



**Section 1:**  
**Aanchal Women's Aid**  
**Children's Safeguarding**  
**Policy**

**Designated Responsible Officer:**

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**Local Child Safeguarding Board Representative -**

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*Policy approved by: Saba Shaikh - 15 April 2025*

*Next review Date: 30th April 2026*

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## **Aanchal Women's Aid Policy brief**

Having safeguards in place within Aanchal Women's Aid not only protects and promotes the welfare of children and vulnerable adults but it also increases the confidence of trustees, staff, volunteers, parents/carers and the general public. Safeguarding is most effective when everyone understands their individual responsibilities towards it and how they need to work together with others. This policy clearly outlines responsibilities and the process or steps taken to safeguard effectively within Aanchal Women's Aid. The Policy and any subsequent amendments to it will need to be adopted at a meeting of the trustees. This policy is renewed annually and at a minimum every two years and reflects our current working practices and are fit for purpose.

### **1. Introduction**

- 1.1. Aanchal Women's Aid is a charitable organisation, charity number 1113180, company limited by guarantee number 5516915
- 1.2. Aanchal Women's Aid is based at:  
Vine House, 1 Holstock Road, Ilford, Essex IG1 1LG
- 1.3. Aanchal Women's Aid's (AWA) board of trustees (the Board) has adopted this safeguarding children policy and Martin Real has particular responsibility for safeguarding children.
- 1.4. The Board expects every adult working or volunteering at AWA to support it and comply with it. Consequently this policy shall apply to all staff, managers, trustees, directors, volunteers, students or anyone working on behalf of or representing AWA (herein referred to as AWA family members).
- 1.5. This policy is intended to be used alongside all other AWA policies and procedures and should not be viewed as a standalone document.

## **2. Purpose of this policy**

- 2.1. This policy is intended to protect any and all children and young people who receive services from AWA, including the children of adult service users irrespective of whether they receive a direct service from us.
- 2.2. This policy shows AWA's commitment to protecting children, giving clear signals that AWA takes safeguarding children seriously in all aspects of its activities. It also shows shared responsibility for safeguarding children.
- 2.3. The development and implementation of clear and concise Safeguarding Children Policies and Procedures are a key requirement for any organisation working with children. This policy is intended to provide guidance for all AWA family members in how to approach any safeguarding or child protection concerns.

## **3. What is Safeguarding**

- 3.1. Safeguarding and promoting the welfare of children is defined as:
  - Protecting children from maltreatment
  - Preventing impairment of children's health and development
  - Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care and undertaking that role so as to enable those children to have optimum life chances and to enter adulthood successfully.

(Source: Paragraph 1.18, Working Together to Safeguard Children, 2006)

## **4. AWA mission statement for safeguarding children**

- 4.1. Injustices committed against children are rarely a subject of discussion in the Asian community esp. when Domestic violence occurs. AWA undertakes preventative and educational work with children and young people, including young men, to reduce physical, emotional and mental effects of Domestic violence. We aim to safeguard the welfare of the children participating in AWA's activities. In order to give the children protection from potential and actual abuse it is important that all concerned have a basic understanding of the issues involved and that procedures are in place that are to be implemented by anyone providing a service to the children at AWA.

## 5. Definitions of child abuse and symptoms it can cause

5.1. AWA is committed to encouraging all AWA family members to provide services in a vigilant manner to ensure that all services are provided in a solution focused and valuable way. Harm can happen in a variety of ways, for example:

- an accident
- bullying by other users
- misguided actions by staff and volunteers
- deliberate actions of staff and volunteers using the organisation to abuse them

5.2. AWA adopts a 'safe organisation' approach by carefully considering provision of safe services for children to minimise the possibility of harm. We aim to safeguard the welfare of all children that come to AWA family member's attention, whether they are participating in AWA activities or are the children of service users/their families. In order to give children protection from potential and actual abuse it is important that all concerned have a basic understanding of the issues.

5.3. AWA's Safeguarding Children policy arises from following principles:

- The child's welfare is the first consideration
- All children, regardless of age, disability, gender or (ethnic) origin have a right to be protected from all forms of harm, abuse, neglect, and exploitation.

## 6. Types of Abuse

6.1. Physical Abuse:

This may involve hitting, shaking, throwing, poisoning, burning, scalding, drowning, suffocating or causing physical injury to a child.

6.2. Sexual Abuse:

Involves forcing or enticing a child or a young person to take part in sexual activities.

6.3. Emotional Abuse:

Persistent emotional ill-treatment of a child such as to cause severe and adverse effects on a child's development

#### 6.4. Neglect:

Persistent failure to meet a child's basic physical or psychological needs likely to result in the serious impairment of child's health and development.

### 7. **Effects and indications of abuse**

7.1. The effects of abuse can be devastating, especially if the children are left unprotected or do not have the support to cope with that abuse.

#### 7.2. **Indications of abuse include:**

- Unexplained or suspicious injuries such as bruising cuts or burns.
- An injury for which an explanation seems inconsistent
- The child describes what appears to be an abusive act involving him/her or someone else.
- Unexplained changes in behaviour or emotions such as becoming very quiet or withdrawn or displaying sudden bursts of temper.
- Inappropriate sexual awareness
- Engaging in explicit sexual behaviour, sexually explicit talk with whom a close relationship would normally be expected.
- Depression and suicidal thoughts (irrespective of whether the child has taken any action in this regard)
- The child has become withdrawn, introverted and depressed and has low self esteem and lack of confidence.

### 8. **Specific Risk**

8.1. AWA operates to address Domestic Abuse. By definition, the children and young people engaging with AWA will have safeguarding concerns in this regard. Other arising environments where a child may need protection can include (but this policy is not limited to these):

- Sexual abuse and/or violence
- Grooming
- Bullying, cyber bullying, acts of violence and aggression
- Inappropriate supervision by staff or volunteers
- Being a victim of crime or ASB
- Unsafe environments (for example, at home or during leisure time)
- Exploitation

- Modern Slavery
- Engagement with gang activities
- Habitual or occasional knife carrying
- Drugs

8.2. AWA will endeavour to make this organisation a safe and caring place for children by having a code of conduct for all AWA family members.

## **9. Safeguarding Children through AWA activities**

9.1. There are three types of activities provided through AWA

- Those open to adults and children of all ages
- Those for children accompanied by a parent/carer/guardian
- Those for unaccompanied children (which may on occasion run alongside other activities)

9.2. For activities where the child is accompanied by an adult, children under 16 must be accompanied throughout by an adult over the age of 18 who both brings the child and takes the child home again. Young people aged 16 or 17 may attend unaccompanied if they are able to provide written consent from parent/carer, including an emergency contact number.

9.3. For activities where parents/carers/guardians are not present, children must be registered with AWA by their parent/carer/guardian before being left to AWA family member care. The registration will include the child's name, age, address and the names/addresses of the child's parents. The registration will also include parents contact numbers and any medical/allergy information pertinent to each child.

9.4. Activities are broadly defined to encompass any and all occasions where AWA will be providing a service. AWA currently provides the following activities for children: (Correct as of January 2021)

- Advocacy
- Advice
- Support

- Group activities and outings
- Individual coaching
- Family support
- 121 support

## **WHO IS RESPONSIBLE**

Everyone within Aanchal Women's Aid have a responsibility towards safeguarding. The Board of Trustees are responsible for ensuring that there are appropriate policies and procedures in place to safeguard everyone. Aanchal Women's Aid board of trustees delegate this responsibility to the Chief Executive.

Training is mandatory for all staff, volunteers and trustees that is proportionate to their role and reflects the work they do. For example, a volunteer befriender visiting people in their own homes will need much more detailed safeguarding training than perhaps a marshal at a one off jogging event. However both volunteering roles need to have an understanding of safeguarding and their role within it.

## **LEGISLATION**

The key pieces of legislation followed are:

The Children Act 1989 (as amended).

The Children and Social Work Act 2017.

Keeping Children Safe in Education.

Working Together to Safeguard Children 2018.

The Education Act 2002.

The United Nations convention on the Rights of the Child 1992.

The Equality Act 2010.

The Children and Families Act 2014.

The Human Rights Act 1998.

## **Key information from the legislation**

While every part of the legislation is essential, understanding the key aspects and takeaways from the legislation is important for all people involved in the care of children and young people. Understanding the key message is important.

## **Safeguarding Children Legislation defines Aanchal Women's Aid Response Framework which are as follows:**

### **The Children Act 1989**

The Children Act outlined the definition of Children in Need, "a child who is unlikely to achieve or maintain, or to have the opportunity of achieving or maintaining, a reasonable standard of health or development without the provision of services by a Local Authority; or a child whose health or development is likely to be significantly impaired; or further impaired, without the provision for him of such services; or a child is disabled"

### **Equality Act 2010**

The Equality Act 2010 aims to protect people or groups of people who have one or more 'protected characteristics'. These protected characteristics are features of people's lives upon which discrimination, in the UK is now illegal.

### **Children and Families Act 2014**

This Act aims to ensure that greater protection is available for children who have been classed as vulnerable. It includes children who may be in foster care and those who are looked after or have additional needs. The Act also ensures that a Education, Health and Care Plan is produced for any child who has been identified as having additional needs.

### **The United Nations convention on the Rights of the Child 1992**

The United Nations Convention on the Rights of the Child (UNCRC) underpins many pieces of legislation that relate to the roles of individuals who work with children, such as the Children Act (2004) and the Equality Act 2010. The UNCRC highlights the importance of treating every child as a unique person, which helps to ensure that all of their needs are met in a way that is specific to them, enabling them to have a high quality of life.

**The Human Rights Act 1998**

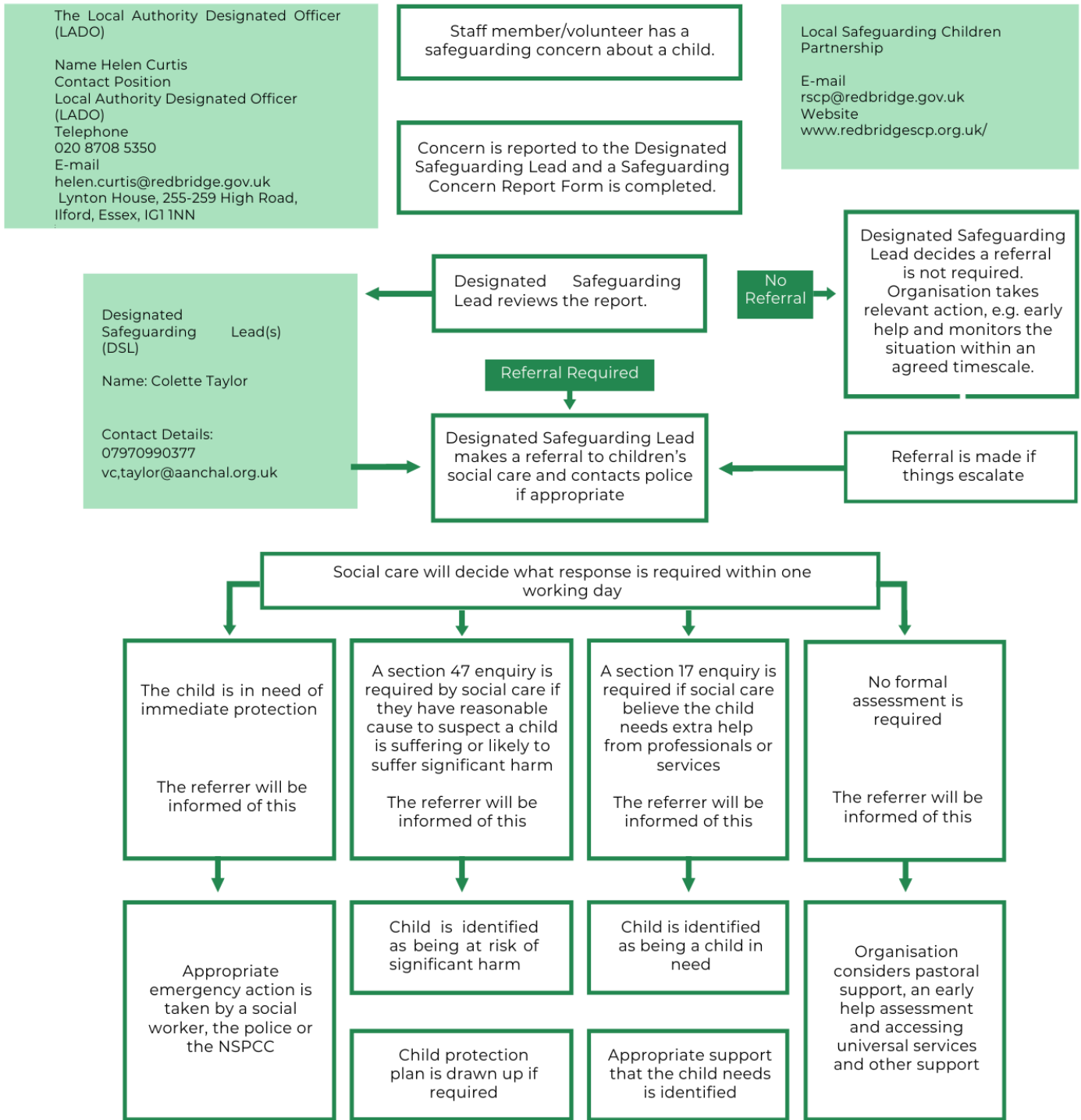
Human rights within the United Kingdom are protected by the Human Rights Act 1998, which means that if an individual believes that their human rights have been breached, they can take action against this in a court of law.

**Keeping Children Safe in Education 2019**

Keeping Children Safe in Education. This document outlines statutory guidance for keeping children safe in schools and colleges. It is an update from the 2016 document.

## **Section 2: Safeguarding Procedures**

# Flowchart of Procedures for Responding To Safeguarding Concerns



All concerns and correspondence will be kept in a secure, confidential file. The child's circumstances will be kept under review at all stages and a referral will be made again if it is appropriate for improving the child's circumstances. The child's best interests must always come first.

If the concern is about a staff member/volunteer in your organisation, the DSL should refer this to the LADO who will determine the best route of action to be taken.

If your concern would involve a Prevent/Channel referral, contact:

If you have a concern that a girl has undergone, or is about to undergo, FGM, contact:

## 10. Procedure to follow and recording of incidences

- 10.1. If a child is deemed to be in immediate danger, take all reasonable action to protect their safety and call 999 to report an instance.
- a) Inform line manager at the earliest possible opportunity
  - b) Where possible, establish consent by talking to the alleged victim (this is not essential should concerns warrant the breach of this consent due to protecting the 'vital interests' of the individual as per AWA data protection policy).
  - c) Inform the alleged victim that due to the concerns noted, the appropriate Social Services department will be notified either directly or through the MASH referral system of the appropriate local authority.
  - d) The line manager should be kept up-to-date in real time, or as soon as practicable.
  - e) Accurate records should be maintained on the secure modus case management system or as directed by AWA management within 1 working day for all cases where any safeguarding concerns have been raised.

10.1.1. Confidentiality will be maintained and permission will be sought to retain and share information as per AWA data protection policy.

10.2. AWA family members are to be aware that children may find it difficult to report allegations or suspicions of abuse. AWA family members will be supported to and are expected to familiarise themselves with techniques and skills in ways of helping children report abuse without fear of reprisal. AWA family members are expected to be extra vigilant following a disclosure.

### 10.3. Staff Recruitment and staffing

AWA are committed to robust recruitment and selection procedures to ensure that all current and potential AWA family members are appropriately screened prior to appointment. All AWA family members will be subject to vetting and security clearance in accordance to their roles before commencing employment. Checks may include (but are not limited to)

- Declaration of Previous convictions
- Disclosure and Barring Service (DBS)
- Relevant qualifications and professional registration

### **Best Practice Recruitment Processes**

**Role profiles.** AWA ensures there is clarity about the role for recruitment. This includes volunteering roles, trustees and staff. Having role profiles for everyone will help to set clear boundaries on what is expected from the start of each role. Role profiles can be referred to throughout the volunteering role/ employment not just during the recruitment process.

**Interviews.** Interviews are carried out for all roles including volunteers. Interviews can be very formal, or informal depending on what is appropriate to the role. There is always a safeguarding question asked of candidates during the recruitment process. For example, 'What is your understanding of safeguarding'? This will help identify any potential training needs.

**References.** It is standard practice to ask for references, including for volunteers. References are used alongside information gathered in the interview and recruitment process to help build a bigger picture of the person potentially joining AWA team.

**Induction, probation and training.** All staff and volunteers will have an induction that will include an explanation of the organisations safeguarding policies and procedures. All staff and volunteers start their role on a probationary period of six months. Having a probationary period is a two way process, it also allows volunteers and staff to 'road test' their roles within AWA.

**Safeguarding Training:** Please refer to Aanchal Women's Aid policies  
a)volunteers b)Training c)Recruitment

**Support and supervision.** Depending on the different roles of volunteers / staff, they will need differing levels of ongoing support and supervision. For example, a volunteer for a one off event probably doesn't need weekly or monthly supervision, however a volunteer befriender supporting families weekly with parenting support would definitely need regular supervision. Supervision can be formal or informal, but it's very important that the team all understand what support is there for them, and what to do if they have any worries or concerns.

- 10.4. **DBS Checks.** Due to the nature of AWA work, it is mandatory to undertake Disclosure and Barring (DBS) check, previously known as a Criminal Records Check (CRB). AWA will report any individual to the DBS who comes to our attention through the recruitment process. It is mandatory for roles involving client contact

to have a valid DBS check alongside references. Any changes in DBS status **MUST** be reported to AWA management immediately.

- 10.5. The Board will take any allegation of impropriety on the part of any AWA family member very seriously. AWA has a responsibility to ensure that any concerns about staff and/or volunteers are reported to the DBS. Any and all concerns about AWA family members must be reported to a line manager or designated Safeguarding Officer.
- 10.6. The CEO, Sudarshan Bhui or an independent consultant will review the allegation and the likely risk to children and will consider all appropriate actions as stated through AWA policies and procedures.
- 10.7. All AWA family members are required to familiarise themselves with the Safeguarding policies and practice thereof prior to commencement of work.

## 11. Risk Reduction

- 11.1. Before any project or event, the key officer will carry out a risk assessment and then implement a risk reduction plan to mitigate these risks. This risk assessment will be approved by the line manager and sufficient records kept.
- 11.2. **The adult to child ratio** will be upheld during all activities in accordance with NSPCC recommendations. A minimum of two AWA family members will supervise any group activity. Current ratios (as of May 2018):
- 0 - 2 years: 1 adult to 3 children
  - 2 - 3 years: 1 adult to 4 children
  - 4 - 8 years: 1 adult to 6 children
  - 9 - 12 years: 1 adult to 8 children
  - 13 - 18 years: 1 adult to 10 children
- 11.3. **Storage of Data:** All information in relation to children and young people will be securely stored and be retained in accordance to GDPR regulations, specifically Article 8 in reference to processing children's data. The lawful basis for processing this information will be through expressed, written consent however there may be a need to process information through a different basis. This will be acted upon in accordance with AWA data protection policy.

## 12. Safe use of e-mail and social media

12.1. Communicating with service users:

12.1.1. Any and all communication with children will be auditable and recorded in accordance with the AWA data protection policy. Any instances of disclosure via a written form will be saved and recorded on the modus case management system or as directed by AWA management.

12.1.2. All staff are expected to communicate safely to children within their care. This extends to all types of communication including telephone, texts, whats app, social media and all forms of instant messaging. Staff are encouraged to avoid unnecessary use of these mediums however recognise that these are the methods in which disclosures are most likely to be made.

12.1.3. AWA expects all AWA family members to exercise caution and to ensure that any such communication takes place using AWA facilities, **NOT** personal phones or social media accounts. Any communications taking place using media should be 'downloadable' if a disclosure is made. Other communication may be retained as record as per the AWA data protection policy.

### 12.2. Social Media and Employees

12.2.1. AWA recognises that employees may be regular users of social media and has no intention to curtail their use of it beyond reasonable requests to adhere to Safeguarding regulations and professionalism.

- Employees are advised not to reveal publicly on social media that they are employed by AWA.
- Employees must not discuss AWA in conversations that take place on social media in any way that goes beyond giving out information which is already freely available on the AWA website or in any AWA publications.
- Employees must not use their personal social media accounts to communicate with service users.

## 13. Photographing Children

13.1. No photos will be taken or published of any child participating with any AWA service without expressed written consent from the child (if appropriate) and their parent/guardian/carer and in accordance with AWA's Data Protection Policy. If

anyone has any concerns regarding any person taking photos, they should report this to AWA immediately.

#### **14. Managing Behaviour**

14.1. Adults supervising any children at AWA events must never use any form of physical punishment. Physical restraint must only be used if there are no other options available to prevent injury to any person or to prevent serious damage to property. Minimum restraint may be used in such an instance for the aforementioned purpose only.

14.2. Unacceptable behaviour at AWA events will be addressed in a gentle manner and in accordance with the group contract made with the participants. Should it be deemed by a staff member that a child or young person needs to be removed from the setting, the parent/carer/guardian will be notified immediately. The child will be kept in a safe place until they can be collected should the child be unaccompanied. Any such sanction would be determined and applied by the following officer:

Christopher Kondogeorgis, Key Child Support Worker

14.3. A parent/carer/guardian who wishes to contest this decision may do so directly to AWA who will hear the views of all relevant persons. The decision of AWA is then final. Any appeals should be brought to the attention of the following officer:

Colette Taylor, Chief Operating Officer

15. This policy was approved by the Board on 15.01.21 and will be reviewed annually.

## USEFUL CONTACTS

- [Report a concern to Redbridge: Contact Name: Helen Curtis; Contact Position: Local Authority Designated Officer \(LADO\); Telephone: 020 8708 5350 020 8708 5350 ...](#)
- [The Charity Commission: Safeguarding children and young people](#)
- [NSPCC Safeguarding children advice](#)
- Department for Education (DfE) (2020) [Keeping children safe in out-of-school settings: code of practice](#). [Accessed 25/11/2021].
- Department for Education (DfE) (2015) [What to do if you're worried a child is being abused: advice for practitioners \(PDF\)](#). London: HM Government.
- Department for Education (DfE) (2018) [Working together to safeguard children: a guide to inter-agency working to safeguard and promote the welfare of children](#). [Accessed 25/11/2021].
- Department of Health (2017) [Co-operating to safeguard children and young people in Northern Ireland](#). [Accessed 25/11/2021].
- Safeguarding Board for Northern Ireland (SBNI) (2021) [Revised regional core child protection policies and procedures for Northern Ireland](#). [Accessed 25/11/2021].
- Scottish Government (2021) [National guidance for child protection in Scotland](#). [Accessed 25/11/2021].
- Wales Safeguarding Procedures Project Board (2020) [Wales Safeguarding Procedures](#) [Accessed 25/11/2021].
- Welsh Government (2019) [Working together to safeguard people: volume 5: handling individual cases to protect children at risk \(PDF\)](#). Cardiff: Welsh Government
- Welsh Government (2021) [Safeguarding guidance](#). [Accessed 25/11/2021].
- Welsh Government (2022) [Working together to safeguard people: code for safeguarding practice](#). [Accessed 03/02/2022].
- **Childline**
- If a child or young person needs confidential help and advice after an image of them has been shared online, direct them to Childline. Calls to **0800 1111** are free and children can also contact [Childline](#) online.

NOTE: If an AWA family member is unsure about any part of this policy or feels that amendments need to be made, they must contact and inform AWA management in writing at the earliest opportunity. A written response should be expected by the AWA family member within 5 working days. If the concern is urgent, please mark your communication as such and a response will be provided as soon as practically possible.

## **Section 3: Appendices**

**Appendix One – Disclosure Form**

**Aanchal Women’s Aid,  
Disclosure Form**

Date and time of form SUBMISSION	
Form submitted to:	
Name of child	
Date and Time of Incident:	
Incident	
Reason for recording	
Actions taken	
Names of all those information passed to	
Lawful Basis for data processing (GDPR)	
Planned actions (if any)	
Completed by	

## Appendix Two – AWA Code of Conduct

### **Aanchal Women's Aid, Code of Conduct**

Code of conduct for all staff, managers, trustees, directors, volunteers, students or anyone working on behalf of or representing AWA (herein referred to as AWA family members):

1. Always remember that while you are caring for other people's children, you are in a position of trust and your responsibility to them and the organisation must be uppermost at all times.
  
2. ALWAYS:
  - (i) Exercise caution about being alone with a child.
  - (ii) Talk explicitly to children about their right to be kept safe from harm.
  - (iii) Listen to children and take every opportunity to raise their self-esteem
  - (iv) Work as a team with your co-workers /volunteers. Agree with them what behaviour you expect from children and be consistent with both modelling and enforcing it.
  - (v) Remember if you have to speak to a child about their behaviour- you are addressing 'what they did' and not 'who they are'.
  - (vi) Make sure that you have read the safeguarding procedures and policy that you feel confident that you know how to recognise when a child may be suffering harm, how to handle any disclosures and how to report concerns.
  - (vii) Seek advice and support from your colleagues and designated 'safeguarding children officer'
  - (viii) Seek opportunities for training and development
  - (ix) Wherever possible encourage parents to take responsibility for their own children.
  - (x) Know the limitations of your abilities and seek support when the situation requires
  
3. NEVER:
  - (i) Use any kind of physical punishment or chastisement such as smacking or hitting
  - (ii) Behave in a way that frightens or demeans a child

- (iii) Use any racist, sexist, prejudice, discriminatory or offensive language
- (iv) Let any allegation a child makes go unrecorded, unchallenged or not acted upon.
- (v) Give or accept gifts.

### **Appendix Three – The role of the designated ‘safeguarding children’ officer**

1. Ensure AWA’s Safeguarding policy and procedures are followed.
2. Ensure they know how to make contact with relevant social services/police department both during and after office hours.
3. Act as a source of advice on all safeguarding children matters and seek further advice and guidance from the local social services.
4. Ensure that a record is kept of all concerns about a child or adult and of any conversations or referrals to statutory agencies.
5. Ensure all information regarding any individual is kept confidential and secure and in accordance to AWA data protection policy

The designated person within Aanchal Women’s Aid has primary responsibility for putting into place procedures to safeguard adults and children at risk, supporting front line teams and projects welfare/safeguarding leads, where relevant and for managing concerns about adults and children at risk.

Duties and responsibilities include:

- Working with others within the organisation to create a positive inclusive environment within Aanchal Women ‘s Aid and external meetings.
- Play a lead role in developing and establishing the organisation’s approach to safeguarding adults and children and in maintaining and reviewing the organisation’s implementation plan for safeguarding adults in line with current legislation and best practice.
- 
- Coordinate the dissemination of the safeguarding adult policy, procedures and resources throughout the organisation.
- Contribute to ensuring other policies and procedures are consistent with the organisation’s commitment to safeguarding adults.
- Advise on the organisation’s training needs and the development of its training strategy.

- Receive reports of and manage cases of poor practice and abuse reported to the organisation – including an appropriate recording system.
- Support the chair to coordinate the case management process.
- Manage liaison with, and referrals to, external agencies for example adult social-care services and the police.
- Create a central point of contact for internal and external individuals and agencies concerned about the safety of adults within the organisation.
- Provide advice and support to local and regional safeguarding/ welfare officers and play a lead role in their recruitment, selection and training.
- Represent the organisation at external meetings related to safeguarding.

## Appendix 4 – Case Management Groups

Case Management Groups comprise a select number of individuals with identified and relevant skills, knowledge experience and/or status within the organisation and include at least one member with safeguarding adult expertise. The group's role and decision-making powers need to be embedded within the organisation's governance structure and be linked to related organisational functions such as codes of conduct, and the disciplinary policy and procedures.

The senior management team and Aanchal Women's Aid Board should receive regular reports from the Case Management Group summarising the cases that have been addressed and their outcomes, as well as any issues that require action by Aanchal Women's Aid e.g. changes to policy or procedures.

Case Management Groups should have clear terms of reference. They may be 'standing committees' who meet regularly or can be brought together as the need arises.

### **Case Management Group roles include:**

- to ratify any actions already taken by the Safeguarding Lead Officer.
- to initially assess and agree immediate response to a safeguarding case (does there appear to be a case to answer?).
- to identify appropriate 'route' for cases (e.g. internal/ disciplinary action alone or referral to statutory agencies plus internal/ disciplinary action).
- to decide the level (from local to national) at which the organisation will deal with the concern.
- to consider the need for a temporary/ interim suspension order (Case Management Group can issue suspensions directly, or only make recommendations to their disciplinary group).
- to review progress of case(s).
- to identify/ communicate learning from cases.

Case Management Groups' membership should include:

- A designated Chair
- A secretary (often the designated Safeguarding Lead).
- Managers from relevant parts of the organisation where appropriate e.g. Human Resources, Membership, Legal.
- Co-opted independent safeguarding expertise (e.g. from another organisation or relevant profession such as the Police or Social services).