

Process when information presented to MASH is linked to a staff member

1. Introduction

- 1.1 Rotherham Multi-Agency Safeguarding Hub (MASH) process all requests for Early Help as well as all concerns for children resident in Rotherham. They also have a duty to consider children who have an ordinary residence elsewhere but may come to harm in Rotherham. At times, this will include children of staff working in Children's Services. Whilst the process ensures statutory duties are met, and appropriate steps taken to ensure children's wellbeing, this document seeks to lay out how to balance this alongside the staff members right to confidentiality and privacy. This procedure is written with best practice and the wellbeing of staff in mind, whilst ensuring proportionate plans are made for children.

2. Role of MASH

- 2.1 Officers in MASH establish the nature of the concern; how and why it has arisen; what the child and family's needs appear to be; whether there is any likelihood of risk of Significant Harm to the children; whether there is any previous or current Social Care intervention for the child or other children in the family or household; any need for urgent action to protect the child or any other child within the same household or any child who is in contact with an alleged perpetrator. They consider the level of need and risk against the multi agency threshold descriptors.
- 2.2 There are various outcomes of the screening in MASH and these may include stepping down to Universal services/no further action, further assessment of the child either through an Early Help assessment or through a Child in Need assessment (Section 17 of the Children Act 1989) or a Child Protection Enquiry (Section 47), which will be led by a social worker. There also may need to be a LADO process following depending on the nature of the concerns.

2.3 On identifying through the screening that the child/ren being screened is linked to a staff member the **worker should:**

- Stop the screening and alert their manager immediately
- Not discuss the matter with any other colleagues, respecting the privacy of the staff member
- Consider whether the Liquid Logic record needs to be 'locked' to general users
- Await clarity from the manager as to next steps

2.4 On receipt on of the information the **MASH manager should:**

- In discussion with the service manager, consider the presenting information and the connection the member of staff has with MASH. With this in mind, arrange for an appropriate person to screen the information. Depending on the circumstances, this may remain the responsibility of the worker who highlighted the link or may need to be re allocated. There may also be occasion where more senior staff are required to screen the information such as team manager, service manager or head of service. Depending on the staff member, this may need to be someone from elsewhere in the service. (The screening function needs to remain in Rotherham as they have access of all agencies and resources)
- Once it is confirmed how the screening will progress, an appropriate level officer should make contact with the staff member to inform them of next steps. This allows for any challenge and alternative plans being made where appropriate.

3. Ongoing work

3.1 The outcome of the MASH screening will determine next steps as detailed above. First Response service manager (or alternative manager of service manager level or above, where appropriate) will consider where the

assessment work should sit. Where appropriate this will remain within Rotherham with a worker unknown to the staff member. This needs to be communicating clearly with the staff member to ensure the work can be effective.

- 3.2 Where this is not possible consideration will need to be given to a neighbouring authority undertaking the work. This will be on a case by case basis and with agreement from the head of service.