

Safeguarding Week | FRIDAY | Creating Safer Organisational Cultures

Bracknell Forest Safeguarding Board News



Bracknell Forest Safeguarding Board



The focus for Friday is:

Creating safer organisational cultures

Today we want to hear from you! Tell us what you are doing in your organisation to create safer cultures.

Linking in with the messages we promoted at the start of the week, we want today to focus on the voices of people less likely to raise concerns as well as promoting reflection and learning in safeguarding practice to promote safer cultures.

Ann Craft Trust believes the foundations of a [safer culture](#) are to:

- **Listen:** An environment where everyone is confident their concerns are welcomed, listened to and addressed appropriately.
- **Learn:** Where organisations encourage continuous learning and reflection at all levels. Applying this to improve and adapt.
- **Lead:** Organisations should lead by example to empower everyone with the confidence to challenge and instigate change.



Equality and Diversity

Equality means ensuring everyone in your setting has equal opportunities, regardless of their abilities, their background or their lifestyle. Diversity means appreciating the differences between people and treating people's values, beliefs, cultures and lifestyles

with respect.

[Inclusive practice](#) considers different needs depending on their gender, sexuality, race, religion, culture and ethnic background.

All organisations should consider their approach to equality and diversity. One way to do this is complete Bracknell Forest Safeguarding Board's [self-assessment](#) which allows organisations to ensure they are compliant with the safeguarding standards to keep children and vulnerable adults safe.

[SARI \(Stand Against Racism and Inequality\)](#) want to help practitioners make sensitive and informed judgements about a child's needs whilst being sensitive to differing family patterns and lifestyles in different racial, ethnic and cultural groups.

The House of Commons Committee report explores inequalities faced by [Gypsy, Roma and Traveller communities](#), umbrella terms describing diverse minority groups whose members experience very stark inequalities.

Bullying

Bullying can be fuelled by prejudice – racial, religious, homophobic and against children with special education needs or disabilities or who are perceived as different in some way. The Pan-Berks multi-agency safeguarding procedures has information and links for preventing and responding to [bullying](#).



Hate Crime

Hate crime is a criminal offence which is perceived by the victim, or anybody else, to be motivated by hostility or prejudice towards someone's:

- race
- religion
- sexual orientation
- transgender identity
- disability

You can use an [online form to report](#) hate crime and online hate material or report it to your local police via 101.



Seeking the voice of the child and vulnerable adult

It is important that safeguarding systems are person centred and that everyone working with [children](#) and [vulnerable adults](#) seek their voice to understand their experiences and reflect and respond to it.

Reflective practice

Practitioners working with [children](#) and / or [vulnerable adults](#) should ensure they include critical reflection in their practice so they continually learn, develop and grow their abilities. This includes reflecting on existing knowledge, beliefs and values and how this may have affected the care provided.

Join in the conversation during safeguarding week on:

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