



Central East
Integrated Care Board

Central East ICB Safeguarding Policy Children, Young People and Adults at Risk and Children in Care 2026-2027

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Document Owner	Director of Safeguarding & Complex Case/SEND
Document Author(s)	Anita Root, Designated Nurse All Age Safeguarding Claire Saggiorato Designated Nurse: All Age Safeguarding. Amanda Derbyshire: Designated Nurse Safeguarding All Age.
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Central East ICB Safeguarding Policy – Children, Young People, Adults at Risk and Children in Care

1. Introduction

This policy sets out NHS Central East Integrated Care Board's (Central East ICB) statutory duty and arrangements to safeguard and promote the welfare of children, young people and Adults at Risk, and to protect them from abuse or neglect. It also sets out our commissioning and assurance expectations for providers, and the responsibilities of all ICB staff and people acting on our behalf.

Safeguarding is integral to quality, safety and the NHS Outcomes Framework, ensuring people are treated and cared for in a safe environment and protected from avoidable harm.

NHS Central East ICB is committed to safeguarding and promoting the welfare of children, young people and adults and in doing so in discharging in full their duties under Section 11 of the Children Act 2004 and under the Care Act (2014). This places a statutory duty on key people and bodies to make arrangements to safeguard and promote the welfare of children, young people and vulnerable adults. In addition, the Health and Care Act, 2022 places specific requirements on ICBs to prioritise safeguarding arrangements for babies, children and young people, including those with Special Educational Needs and Disabilities (SEND) and children in the care of the local authority up to age 25.

These arrangements require the ICB to have:

- Senior management commitment to the importance of safeguarding and promoting the welfare of children, young people and adults.
- A clear statement of the agency's responsibilities towards children, young people and vulnerable adults available for all staff
- A clear line of accountability within the organisation for work on safeguarding and promoting the welfare of children, young people and vulnerable adults.
- Service development that takes account of the need to safeguard and promote welfare, and is informed, where appropriate, by the views of children, families and vulnerable adults
- Training on safeguarding and promoting the welfare of children, young people and vulnerable adults for all staff working with, or in contact with them within the ICB.
- Safe recruitment procedures in place
- Effective inter-agency working to safeguard and promote the welfare of children, young people and adults at risk.
- Effective information sharing.

NHS Central East ICB works in partnership with all Safeguarding Children and Adult Partnerships, Domestic Abuse and Sexual Violence Boards within its geographical footprint to

protect children, young people and Adults at Risk and have in place systems and processes to support their multi-agency safeguarding arrangements.

The NHS Central East ICB will ensure that service specifications, invitations to tender, service contracts and service level agreements promote dignity in care, duty of candour and adhere to local multi-agency safeguarding policies and procedures

2. Purpose and Scope

Purpose

The Safeguarding Policy sets out the NHS Central East ICB approach to ensuring that safeguarding and promoting the welfare of children, young people and vulnerable adults is **everyone's responsibility**. This includes those working directly and indirectly with children, young people, adults at risk and their families.

To ensure robust, consistent arrangements are in place across Central East ICB to prevent, identify and respond to abuse and neglect of children, young people, adults at risk, children in care and care leavers

This policy aims to ensure that no act of commission or omission on behalf of NHS Central East ICB or by the services it commissions including independent contractors and the Voluntary Community and Social Enterprise (VCSE) sector, puts a service user at risk; and that robust systems are in place to safeguard and promote the welfare of children and young people and to protect adults at risk of harm.

Where the ICB is identified as the lead commissioner it will notify any other associated commissioners of a provider's non-compliance with the standards contained in this policy or of any serious untoward incident that has compromised the safety and welfare of a child / adult resident within their population.

Where the Integrated Care Board delegates its commissioning/ statutory duties to another Lead Provider then the Lead Provider must comply with the requirements in this policy.

Scope

This policy applies to all Central East ICB staff, Board members, contractors, and others directly employed by NHS Central East ICB and for whom the ICB has legal responsibility. For those staff covered by a letter of authority / honorary contract or work experience, this policy is also applicable whilst undertaking duties on behalf of the ICB or working on the ICB premises and forms part of their arrangements with the ICB. As part of good employment practice, agency workers are also required to abide by the ICB policies and procedures, as appropriate, to ensure their health, safety and welfare whilst undertaking work for the ICB.

In developing this policy, Central East ICB recognises that safeguarding children, young people and adults at risk is a shared responsibility with the need for effective partnership working and recognition that agencies and professionals will have differing roles and expertise working with vulnerable groups in society.

In order to achieve effective partnership working, there must be constructive relationships at all levels, promoted and supported by:

- Commitment of the Integrated Care Board senior managers and executive members to safeguarding children, young people, adults at risk and children in care.
- Clear lines of accountability within the organisation for safeguarding and Children in Care.
- Service developments that take account of the need to safeguard all service users, which is informed, where appropriate, by the views of service users.
- Staff training and continuing professional development so that staff understand their roles and responsibilities, and those of other professionals and organisations in relation to safeguarding children and adults at risk and children in care.
- Appropriate supervision and support for staff in relation to safeguarding practice.
- Safe working practices including recruitment and vetting procedures. The Recruitment Policy sets out safer recruitment requirements that should be followed.
- Effective interagency working, including effective information sharing at the earliest point.
- Working with other public sector bodies as a key partner in helping to protect vulnerable individuals and those around them from exploitation or harm, including from exploitation through radicalisation and harm outside of the home and family environment.
- The commitment of senior leaders to ensure continuous improvement with regards to safeguarding both within the work of NHS Central East ICB and within those services commissioned.

Promoting effective partnership working (Working Together to Safeguard Children 2023), whilst building strong, positive, trusting, and co-operative relationships working with Local Authorities, and other key stakeholders, to improve health outcomes for children in care and care leavers and subsequently care experienced adults.

The above principles reflect the expectations of the Safeguarding Children, Young People and Adults at Risk in the NHS: Safeguarding Accountability and Assurance Framework (2024) and statutory guidance as referenced within this policy.

The NHS Central East ICB Safeguarding Service provides assurance in line with the expected standards via the Integrated Care Board Utilisation Management and Quality Improvement Committee which reports into the Integrated Care Board.

This policy should be read in conjunction with the following Central East ICB Policies

- Disciplinary Policy
- Recruitment and Selection Policy

- Mental Capacity Act and Deprivation of Liberty Policy
- Freedom to speak up & raise concerns Policy.
- Social media policy
- ICB Sexual Safety Policy
- Prevent Policy
- Safeguarding Supervision Policy
- Domestic Violence & Abuse Policy for ICB Staff
- Managing Allegations Policy

3. Definitions

Key definitions

Child / Children: Anyone who has not yet reached their 18th birthday (Children Acts 1989/2004).

Adults at risk: An adult (18+) who has needs for care and support; is experiencing, or at risk of, abuse or neglect; and because of those needs is unable to protect themselves from the risk or experience of abuse or neglect (Care Act 2014).

Children in care: Children looked after by a local authority under voluntary arrangements or court orders; includes separated migrant children and those in a range of placements. Care leavers are young people up to age 25 who have been in the care of a local authority as defined in legislation.

Persons in a Position of Trust (PiPOT): Individuals who work with or care for adults at risk in a paid or voluntary capacity.

Local Authority Designated Officer (LADO) Manages allegations against staff or volunteers working with children

4. Policy Statement

Central East ICB will:

Maintain clear lines of accountability for safeguarding, with an Executive Lead at Board level and access to Designated Professionals (children, adults and children in care) and Named GPs for safeguarding.

Ensure Central East ICB meets safeguarding standards for adults, children and children in care in line with statutory requirements.

Ensure provider contracts include safeguarding standards for adults, children and children in care and are monitored through established quality assurance processes.

Promote effective multi-agency working and timely, lawful information sharing, including with Local Authorities, Police, Safeguarding Adults Boards, Safeguarding Children Partnerships, Community Safety Partnerships and Domestic Abuse and Sexual Violence Boards.

Ensure robust safer recruitment in line with NHS Employment Standards and Regulations, supervision and training in line with intercollegiate guidance (children and adults) and Prevent Duty requirements.

Support a positive learning culture, embedding learning from reviews, audits and incidents to improve outcomes.

The above principles reflect the expectations of the NHS Safeguarding Assurance and Accountability Framework, and statutory guidance as referenced within section 7 of this policy.

5. Roles and Responsibilities

Fundamentally, it remains the responsibility of every healthcare organisation and each individual healthcare professional, to make sure the principles and duties of safeguarding children and adults are holistically and consistently applied and the wellbeing of those children and adults is at the heart of everything we do.

5.1 Integrated Care Board (ICB)

Integrated Care Boards have a statutory duty to safeguard children, children in care and adults at risk of abuse and neglect as set out in Working Together to Safeguard Children, 2023; Promoting the Health and Well-being of Looked After Children, 2015; and the Care Act, 2014 Central East ICB recognises its responsibilities as a statutory partner agency to promote the health and wellbeing of children in care and care leavers, and to act as a strong corporate parent in partnership with local authorities.

Central East ICB is responsible in law for assuring the safeguarding components of the services it commissions and act as a statutory partner to ensure effective multi-agency safeguarding arrangements. The ICB will report annually on how it has discharged its safeguarding functions for children, adults at risk and children in care. It will ensure a clear line of accountability, secure appropriate safeguarding expertise, and co-operate as a statutory partner within local safeguarding arrangements. Apply the NHS England Safeguarding Assurance and Accountability Framework (2024) safeguarding roles and responsibilities

5.2 Director of Safeguarding Complex Care/SEND

Central East ICB Chief Executive Officer has overall responsibility for ensuring legal, statutory and good practice compliance for the health contribution to safeguarding and children in care across the system.

The Director of Safeguarding and Complex Care/SEND is the Board-level Executive for Safeguarding and Children in Care; they are supported by the Deputy Director of Safeguarding and SEND and Associate Director of Safeguarding. This ensures safeguarding governance and representation at Safeguarding Adults Boards and Safeguarding Children Partnerships,

oversight of Corporate Parenting Boards (with Local Authorities) and Domestic Abuse and Sexual Violence Boards.

5.3 Designated Professionals and Named GPs

Designated Professionals – Provide strategic leadership and safeguarding expertise; advise commissioners across the cycle; lead/advise on complex cases; support and provide oversight to provider Named Professionals; lead on agendas such as Domestic Abuse, Prevent, Modern Slavery, Exploitation, Mental Capacity Act (MCA) /Liberty Protection Safeguards (LPS); participate in Safeguarding Adults Boards/Safeguarding Children Partnership subgroups.

Named GPs for Safeguarding – Promote good practice in primary care; provide advice to practice safeguarding leads; gain assurance of training and standards; coordinate GP contributions to reviews and disseminate learning.

5.4 Line Managers

Ensure staff act in accordance with this policy; maintain training compliance; foster a culture of escalation and learning; ensure appropriate Disclosure and Barring Scheme (DBS) checks and safer recruitment processes; support staff to raise concerns via Freedom to Speak Up.

5.5 All Staff

Be alert to indicators of abuse and neglect; act on concerns; understand information sharing and confidentiality; keep accurate contemporaneous records; complete safeguarding training and supervision appropriate to role and in line with Intercollegiate Documents; escalate professional disagreements in line with local safeguarding partnership boards resolution/escalation policies and procedures.

5.6 Commissioners

All Commissioners are responsible for ensuring that service specifications, invitations to tender and service contracts fully reflect safeguarding requirements and have safeguarding oversight from the ICB Safeguarding team irrelevant of contract size or type. They are also required to ensure that any identified concerns about provider safeguarding arrangements are reported to the ICB safeguarding team.

5.7 Provider Organisations

There is an expectation that providers commissioned by Central East ICB will have strong safeguarding leadership that provides expertise and commitment at all levels of their organisation and that they are fully engaged and in support of local accountability and assurance structures, as a statutory partner with the local authorities and police at the local Safeguarding Children Partnerships and Safeguarding Adults Boards. They will ensure compliance with the NHS Standard Contract special conditions 32 and the Safeguarding Accountability and Assurance Framework (2024).

6. Processes and Procedures

Recognising and reporting concerns

This policy must be read in conjunction with the seven local area Safeguarding Children Partnerships and Safeguarding Adults Boards Multiagency Policies and procedures. Local Safeguarding Children Partnerships and Safeguarding Adults Boards Multi-Agency Policies and Procedures links are in Table 1 below

Table 1 Links to Central East ICB Safeguarding Children Partnerships and Safeguarding Adults Boards Multi- Agency Policies and Procedures

Locality Area	Safeguarding Adult Board	Safeguarding Children Partnership
Bedford	Bedfordshire Safeguarding Adults Policy and Procedure	https://safeguardingbedfordshire.org.uk/p/about-us/bedford-borough-safeguarding-children-partnership
Central Bedfordshire	Bedfordshire Safeguarding Adults Policy and Procedure	Safeguarding Bedfordshire - Central Bedfordshire Multi-Agency Safeguarding Children Arrangements
Cambridge	Multi-Agency Safeguarding Adult Procedures Cambridgeshire and Peterborough Safeguarding Partnership Board	New Children Board Procedures Cambridgeshire and Peterborough Safeguarding Partnership Board
Hertfordshire	Hertfordshire Safeguarding Adults Board Hertfordshire County Council	Hertfordshire Safeguarding Children Partnership Hertfordshire County Council
Peterborough	Multi-Agency Safeguarding Adult Procedures Cambridgeshire and Peterborough Safeguarding Partnership Board	New Children Board Procedures Cambridgeshire and Peterborough Safeguarding Partnership Board
Milton Keynes	Policies and procedures - adults mk-together	Policies and procedures - children mk-together
Luton	Bedfordshire Safeguarding Adults Policy and Procedure	Safeguarding Bedfordshire - Luton Safeguarding Children Partnership

If anyone believes that a child or young person or an adult at risk may be suffering, or may be at risk of suffering significant harm, they should always refer their concerns to Children's/ Adults Social Care and/or the Police

If at the time, staff have reason to believe the child, young person or vulnerable adult is in immediate and serious risk of harm or that a crime has been committed the police must be called immediately on 999.

If at any time, a member of staff feels that a child, young person or vulnerable adult needs urgent medical assistance, they have a duty to call for an ambulance or arrange for a doctor to see the person at the earliest opportunity.

If you are worried about an adult at risk: follow local Safeguarding Adults Board procedures. Consider consent and the adult's desired outcomes; make a safeguarding referral if criteria are met; record and escalate. **Please refer to appendix 3 for quick reference guide on how to raise a safeguarding alert for an adult in your area.**

If you are worried about a child suffer or at risk of significant harm: follow local Safeguarding Children Partnership procedures. Take immediate action if a child is at risk of significant harm; consider consent and information sharing where appropriate; record and escalate. **Please refer to appendix 4 for quick reference guide on how to raise a safeguarding alert for a child in your area.**

Accurate contemporaneous records of events must be kept in accordance with record keeping policies and professional body guidance.

Staff must immediately inform and consult with their line manager or deputy in their absence. Staff can access the ICB safeguarding team for practical and emotional advice and support.

Information sharing

Safeguarding and promoting welfare require timely, necessary, and proportionate information sharing, which is fully supported by the UK GDPR and Data Protection Act 2018. **Key**

Principles for Compliant Information Sharing:

- **Lawful Basis:** While consent is ideal, it is not required for safeguarding. Sharing without consent is permissible if necessary for safeguarding, such as to protect a child from harm.
- **Proportionality & Necessity:** Only share what is necessary, with the right people, to protect the individual.
- **Transparency:** Inform individuals that their data is being shared, unless doing so places a child or adult at increased risk.
- **Documentation:** Always record what was shared, with whom, when, and the reason (or the reason for not sharing).
- **Accountability:** Organizations must have clear policies and procedures for identifying risk and sharing information safely.

Steps for Effective Sharing:

1. **Identify the Risk:** Determine if there is a risk of significant harm.
2. **Consult:** Discuss concerns with a Designated Safeguarding Lead (DSL).
3. **Share Responsibly:** Use secure methods, ensuring compliance with organizational protocols.
4. **Record Decisions:** Document the justification for sharing.

When a child or adult is at risk of serious harm, safeguarding needs override the need for consent, provided the sharing is justified.

Please also see [Information sharing advice for safeguarding practitioners - GOV.UK](#)

Where information is shared there should be clear documentation setting out why information was shared to ensure there is an audit trail for the decision-making process to share that information

Domestic abuse and harmful practices

Domestic Abuse and Harmful Practices are significant indicators of safeguarding risk, including the potential for domestic homicides and domestic abuse–related deaths. The key principles for the health professional response to domestic abuse are outlined in *Responding to Domestic Abuse: A Resource for Health Professionals* (Department of Health, 2017). These principles require health staff to:

- Recognise specific vulnerabilities and indicators of domestic abuse and harmful practices.
- Undertake appropriate and proportionate risk assessments.

Make timely and effective safeguarding and/or MARAC referrals to statutory and specialist services.

- Support safety planning to prevent, reduce, or mitigate the risk of further harm to adults, children, and families.

Definition of Domestic Abuse

Domestic violence and abuse refers to any incident or pattern of incidents involving controlling, coercive, threatening behaviour, violence, or abuse between individuals aged 16 or over who are, or have been, intimate partners or family members, regardless of gender or sexuality. Abuse may include, but is not limited to psychological, physical, sexual, financial, and emotional harm.

- **Controlling behaviour** refers to a range of acts designed to make a person subordinate and/or dependent by isolating them from support, exploiting their resources, depriving them of the means for independence, resistance and escape, and regulating their everyday activities.
- **Coercive behaviour** refers to a pattern of acts such as assault, threats, humiliation, intimidation, or other abuse used to harm, punish, or frighten a victim.

Harmful Practices

Harmful practices include honour-based abuse, forced marriage, and Female Genital Mutilation (FGM). Health professionals have a mandatory duty to report known cases of FGM in individuals under 18 to the police, in addition to making a safeguarding referral. See *Mandatory*

Reporting of Female Genital Mutilation: Procedural Information on GOV.UK and ensure adherence to local safeguarding partnership policies and procedures.

All relevant ICB staff must complete domestic abuse training at the level appropriate to their role and responsibilities. Staff must also familiarise themselves with the CEICB Domestic Abuse Policy, understand the support available to both victims and perpetrators, and know how to access that support.

Staff should ensure that they follow the ICB Domestic Abuse, Sexual Violence Reduction and Prevention and Sexual Safety Policy & Procedure. Use local MARAC pathways and risk identification checklists e.g., Domestic Abuse Stalking and Honour-base (DASH) and make referrals to Children's Social Care where children are involved or pregnancy is disclosed. Please see [Mandatory reporting of female genital mutilation: procedural information - GOV.UK](#) and follow local safeguarding partnership board policies and procedures.

Prevent (counter - terrorism)

Central East ICB will meet the Prevent Duty by ensuring proportionate arrangements for raising concerns, referral into Channel, and staff training as outlined in [NHS Prevent training and competencies framework](#). **Please see Central East ICB Prevent Policy for further information.**

Modern slavery and exploitation

Central East ICB staff must be alert to signs of modern slavery/trafficking affecting adults and children. Modern slavery is a crime and the police alerted using 999. A safeguarding concern should also be raised to the local authority. Please see [Modern Slavery: statutory guidance for England and Wales](#)

Managing allegations against workers (People in Position of Trust (PIPOT) /Local Authority Designated Officer (LADO)

Where there are concerns that a member of staff, either directly or indirectly employed by the ICB, is behaving in a way that demonstrates unsuitability for working with children, young people or adults at risk, in their present position, or in any capacity the **ICB Managing Allegations Against Staff policy** ([insert hyperlink](#)) should be adhered to

These policies and procedures apply when:

- There are suspicions or allegations of abuse by a person who works with children or vulnerable adults in either a paid or unpaid capacity
- It has been discovered that an individual known to have been previously involved in child or adult abuse, is or has been, working with children or vulnerable adults
- When the allegation or suspicion arises in connection to the individual's work, her/his own children or dependant adults in relation to any other child/children or dependant adults

All concerns and allegations will be considered in line with the relevant Safeguarding Adult Board or Safeguarding Children Partnership policies relevant to managing allegations against persons who work with children, young people or adults. The designated safeguarding lead/ HR manager will inform the LADO and PiPOT of all allegations that come to their attention, that meet the criteria outlined in local policy

Following the outcome of any enquiry, consideration will need to be taken whether to refer an employee to a regulatory body e.g., General Medical Council, Nursing and Midwifery Council and Health Professions Council as required

Other related policies:

Freedom to speak up [add hyperlink](#)

Disclosing and Barring Guidance [add hyperlink](#)

6.7 Safer recruitment

Central East ICB will ensure compliance with NHS Employment Standards and Regulations including DBS checks, identity, right to work, qualifications and references. For ad hoc visitors (e.g., VIPs), Volunteers and other work related experiences please see CEICB Recruitment policy.

6.8 Training requirements

Training should align with the competencies outlined in the intercollegiate documents, [Safeguarding children and young people & children and young people in care: Competencies for health care staff \(2025\)](#), and [Adult Safeguarding: Roles and Competencies for Health Care Staff 2024](#)

7. Statutory and National Guidance

This policy has been developed with reference to the statutory and national guidance (non-exhaustive) listed below. In discharging safeguarding statutory duties / responsibilities the Integrated Care Board and the services it commissions must take account of:

Children Act 1989/2004

Children and Social Work Act 2017

Working Together to Safeguard Children (2023)

Care Act 2014 and Care and Support Statutory Guidance

Domestic Abuse Act 2021; Serious Crime Act 2015 (controlling or coercive behaviour)

Mental Capacity Act 2005; Mental Capacity (Amendment) Act 2019; Code of Practice

Mental Health Act 1983/2007

Health and Care Act 2022; Health and Social Care Act 2008 (Regulated Activities) Regulations
Equality Act 2010; Human Rights Act 1998; Data Protection Act 2018 (UK GDPR)

Modern Slavery Act 2015; Home Office Modern Slavery Strategy; Modern Slavery: statutory
guidance for England and Wales.

Counter-Terrorism and Security Act 2015; Home Office Prevent strategy (2011) and Channel
Duty Guidance.

Health and Care Act, 2022

NHS Prevent Duty Guidance for Health Professionals (2024)

NHS England Safeguarding Accountability and Assurance Framework (2024)

Victim & Prisoners Act 2025

Intercollegiate Documents: Safeguarding Children, young people and children and young
people in care; competencies for health care staff (2025) and Adult Safeguarding: Roles and
Competencies (2024)

8. Stakeholder Engagement Record

8.1 The following stakeholders were engaged in the development / review of this policy:

Role/Group	Date of Engagement	Summary of Feedback
[Central East ICB Safeguarding Team]	[N/A]	[This policy has been developed by merging the MCA policies from the three formal ICBs. The three formal ICBs' policies were developed with stakeholders' engagement from their various locality therefore from implication, this policy has been developed with stakeholder engagement.]

Accessibility Statement

This policy is available in alternative formats upon request, including large print, Braille and translated versions, to ensure accessibility for all staff and stakeholders.

Implementation Plan

Development and Consultation: This policy was developed with wider contribution from safeguarding team and included feedback from specialist practitioners within safeguarding team]

Dissemination: [The policy will be available on the ICB intranet site and will be available to key stakeholders including local population. Access and accessibility to the policy are outlined above]

Training: [The specific training requirements for targeted staff groups are explicit within the policy and aligned to job role and responsibilities]

Monitoring: The policy will be monitored annually unless indicated by local, national or legislative changes.

Review: [The policy will be formally reviewed initially after 1 year thereafter **three years** unless indicated by national, statutory, changes and or local learning]

Equality, Diversity, and Privacy: See Appendices, CEICB recognise the diversity of the local community and those in its employment. The policy is supported by the auditable EQIA standards contained in this document and will be monitored for impact. See Appendices. CEICB recognise the diversity of the local community and those in its employment. The policy also acknowledges specific vulnerable groups where domestic abuse, emotional and physical and sexual violence are more likely to be hidden due to their abilities to report these types of abuse

Associated Documents: A list of all the associate policies including links to relevant web pages is contained within the document.

References: [References are contained within the document and will be updated in line with changes to national policies and statutory changes]

Appendix 1: Equality Impact Assessment

Name of Policy:

NHS Central East Integrated Care Board Safeguarding Policy – Children, Young People, Adults at Risk and Children in Care

Date of assessment: 03/02/2026

Screening undertaken by: Amanda Derbyshire Designated Nurse All Age Safeguarding

<p>Protected characteristic and inclusion health groups.</p> <p>Find out more about the Equality Act 2010, which provides the legal framework to tackle disadvantage and discrimination:</p> <p>https://www.equalityhumanrights.com/en/equality-act/protected-characteristics</p>	<p>Could the policy create a disadvantage for some groups in application or access?</p> <p>(Give brief summary)</p>	<p>If Yes - are there any mechanisms already in place to mitigate the potential adverse impacts identified?</p> <p>If not, please detail additional actions that could help.</p> <p>If this is not possible, please explain why</p>
<p>Age</p> <p>A person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 to 30 year olds).</p>	<p>The safeguarding policy will positively impact on vulnerable children and adults. It sets out the processes and procedures which staff are required to adhere to enable children and Adults at Risk to be Safeguarded.</p>	
<p>Disability</p> <p>A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.</p>	<p>No perceived disadvantage</p>	
<p>Gender reassignment</p> <p>The process of transitioning from one gender to another.</p>	<p>No perceived disadvantage</p>	
<p>Marriage and civil partnership</p> <p>Marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'.</p>	<p>No perceived disadvantage</p>	

<p>Pregnancy and maternity</p> <p>Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</p>	No perceived disadvantage	
<p>Race</p> <p>Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins.</p>	No perceived disadvantage	
<p>Religion or belief</p> <p>Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.</p>	No perceived disadvantage	
<p>Sex</p> <p>A man or a woman.</p>	No perceived disadvantage	
<p>Sexual orientation</p> <p>Whether a person's sexual attraction is towards their own sex, the opposite sex, to both sexes or none.</p>	No perceived disadvantage	
<p>Carers</p> <p>Individuals within the ICB which may have carer responsibilities.</p>	No perceived disadvantage	
<p>Please summarise the improvements which this policy offers compared to the previous version or position. New version for Transition to Central East ICB</p>		

Has potential disadvantage for some groups been identified which require mitigation?

No

Yes / No – (If there are significant impacts and issues identified a full Equality / Quality Impact Assessment (EQIA) must be undertaken.)

Appendix 2: Data Protection Impact Assessment

Screening questions to determine if a full DPIA is required. Guidance on handling personal and sensitive data.

Data protection is the fair and proper use of information about people. Before completing this form, please refer to the Data Protection Impact Assessment (DPIA) Guidance in the Information Governance (IG) section on the staff Intranet or contact the Data Protection Officer for support via **(insert email address once confirmed)**

A DPIA is a process to help you identify and minimise the data protection risks. You must do a DPIA for processing that is likely to result in a high risk to individuals. You can use our screening checklist below to help you decide when to do one. If you have answered 'Yes' to any of the 10 screening questions, you must then carry out a full DPIA using the Stage 2 form, which is also available on the Intranet in the IG section.

Name of Policy:	NHS Central East Integrated Care Board Safeguarding Policy – Children, Young People, Adults at Risk and Children in Care
Date of assessment:	03/02/2026
Screening undertaken by:	Amanda Derbyshire Designated Nurse All Age Safeguarding

Stage 1 – DPIA form

please answer 'Yes' or 'No'

1. Will the policy result in the processing of personal identifiable information / data? This includes information about living or deceased individuals, including their name, address postcode, email address, telephone number, payroll number etc.	Yes
2. Will the policy result in the processing of sensitive information / data? This includes for living or deceased individuals, including their physical health, mental health, sexuality, sexual orientation, religious belief, National Insurance No., political interest etc.	Yes
3. Will the policy involve the sharing of identifiers which are unique to an individual or household? e.g., Hospital Number, NHS Number, National Insurance Number, Payroll Number etc.	Yes
4. Will the policy result in the processing of pseudonymised information by organisations who have the key / ability to reidentify the information? Pseudonymised data - where all identifiers have been removed and replaced with alternative identifiers that do not identify any individual. Re-identification can only be achieved with knowledge of the re-identification key. Anonymised data - data where all identifiers have been removed and data left does not identify any patients. Re-identification is remotely possible, but very unlikely.	Yes
5. Will the policy result in organisations or people having access to information they do not currently have access to?	No
6. Will the policy result in an organisation using information it already holds or has access to, but for a different purpose?	No
7. Does the policy result in the use of technology which might be perceived as being privacy intruding? e.g., biometrics, facial recognition, CCTV, audio recording etc.	No

<p>8. Will the policy result in decisions being made or action being taken against individuals in ways which could have a significant impact on them? Including profiling and automated decision making. (This is automated processing of personal data to evaluate certain things about an individual i.e., diagnosis and then making a decision solely by automated means - without any human involvement)</p>	No
<p>9. Will the policy result in the collection of additional information about individuals in addition to what is already collected / held?</p>	Yes
<p>10. Will the policy require individuals to be contacted in ways which they may not be aware of and may find intrusive? e.g., personal email, text message etc.</p>	No

Appendix 3: Quick Reference Guide – Raising a Safeguarding About an Adult

Anyone can report a concern about an adult

- If the adult is in immediate danger, you should ring 999
- If you are not sure what to do you can contact the Safeguarding Team to discuss your concern

Locality Area	Safeguarding Adult link to online form	Local authority safeguarding team contact details
Bedford	Safeguarding Adults Concern Form	Email: adult.protection@bedford.gov.uk Phone: 01234 276222
Central Bedfordshire	Safeguarding Adults Concern Form	Email: adult.protection@centralbedfordshire.gov.uk Phone: 0300 300 8122
Cambridge	Safeguarding referral form - Instructions and Data Protection - Cambridgeshire County Council website	Phone: 0345 045 5202 Outside office hours & at weekends contact Emergency Duty Team 01733 234724
Hertfordshire	Report a concern about an adult Hertfordshire County Council	Phone: 0300 123 4042
Peterborough	Safeguarding Adults Referral Form Cambridgeshire and Peterborough Safeguarding Partnership Board	Email: adultsocialcare@peterborough.gov.uk Phone: 01733 747474 Outside office hours & at weekends contact Emergency Duty Team 01733 234724
Milton Keynes	online Safeguarding Adults referral	Email: safeguardingadults@milton-keynes.gov.uk Phone: 01908 252835 Out of hours: 01908 252055
Luton	Safeguarding Adults Concern Form	Email: adultsafeguarding@luton.gcsx.gov.uk Phone: 01582 547730/547563

Appendix 4: Quick Reference Guide – Raising a Safeguarding About a Child

Anyone can report a concern about a child

- If the child is in immediate danger, you should ring 999
- If you are not sure what to do you can contact the Safeguarding Team to discuss your concern

Locality Area	Safeguarding Children link to online form	Local authority safeguarding team contact details
Bedford	Report a concern about a child	Phone: 01234 718700 (office hours) or out of hours call 0300 300 8123
Central Bedfordshire	via email at AccessReferral@centralbedfordshire.gov.uk	Via Phone: Access and Referral Team on 0300 300 85 85
Cambridge	Professional safeguarding children referral form	Phone: 0345 045 5203 Emergency Duty Service 01733 234724
Hertfordshire	Referral to Children's Services	Phone: 0300 123 4043 for urgent out of hours safeguarding support
Peterborough	Online Professional Reporting Form	MASH General Enquiries 01733 864170 Professional Consultation Line 01733 864180 Emergency Duty Service 01733 234724
Milton Keynes	Milton Keynes Children and Families Multi-Agency Referral Form (MARF) - MyCouncil	Phone: 01908 253169 or 01908 253170 Out of hours Emergency Social work team 01908 265545 Email: children@milton-keynes.gov.uk
Luton	Referral to children's social care - professional - Luton Council	Phone: 01582 547653 Out of hours: 0300 3008123