, incidents or suspicions of abuse
- Ensuring that all Board Members, employees and contractors adhere to all appropriate safe working practices when working with children and vulnerable adults
- Encouraging safeguarding best practice.
- Promoting safeguarding, to ensure that it is seen as everyone's duty to report concerns. Providing residents with information to encourage them to report concerns in their neighbourhood.
- Not tolerating harassment of any Board Member, employee, contractor or child/vulnerable adult who raises concerns of abuse
- Ensuring unsuitable people are prevented from working with children and vulnerable adults through its 'Safer Recruitment Procedure'.

This policy applies to all services within the scope of Colchester Borough Homes. In addition to all internal provision of services, it also applies to: outside organisations and contractors who deliver services involving children or vulnerable adults on behalf of Colchester Borough Homes.

## **2.1 Definitions**

The phrase 'children and vulnerable adults' refers to:

- a) Anyone under the age of 18 years (a child).
- b) Someone who is over the age of 18 who is, or may be in need of community care services for reasons of mental health, learning disability or other disability, age of illness and is, or may be, unable to take care of him/herself, or unable to protect him/herself against significant harm of exploitation (a vulnerable adult).
- c) Reference to a 'young person' or to 'young people' means a person aged over 16 but under 18. Those 16-18 are included in the legal definition of a child.

The term 'abuse' covers physical, emotional and sexual abuse, and neglect for vulnerable adults. Abuse can also be financial, discriminatory and institutional. The term 'parents' is used in the broadest sense to include parents, carers and guardians.

This policy is inclusive of all children and vulnerable adults irrespective of their age, race or ethnicity, religion, disability, sex or sexual orientation.

## 2.2 Role of Essex Safeguarding Boards

Essex Safeguarding Children Board (ESCB) [www.escb.co.uk](http://www.escb.co.uk) is a statutory multi-agency organisation. The organisation brings together agencies who work to safeguard and promote the welfare of children. Under Section 13 of The Children Act 2004, each children's services authority in England must establish a Local Safeguarding Children's Board (LSCB).

Essex Safeguarding Adults Board (ESAB) [www.essexsab.org.uk/en-gb/professionals/reportingconcerns.aspx](http://www.essexsab.org.uk/en-gb/professionals/reportingconcerns.aspx) is an Inter-agency forum for agreeing how the different services and professional groups should cooperate to safeguard adults across Essex and for making sure that arrangements work effectively to identify abuse or inadequate care, help vulnerable people and plan and implement joint preventative strategies.

The ESAB was placed on a statutory footing by the Care Act 2014.

## 3. Safeguarding Responsibilities

All Colchester Borough Homes' staff, volunteers and contractors are responsible for understanding, reporting and sharing information with regard to the safeguarding of children and vulnerable adults.

Managers at all levels have a particular responsibility to ensure staff understand safeguarding, receive training and are encouraged and supported through the safeguarding process. In addition managers are also responsible for guaranteeing that safeguarding standards are adhered to in the delivery of those services they have responsibility for.

Whilst safeguarding is everyone's responsibility, there are a number of specific safeguarding roles that individuals hold within Colchester Borough Homes.

The following is a guide as to the safeguarding roles within Colchester Borough Homes:

**Chief Executive** – Overall accountability regarding safeguarding

**Delegated Safeguarding Lead** – Senior Officer providing a lead on safeguarding within Colchester Borough Homes.

**Safeguarding Co-ordinator** – Works with the Delegated Lead to ensure the effective implementation of the Safeguarding Policy throughout Colchester Borough Homes. Works to: assess and reduce risks in relation to safeguarding; raise awareness of safeguarding issues amongst staff;

establish and maintain effective multi-agency working; identify and provide for staff training needs.

**Head of HR** – Works to ensure that stringent recruitment procedures are in place and that appropriate checks are made on staff working with children and vulnerable adults. This includes administering Disclosure and Barring Service (DBS) checks and ensuring that DBS referrals are made if appropriate. Also acts as the first point of call for staff reporting safeguarding allegations made against employees.

**Managers** - Ensure that 'safe' recruitment is in place for all job roles that involve working with children; carry out the correct safeguarding induction process for all new staff including booking the appropriate training; ensure that all staff within their remit are made aware of this policy and have the appropriate ongoing training.

**Designated Safeguarding Officers** – Follow correct reporting procedures with lead agencies when a report is made to them by a member of staff within their remit, then reporting to the Safeguarding Coordinator in all cases other than allegations against a member of staff or volunteer in which case the matter should be reported to the Head of HR or Designated Safeguarding Lead.

**All Colchester Borough Homes employees** – Adhere to best practice, participating in relevant training and reporting any disclosure, concern, incident or allegation to the appropriate Designated Officer.

**Outside organisations** – When delivering services involving children on behalf of Colchester Borough Council, outside organisations must comply with Colchester Borough Homes' Safeguarding Policy and, where relevant, have their own policy and procedures in place.

**Contractors** - Must agree to comply with the Colchester Borough Homes Safeguarding Policy and where relevant have their own policy and procedures in place.

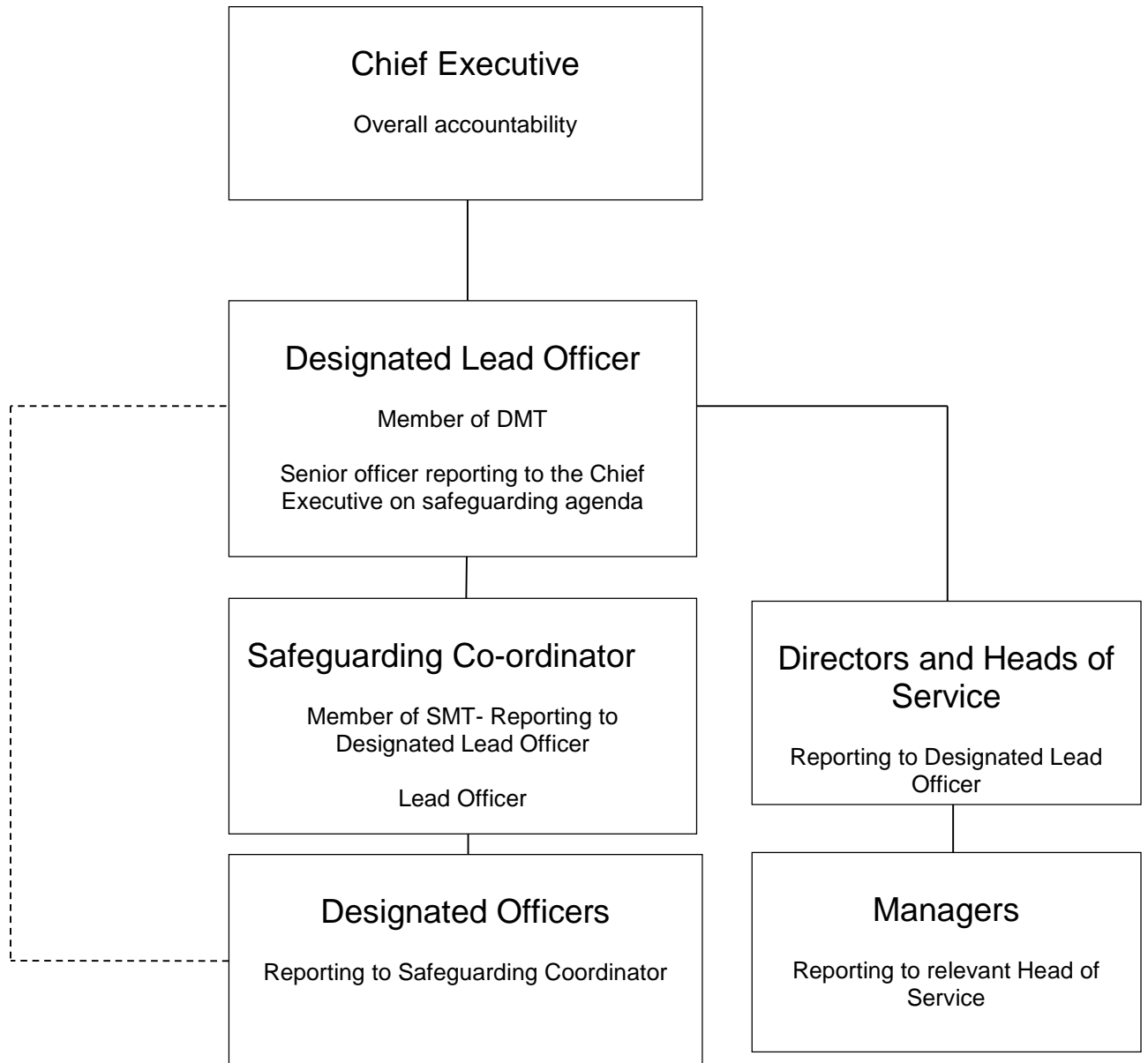
**Use of Contractors** – Colchester Borough Homes will ensure that contractors doing work on its behalf are monitored appropriately.

**Board Members** – are required to adhere to the Policy. If Board Members do not adhere they may be subject to disciplinary action as part of the Code of Conduct. If the Board Member is a councillor there may be grounds for reporting their behaviour to the Governance Committee, which may require an investigation under the Councillor Code of Conduct. Training for Board Members will be offered in a regular basis.

**Photography** – Anyone using cameras or film recorders for or on behalf of Colchester Borough Homes must have either completed media consent forms

from the parents of children being photographed or filmed or have checked with parent/guardian before the activity commences.

## Lines of Accountability for Safeguarding



## 4. Recognising Potential Abuse

Even though many Board Members, employees and contractors have limited contact with children and with adults with needs for care and support as part of their duties and responsibilities for Colchester Borough Homes, everyone should be aware of the potential indicators of abuse and be clear about what to do if they have concerns. There are ten main types of abuse: Physical; Psychological or Emotional; Sexual; Neglect; Self-neglect; Organisational; Discriminatory; Financial or Material; Modern Slavery; and Domestic Abuse. It is not the responsibility of any Board Member, employee or contractor to determine whether abuse is taking place. Concerns, incidents or allegations must be reported. The role of the Board Member or employee is to refer the case to the appropriate person, not to investigate or make a judgement.

### Responding to a concern (about a child or adult with needs for care and support)

Where a member of staff is concerned about the person's immediate safety (s)he should:

- Call the Police on **999**
- Call an Ambulance on 999 if the person needs urgent medical assistance.

Where a member of staff has concerns that a child (being a person under 18) or vulnerable adult is being harmed or neglected, or is at risk of this, they should:

- Alert a Designated Officer  
Should the individual team/service designated officer be unavailable an alternative designated officer should be contacted.
- The Designated Officer should support the member of staff in making an appropriate referral to Essex Social Care direct by:  
telephoning Essex Social Care Direct on the following numbers:

**0345 603 7627** – Children's referrals (working hours 8.45 – 5.00pm)

**0345 606 1212**– Children's referrals (non-working hours) 5.00pm – 8.45am)

**0845 603 7630** – Vulnerable Adults referrals (working hours 8.45 – 5.00pm)

**0845 6061212** – Vulnerable Adults referral (non-working hours 5.00pm – 8.45am)



**And** by completing **one** of the following referral forms:

- Safeguarding Children and Young People Referral Form can be accessed following this link [www.escab.co.uk](http://www.escab.co.uk)
- Safeguarding Adult Referral Form can be accessed following this link [www.essexsab.org.uk/en-gb/professionals/reportingconcerns.aspx](http://www.essexsab.org.uk/en-gb/professionals/reportingconcerns.aspx)

The completed form for children should be emailed securely to: [FOH@essex.gcsx.gov.uk](mailto:FOH@essex.gcsx.gov.uk) or as a password protected attachment to [socialcaredirect@essex.gov.uk](mailto:socialcaredirect@essex.gov.uk).

In both cases a copy should be emailed to the Safeguarding coordinator

- Further instructions on how to refer can be found on Colchester Borough Homes' Intranet.

## 5. Consultation

Consultation has been completed with key designated officers and staff through the CBH intranet.

Full consultation with the Board, CBC designated officer and approved ECC Safeguarding training officer completed (September 2016)

## 6. References

Further national guidance on safeguarding and “duty of care” obligations are contained within the following:

- The Children Act (1989 and Amendments)
- Every Child Matters (2003)
- The Children Act (2004)
- The Common Assessment Framework (2004)
- Working together to safeguard children (2010)
- Safeguarding Vulnerable Groups Act (2006)
- Care Act (2014)
- Human Rights Act (1998)
- Safeguarding Vulnerable Groups Act (2006)
- Human Rights Act (1998)
- Data Protection Act (1998)
- Every Child Matters
- Sexual Offences Act (2003)
- Indecency with Children Act (1960)
- The Health Services Public Health Act (1968)

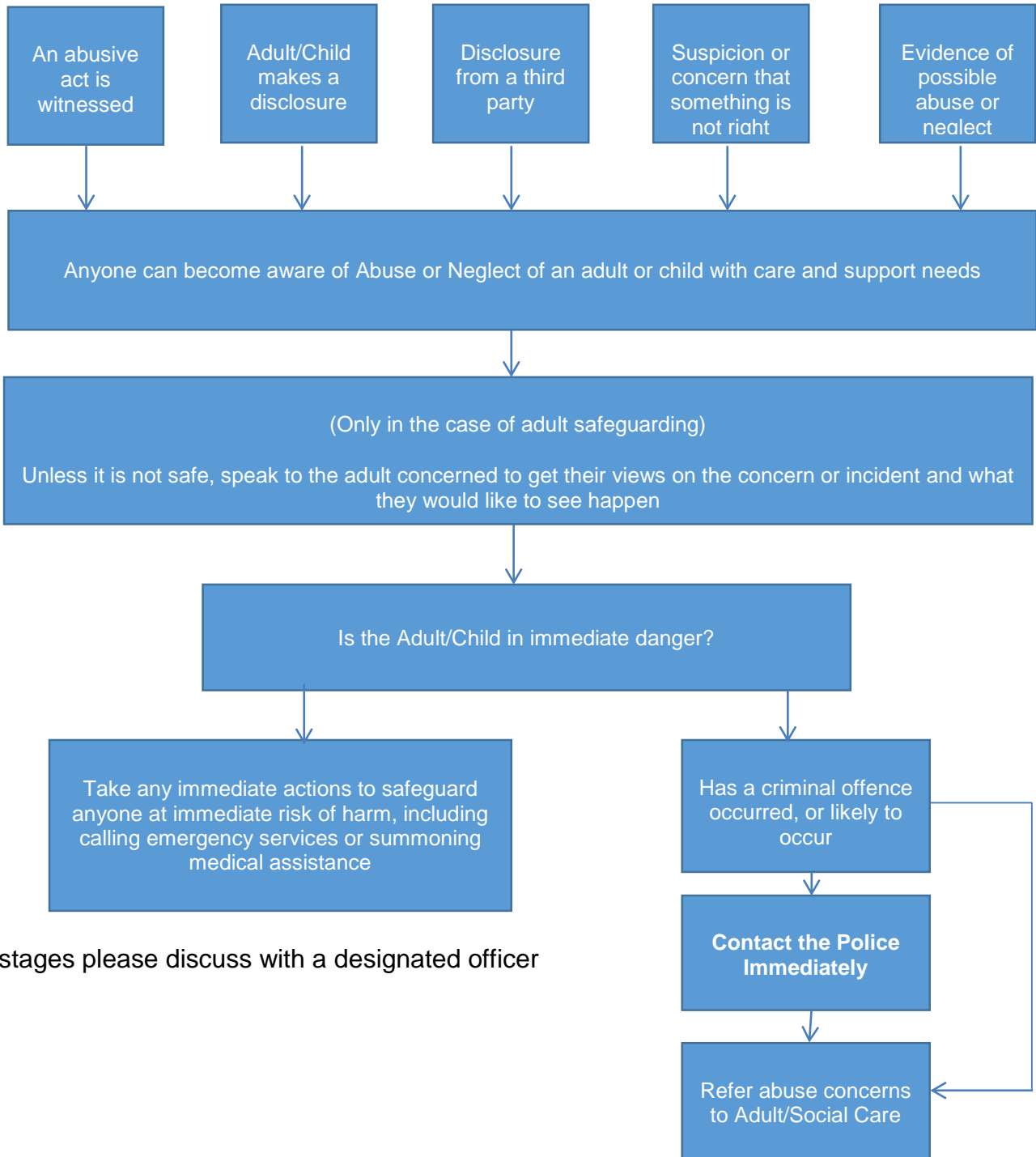
- Protection of Children Act (1999)
- The Care Act (2014)
- The Modern Slavery Act (2015)
- No Secrets – DoH Guidance on inter agency work protecting vulnerable adults 2000

## **7. Related documents**

- CBH Recruitment and Selection Policy
- CBH Whistleblowing Policy (2015)
- CBH Code of Conduct
- CBH Information sharing protocols
- CBH “Cause of Concern Initiative”
- CBH Safeguarding Procedures
- CBC Safeguarding Policy

## Appendix 1 – Procedure Flowchart

The flowchart gives an overview summary of referral pathways. Please note it does not include other responsibilities which need to be considered through the process, such as evidence collecting and providing appropriate support to victims



At all stages please discuss with a designated officer

## APPENDIX 2: TYPES OF ABUSE

There are seven main types of abuse that can affect children, young people and vulnerable adults. The table below details who each type of abuse affects, and the physical and behavioural indicators that staff should look out for:

Type of Abuse	Who it affects	Physical Indicator	Behaviour Indicator
Physical	Children, Young People and Vulnerable Adults	<ul style="list-style-type: none"> <li>• Unexplained bruising, marks or injuries</li> <li>• Bruises which reflect hand marks</li> <li>• Cigarette burns</li> <li>• Bite marks</li> <li>• Broken bones</li> <li>• Scalds</li> </ul>	<ul style="list-style-type: none"> <li>• Fear of parent being contacted</li> <li>• Aggressive or angry outburst</li> <li>• Running away</li> <li>• Fear of going home</li> <li>• Flinching</li> <li>• Depression</li> <li>• Keeping arms/legs covered</li> <li>• Reluctance to change clothes e.g. wearing long sleeves in hot weather</li> <li>• Withdrawn behaviour</li> </ul>
Emotional	Children, Young People and Vulnerable Adults	<ul style="list-style-type: none"> <li>• Developmentally delayed</li> <li>• Sudden speech disorders</li> <li>• Loss of appetite / loss of weight</li> <li>• Disturbed Sleep</li> </ul>	<ul style="list-style-type: none"> <li>• Neurotic behaviour e.g. hair twisting, rocking</li> <li>• Unable to play/take part</li> <li>• Fear of making mistakes</li> <li>• Sudden speech disorders</li> <li>• Self-harm or mutilation</li> <li>• Fear of parents being contacted</li> </ul>
Neglect	Children, Young People and Vulnerable Adults	<ul style="list-style-type: none"> <li>• Constant hunger, stealing food</li> <li>• Unkempt state</li> <li>• Weight loss/underweight</li> <li>• Inappropriate dress</li> <li>• Untreated physical illnesses</li> <li>• Constantly tired</li> </ul>	<ul style="list-style-type: none"> <li>• Truancy/late for school</li> <li>• Withholding of 'necessaries', e.g. nutrition, medication, healthcare, social stimulation</li> <li>• Withholding assistance to use toilet, keep clean, warm and comfortable</li> </ul>
Sexual	Children, Young People and Vulnerable Adults	<ul style="list-style-type: none"> <li>• Pain/itching in the genital area</li> <li>• Bruising/bleeding near genital area</li> <li>• STIs</li> </ul>	<ul style="list-style-type: none"> <li>• Sudden change in behaviour</li> <li>• Nightmares</li> <li>• Unexplained sources of money</li> <li>• Sexual drawings/ language</li> </ul>

		<ul style="list-style-type: none"> <li>• Vaginal discharge/ infection</li> <li>• Stomach pains</li> <li>• Discomfort when walking/ sitting</li> <li>• Pregnancy</li> </ul>	<ul style="list-style-type: none"> <li>• Bedwetting</li> <li>• Self-harming behaviours</li> <li>• Secrets which cannot be told to anyone</li> <li>• Behaving beyond their age</li> </ul>
Financial	Vulnerable Adults	<ul style="list-style-type: none"> <li>• Stealing money</li> <li>• Prevention of necessary care options</li> </ul>	<ul style="list-style-type: none"> <li>• Never having money for activities, snacks or treats</li> <li>• Unexplained or sudden inability to pay bills</li> <li>• Personal possessions of value go missing from home without explanation</li> <li>• Pressure or misappropriation of property, wills, bank accounts, benefits or assets</li> </ul>
Discriminatory	Children, Young People and Vulnerable Adults	<ul style="list-style-type: none"> <li>• Ignoring dietary requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Direct or indirect discrimination based on race, gender, culture, disability, sexuality, religion, belief or values</li> </ul> <p>Omitting services or activities based on preconceived ideas about someone's age or condition</p>
Institutional	Children, Young People and Vulnerable Adults	<ul style="list-style-type: none"> <li>• Poor care planning</li> <li>• Inflexible routines</li> <li>• Lack of privacy</li> </ul>	<ul style="list-style-type: none"> <li>• The routine/ practice or management that is not responsive to or respectful to the individuals served</li> <li>• Little opportunity for outside activities</li> </ul>
Modern Slavery	Children, Young People and Vulnerable Adults	<ul style="list-style-type: none"> <li>• Isolation</li> <li>• Physical or psychological abuse</li> <li>• Few personal effects</li> <li>• Restricted freedom of movement</li> </ul>	It can include victims that have been brought from overseas, and vulnerable people in the UK, being forced to illegally work against their will in many different sectors, including brothels, cannabis farms, nail bars and agriculture.
Domestic Abuse	Children, Young People and Vulnerable Adult	<ul style="list-style-type: none"> <li>• Unexplained bruising, marks or injuries</li> </ul>	Any incident of controlling, coercive, threatening behavior, violence or abuse between those aged 16 or over who are, or have been intimate partners

		<ul style="list-style-type: none"> <li>• Bruises which reflect hand marks</li> <li>• Cigarette burns</li> <li>• Bite marks</li> <li>• Broken bones</li> <li>• Scalds</li> </ul>	<p>or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to:</p> <ul style="list-style-type: none"> <li>• psychological</li> <li>• physical</li> <li>• sexual</li> <li>• financial</li> <li>• emotional</li> </ul>
Honour based abuse	Vulnerable Adults	<p>'Honour' based violence (HBV) is a form of domestic abuse which is perpetrated in the name of so called 'honour'. The honour code which it refers to is set at the discretion of male relatives.</p>	<p>Those who do not abide by the 'rules' are then punished for bringing shame on the family. Infringements may include un approved relationships; rejecting a forced marriage; pregnancy outside of marriage; interfaith relationships; seeking divorce, inappropriate dress or make-up; kissing in a public place.</p>

## **APPENDIX 3: Policy Statement and Procedure Template**

Voluntary organisations are free to use all or any sections of the Safeguarding Policy. Below is the minimum acceptable for any organisation receiving funding from Colchester Borough Homes.

### **Policy Statement**

Children, young people and vulnerable adults have the right to participate, have fun and be safe in the services provided for them and the activities they choose, or their parents/carers choose for them. *(Name of organisation)* is committed to safeguarding children, young people and vulnerable adults and protecting them from abuse when they are engaged in services organised and provided by *(name of organisation)*. We will endeavour to keep children, young people and vulnerable adults safe from abuse and suspicion of abuse will be responded to promptly and appropriately. We will act in the best interest of the child, young person or vulnerable adult at all times. We will proactively seek to promote the welfare and protection of all children, young people and vulnerable adults. *(Name of organisation)* will ensure that unsuitable people are prevented from working with children, young people and vulnerable adults through using safe recruitment and selection processes.

*(Name of organisation)* will take any concern made by a service user, employee, volunteer or child/vulnerable adult seriously and sensitively. Concerns cannot be anonymous and should be made in the knowledge that, during the course of any enquiries, the agency that made that referral will be made clear.

*(Name of organisation)* will not tolerate harassment of any service user, employee, volunteer or child/vulnerable adult who raises concerns of abuse.

### **Procedure**

Any concerns will be brought to the attention of *(named senior person)* who will report the concern to a Designated Safeguarding Reporting Officer or to Essex Social Care Direct. Those raising the concern must be made aware that the concern will be shared with appropriate people but will be treated in confidence as far as possible. Officers, employees and volunteers must not discuss the concern except with the designated officer and any agent of the organisation responsible for investigating the concern.

## APPENDIX 4: Safeguarding Legislation

The following legislation and guidance underpin the safeguarding policy and aim to ensure that children, young people and vulnerable adults are protected from harm.

Below is a comprehensive list of legislative acts that empower and compel organisations to ensure adequate safeguarding measures for children are in place.

At present, there is no specific piece of legislation relating to safeguarding adults. This does not mean that there are no powers to act – rather that the legislation is fragmented. A wide range of legislation applicable to adults who may be vulnerable has been developed over a number of years. It includes laws about adult care services, where upper-tier councils have the statutory lead, and laws about crime, contracts and property, human rights, and mental health and capacity.

Legislation	Description
The United Nations Convention on the Rights of the Child 1989	The Convention on the Rights of the Child was adopted by the UK in 1991 (with reservations) but in full in 2008. It was the first legally binding international instrument to incorporate the full range of human rights—civil, cultural, economic, political and social rights. In 1989, world leaders decided that children needed a special convention just for them because people under 18 years old often need special care and protection. The leaders also wanted to make sure that the world recognised that children have human rights too.
Children Act 2004	Section 11 places a statutory duty on district councils to make arrangements to ensure that in discharging their functions they consider the need to safeguard and promote the welfare of children. Section 10 outlines the duty to promote inter-agency cooperation between named agencies (including district councils). There is a reciprocal duty on those agencies to co-operate with the Child Support Agency (CSA) in budget pooling – a key provision that underpins children’s trust arrangements. Section 13 requires each local authority to be a statutory partner of the Local Safeguarding Children Board. Section 17 entitles district councils to be consulted on the CSA’s Children and Young People’s Plan (CYPP).



<p>The Apprenticeships, Skills, Children and Learning Act (2009)</p>	<p>Section 9 makes amendments to the Children Act 2004, specifically regarding the establishment of Children's Trust Boards. The Children's Trust comprises:</p> <ul style="list-style-type: none"> <li>a) the local authority including all constituent services that impact on children and families, such as housing,</li> <li>b) named statutory 'relevant partners' – this includes district councils,</li> <li>c) any other partners the local authority considers appropriate.</li> </ul> <p>The 'relevant partners' are placed under a duty to cooperate in the making of arrangements to improve wellbeing and have a power to pool budgets and share other resources.</p>
<p>The Human Rights Act (1998)</p>	<p>Sets out the rights of children and families to challenge what they perceive to be an infringement of their human rights.</p>
<p>Protection of Children Act (1999)</p>	<p>Sets out the framework to enable employers to check on the suitability of employees to work with children. This act builds on the Police Act (1997), which set up the Criminal Records Bureau.</p>
<p>The Sexual Offences (Amendment) Act 2000</p>	<p>Introduces the concept of 'abuse of trust,' whereby adults could commit an offence in engaging in sexual activity with someone younger than them if they are seen to be in a position of trust, even if the younger person is above the age of consent (16-18 in the case of child protection).</p>
<p>The Sexual Offences Act (2003)</p>	<p>This replaced the Sex Offenders Act (1997). This incorporated 50 new offences, including a new 'Grooming' offence. Offences also include the use of the internet in child abuse and abuse of positions of trust. It also includes a new definition of rape.</p>
<p>Care Standards Act (2000)</p>	<p>The Care Standards Act 2000 sets out a regulatory framework and standards for services people might receive. This applies to regulated services such as residential care, domiciliary care or adult placement schemes. Part 7 makes provision for the Protection of Vulnerable Adults (POVA) scheme to prevent abusers from working with vulnerable adults. This sets out a regulatory framework and standards for services people might receive. This applies to regulated services, including care in a care home, domiciliary care and adult placement schemes (now referred to as Shared Lives).</p>

Mental Capacity Act (2005)	Made it an offence to neglect or deliberately ill-treat a person who lacks capacity. It put arrangements in place for advocacy support and best interest decision making.
Safeguarding Vulnerable Groups Act (2006)	Created the Independent Safeguarding Authority (ISA) which aims to prevent unsuitable people working with children and vulnerable adults. It includes social care services, as well as health, education, housing support and supporting people services.
Every Child Matters, the Governments vision for Children’s services (no longer in force, yet the principles remain key cross cutting priorities)	<p>This set out 5 key outcomes - be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic wellbeing. District councils contribute to these outcomes in a variety of ways:</p> <ul style="list-style-type: none"> <li>• Housing – for example: preventing homelessness, providing supported accommodation for young parents and care leavers, re-housing families fleeing domestic abuse, supported accommodation for vulnerable adults, adaptations to properties etc.</li> <li>• Planning – for example: providing appropriate play facilities in new housing developments, making road safety schemes child-friendly.</li> <li>• Culture, leisure and learning opportunities – for example: provision of local leisure centres, art, crèche and playgroup facilities, museums, theatres.</li> <li>• Environmental health services – for example: promoting the health of children and adults, particularly in relation to food hygiene and nutrition.</li> </ul> <p>There are a number of other ways that district councils contribute to improving outcomes for children, young people and vulnerable adults, including community safety, and as a licensing authority, the roll out of children’s centres and the promotion of local employment</p>
Modern Slavery Act (2015)	<p>The Modern Slavery Act will give law enforcement the tools to fight modern slavery, ensure perpetrators can receive suitably severe punishments for these appalling crimes and enhance support and protection for victims. It received Royal Assent on Thursday 26 March 2015.</p> <p>The Act will:</p> <ul style="list-style-type: none"> <li>• consolidate and simplify existing offences into a single act</li> <li>• ensure that perpetrators receive suitably severe punishments for modern slavery crimes (including life sentences)</li> </ul>

	<ul style="list-style-type: none"><li>• enhance the court's ability to put restrictions on individuals where it's necessary to protect people from the harm caused by modern slavery offences</li><li>• create an independent anti-slavery commissioner to improve and better coordinate the response to modern slavery</li><li>• introduce a defence for victims of slavery and trafficking</li><li>• place a duty on the secretary of state to produce statutory guidance on victim identification and victim services</li><li>• enable the secretary of state to make regulations relating to the identification of and support for victims</li><li>• make provision for independent child trafficking advocates</li><li>• introduce a new reparation order to encourage the courts to compensate victims where assets are confiscated from perpetrators</li><li>• enable law enforcement to stop boats where slaves are suspected of being held or trafficked</li><li>• require businesses over a certain size to disclose each year what action they have taken to ensure there is no modern slavery in their business or supply chains</li></ul>
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## APPENDIX 5: Useful contacts and Websites

- **Essex Safeguarding Children Board** – A multi-agency organisation which works to bring together agencies who work to safeguard and promote the welfare of children.
  
- **Essex Safeguarding Adults Board** – An inter-agency forum for agreeing how the different services and professional groups should cooperate to safeguard vulnerable adults across Essex.
  
- **Essex Police**
  - Non emergency number – 101
  - Emergency – 999.
  
- **NSPCC Child Protection Helpline** – Tel: 0808 800 5000  
[www.nspcc.org.uk](http://www.nspcc.org.uk)
  
- **Disclosure and Barring Service** - The DBS merges the functions previously carried out by the Criminal Records Bureau (CRB) and Independent Safeguarding Authority (ISA).
  - Tel: 0870 9090 811 (checks) or 01325 953795 (referrals/barring)
  - <http://www.homeoffice.gov.uk/agencies-public-bodies/dbs/>
  
- **Ask SAL:** The Ask SAL helpline is a partnership project between the Southend, Essex and Thurrock Safeguarding Adults Boards and Essex County Council. Individuals can use this helpline to report if they see, hear or suspect that a vulnerable adult is being abused.
  - Ask SAL helpline – Tel: 08452 66 66 63
  - <http://www.asksal.org.uk/>
  
- **Child Protection in Sport Unit:** Sports organisations can seek advice on child protection issues from the Child Protection in Sport Unit: (CPSU) which has been established as a partnership between the NSPCC and Sport England. CPSU / NSPCC provide advice and assistance on developing codes of practice and child protection procedures to sporting organisations.
  - Tel: 0116 234 7278
  - Email: [cpsu@nspcc.org.uk](mailto:cpsu@nspcc.org.uk)
  - [http://www.nspcc.org.uk/Inform/cpsu/cpsu\\_wda57648.html](http://www.nspcc.org.uk/Inform/cpsu/cpsu_wda57648.html)
  
- **Public Concern at Work:** Provides free confidential advice on how to raise a concern about malpractice at work. Tel: 020 7404 6609  
<http://www.pcaw.co.uk/>

- **Modern Slavery** - Helpline: 0800 0121700\*  
<https://modernslavery.co.uk>
- **Safeguarding Coordinator:** Colchester Borough Homes – Karen Williams. Tel: 01206 282433 Email: [Karen.williams@cbhomes.org.uk](mailto:Karen.williams@cbhomes.org.uk)

### Document control sheet

<b>Title:</b>	Safeguarding Policy
<b>Electronic File Name &amp; location:</b>	Leave blank – Service Development Manager to complete when final version received
<b>Consultation with stakeholders:</b>	CBC Designated Safeguarding Officer (Set 2016) ECC Safeguarding Training Officer (Sept 2016) CBH Board (Sept 2016) CBH Operations committee (Oct 2016)
<b>Approved:</b>	CBH Board Oct 2016
<b>Next Review date:</b>	September 2019
<b>Circulation method:</b>	CBH intranet and web site
<b>Equality Impact Assessment:</b>	ECC EQIA applies

### Document amendment history

<b>Version</b>	<b>Type</b>	<b>Date</b>	<b>Notes</b>
2.0	Major revision	July 2016	Review against ECC Safeguarding policy requirement. Amend to CBH policy format
2.1	Minor revision	Sept 2016	Review by CBH Board