

1 BACKGROUND:

An Investigation under the Complex Abuse Procedures was undertaken in 2018 following the conviction of a person in a position of trust for the possession of indecent images of children.

The person held roles working with children and young people in schools, youth clubs, and art projects.



2 FINDINGS:

- The person was subject to a Managing Allegations Strategy Meeting (MASM)
- The process concluded that that matter was substantiated on the balance of probability and that he did pose a risk to children.
- Compliance with safeguarding requirements for activities in school when using non – school staff had not been robustly applied



3 FINDINGS:

- Safer recruitment principles were not fully adhered to in regard to disciplinary processes, as the person had resigned following conviction
- DBS check were not routinely completed or refreshed regularly. The person had last completed a DBS check 10 years prior to the investigation
- MASM process hadn't recognised the need for complex abuse procedures to be triggered



4 THEMATIC LEARNING:

- **Compliance with Safeguarding Standards and Procedures** had been compromised based on familiarity which assumed the person was ok because they were well known to agencies
- **Need for Safer recruitment and MASM processes to improve** - robust management of a person in a position of trust that is deemed to pose a risk and full HR processes to be followed
- **A greater understanding of the complex abuse procedures** to ensure practitioners identify and undertake full scale enquiries when needed



5 ACTIONS:

- Revise the MASM process and policy and publish to the Safeguarding Board website
- Awareness of Complex Abuse Procedures to be promoted across the professional network
- Additional training to be offered – MASM and complex abuse procedures
- Regular DBS checks and renewals via the updating service
- Robust access arrangements for all visitors to education settings



7 OUTCOMES FOR CHILDREN:

- No child is left at risk within an education setting or activity
- Any perceived view of a person's character/position does not lead to complacency in full safer recruitment processes
- Children likely to be affected by actions of a person who may pose a risk can be swiftly identified and supported
- A confident workforce in recognising and responding to potential risks to children
- The workforce understands and models appropriate and positive behaviours working with children



6 OUTCOME:

- The full extent of a person's employment history and any potential risk posed to children be considered and addressed in a timely way (Dynamic Risk Assessment)
- Strengthened relationships between education settings and DESC
- Improved safeguarding arrangements and compliance
- Safeguarding training provided to government workers who regularly access education settings
- Good information sharing protocols to ensure relevant information is shared

