

# **SALISBURY CITY COUNCIL**

**Subject** : Safeguarding Children Policy  
**Committee** : Communities Committee  
**Date** : 6 October 2025  
**Author** : Louise Webber- Head of Community Services

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## **1. Report Summary:**

1.1 The Safeguarding Children Policy review and safeguarding processes audit is currently underway by the Head of Community Service as the Council's Designated Safeguarding Lead (DSL).

1.2 Originally intended for reporting to this Communities Committee, agreed changes to the standing orders means the revision of the Safeguarding Children policy is considered under the remit of Governance, Policy and HR committee.

## **2. Background**

2.1 Proposed revisions of the Safeguarding Children policy will be taken to Governance, Policy and HR committee for decision making (on 13/10/2025- stc) however with regard to the previous involvement and interest of this committee, this report highlights proposed changes to this policy for members information.

## **3. Designated Officer Role and Responsibilities**

3.1 Policy updated to reflect change in personnel with Designated Safeguarding Lead identified as the new Head of Community Services, Louise Webber.

## **4. Training**

4.1 A revision of mandatory safeguarding training arrangements including addressing gaps in safeguarding expertise in some front-line areas. This has been identified as a risk factor highlighted by recent safeguarding cases.

## **5. Partnership Working**

5.1 An amendment to "Safeguarding in Partnership Agreement" processes setting out proposed default arrangements in the event that it is not practicable for partners to sign up to a partnership agreement. This amendment provides flexibility for the Council to be agile to changing community dynamics or challenges for partners restricted by their own internal safeguarding policies and procedures or other unforeseen issues that could impact upon the ability to sign up to this agreement.

## **6. Hiring of SCC Facilities or open spaces**

6.1 An audit of current hirer agreements to ensure that safeguarding policy wording is appropriate and relevant in relation to safeguarding reporting processes and that

safeguarding responsibilities are made clear across all hirer agreements for SCC facilities and open spaces.

## **7. Reporting procedures**

7.1 It is proposed that additional guidance is incorporated in the policy on the procedure to be followed to respond to any allegations of child abuse/allegation of a child safeguarding risk made against staff (or volunteers) who may not directly be working with children but who, through their job role, may work unaccompanied in a role which could present a risk to children. Under these circumstances, the suggested policy amendment is that the allegation is reported to the DSL to assess the risk and good practice guidelines and principles are followed, in consultation with the Local Authority Designated Officer/ other multi-agency parties such as the police and HR as necessary.

## **8. Types of abuse**

8.1 The Working Together to Safeguard Children Inter Agency document referenced in the existing policy was produced in 2013. This document was updated in 2023, and the revised policy will reference the updated guidance which will be incorporated in Annexe D.

8.2 Within this document, the definitions of types of abuse are named as:

- Neglect
- Sexual abuse
- Physical abuse
- Emotional abuse

8.3 In addition to the definitions identified above, the National Society for the Protection of Cruelty to Children (NSPCC) in their guidance for professionals who work with children (July 2020) have adopted a broader working definition of types of abuse which identifies additional forms of abuse including:

- Child sexual exploitation
- Harmful sexual behaviour e.g. developmentally inappropriate
- Domestic abuse e.g. exposure to domestic abuse
- Bullying and cyberbullying

8.4 It is proposed that this broader definition is incorporated in the policy with further detail and learning provided in Annexe D. Additionally it is proposed that SCC staff working with children are provided with additional guidance to recognise these forms of abuse.

## **9. Confidentiality**

9.1 it is proposed that additional detail is provided in the policy on how sensitive confidential information will be stored securely in line with robust data storage practices, DSL Safeguarding responsibilities and GDPR compliance and the Data Protection Act 2018.

## **4. Recommendation:**

4.1 It is recommended that the Committee note this report for information.

**Wards Affected:** All

**Background papers:** None

**Implications:**

**Financial:** None identified at this time- subject to review following review of mandatory training.

**Legal:** This Council is required to ensure the safety and welfare of children and young people at risk of harm with up-to-date safeguarding standards and best practice in line with key legislation including the Human Rights Act 1998, the Children's Act 1989, the Care Act 2014 and the Safeguarding Vulnerable People Act 2006.

Additionally, there is a legal duty to safely store sensitive confidential information in line with GDPR compliance and the Data Protection Act 2018.

**Personnel:** Safeguarding awareness to be incorporated into new starter induction processes.

**Environmental Impact:** None.

**Equalities Impact Statement:** Safeguarding policy must be sensitive and responsive to any individual circumstance that could be a factor for a child or young person who could be at risk e.g. harassment or abuse relating to any protected characteristic e.g. ethnicity or sexuality or gender identity.