



Culture- protective factors in terms of safeguarding
from an overarching strategic perspective.

Chris Freestone

Defining the
constituent
parts of a
safeguarding
culture- what
will you see
and test?

What do you think constitutes a robust and secure
safeguarding culture in a children's service?

Let's look at what it should look like....



Culture? What is it?...

- What are the attributes of a positive culture?
- What are the responsibilities of the adults in your home in promoting a positive culture?
- How are you going to test this ?

Culture is.....

- about leadership
- about connections
- about communication
- fundamental
- a positive model
- a positive model of behaviour which is shared , known and understood
- shared vision
- common beliefs , values and actions
- **CULTURE IS WEAKER WHEN CONNECTIONS ARE POOR OR INFREQUENT**

A good culture arises from messages that promote traits like collaboration, honesty, and hard work.

1. **Fundamental beliefs and assumptions**, or the things that people at in your home consider to be true.
2. **Shared values**, or the judgments people in your service make about those belief and assumptions — whether they are right or wrong, good or bad, just or unjust.
3. **Norms**, or how members believe they *should* act and behave, or what they think is expected of them

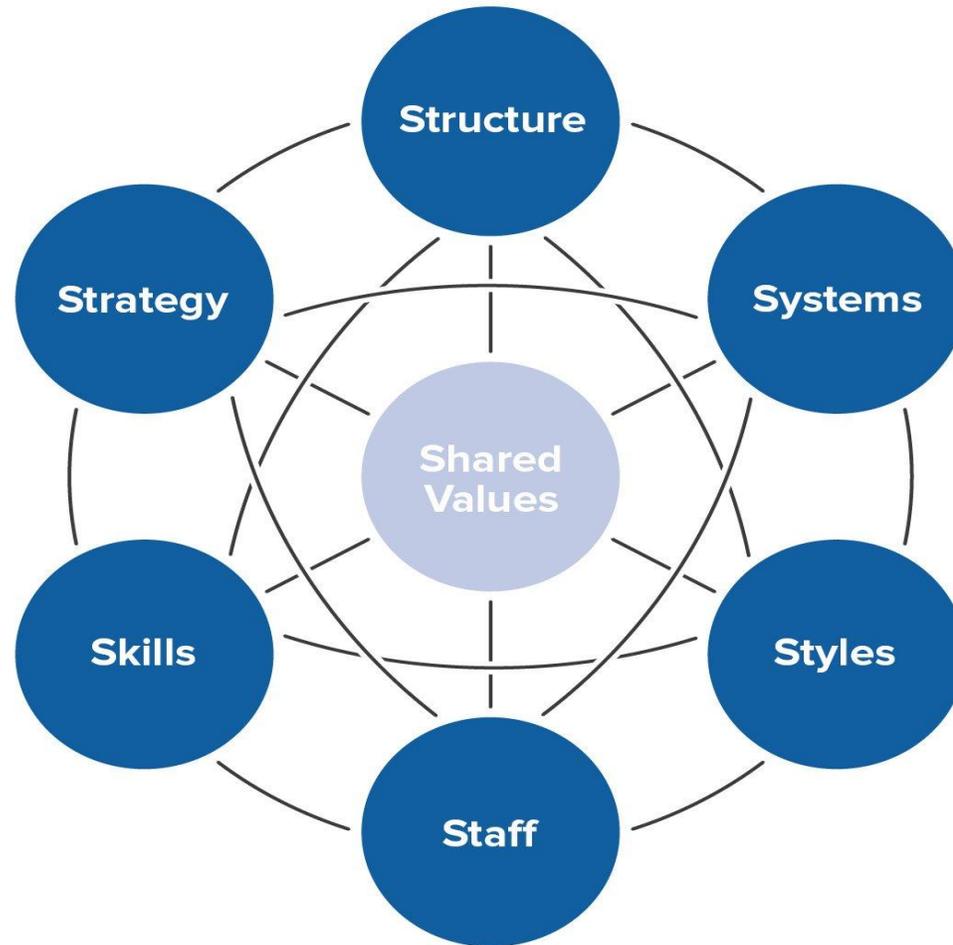
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4. Patterns and behaviours, or the way people *actually* act and behave in your home / service.

5. Tangible evidence, or the physical, visual, auditory, or other sensory signs that demonstrate the behaviours of the people in your service.

Each of these components influences and drives the others, forming a circle of reinforcing beliefs and actions

Culture structure- McKinsey 2016



Barriers to reporting for children and young people

- Feelings of shame, guilt and embarrassment
- Not being believed
- Perceived negative consequences of reporting
- Fear of retaliation by the perpetrator
- Financial dependence upon the perpetrator
- Not wanting family member or friend to be prosecuted/reported
- Disbelief in getting a successful prosecution
- Lack of resources for getting help
- Distrust of the criminal justice system and contacting the police
- Cultural or language barriers
- Don't know what will happen next- fear / confusion

Are these protective factors in place in your service and your home?

- strong leadership
- safer recruitment- robust and monitored
- positive staff culture
- close inclusive relationships with young people
- high quality supervision / appraisal
- effective monitoring and placement review
- good interagency communication

Protective factors

- use of LADO
- child centred, rights based approach
- calm, authoritative staff, with strategies to respond
- up to date training which aligns with the Statement of Purpose and practice
- challenge and whistleblowing
- clarity in hearing the child's voice throughout
- external view and challenge
- professionals input

Culture:

- Data
- Accidents / incidents
- Interventions
- Regulation 40
- Reg 45 findings
- Reg 44 findings
- Complaints
- Health and safety
- **ANYTHING ELSE?**



What are the key challenges to a secure safeguarding culture in your service ? What can go wrong? How will you deal with this – broad principles

- Working in small groups – discuss this for 10 minutes
- Feedback