



**North East Young Dads and Lads Project CIO
c/o BALTIC Centre for Contemporary Arts
South Shore Road
Gateshead
NE8 3BA**

Safeguarding Children Policy

**Version 6.0 approved by the charities Board of Trustees
on 2nd September 2024**

**North East Young Dads and Lads Project (NEYDL)
Safeguarding Team Contact Details**

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c/o BALTIC Centre for Contemporary Arts
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Gateshead
NE8 3BA**

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Tel: 07990 164449 / Email: doug@neydl.uk

Safeguarding Advisor to the Board of Trustees: Sarah Oliver
Email: sarah@neydl.uk

Chair of Trustees: Anna Tarrant
Email: anna@neydl.uk

Equity, Diversity and Inclusion Advisor: Chris Humba
Email: chris@neydl.uk

Data Protection Officer: Colin Workman
Email: dpo@neydl.uk

In an emergency contact 999.

Local Authority Safeguarding Contact Details

Durham County Council

First Contact

Tel: 03000 267 979

Gateshead Council

Emergency Duty Team

Tel 0191 433 2653

Tel 0191 477 0844 (outside office hours)

Newcastle Council

Community Health and Social Care Direct

Tel: **0191 278 8377** (office hours)

Emergency Duty Team

Tel: **0191 278 7878** (outside office hours)

North Tyneside

The Gateway Service

Tel: **0191 643 2777** (office hours)

Tel: **0330 333 7475** (outside office hours)

Northumberland County Council

Onecall

Tel: 01670 536 400

Sunderland City Council – Together for Children

Tel: **0191 561 7007** (office hours)

Tel: **0191 520 5560** (outside office hours)

South Tyneside Council

Let's Talk Team

Tel: 0191 424 6000 (office hours)

Tel: 0191 456 2093 (out of hours)

Middlesbrough Council

Multi - Agency Children's Hub

Tel **01624 726004** (office hours)

Tel **01642 524552** (out of hours)

Other Useful Contacts

If you think a crime has been committed against a child, young person, or adult at risk, are experiencing Domestic Abuse or are worried about sexual exploitation, call 101 and ask for Northumbria Police Safeguarding Department.

Domestic Abuse Support Services by locally:

Gateshead - Domestic Abuse Team

Tel: 0191 433 3333

Newcastle - NIDAS

Tel: 0191 214 6501

North Tyneside - Harbour

Tel: 0191 251 3305

Northumberland - DASN

Tel: 01670 820199

South Tyneside - Impact Family Service

Tel: 07375 788835

Sunderland - Wearside Women in Need

Tel: 0800 066 5555

Other - National Domestic Abuse Helpline

Tel: 0808 200 0247

Specialist Domestic Abuse Support Services:

BME / Refugees - Angelou Centre

Tel: 0191 226 0394

LGBTQ+ - Domestic Abuse Helping

Tel: 0800 999 5428

Men - Men's Advice Line

Tel: 0808 801 0327

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Introduction

In England, the HM Government refer to a child in the document Working Together to Safeguard a Child (2015) as a person who has not yet reached their 18th birthday.

For the purpose of this policy document:

- The term 'child' will be used to describe all children and young people under the age of 18 years old participating in NEYDL led activities.
- The term 'staff' will be used to describe employees, volunteers, and paid consultants.

This policy should be read in conjunction with the Gateshead Safeguarding Adults Multi-agency Policy and Procedures document and Local Safeguarding Children Board's policies and procedures which can be found here: <https://www.gateshead.gov.uk/article/9295/Procedures-and-practice-guidance>.

Policy Statement

North East Young Dads and Lads Project (NEYDL) staff have a professional duty to take such steps that are reasonable to see that all children are safe from harm whilst involved in NEYDL activities. All children have a right to protection, and the needs of disabled children and others who may be particularly vulnerable must be considered. NEYDL will ensure the safety and protection of all children involved in its activities through adherence to the Child Protection guidelines it has adopted.

Policy Aims

The aim of the NEYDL Child Protection Policy is to promote good practice:

- Providing children and young people with appropriate safety and protection whilst visiting/in the care of NEYDL.
- Allow all staff to make informed and confident responses to specific child protection issues.

Policy Implementation

The NEYDL Child Protection Policy will be implemented by adhering to the policy guidelines contained within this document. All staff at NEYDL must comply with this Policy and disciplinary action may be taken if staff fail to do so, in line with the NEYDL disciplinary procedure which can be found in the staff handbook. All staff should follow the Good Practice Guidelines, laid out below.

Staff should implement this policy when conducting work that involves children. This will protect the safety and wellbeing of children engaging with NEYDL and NEYDL staff.

All policies will be reviewed by the board on an annual basis. They may be reviewed sooner if policy or good practice changes or if a review of the policy is requested. After policies are signed off by the board, they will be made available to all staff who will read and sign them and feedback any queries or questions that they have. Appendix 1 shows a table of versions and the dates on which they were submitted and approved.

Equality and Diversity

NEYDL is committed to promoting equality and diversity across its service as set out in the charities Equality & Diversity Statement and believes that all individuals should be supported to access services to their full potential.

NEYDL is a male-only service that satisfies the criteria for single-sex services defined by the Equality Act 2010 and associated guidance provided by the Equality and Human Rights Commission which advises:

‘The Act provides that the prohibition of sex discrimination does not apply where services are provided exclusively to one sex, if to do so is a proportionate means of achieving a legitimate aim, and...the conditions set out below applies:

- Where the service is also provided jointly for both sexes, an additional service exclusively for one sex will be lawful if the joint provision would not be sufficiently effective.
- If a service was provided for men and women jointly it would not be as effective and level of need for the services makes it not reasonably practicable to provide separate services for each sex’.

(*Violence against women, women only services and the Equality Act 2010* (June 2013) Rights of Women).

NEYDL will not tolerate direct or indirect discrimination against any of the protected characteristics laid out in the Equality Act 2010.

For further information, please contact the charities Equality and Diversity Lead:
Mr Chris Humba (Email: chris@neydl.uk)

Children’s Rights

The United Nations Convention on the Rights of a Child details the needs and rights of all children. At NEYDL the following needs and rights apply to our work with children:

- The best interests of children must be the primary concern in making decisions that may affect them.
- Children have the right to live.
- Children have the right to say what they think should happen and have their opinions considered.
- Children have the right to get and share information.
- Children have the right to think and believe what they want.
- Children have a right to privacy.
- Children have the right to get information that is important to their health and wellbeing.
- Children have the right to be protected from being hurt and mistreated, physically, or mentally.
- Children who have any kind of disability have the right to special care and support.
- Children have the right to good quality health care.
- Children have the right to a standard of living that is good enough to meet their physical and mental needs.
- Minority or indigenous children have the right to learn about and practice their own culture.

- Children have the right to relax and play.
- Governments should protect children from all forms of sexual exploitation and abuse.
- Children should be protected from any activity that takes advantage of them.
- No one is allowed to punish children in a cruel or harmful way.

Good Practice Guidelines

All staff should demonstrate exemplary behaviour to protect themselves from allegations of misconduct. Staff should maintain their standards of behaviour, therefore acting as a role model.

The following points are common sense examples of how to create a positive culture and climate. This information can be kept up to date in line with recommendations from NSP-CC on Safeguarding.

Good practice means:

- Always work in an open environment. There will be occasions when a confidential interview or a one-to-one meeting is necessary and, in such circumstances, the interview should be conducted in a room with an open door or visual access. Where this is not possible, the member of staff should ensure that there is another adult nearby. Never make gratuitous physical contact with a participant. [There may be occasions where a distressed participant needs comfort which may include physical comforting and staff should use their discretion to ensure that it is appropriate and not unnecessary or unjustified contact.] Be cautious about physical contact in games. Where physical contact is inescapable (e.g., to demonstrate equipment or a particular exercise/move) staff should be aware of the limits within which such contact should take place and of the possibility for misinterpretation of such contact.
- Treat all children equally, and with respect and dignity. NEYDL will take positive action to eliminate discrimination against any person or group of people. Staff should ensure that children are protected from discrimination on any grounds, including ability and challenge discriminating comments and behaviour. Activities should be designed to include all children and to promote positive attitudes towards differences.
- Be clear about what the objectives of the activity are before it begins and always put the welfare of each child first, before winning or achieving goals.
- Maintaining a safe and appropriate distance with children (e.g., it is not appropriate for staff to have an intimate relationship with a child).
- Building balanced relationships based on mutual trust which empowers children to share in the decision-making process.
- Ensuring that at residential events, care should be taken regarding room allocation to protect both the staff members and the young person.
- Conducting yourself in a manner that sets a good example to the participants. Be an excellent role model – this includes not smoking or drinking alcohol in the company of/ whilst responsible for children.
- Giving enthusiastic and constructive feedback rather than negative criticism.
- Never using physical force against a participant, unless it constitutes reasonable restraint to protect him/her or another person or to protect property. If it is necessary to restrain a participant because they are an immediate danger to themselves or others or to property, then the minimum amount of force should be used for the shortest amount of time. Remain calm and get the attention and support of other staff. The incident should be recorded in writing, with a witness statement (where possible), immediately afterwards.

- Securing parental consent in writing if the need arises to administer emergency first aid and/or other medical treatment where the participant is under 16. First aid given should be recorded in writing and reported to the lead member of staff who will inform the parent or carer.
- Keeping a written record of any injury that occurs, along with the details of any treatment given.
- Always refer any problems to the Safeguarding Lead for Children and Vulnerable Adults.
- Question any unknown adult who enters NEYDL's premises and/or who attempts to engage with the children.

Practices never to be sanctioned:

- Engaging in rough, physical, or sexually provocative games, including horseplay.
- Using physical punishment.
- Engaging in any form of inappropriate touching.
- Children's inappropriate use of language and/or behaviour. This should always be challenged.
- Sexually suggestive comments to a child, even in fun.
- Reducing a child to tears as a form of control.
- Allegations made by a child to go unchallenged, unrecorded, or not acted upon.
- Doing things of a personal nature for children or disabled adults that they can do for themselves (e.g., apply sunscreen).

Our Commitment

In our provision for children, NEYDL will ensure that:

- The welfare of the child is paramount.
- All children, whatever their age, culture, disability, gender, language, racial origin religious beliefs and/or sexual identity have the right to protection from abuse.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- All staff have a responsibility to report concerns to the child protection lead.

Safeguarding Lead

For all activity and events involving children at NEYDL, at least one member of staff should lead on safeguarding, raising awareness of this policy and its guidelines among other staff and, where appropriate, the children, their accompanying school/care staff, and parents.

The Safeguarding Lead for Children and Vulnerable Adults referred to in this policy is:

Doug Laidlaw (Email: doug@neydl.uk)

The Safeguarding Advisor to the board is **Sarah Oliver**. In this capacity, the nominated trustee will feed back on policy and good practice.

Disclosure and Barring Service

All staff will complete an enhanced check by the Disclosure and Barring Service before they are permitted to work with vulnerable adults at NEYDL and at intervals of **no more than 3 years thereafter**.

If NEYDL removes a member of staff or said person chooses to leave because they pose a risk of harm to vulnerable adults, NEYDL must make a referral to the DBS.

It is a criminal offence to make a referral without good reason.

What is Abuse and Neglect?

There are many types, and any abuse can be defined as: a violation of an individual's human and civil rights by any other person or persons which results in significant harm.

Abuse may be:

- A single act or repeated acts
- An act of neglect or a failure to act
- Multiple acts

Types of abuse include:

- Physical abuse
- Domestic violence
- Sexual abuse
- Psychological abuse
- Financial or material abuse
- Modern slavery
- Discriminatory abuse
- Organisational abuse
- Neglect
- Acts of Omission.

Further detail can be found in Appendix 3.

If any member of staff, trustee or volunteer suspects or knows of abuse of any young person they should report this to the nominated safeguarding lead.

Child Protection Procedure

NEYDL will adhere to the following procedure:

- Ensure there is a both a lead member of staff and deputy lead (trustee) for Safeguarding Children who, along with the charities CEO will have received Level 3 training in Safeguarding Children within the past 3 years. This will also be written into the job description of both the lead member of staff and CEO.
- Ensure every member of staff knows the name of the lead staff member responsible for Safeguarding Children and their role. This will also be displayed on the noticeboard in the office and within the staff members email signature.
- Ensure all staff are appropriately trained to Safeguard Children. Provided by Gateshead Safeguarding Children Partnership (GSCP) <https://www.gateshead.gov.uk/article/6670/Safeguarding-and-Community-Safety-training> within 3 months of joining the charity, all staff, project consultants, volunteers and trustees will be expected to complete the Child Protection Awareness Level 1 course. In addition, all staff, project consultants and volunteers will be expected to complete a further Level 2 training course within 6 months of their start date. The NEYDL administrator will keep a record of dates attended and will ensure that all staff refresh their training every three years.

- Additional in-house Safeguarding training will also be provided to all staff, trustees, project consultants and volunteers on a bi-annual basis by the charities safeguarding team with an expectation of attendance.
- Ensure all staff understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the lead staff member. However, staff should remember that they are not trained to deal with situations of abuse or to decide if abuse has occurred. This is covered as part of the training at Gateshead Council.
- All staff will receive ongoing supervision with their line manager where any safeguarding questions, issues or concerns can be raised. Line managers are responsible for ensuring that their staff are competent to carry out their responsibilities for safeguarding and will expect staff to evidence annual development through completion of LSCB and in-house Safeguarding training.
- Safeguarding will also be covered as a standing item in weekly Team Meetings attended by staff. Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at case conferences. This is covered as part of the training at Gateshead Council.
- Keep written records of concerns about vulnerable adults, even where there is no need to refer the matter immediately. Ensure all records are stored safely on the charities dedicated and cloud-based data management system in keeping with GDPR.
- Develop and then follow procedures where an allegation is made against a member of staff or volunteer. This process can be found in the NEYDL staff handbook.
- Adopt a procedure for dealing with concerns about possible abuse of children.

Awareness of Actual or Likely Occurrence of Abuse

There are several ways in which abuse becomes apparent:

- A child discloses abuse.
- Someone else discloses that a child has told him/her or that he/she strongly believes a child has been or is being abused.
- A child may show signs of physical injury for which there appears to be no satisfactory explanation.
- A child's behaviour may indicate that it is likely that he/she is being abused.
- A member of staff's behaviour or in the way in which he/she relates to a child causes concern.

Issues of Disclosure

Becoming aware of abuse can cause a multitude of emotional reactions, which are personal to everyone. Whatever the reaction and however the abuse has become apparent, actual, or suspected, it must be responded to in the correct manner according to the procedure outlined below. Even if the truth of the disclosure is uncertain an appropriate response must be made. A response in accordance with the procedure outlined here will be supported by the Safeguarding Lead and NEYDL.

There are some basic principles in reacting to suspicions, allegations, and/or disclosures.

What to do	What not to do
Stay calm	Don't panic. Don't over-react. It is extremely unlikely that the participant is in immediate danger.
Listen, hear, and believe	Don't probe for more information. Questioning the participant may affect how the participant's disclosure is received at a later date.
Give time to the person to say what they want	Don't make assumptions, don't paraphrase, and don't offer alternative explanations.
Reassure & explain that they have done the right thing in telling. Explain that only those professionals who need to know will be informed	Don't promise confidentiality to keep secrets or that everything will be OK (it might not).
Act immediately in accordance with the procedure in this policy	Don't try to deal with it yourself.
Record in writing as near as verbatim as possible what was said as soon as possible	Don't make negative comments about the alleged abuser.
Report to the lead member of staff and record your report	Don't 'gossip' with colleagues about what has been said to you. Don't make a child repeat a story unnecessarily.

It is the duty of anyone who works with children to report disclosure of abuse.

It is not for staff to decide whether a suspicion or allegation is true. All suspicions or allegations must be taken seriously and dealt with according to this procedure.

Recording Suspected or Actual Incidents

No matter what happens to a suspicion, allegation, or actual incident of abuse, (that is whether it is processed through a statutory agency or not), all details must be recorded.

Important information to record includes:

- The date and time of disclosure, suspicion, allegation, or actual abuse incident.
- Details given to the person reporting about the above, e.g., date & time of when things occurred.
- An indication of the parties involved.
- Details of what action has been taken.
- Details of reporting on, e.g., who to (statutory agency) and when.
- Details of consent from the people involved in the report.

If for any reason it is decided not to consult with a relevant statutory agency, a full explanation of why must be documented by the Safeguarding Lead at NEYDL.

Recording should be factual, with no reference made to personal subjective opinions.

Records should be kept completely confidential and secure on the charities secure and cloud-based data management system and only shared with those who need to know about the suspicion, allegation, or actual incident of abuse.

Reporting Process

Staff made aware of suspicions, allegations or actual abuse are responsible to take the appropriate action according to the following procedure:

- The primary responsibility of the person who first suspects or who is told of abuse is to report it and to ensure that their concern is taken seriously whilst adhering to the do's and don'ts above.
- If the child involved in the report is at risk of immediate danger the person reporting should call the police on 999 immediately.
- The incident should be reported immediately to the Safeguarding Lead who is then responsible for dealing with allegations or suspicions of abuse.
- The Safeguarding Lead will consider the report and will decide about whether to make a referral, on a case-by-case basis.
- If a decision is made to refer on, the Safeguarding Lead will work together with the person who reported the abuse to write up a referral form to the Local Authority.
- Where possible, the person who reported the abuse and the Safeguarding Lead will speak to those involved in the disclosure to seek consent to send it on to the Local Authority.
- The Safeguarding Lead will keep a copy of the report and a copy of the acknowledgment email from the Local Authority.

Staff should never try to deal with a suspicion, allegation, or actual incident of abuse by themselves.

A timeline for the reporting process can be found in Appendix 3.

Reporting Suspected, Alleged, or Actual Incidents of Abuse

It may sometimes be difficult to accept that something that has been disclosed in confidence by a child or anyone else should be passed on to a colleague, but the welfare of a child must be paramount and therefore staff have a duty to report suspicions, allegations, or actual incidents to the Safeguarding Lead.

Information should also be reported if staff have concerns that a child may be suffering harm or at risk of abuse, even they are unsure about their suspicions.

Once this initial report has been made, the child protection lead will consult with the relevant statutory agencies and contact details can be found on page 3.

The following information may be required:

- Staff name, address, telephone number, position/role within NEYDL.

- As many details about the child as possible, e.g., name, date of birth, address, home telephone number, school, other children, or siblings who may be affected.
- What the reasons are for telephoning, e.g., the suspicions, allegations, what has been said, giving details of times and dates and the child's emotional state, or what the child has said in response to the suspicions/concerns. Make a clear distinction between what is fact, opinion, or hearsay.
- What has been done so far.
- Where possible referral to the police or social services should be confirmed in writing within 24 hours and the name of the contact who took the referral should be recorded on Views.
- The relevant statutory agency will then give instructions as to what to do next and take responsibility for further action.

Statutory Child Protection Procedures

What happens next is entirely up to the relevant statutory agency, usually Social Services. Enough information passed onto the agency may lead to the suspicion, allegation, or actual incident, being dealt with quickly with few complications, or it may lead thorough checks with several other organisations and possibly a child protection conference.

A child protection conference involves as many people as possible, including the parents/carers and sometimes the child, who discuss the issues that have been raised in the suspicions, allegations, or actual abuse that has been reported and investigated. Decisions about what will happen next are made at the conference.

Quite often, the person who has made the initial report may not be contacted again unless further information is required, and it is not usual practice for the relevant statutory agency to feedback developments. However, if you feel that not enough action has been taken, and the child is still at risk, concerns should be reported again, or the NSPCC Child Protection Helpline can be contacted for further advice.

Support for Staff

- In relation to Safeguarding, all staff will be supported by the following measures:
- Mandatory induction to include familiarisation with Safeguarding responsibilities and procedures, as well as undertaking training with the Local Authority.
- Regular supervision with their line manager to include regular reviews of their practice to ensure that they improve over time.
- Access to additional supervision with their line manager and/or external clinical supervision. This should be requested directly with the relevant line manager.
- Safeguarding will be discussed as a standing item in weekly Team Meetings.

Allegations Against Staff

All staff are required to report any concerns they have about the conduct of staff members working with adults in need of care and support.

Reports should be made initially to the charities Safeguarding Lead and CEO. If the allegation is made against one of these parties, then the matter will be referred to the charities Deputy Safeguarding Lead or if unavailable the Chair of Trustees.

Staff will be suspended from NEYDL while an investigation takes place. The investigation will follow the grievance procedure which can be found in the staff handbook.

Digital and Online Safeguarding

A companion policy entitled 'Online Safety and Social Media' sets out how NEYDL uses the internet and social media (including its DigiDAD platform and peer supported Console Gaming activities) and the procedures for doing so. It also outlines our expectations of how staff, young people and external visitors behave online.

Covid-19

As a result of the Covid-19 pandemic, disadvantaged families are facing the following additional pressures:

- Families in poverty have increased pressure due to unemployment, furlough, and loss of access to services that would normally have supported their wellbeing.
- Social distancing/lockdown, isolation/loneliness and/or families being forced together for prolonged periods of time may significantly increase the risk of harm to a child or children.
- Lack of space, privacy and unsuitable housing increases stress and leads to frustration.
- Lack of social networks and home schooling are denying opportunities for children and vulnerable adults to disclose harm and abuse.

NEYDL should be mindful of this and find strategies to aid contact with service beneficiaries, their children, and families.

Use of Photographic or Filming Equipment

It is common for photographic or filming equipment to be used within groups and on other activities that take place as part of the programme at NEYDL

Written consent to take and use images of children must be obtained prior to the taking of photographs and/or video footage. Parents should be made aware of when, where, and how the images may be used to give their informed consent. This includes comprehensive information regarding use of images e.g., in print, multi-media, broadcast; for what purpose e.g., promotion, publicity, evaluation, audit, review; and where possible an indication of who the audience will be e.g., the public, the participating children and their families, other organisations and institutes.

NEYDL staff should never use their personal equipment to take photographs or film any activity.

The NEYDL administrator will keep a spreadsheet detailing consent received for any children participating in NEYDL groups. It is the responsibility of the staff lead in each group to ensure that pictures are only taken of participants who have given consent.

Female Genital Mutilation (FGM)

The Home Office introduced mandatory legislation on the reporting of FGM on 31st October 2015. Any disclosure of or suspected FGM must be reported to the police if the disclosure is given by a woman under 18, regardless of how long ago it happened.

Learning and Improvement

Professionals and organisations protecting children need to reflect on the quality of their services and learn from their own practice and that of others.

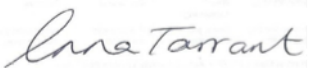
Young men are encouraged to complete end of session, term and year end evaluations which help us to listen to the needs and experiences of the people who access our services.

The Safeguarding Lead will contact the Local Safeguarding Children's Board (LSCB) to ensure that they share their learning framework with NEYDL.

The LSCB publish an annual report on the effectiveness of child safeguarding in the local area. The Safeguarding lead should ensure that this is shared with other staff at NEYDL.

The Safeguarding and Deputy Safeguarding Lead will also ensure that all staff at NEYDL are kept up to date on good practice and changes in policy by sharing relevant documents, news, or research.

Appendix 1 - Table of Versions

Date	Version	Narrative	Signed
2.8.17	1	Draft document first presented to the board of trustees	S Bramwell (Chair) 
7.3.18	1.1	Final version formally approved by the board of trustees	S Bramwell (Chair) 
7.3.18	N/a	Policy review date agreed by the board of trustees as 7.3.19	S Bramwell (Chair) 
9.12.19	2	Approved by the board of trustees	S Bramwell (Chair) 
16.3.21	3	Approved by the board of trustees	S Bramwell (Chair) 
24.5.22	4.0	Version 4.0 approved by the board of trustees	S Bramwell (Chair) 
27.6.23	5.0	Version 5.0 approved by the board of trustees	S Bramwell (Chair) 
2.9.24	6.0	Version 6.0 approved by the board of trustees	A Tarrant (Chair) 

Appendix 2 - Types and Patterns of Abuse and Neglect

14.16 This section considers the different types and patterns of abuse and neglect and the different circumstances in which they may take place. This is not intended to be an exhaustive list but an illustrative guide as to the sort of behaviour which could give rise to a safeguarding concern. This chapter also contains several illustrative case studies showing the action that was taken to help the adult stay or become safe.

14.17 Local authorities should not limit their view of what constitutes abuse or neglect, as they can take many forms and the circumstances of the individual case should always be considered; although the criteria at paragraph 14.2 will need to be met before the issue is considered as a safeguarding concern. Exploitation is a common theme in the following list of the types of abuse and neglect.

Physical abuse including:

- assault
- hitting
- slapping
- pushing
- misuse of medication
- restraint
- inappropriate physical sanctions
- Female Genital Mutilation

Domestic violence including:

- psychological
- physical
- sexual
- financial
- emotional abuse
- so called 'honour' based violence

Sexual abuse including:

- rape
- indecent exposure
- sexual harassment
- inappropriate looking or touching
- sexual teasing or innuendo
- sexual photography
- subjection to pornography or witnessing sexual acts
- indecent exposure
- sexual assault
- sexual acts to which the adult has not consented or felt pressured
- Female Genital Mutilation

Psychological abuse including:

- emotional abuse

- threats of harm or abandonment
- deprivation of contact
- humiliation
- blaming
- controlling
- intimidation
- coercion
- harassment
- verbal abuse
- cyber bullying
- isolation
- unreasonable and unjustified withdrawal of services or supportive networks

Financial or material abuse including:

- theft
- fraud
- internet scamming
- coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance, or financial transactions
- the misuse or misappropriation of property, possessions, or benefits

Modern slavery encompasses:

- slavery
- human trafficking
- forced labour and domestic servitude.
- traffickers and slave masters using whatever means they have at their disposal to coerce, deceive, and force individuals into a life of abuse, servitude, and inhumane treatment

Read Modern slavery: How the UK is leading the fight for further information.

Organisational abuse

Including neglect and poor care practice within an institution or specific care setting such as a hospital or care home, for example, or in relation to care provided in one's own home. This may range from one off incidents to on-going ill-treatment. It can be through neglect or poor professional practice because of the structure, policies, processes, and practices within an organisation.

Neglect and acts of omission including:

- ignoring medical
- emotional or physical care needs
- failure to provide access to appropriate health, care, and support or educational services
- the withholding of the necessities of life, such as medication, adequate nutrition, and heating

Self-neglect

This covers a wide range of behaviour neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding. It should be noted that self-neglect may not prompt a section 42 enquiry. An assessment should be made on a case-by-case basis. A decision on whether a response is required under safeguarding will

depend on the adult's ability to protect themselves by controlling their own behaviour. There may come a point when they are no longer able to do this, without external support.

Radicalisation and extremism

Radicalisation is the process by which an individual or group comes to adopt increasingly extreme political, social, or religious ideals and aspirations that reject or undermine the status quo, including ideas and expressions of freedom of choice. Radicalisation of a child or young person is a form of abuse.

Factors which may contribute to vulnerability include:

- Experience of poverty, disadvantage, or social exclusion
- Extremist influences
- Traumatic event(s) experienced personally or globally
- Recent political or religious conversion
- Possession of literature related to extreme views
- Underachievement
- Rejection by peers, family, faith, or social group
- Identity confusion
- Change in behaviour or appearance because of new influences
- Conflict with family over religious beliefs or extreme political views
- Victim or witness to race or religious hate crime
- Peer pressure associated with extremism

In response, the Counter Terrorism & Security Act 2015 contains a duty to stop people becoming terrorists or supporting violent extremism, known as PREVENT. Further guidance can be found via the following link:

https://www.gscb.org.uk/media/1170/3799_revised_prevent_duty_guidance_england_wales_v2-interactive-65221.pdf

County Lines

A term used to describe criminal networks from large urban areas that travel to smaller locations including county or coastal towns to sell class A drugs. Gangs typically recruit and exploit children, young people, and vulnerable adults to various roles within the drug supply chain, using coercion, intimidation, violence (including sexual violence) and weapons. Specific Home Office guidance for safeguarding staff can be found via the following link: [https://www.gov.uk/government/publications/criminal-exploitation-of-children-and-vulnerable-adults-county-lines?](https://www.gov.uk/government/publications/criminal-exploitation-of-children-and-vulnerable-adults-county-lines?utm_source=Safeguarding%20Hub&utm_medium=Safeguarding%20Hub&utm_campaign=County%20Lines&utm_term=County%20Lines%20frontline%20guidance&utm_content=County%20Lines%20frontline%20guidance)

[utm_source=Safeguarding%20Hub&utm_medium=Safeguarding%20Hub&utm_campaign=County%20Lines&utm_term=County%20Lines%20frontline%20guidance&utm_content=County%20Lines%20frontline%20guidance](https://www.gov.uk/government/publications/criminal-exploitation-of-children-and-vulnerable-adults-county-lines?utm_source=Safeguarding%20Hub&utm_medium=Safeguarding%20Hub&utm_campaign=County%20Lines&utm_term=County%20Lines%20frontline%20guidance&utm_content=County%20Lines%20frontline%20guidance)

Discriminatory abuse including forms of:

- harassment
- slurs or similar treatment:
- because of race
- gender and gender identity
- age
- disability
- sexual orientation
- religion

Read Discrimination: your rights for further information.

Appendix 3 - Timeline for Reporting

What	Who	Time Frame
Report concerns, suspicion, or occurrence of abuse to the child protection lead	Staff member who received disclosure	immediately
Call the police if the child is at risk of immediate danger	Staff member who received disclosure	immediately
Child protection lead considers the report and informs the CEO	Child protection lead and CEO	within 24 hours
Write a referral to the Local Authority Safeguarding team	Staff member who received disclosure and child protection lead	immediately
Inform/ask for consent to make the referral	Staff member who received disclosure and child protection lead	if it cannot be done immediately must be completed within 24 hours
Send report to Local Authority	child protection lead	if it cannot be done immediately must be completed within 24 hours