



Educate-2-Aspire

SAFEGUARDING POLICY **August 2023**

**** Policies are updated as and when needed, E2A reserves the rights to update and make change all policies and procedures without notice. This is to best preserve the operation of the Business. ****

Table of Contents

Areas of Safeguarding	2
Part 1 – High risk and emerging safeguarding issues	3
Contextual Safeguarding	3
Preventing Radicalisation and Extremism	3
Gender based violence / Violence against women and girls	4
Female Genital Mutilation (FGM)	4
Forced Marriage	4
Honour-Based Abuse	5
Teenage Relationship Abuse	6
Sexual Violence and Sexual Harassment Between CYP	6
Upskirting	7
The Trigger Trio	7
Domestic Abuse	7
Parental mental health	8
Parental Substance misuse	9
Young Carers	10
Missing, Exploited and Trafficked CYP	10
CYP Missing from Education	10
CYP Missing from Home or Care	11
Child Sexual Exploitation (CSE).....	12
CYP Criminal Exploitation (including county lines)	13
Serious Violence	14
Trafficked Children and modern slavery	14
Child abduction.....	15
Returning home from care.....	16
Technologies	16
Online Safety and Social Media	16
Cyberbullying.....	17
Sexting	17
On-line sexual abuse	18
Gaming	18
Online reputation	18
Grooming.....	18
Part 2 – Safeguarding issues relating to individual CYP needs	19
Homelessness	19
CYP and the Court System	19
CYP with family members in prison	19
CYP with medical conditions (in Organisation).....	20
CYP with medical conditions (out of Organisation)	20
Special educational needs and disabilities	20
Mental Health.....	21
Part 3 – Other safeguarding issues that may potentially have an impact on pupils.....	21
Bullying	21
Prejudice-based abuse	21
Drugs and substance misuse	22
Faith Abuse	22
Gangs and Youth Violence	23
Private fostering	23

Part 4 –Safeguarding processes	23
Safer Recruitment.....	23
Staff Induction	23
Health and Safety.....	24
Site Security	24
Off site visits.....	24
First Aid	24
Physical Intervention (use of reasonable force)	24
Taking and the use and storage of images	24
Disqualification under the childcare act.....	25

Policy Statement

Safeguarding determines the actions that we take to keep children and young people (CYP) safe and protect them from harm in all aspects of their school life. As a school we are committed to safeguarding and promoting the welfare of all the CYP who attend our setting.

The actions that we take to prevent harm; to promote wellbeing; to create safe environments; to educate on rights, respect and responsibilities; to respond to specific issues and vulnerabilities all form part of the safeguarding responsibilities of the Organisation. As such, this overarching policy will link to other policies which will provide more information and greater detail.

Aims

- To provide staff and volunteers with the framework to promote and safeguard the wellbeing of children and young people and in so doing ensure they meet their statutory responsibilities.
- To ensure consistent good practice across the Organisation
- To demonstrate our commitment to protecting children and young people.

Principles and Values

Safeguarding and promoting the welfare of CYP is everyone's responsibility. Everyone who comes into contact with CYP and their families has a role to play. In order to fulfil this responsibility effectively, all staff should make sure their approach is CYP-centred. This means that they should consider, at all times, what is in the best interests of the CYP.

Safeguarding measures are put in place to minimise harm to CYP. There may be occasions where gaps or deficiencies in our policies and processes will be highlighted. In these situations, a review will be carried out in order to identify learning and inform the policy, practice and culture of the Organisation.

All CYP in our Organisation can talk to any member of staff about situations, or to share concerns, which are causing them worries. The staff will listen to the CYP, take their worries seriously and share the information with the safeguarding lead.

As an Organisation, we review this policy at least annually in line with DfE, HSCP, HCC and any other relevant guidance.

Areas of Safeguarding

Keeping Children Safe in Education (2022) and the Ofsted inspection guidance (2021), have highlighted and separated a number of safeguarding areas: - Emerging or high-risk issues (part 1); Those related to the pupils as an individual (part 2); other safeguarding issues affecting pupils (part 3); and those related to the running of the Organisation (part 4).

Definitions

Within this document:

‘Safeguarding’ is defined in the Children Act 2004 as protecting from maltreatment; preventing impairment of health and development; ensuring that children grow up with the provision of safe and effective care; and work in a way that gives the best life chances and transition to adult hood. Our safeguarding practice applies to every child.

The term Staff applies to all those working for or on behalf of the Organisation, full time or part time, in either a paid or voluntary capacity. This also includes parent volunteers and Governors.

CYP refers to all children and young people who have not yet reached their 18th birthday.

Parent refers to birth parents and other adults in a parenting role for example adoptive parents, guardians, stepparents and foster carers.

Key personnel

The designated safeguarding lead for the Organisation is:

- Managing Director: Designated Safeguarding Lead DSL

The deputy designated safeguarding lead: Deputy Safeguarding Person

Part 1 – High risk and emerging safeguarding issues

Contextual Safeguarding

All staff should be aware that safeguarding incidents and/or behaviours can be associated with factors outside the Organisation and/or can occur between CYP outside of our Organisation. All staff, but especially the designated and deputy/deputies safeguarding leads should consider whether CYP are at risk of abuse or exploitation in situations outside their families.

Risk and harm outside of the family can take a variety of different forms and children can be vulnerable to sexual exploitation, criminal exploitation, and serious youth violence in addition to other risks.

As an Organisation, we will consider the various factors that can impact the life of any CYP about whom we have concerns. We will consider the level of influence that these factors have on their ability to be protected and remain free from harm, particularly around child exploitation or criminal activity.

What life is like for a CYP outside the Organisation, within the home, within the family and within the community are key considerations when the DSL is looking at any concerns.

Preventing Radicalisation and Extremism

The Prevent Duty requires that all staff are aware of the signs that a child may be vulnerable to radicalisation. The risks include, but are not limited to, political, environmental, animal rights, or faith-based extremism that may lead to a child becoming radicalised. All staff have received awareness training in order that they can identify the signs of children being radicalised.

There is no single way of identifying whether a child is likely to be susceptible to an extremist ideology. Background factors combined with specific influences such as family and friends may contribute to a child's vulnerability. Similarly, radicalisation and the grooming of children can occur through many different methods, such as social media or the internet, and at different settings.

Any child who is considered vulnerable to radicalisation will be referred by the DSL to the relevant local children's social care, where the concerns will be considered in the local process. If the police Prevent Officer considers the information to be indicating a level of risk a "channel panel" will be convened and the Organisation will attend and support this process.

To access Hampshire's Prevent National Referral Form click below & scroll down to 'no Immediate threat':
<https://www.hants.gov.uk/community/prevent>

Gender based violence / Violence against women and girls

<https://www.gov.uk/government/policies/violence-against-women-and-girls>

The government has a strategy looking at specific issues faced by women and girls. Within the context of this safeguarding policy the following sections are how we respond to violence against girls: female genital mutilation, forced marriage, honour-based violence and teenage relationship abuse all fall under this strategy

Female Genital Mutilation (FGM)

FGM comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs for non-medical reasons. It has no health benefits and harms girls and women in many ways. It involves removing and damaging healthy and normal female genital tissue, and hence interferes with the natural function of girls' and women's bodies.

The age at which girls undergo FGM varies enormously according to the community. The procedure may be carried out when the girl is newborn, during childhood or adolescence, just before marriage or during the first pregnancy. However, the majority of cases of FGM are thought to take place between the ages of 5 and 8 and therefore girls within that age bracket are at a higher risk.

FGM is illegal in the UK.

On the 31 October 2015, it became mandatory for teachers to report known cases of FGM to the police. 'Known' cases are those where either a girl informs the person that an act of FGM – however described – has been carried out on her, or where the person observes physical signs on a girl appearing to show that an act of FGM has been carried out and the person has no reason to believe that the act was, or was part of, a surgical operation within section 1(2)(a) or (b) of the FGM Act. In these situations, the DSL will be informed and the member of staff must call the police to report suspicion that FGM has happened. At no time will staff examine CYP to confirm concerns

For cases where it is believed that a girl may be vulnerable to FGM or there is a concern that she may be about to be genitally mutilated, the staff will inform the DSL who will report it as with any other child protection concern.

While FGM has a specific definition, there are other abusive cultural practices which can be considered harmful to women and girls. Breast ironing is one of five UN defined 'forgotten crimes against women'. It is a practice whereby the breasts of girls typically aged 8-16 are pounded using tools such as spatulas, grinding stones, hot stones, and hammers to delay the appearance of puberty. This practice is considered to be abusive and should be referred to children's social care.

Forced Marriage

In the case of children: 'a forced marriage is a marriage in which one or both spouses cannot consent to the marriage and duress is involved. Duress can include physical, psychological, financial, sexual and emotional pressure.' In developing countries 11% of girls are married before the age of 15. One in 3 victims of forced marriage in the U.K. is under 18.

It is important that all members of staff recognise the presenting symptoms, how to respond if there are concerns and where to turn for advice.

Advice and help can be obtained nationally through the Forced Marriage Unit and locally through the local police safeguarding team or children's social care. Policies and practices in this Organisation reflect the fact that while all members of staff, have important responsibilities with regard to CYP who may be at risk of forced marriage, staff should not undertake roles in this regard that are most appropriately discharged by other children's services professionals such as police officers or social workers.

Characteristics that may indicate forced marriage

While individual cases of forced marriage, and attempted forced marriage, are often very particular, they are likely to share a number of common and important characteristics, including:

- an extended absence from school, including truancy;
- a drop in performance or sudden signs of low motivation;
- excessive parental restriction and control of movements;
- a history of siblings leaving education to marry early;
- poor performance, parental control of income and students being allowed only limited career choices;
- evidence of self-harm, treatment for depression, attempted suicide, social isolation, eating disorders or substance abuse; and/or
- evidence of family disputes/conflict, domestic violence/abuse or running away from home.
- On their own, these characteristics may not indicate forced marriage.

However, it is important to be satisfied that where these behaviours occur, they are not linked to forced marriage. It is also important to avoid making assumptions about an individual pupil's circumstances or act on the basis of stereotyping. For example, an extended holiday may be taken for entirely legitimate reasons and may not necessarily represent a pretext for forced marriage.

Honour-Based Abuse

So-called 'honour'-based abuse (HBA) encompasses incidents or crimes which have been committed to protect or defend the honour of the family and/or the community, including female genital mutilation (FGM), forced marriage, and practices such as breast ironing. Abuse committed in the context of preserving 'honour' often involves a wider network of family or community pressure and can include multiple perpetrators. It is important to be aware of this dynamic and additional risk factors when deciding what form of safeguarding action to take.

It is often linked to family or community members who believe someone has brought shame to their family or community by doing something that is not in keeping with their unwritten rule of conduct. For example, honour-based abuse might be committed against people who:

- become involved with a boyfriend or girlfriend from a different culture or religion
- want to get out of an arranged marriage
- want to get out of a forced marriage
- wear clothes or take part in activities that might not be considered traditional within a particular culture
- convert to a different faith from the family
- are exploring their sexuality or identity.
-

Women and girls are the most common victims of honour-based abuse however, it can also affect men and boys. Crimes of 'honour' do not always include violence. Crimes committed in the name of 'honour' might include:

- domestic abuse
- threats of violence
- sexual or psychological abuse
- forced marriage
- being held against your will or taken somewhere you don't want to go
- assault

All forms of honour-based abuse are abusive (regardless of the motivation) and should be handled and escalated as such. If staff believe that a CYP is at risk or has already suffered from honour-based abuse, they will report to the DSL who will follow the usual safeguarding referral process; however, if it is clear that a crime has been committed or the CYP is at immediate risk, the police will be contacted in the first instance. It is important that, if honour-based abuse is known or suspected, communities and family members are NOT spoken to prior to referral to the police or social care as this could increase risk to the child.

Teenage Relationship Abuse

Relationship abuse can take place at any age and describes unacceptable behaviour between two people who are in a relationship.

Research has shown that teenagers do not always understand what may constitute abusive and controlling behaviours, e.g., checking someone's 'phone, telling them what to wear, who they can/can't see or speak to or coercing them to engage in activities they are not comfortable with. The government campaign "disrespect nobody" provides other examples of abusive behaviour within a relationship.

This lack of understanding can lead to these abusive behaviours feeling 'normal' and therefore left unchallenged, as they are not recognised as being abusive.

If the Organisation has concerns about a child in respect of relationship abuse, it will report those concerns in line with procedures to the appropriate authorities as a safeguarding concern, a crime or both.

Sexual Violence and Sexual Harassment Between Children

Sexual violence and sexual harassment (SVSH) can occur between two children of any age and sex from primary to secondary stage and into colleges. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.

Within our Organisation all staff receive training about sexual violence and sexual harassment and what to do if they have a concern or receive a report. Whilst any report of sexual violence or sexual harassment should be taken seriously, staff are aware it is more likely that girls will be the victims of sexual violence and sexual harassment and more likely it will be perpetrated by boys. This pattern of prevalence will not, however, be an obstacle to ALL concerns being treated seriously.

This Organisation has a zero-tolerance approach to SVSH. We are clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up. It cannot be described as 'banter', 'having a laugh' or 'boys being boys'.

We will also take seriously any sharing of sexual images (photos, pictures or drawings) and videos; sexual jokes, comments or taunting either in person or on social media; or on-line sexual harassment.

The child protection policy has a clear procedure dealing with SVSH. We will follow the "Sexual violence and Sexual Harassment between children in Organisations and colleges" advice provided by the DfE.

We will challenge all contact behaviours that have a sexual nature to them such as pushing or rubbing against, grabbing bottoms, breasts or genitals, pinching or flicking bras, lifting skirts or pulling down trousers and impose appropriate levels of disciplinary action, to be clear that these behaviours are not tolerated or acceptable. Support will be provided to victims of sexual violence and sexual harassment, and we will ensure that they are kept safe.

It is clear from the 2021 Ofsted review into SVSH in Organisations and colleges that the prevalence of abusive and unwanted behaviour is widespread. As such staff in the Organisation will remain vigilant and intervene early to prevent low level behaviours from becoming abusive experiences.

All staff will maintain the attitude that "It could happen here"

Upskirting

In 2019 the Voyeurism Offences Act came into force and made the practice of upskirting illegal.

Upskirting is defined as someone taking a picture under another person's clothing without their knowledge, with the intention of viewing their genitals or buttocks, with or without underwear. The intent of upskirting is to gain sexual gratification or to cause the victim humiliation, distress or alarm. It is a criminal offence. Anyone of any gender, can be a victim.

If staff become aware that upskirting has occurred, this will be treated as a sexual offence and reported accordingly to the DSL and onwards to the police.

Behaviours that would be considered as sexual harassment which may be pre-cursors to upskirting, such as the use of reflective surfaces or mirrors to view underwear or genitals, will not be tolerated and the Organisation will respond to these appropriately.

CYP who place themselves in positions that could allow them to view underwear, genitals or buttocks, will be moved on. These locations could include stairwells, under upper floor walkways, outside changing areas and toilets or sitting on the floor or laying down in corridors.

If technology that is designed for covert placement and could be used to take upskirting or indecent images is discovered in the Organisation, it will be confiscated. If the technology is in location and potentially may have captured images, this will be reported to the police and left in situ so that appropriate forensic measures may be taken to gather evidence.

Any confiscated technology will be passed to the DSL to make a decision about what happens to the items. This will be carried out under the principles set out in the government guidance on [searching, screening and confiscation](#).

If the image is taken on a mobile phone, the phone will be confiscated under the same principles. This may need to be passed to the police for them to investigate, if there is evidence that a crime has been committed.

The Trigger Trio

The term 'Trigger Trio' has replaced the previous phrase 'Toxic Trio' which was used to describe the issues of domestic violence, mental ill-health and substance misuse which have been identified as common features of families where harm to adults and children has occurred.

The Trigger Trio are viewed as indicators of increased risk of harm to children and young people. In an analysis of Serious Cases Reviews undertaken by Ofsted in 2011, they found that in nearly 75% of these cases two or more of the triggers were present.

These factors will have a contextual impact on the safeguarding of children and young people.

Domestic Abuse

The Domestic Abuse Act 2021 received Royal Assent on 29 April 2021. The Act introduces the first ever statutory definition of domestic abuse and recognises the impact of domestic abuse on children, as victims in their own right, if they see, hear or experience the effects of abuse. The statutory definition of domestic abuse, based on the previous cross-government definition, ensures that different types of relationships are captured, including ex-partners and family members. The definition captures a range of different abusive behaviours, including physical, emotional and economic abuse and coercive and controlling behaviour. Both the person who is carrying out the behaviour and the person to whom the behaviour is directed towards must be aged 16 or over and they must be "personally connected"

Educate-2-Aspire

Types of domestic abuse include intimate partner violence, abuse by family members, teenage relationship abuse and child/adolescent to parent violence and abuse. Anyone can be a victim of domestic abuse, regardless of sexual identity, age, ethnicity, socioeconomic status, sexuality or background and domestic abuse can take place inside or outside of the home. The government will issue statutory guidance to provide further information for those working with domestic abuse victims and perpetrators, including the impact on children.

All CYP can witness and be adversely affected by domestic abuse in the context of their home life where domestic abuse occurs between family members. Experiencing domestic abuse and/or violence can have a serious, long lasting emotional and psychological impact on children. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result.

Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour. Coercive behaviour is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.

Indicators that a CYP is living within a relationship with domestic abuse may include:

- being withdrawn
- suddenly behaving differently
- anxiety
- being clingy
- depression
- aggression
- problems sleeping
- eating disorders
- bed wetting
- soiling clothes
- excessive risk taking
- missing from Organisation
- changes in eating habits
- obsessive behaviour
- experiencing nightmares
- taking drugs
- use of alcohol
- self-harm
- thoughts about suicide

These behaviours themselves do not indicate that a child is living with domestic abuse but should be considered as indicators that this may be the case.

If staff believe that a child is living with domestic abuse, this will be reported to the DSL for referral, to be considered by children's social care.

Parental mental health

The term 'mental ill health' is used to cover a wide range of conditions, from eating disorders, mild depression and anxiety to psychotic illnesses such as schizophrenia or bipolar disorder. Parental mental illness does not necessarily have an adverse impact on a child's developmental needs, but it is essential to always assess its implications for each child in the family. It is essential that the diagnosis of a parent's/carer's mental health is not seen as defining the level of risk. Similarly, the absence of a diagnosis does not equate to there being little or no risk.

For children, the impact of poor parental mental health can include:

- The parent's/carer's needs or illnesses taking precedence over the child's needs
- The child's physical and emotional needs being neglected
- The child acting as a young carer for a parent or a sibling
- The child having restricted social and recreational activities
- The child finding it difficult to concentrate, potentially having an impact on educational achievement
- The child missing Organisation regularly as (s)he is being kept home as a companion for a parent/carer
- The child adopting paranoid or suspicious behaviour as they believe their parent's delusions
- Witnessing self-harming behaviour and suicide attempts (including attempts that involve the child)
- Obsessional compulsive behaviours involving the child.

If staff become aware of any of the above indicators, or others that suggest a child is suffering due to parental mental health, the information will be shared with the DSL to consider a referral to children's social care.

Parental Substance misuse

Substance misuse applies to the misuse of alcohol as well as 'problem drug use', defined by the Advisory Council on the Misuse of Drugs as drug use which has: 'serious negative consequences of a physical, psychological, social and interpersonal, financial or legal nature for users and those around them.

Parental substance misuse of drugs or alcohol becomes relevant to child protection when substance misuse and personal circumstances indicate that their parenting capacity is likely to be seriously impaired or that undue caring responsibilities are likely to be falling on a child in the family.

For children, the impact of parental substance misuse can include:

- Inadequate food, heat and clothing for children (family finances used to fund adult's dependency)
- Lack of engagement or interest from parents in their development, education or wellbeing
- Behavioural difficulties- inappropriate display of sexual and/or aggressive behaviour
- Bullying (including due to poor physical appearance)
- Isolation – finding it hard to socialise, make friends or invite them home
- Tiredness or lack of concentration
- CYP talking of or bringing into Organisation drugs or related paraphernalia
- Injuries /accidents (due to inadequate adult supervision)
- Taking on a caring role
- Continued poor academic performance
- Poor attendance or late arrival

These behaviours themselves do not indicate that a child's parent is misusing substances but should be considered as indicators that this may be the case.

If staff believe that a child is living with parental substance misuse, this will be reported to the designated safeguarding lead for referral to children's social care to be considered

Young Carers

As many as 1 in 12 CYP provide care for another person. This could be a parent, a relative or a sibling and for different reasons such as disability, chronic illness, mental health needs, or adults who are misusing drugs or alcohol.

Pupils who provide care for another are Young Carers. These young people can miss out on opportunities, and the requirement to provide care can impact on Organisation attendance or punctuality, limit time for homework, leisure activities and social time with friends.

As a Organisation we may refer a young carer to childrens social care for a carers assessment to be carried out. We will consider support that can be offered and make use of the resources and guidance from Save the Children in their young carers work.

Missing, Exploited and Trafficked CYP

CYP Missing from Education

Patterns of CYP missing education can be an indicator of either abuse or safeguarding risks. A relatively short length of time a CYP is missing does not reduce risk of harm to that CYP, and all absence or non-attendance should be considered with other known factors or concerns.

Early intervention is necessary to identify the existence of any underlying safeguarding risk and to help prevent the risks of a CYP going missing in future. Staff should be aware of their Organisation's unauthorised absence procedures.

DSL's and staff should consider:

Missing sessions: Are there patterns in the sessions that are being missed?

- Is the CYP being exploited during this time?
- Are they late because of a caring responsibility?
- Have they been directly or indirectly affected by substance misuse?
- Are other CYP routinely missing the same sessions and does this raise other risks or concerns such as SVSH between pupils, exploitation, gang behaviour or substance misuse?
- Is the session being missed one that would cause bruising or injuries to become visible?

Single missing days: Is there a pattern in the day missed? Is it before or after the weekend suggesting the CYP is away from the area? Are there specific sessions or members of staff on these days? Is the parent/LA/school informing the Organisation of the absence on the day? Are missing days reported back to parents to confirm their awareness?

- Is the CYP being sexually exploited during this day?
- Is the CYP avoiding abusive behaviour from peers or staff on this day?
- Do the parents appear to be aware and are they condoning the behaviour?
- Are the CYP's peers making comments or suggestions as to where the CYP is?
- Can the parent be contacted and made aware?

Continuous missing days: Has the Organisation been able to make contact with the parent(s)/LA/school? Is medical evidence being provided?

- Did we have any concerns about radicalisation, FGM, forced marriage, honour- based violence, sexual exploitation?
- Have we had any concerns about physical or sexual abuse?
- Does the parent have any known medical needs? Is the child safe?
- For those who have been trafficked into the United Kingdom as unaccompanied asylum-seeking CYP, there will be pressure to make contact with their trafficker.

We will inform the client e.g. parent, LA or school of CYP who are absent (unless the client has informed us). If the client is also unaware of the location of the child, and the definition of missing is met, we will either support the client to contact the police to inform them or do so ourselves with urgency.

Child Sexual Exploitation (CSE)

CSE is a form of child sexual abuse. Sexual abuse may involve physical contact, including assault by penetration (for example, rape or oral sex) or nonpenetrative acts such as masturbation, kissing, rubbing, and touching outside clothing. It may include non-contact activities, such as involving CYP in the production of sexual images, forcing CYP to look at sexual images or watch sexual activities, encouraging CYP to behave in sexually inappropriate ways or grooming a CYP in preparation for abuse including via the internet.

CSE can occur over time or be a one-off occurrence, and may happen without the CYP's immediate knowledge e.g., through others sharing videos or images of them on social media.

CSE can affect any CYP, who has been coerced into engaging in sexual activities. This includes 16- and 17-year-olds who can legally consent to have sex. Some CYP may not realise they are being exploited e.g., they believe they are in a genuine romantic relationship. (from KCSiE)

- Exploitation can be isolated (one-on-one) or organised group/criminal activity
- There can be a big age gap between victim and perpetrator, but it can also be CYP on CYP
- Boys can be targeted just as easily as girls – this is not gender specific
- Perpetrators can be women and not just men
- Exploitation can be between males and females or between the same genders

CYP with learning difficulties can be particularly vulnerable to exploitation as can CYP from particular groups, e.g. looked after children, young carers, CYP who have a history of physical, sexual emotional abuse or neglect or mental health problems; CYP who use drugs or alcohol, children who go missing from home or Organisation, CYP involved in crime, CYP with parents/carers who have mental health problems, learning difficulties/other issues, CYP who associate with other CYP involved in exploitation. However, it is important to recognise that any CYP can be targeted

Indicators a child may be at risk of CSE include:

- going missing for periods of time or regularly coming home late;
- regularly missing sessions at the Organisation or education or not taking part in education;
- appearing with unexplained gifts or new possessions;
- associating with other young people involved in exploitation;
- having older boyfriends or girlfriends;
- suffering from sexually transmitted infections or becomes pregnant;
- mood swings or changes in emotional wellbeing;
- drug and alcohol misuse;
- displaying inappropriate sexualised behaviour.

CSE can happen to a CYP of any age, gender, ability or social status. Often the victim of CSE is not aware that they are being exploited and do not see themselves as a victim.

CSE can be a one-off occurrence or a series of incidents over time and range from opportunistic to complex organised abuse. It can involve force and/or enticement-based methods of compliance and may, or may not, be accompanied by violence or threats of violence.

We educate all staff in the signs and indicators of sexual exploitation. CYP who have been exploited will need additional support to help maintain them in education. We use the child exploitation risk assessment form (CERAF) and associated guidance from the relevant Safeguarding Children.

Partnership to identify CYP who are at risk; the DSL will share this information as appropriate with children's social care.

We recognise that we may have information or intelligence that could be used to both protect CYP and prevent risk. Any relevant information that we have will be shared on the community partnership information (CPI) form which can be downloaded from <https://www.safe4me.co.uk/portfolio/sharing-information/>

Child Criminal Exploitation (including county lines)

Child Criminal Exploitation (CCE) is defined as: - *‘where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or young person under the age of 18 into any criminal activity (a) in exchange for something the victim needs or wants, and/or for the financial or other advantage of the perpetrator or facilitator and/or (c) through violence or threat of violence. The victim may have been criminally exploited even if the activity appears consensual. Child Criminal Exploitation does not always involve physical contact, it can occur through the use of technology’*

The exploitation of CYP for crime is not a new phenomenon as evidenced by Fagan’s gang in Charles Dickens book, Oliver Twist. Children under the age of criminal responsibility, or young people who have increased vulnerability due to push: pull factors who are manipulated, coerced or forced into criminal activity provide opportunity for criminals to distance themselves from crime.

It is important to note that the experience of girls who are criminally exploited can be very different to that of boys. The indicators may not be the same, however professionals should be aware that girls are at risk of criminal exploitation too. It is also important to note that both boys and girls being criminally exploited may be at higher risk of sexual exploitation

A current trend in criminal exploitation of CYP is ‘county lines’ which refer to a ‘phone line through which drug deals can be made. An order is placed on the number and typically a CYP will deliver the drugs to the specified address and collect the money for the deal. These lines are owned and managed by organised crime gangs, often from larger cities, who are expanding their markets into rural areas. CYP are often recruited to move drugs and money between locations and are known to be exposed to techniques such as ‘plugging’, where drugs are concealed internally to avoid detection. CYP can easily become trapped by this type of exploitation, as county lines gangs create drug debts and can threaten serious violence and kidnap towards victims (and their families) if they attempt to leave the county lines network.

Indicators that a CYP may be criminally exploited include:

- Increase in **Missing episodes** – particular key as CYP can be missing for days and drug run in other counties
- Having unexplained amounts of money, **new high-cost** items and multiple mobile phones
- Increased social media and phone/text use, almost always secretly
- **Older males** in particular seen to be hanging around and driving
- Having injuries that are unexplained and being unwilling to have them looked at
- Increase in aggression, violence and fighting
- Carrying **weapons** – knives, baseball bats, hammers, acid
- Travel receipts that are unexplained
- **Significant missing** from education and disengaging from previous positive peer groups
- Association with other CYP involved in exploitation
- CYP who misuse drugs and alcohol
- Parent concerns and significant changes in behaviour that affect emotional wellbeing

We will treat any CYP who may be criminally exploited as a victim in the first instance and using the CERAf form and guidance in our referral to children’s social care. If a referral to the police is also required, as crimes have been committed on the Organisation premises, these will also be made. CYP who have been exploited will need additional support to help maintain them in education.

If there is information or intelligence about child criminal exploitation, we will report this to the police via the community partnership information form. <https://www.safe4me.co.uk/portfolio/sharing-information/>

Serious Violence

Serious violence is becoming a factor for those who are involved in criminal exploitation. It can also be an indication of gang involvement and criminal activity.

All staff will be made aware of indicators, which may signal that CYP, or members of their families, are at risk from or involved with serious violent crime.

These indications can include but are not limited to increased absence from sessions at the Organisation; a change in friendships or relationships with older individuals or groups; a significant decline in performance; signs of self-harm; significant change in wellbeing; signs of assault; unexplained injuries; unexplained gifts and/or new possessions; possession of weapons.

Staff should be aware of the range of risk factors which increase the likelihood of involvement in serious violence, such as being male, having been frequently absent or permanently excluded from school, having experienced child maltreatment and having been involved in offending, such as theft or robbery. Advice for staff can be found in the Home Office's [Preventing youth violence and gang involvement](#).

We have a duty to not only prevent the individual from engaging in criminal activity, but also to safeguard others who may be harmed by their actions. We will report concerns of serious violence to police and social care.

If there is information or intelligence about potential serious violence, we will report this to the police via the community partnership information form. <https://www.safe4me.co.uk/portfolio/sharing-information/>

Trafficked Children and modern slavery

Modern slavery encompasses human trafficking and slavery, servitude and forced or compulsory labour. Exploitation can take many forms, including sexual exploitation, forced labour, slavery, servitude, forced criminality and the removal of organs.

Human trafficking is defined by the UNHCR in respect of children as a process that is a combination of:

- Movement (including within the UK)
- Control, through harm / threat of harm or fraud
- For the purpose of exploitation

Any CYP transported for exploitative reasons is considered to be a trafficking victim. There is significant evidence that CYP (both of UK and other citizenship) are being trafficked internally within the UK and this is regarded as a more common form of trafficking in the UK.

There are a number of indicators which suggest that a child may have been trafficked into the UK, and may still be controlled by the traffickers or receiving adults. These are as follows:

- Shows signs of physical or sexual abuse, and/or has contracted a sexually transmitted infection or has an unwanted pregnancy
- Has a history of going missing and unexplained moves
- Is required to earn a minimum amount of money every day
- Works in various locations
- Has limited freedom of movement
- Appears to be missing for periods
- Is known to beg for money
- Is being cared for by adult/s who are not their parents and the quality of the relationship between the child and their adult carers is not good
- Is one among a number of unrelated CYP found at one address
- Has not been registered with or attended a GP practice
- Is excessively afraid of being deported.

For those CYP who are internally trafficked within the UK indicators include:

- Physical symptoms (bruising indicating either physical or sexual assault)
- Prevalence of a sexually transmitted infection or unwanted pregnancy
- Reports from reliable sources suggesting the likelihood of involvement in sexual exploitation/the child has been seen in places known to be used for sexual exploitation
- Evidence of drug, alcohol or substance misuse
- Being in the community in clothing unusual for a CYP i.e. inappropriate for age, or borrowing clothing from older people
- Relationship with a significantly older partner
- Accounts of social activities, expensive clothes, mobile phones or other possessions with no plausible explanation of the source of necessary funding
- Persistently missing, staying out overnight or returning late with no plausible explanation
- Returning after having been missing, looking well cared for despite having not been at home
- Having keys to premises other than those known about
- Low self- image, low self-esteem, self-harming behaviour including cutting, overdosing, eating disorder, promiscuity
- Truancy / disengagement with education
- Entering or leaving vehicles driven by unknown adults
- Going missing and being found in areas where the CYP has no known links; and/or
- Possible inappropriate use of the internet and forming on-line relationships, particularly with adults.

These behaviours themselves do not indicate that a CYP is being trafficked but should be considered as indicators that this may be the case.

When considering modern slavery, there is a perception that this is taking place overseas. The government estimates that tens of thousands of slaves are in the UK today.

CYP being forced to work in restaurants, nail bars, car washes and harvesting fruit, vegetables or other foods may have all been slaves 'hiding in plain sight' within the U.K and rescued from slavery. Other forms of slavery such as sex slaves or household slaves are more hidden but have also been rescued within the UK.

If staff believe that a CYP is being trafficked or is a slave, this will be reported to the designated safeguarding lead for referral to be considered to children's social care.

Child abduction

Child abduction is the unauthorised removal or retention of a minor from a parent or anyone with legal responsibility for the CYP. CYP abduction can be committed by parents or other family members; by people known but not related to the victim (such as neighbours, friends and acquaintances); and by strangers. Further information is available at: www.actionagainstabduction.org

When we consider who is abducted and who abducts

- Nearly three-quarters of children abducted abroad by a parent are aged between 0 and 6 years-old
- Roughly equal numbers are boys and girls
- Two-thirds of children are from minority ethnic groups.
- 70% of abductors are mothers. The vast majority have primary care or joint primary care for the child abducted.
- Many abductions occur during Organisation holidays when a CYP is not returned following a visit to the parent's home country (so-called 'wrongful retentions')

If we become aware of an abduction, we will follow the HIPS procedure and contact the police and children's social care (if they are not already aware).

If we are made aware of a potential risk of abduction, we will seek advice and support from police and children's social care to confirm that they are aware and seek clarity on what actions we are able to take.

Returning home from care

When CYP are taken into care, consideration may be given in the future to those CYP being returned to the care of their parents, or one of their parents. Other CYP are placed in care on a voluntary basis by the parents and they are able to remove their voluntary consent.

While this is a positive experience for many CYP who have returned to their families, for some there are different challenges and stresses in this process.

As an Organisation, if we are aware of one of our CYP who is looked after is returning to their home, we will consider what support we can offer and ensure as a minimum that the CYP has a person, that they trust, who they can talk to or share their concerns with.

Technologies

Technological hardware and software is developing continuously with an increase in functionality of devices that people use. The majority of CYP use online tools to communicate with others locally, nationally and internationally. Access to the Internet and other tools that technology provides is an invaluable way of finding, sharing and communicating information. While technology itself is not harmful, it can be used by others to make children vulnerable and to abuse them.

The breadth of issues classified within online safety is considerable, but can be categorised into four areas of risk:

- **content:** being exposed to illegal, inappropriate or harmful content, for example: pornography, fake news, racism, misogyny, self-harm, suicide, anti-Semitism, radicalisation and extremism.
- **contact:** being subjected to harmful online interaction with other users; for example: peer to peer pressure, commercial advertising and adults posing as children or young adults with the intention to groom or exploit them for sexual, criminal, financial or other purposes.
- **conduct:** personal online behaviour that increases the likelihood of, or causes, harm; for example, making, sending and receiving explicit images (e.g., consensual and non-consensual sharing of nudes and semi-nudes and/or pornography, sharing other explicit images and online bullying; and
- **commerce:** risks such as online gambling, inappropriate advertising, phishing and or financial scams.

Online Safety and Social Media

With the current speed of on-line change, some parents have only a limited understanding of online risks and issues. Parents may underestimate how often their CYP come across potentially harmful and inappropriate material on the internet and may be unsure about how to respond. Some of the risks could be:

- unwanted contact
- grooming
- online bullying including sexting
- digital footprint
- accessing and generating inappropriate content

In recognition of this, the Organisation will provide training to CYP and parent, as and when a need is recognised and however, appropriate for the CYP/Parent.

Cyberbullying

Central to the Organisation's Tackling Bullying policy is the principle that 'bullying is always unacceptable' and that 'all CYP have a right not to be bullied'.

The Organisation also recognises that it must take note of bullying perpetrated outside Organisation which has an impact within the Organisation; therefore, once aware we will respond to any cyber- bullying carried out by CYP when they are away from the centre.

Cyber-bullying is defined as 'an aggressive, intentional act carried out by a group or individual using electronic forms of contact *repeatedly over time against a victim who cannot easily defend himself/herself.*'

By cyber-bullying, we mean bullying by electronic media:

- Bullying by texts or messages or calls on mobile 'phones
- The use of mobile 'phone cameras to cause distress, fear or humiliation
- Posting threatening, abusive, defamatory or humiliating material on websites, to include blogs, personal websites, social networking sites
- Using e-mail to message others
- Hijacking/cloning e-mail accounts
- Making threatening, abusive, defamatory or humiliating remarks in on-line forums

Cyber-bullying may be at a level where it is criminal in character. It is unlawful to disseminate defamatory information in any media including internet sites.

Section 127 of the Communications Act 2003 makes it an offence to send, by public means of a public electronic communications network, a message or other matter that is grossly offensive or one of an indecent, obscene or menacing character.

The Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of conduct amounting to harassment.

If we become aware of any incidents of cyberbullying, we will need to consider each case individually as to any criminal act that may have been committed. The Organisation will pass on information to the police if it feels that it is appropriate or is required to do so.

Sexting

'Sexting' often refers to the sharing of naked or 'nude' pictures or video through mobile phones and/or the internet. It also includes underwear shots, sexual poses and explicit text messaging is it sometimes referred to as youth produced sexual imagery.

While sexting often takes place in a consensual relationship between two young people, the use of sexted images in revenge following a relationship breakdown is becoming more commonplace. Sexting can also be used as a form of sexual exploitation and take place between strangers.

As the average age of first smartphone or camera enabled tablet usage for a child is 6 years old, sexting is an issue that requires awareness raising across all ages.

Parents should be aware that they can come to the Organisation for advice.

On-line sexual abuse

As a Organisation we will:

- **Report** to the police, Child Exploitation and Online Protection command (CEOP) or any other relevant body any on-line sexual abuse or harmful content we are made aware of. This could include sending abusive, harassing and misogynistic messages; sharing nude and semi-nude images and videos; and coercing others to make and share sexual imagery. We will seek guidance from the NPCC [‘when to call the police’](#) document and the internet watch foundations [‘report harmful content’](#) website.
- **Educate** to raise awareness of what on-line sexual abuse is, how it can happen, how to limit the impact and what to do if you become aware of it.
- **Support** victims of on-line abuse within the Organisation community.

Gaming

Online gaming is an activity in which the majority of CYP and many adults get involved.

The Organisation will:

- Identify which games are appropriate for the CYP to play when in the centre
- Highlight any concerns with game playing if identified
- If requested support parents in identifying the most effective way to safeguard their CYP by using parental controls and child safety modes

Online reputation

Online reputation is the opinion others get of a person when they encounter them on-line. It is formed by posts, photos that have been uploaded and comments made by others on people’s profiles. It is important that CYP and staff are aware that anything that is posted could influence their future professional reputation. The majority of organisations and work establishments now check digital footprint before considering applications for positions or places on courses.

Grooming

On-line grooming is the process by which one person with an inappropriate sexual interest in CYP will approach a child on-line, with the intention of developing a relationship with that CYP, to be able to meet them in person and intentionally cause harm.

The Organisation will build awareness amongst CYP and where applicable, parents about ensuring that the CYP:

- Only has friends on-line that they know in real life
- Is aware that if they communicate with somebody that they have met on-line, that relationship should stay on-line.

That the Organisation will support parents as applicable to:

- Recognise the signs of grooming
- Have regular conversations with their CYP about on-line activity and how to stay safe on-line The Organisation will raise awareness by:
 - Building it into conversation with CYP

Additionally, to being targeted for sexual motivations, some CYP are also groomed online for exploitation or radicalisation. While the drivers and objectives are different, the actual process is broadly similar to radicalisation, with the exploitation of a person’s vulnerability usually being the critical factor. Those who are targeted are often offered something ideological, such as an eternal spiritual reward, or sometimes something physical, such as an economic incentive, that will make them 'feel better' about themselves or their situation.

Anyone can be at risk. Age, social standing and education do not necessarily matter as much as we previously thought, and we have seen all kinds of people become radicalised, from young men and women with learning difficulties to adults in well-respected professions. What is clear is that the more vulnerable the person, the easier it is to influence their way of thinking.

Signs of grooming can include:

- isolating themselves from family and friends;
- becoming secretive and not wanting to talk or discuss their views;
- closing devices down when others are around;
- refusing to say who they are talking to; using technology such as anonymous browsing to hide their activity; and
- sudden changes in mood, such as becoming angry or disrespectful.

Of course, none of these behaviours necessarily mean someone is being radicalised and, when displayed, could be a symptom of bullying or other emotional issues.

Part 2 – Safeguarding issues relating to individual CYP needs

Homelessness

We recognise that being homeless or being at risk of becoming homeless presents a real risk to a CYP's welfare. The impact of losing a place of safety and security can affect a CYP's behaviour and attachments.

In line with the Homelessness Reduction Act 2017, this Organisation will promote links into the Local Housing Authority for the parent in order to raise/progress concerns at the earliest opportunity.

We recognise that whilst referrals and/or discussion with the Local Housing Authority should be progressed as appropriate, this does not, and should not, replace a referral into children's social care where a CYP has been harmed or is at risk of harm.

CYP and the Court System

We recognise that CYP are sometimes required to give evidence in criminal courts, either for crimes committed against them or for crimes they have witnessed. We know that this can be a stressful experience and therefore the Organisation will aim to support CYP through this process.

Along with pastoral support, the Organisation will use age-appropriate materials published by HM Courts and Tribunals Services (2017) that explain to CYP what it means to be a witness, how to give evidence and the help they can access if instructed.

We recognise that making child arrangements via the family courts following separation can be stressful and entrench conflict in families. This can be stressful for CYP. This Organisation will support CYP going through this process if appropriate.

Alongside pastoral support this Organisation will use online materials published by The Ministry of Justice (2018) which offers CYP information & advice on the dispute resolution service if appropriate.

These materials will also be offered to parents and carers if appropriate.

CYP with family members in prison

CYP who have a family member in prison are at greater risk of poor outcomes including poverty, stigma, isolation and poor mental health.

This Organisation aims to:

- understand and respect the CYP's wishes. We will respect the CYP's wishes about sharing information. If other CYP become aware, the Organisation will be vigilant to potential bullying or harassment
- We will maintain good links with the remaining caregiver, if appropriate in order to foresee and manage any developing problems.
- Be sensitive in sessions- the Organisation will consider the needs of any CYP with an imprisoned parent/caregiver during session planning
- Provide extra support. We recognise that having a parent in prison can attach a real stigma to a CYP, particularly if the crime is known and serious. We will provide support and mentoring to help a CYP work through their feelings on the issue if applicable.

Alongside pastoral care the Organisation will use the resources provided by the National Information Centre on Children of Offender in order to support and mentor CYP in these circumstances.

CYP with medical conditions (in Organisation)

We will make ensure that sufficient staff are trained to support any CYP with a medical condition.

All relevant staff will be made aware of the condition to support the CYP and be aware of medical needs and risks to the CYP.

An individual healthcare plan may be put in place to support the CYP and their medical needs.

Where a CYP has an Education Health and Care Plan (EHCP), this is often central to our session planning but will otherwise be taken into account.

Pupils with medical conditions (out of Organisation)

There will be occasions when CYP are temporarily unable to attend our Organisation because of their medical needs. These CYP are likely to be:

- CYP suffering from long-term illnesses
- CYP with long-term post-operative or post-injury recovery periods
- CYP with long-term mental health problems (emotionally vulnerable)

Special educational needs and disabilities (SEND)

Children who have SEND can have additional vulnerabilities when recognising abuse and neglect. These can include:

- Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the
- child's disability without further exploration
- The potential for a disproportionate impact on children with SEND, for example by behaviours such as bullying, without outwardly showing any signs
- Communication barriers and difficulties in overcoming these barriers
- Having fewer outside contacts than other children
- Receiving intimate care from a considerable number of carers, which may increase the risk of exposure to abusive behaviour and make it more difficult to set and maintain physical boundaries
- Having an impaired capacity to resist or avoid abuse
- Having communication difficulties that may make it difficult to tell others what is happening
- Being inhibited about complaining for fear of losing services
- Being especially vulnerable to bullying and intimidation
- Being more vulnerable than other children to abuse by their peers.

We will respond to this by:

- Making it common practice to enable CYP with SEND to make their wishes and feelings known in respect of their care and treatment
- Ensuring CYP with SEND know how to raise concerns and give them access to a range of adults with whom they can communicate. This could mean using interpreters and facilitators who are skilled in using the CYP's preferred method of communication
- Recognising and utilising key sources of support including staff in Organisations, friends and family members where appropriate

Mental Health

All staff should also be aware that mental health problems can, in some cases, be an indicator that a CYP has suffered or is at risk of suffering abuse, neglect or exploitation.

The balance between the risk and protective factors is most likely to be disrupted when difficult events happen in CYP's lives. These include:

- **loss or separation** – resulting from death, parental separation, divorce, hospitalisation, loss of friendships (especially in adolescence), family conflict or breakdown that results in the child having to live elsewhere, being taken into care or adopted
- **life changes** – such as the birth of a sibling, moving house or changing schools or during school transitions and transitions between alternative providers
- **traumatic events** such as abuse, domestic violence, bullying, violence, accidents, injuries or natural disaster

When concerns are identified, Organisation staff will provide opportunities for the CYP to talk or receive support within the Organisation environment. The Organisation will communicate sensitively with the CYP's parent, school or LA as applicable to that CYP.

Where the needs require additional professional support, referrals will be made to the appropriate team or service with the appropriate agreement.

If staff have a mental health concern about a CYP that is also a safeguarding concern, they will take immediate action, raising the issue with the designated safeguarding lead or a deputy.

Part 3 – Other safeguarding issues that may potentially have an impact on CYP

Bullying

The Organisation has a separate Tackling Bullying Policy and Procedures

Prejudice-based abuse

Prejudice-based abuse or hate crime is any criminal offence which is perceived by the victim or any other person to be motivated by a hostility or prejudice-based on a person's real or perceived:

- Disability
- Race
- Religion
- Gender identity
- Sexual orientation

Although this sort of crime is collectively known as 'Hate Crime' the offender does not have to go as far as being motivated by 'hate', they only have to exhibit 'hostility'.

This can be evidenced by:

- threatened or actual physical assault
- derogatory name calling, insults, for example racist jokes or homophobic language
- hate graffiti (e.g., on Organisation furniture, walls or books)
- provocative behaviour e.g., wearing of badges or symbols belonging to known right wing, or extremist organisations
- distributing literature that may be offensive in relation to a protected characteristic
- verbal abuse
- inciting hatred or bullying against pupils who share a protected characteristic
- prejudiced or hostile comments in the course of discussions within lessons
- teasing in relation to any protected characteristic e.g. sexuality, language, religion or cultural background
- refusal to co-operate with others because of their protected characteristic, whether real or perceived
- expressions of prejudice calculated to offend or influence the behaviour of others
- attempts to recruit other pupils to organisations and groups that sanction violence, terrorism or hatred.

We will respond by:

- clearly identifying prejudice-based incidents and hate crimes and monitor the frequency and nature of them within the Organisation
- taking preventative action to reduce the likelihood of such incidents occurring
- recognising the wider implications of such incidents for the Organisation and local community
- ensuring that staff are familiar with formal procedures for recording and dealing with prejudice-based incidents and hate crimes
- dealing with perpetrators of prejudice-based abuse effectively
- supporting victims of prejudice-based incidents and hate crimes
- ensuring that staff are familiar with a range of restorative practices to address bullying and prevent it happening again

Drugs and substance misuse

If a CYP is suspected of being under the influence of drugs or alcohol at the Centre, the Organisation must prioritise the safety of the CYP and those around them. If necessary, it should be dealt with as a medical emergency, administering First Aid and summoning appropriate support. Depending on the circumstances, parents or the police may need to be contacted. If the CYP is felt to be at risk this Policy will come into effect and social services may need to be contacted.

Faith Abuse

The number of known cases of child abuse linked to accusations of 'possession' or 'witchcraft' is small, but CYP involved can suffer damage to their physical and mental health, their capacity to learn, their ability to form relationships and to their self-esteem.

Such abuse generally occurs when a carer views a CYP as being 'different', attributes this difference to the CYP being 'possessed' or involved in 'witchcraft' and attempts to exorcise him or her.

A CYP could be viewed as 'different' for a variety of reasons such as, disobedience; independence; bed-wetting; nightmares; illness; or disability. There is often a weak bond of attachment between the carer and the CYP.

There are various social reasons that make a CYP more vulnerable to an accusation of 'possession' or 'witchcraft'. These include family stress and/or a change in the family structure.

The attempt to 'exorcise' may involve severe beating, burning, starvation, cutting or stabbing and isolation, and usually occurs in the household where the CYP lives.

If the Organisation becomes aware of a CYP who is being abused in this context, the DSL will follow the normal referral route to children's social care.

Gangs and Youth Violence

The majority of CYP will not be affected by serious violence or gangs. However, where these problems do occur, even at low levels there will almost certainly be a significant impact.

We have a duty and a responsibility to protect our CYP. It is also well established that success in learning is one of the most powerful indicators in the prevention of youth crime. Dealing with violence also helps attainment.

Primary schools are increasingly recognised as places where early warning signs that younger children may be at risk of getting involved in gangs can be spotted. Crucial preventive work can be done within schools to prevent negative behaviour from escalating and becoming entrenched.

We will:

- challenge aggressive behaviour in ways that prevent the recurrence of such behaviour
- understand risks for specific groups, including those that are gender-based, and target interventions
- safeguard, and specifically organise child protection, when needed
- make referrals to appropriate external agencies
- carefully manage individual transitions between educational establishments especially into other alternative provision

Private fostering

Private fostering is an arrangement by a CYP's parents for their CYP (under 16 or 18 if disabled) to be cared for by another adult who is not closely related and is not a legal guardian with parental responsibility, for 28 days or more.

It is not private fostering if the carer is a close relative to the CYP such as grandparent, brother, sister, uncle or aunt.

The Law requires that the carers and parents must notify the Children's Services Department of any private fostering arrangement.

If the Organisation becomes aware that a CYP is being privately fostered, we will inform the Children's Services Department and inform both the parents and carers that we have done so.

Part 4 –Safeguarding processes

Safer Recruitment

The recruitment process checks the identity, criminal record (enhanced DBS), mental and physical capacity, right to work in the U.K., professional qualification and seeks confirmation of the applicant's experience and history through references.

As an employer we follow safer recruitment guidance as set out in KCSiE 2022. Please refer to the *Safer Recruitment Policy and Procedures*

Staff Induction

The DSL or their deputy will provide all new staff with training to enable them to both fulfil their role and also to understand the Child and Young Person Protection Policy and Procedures, this Safeguarding Policy, the Staff Behaviour Policy and part one of Keeping Children Safe in Education. This induction may be covered within the annual training if this falls at the same time; otherwise, it will be carried out separately during the initial starting period.

Health and Safety

There is a requirement that all Organisations must have a policy that details the organisation, roles and responsibilities and arrangements in place at the premise for the managing and promoting of Health and Safety in accordance with the Health and Safety at Work act 1974 and regulations made under the act.

Organisations must assess all their hazards and record any significant findings along with what control measures are required. The plans should wherever possible take a common sense and proportionate approach with the aim to allow activities to continue rather than preventing them from taking place.

Please refer to the Health and Safety, Fire and First Aid and Risk Assessment Policies and Procedures.

Site Security

We aim to provide a secure site but recognise that the site is only as secure as the people who use it. As we use a building that is also open to the public, all staff to adhere to the rules which govern it.

These are:

- CYP are supervised at all time by staff, CYP are signed in and times of arrival and departures are recorded
- The Organisation has a pre reserved room at is solely used by the Organisation.
- CYP are only allowed out of the building with adults/carers with agreed responsibility.

Off site visits

A particular strand of health and safety is looking at risks when undertaking off site visits. Some activities, especially those happening away from the Organisation can involve higher levels of risk. If these are annual or infrequent activities, a review of an existing assessment may be all that is needed. If it is a new activity or a visit involving adventure activities, a specific assessment of significant risks must be carried out. Please refer to the Lone Working Policy and Procedures Appendix 2 of the *Health and Safety Policy and Procedures*.

First Aid

Please refer to the *First Aid Policy and Procedures*

Physical Intervention (use of reasonable force)

Please refer to the *Positive Interactions Policy and Procedures*

Taking and the use and storage of images

We will seek consent from the CYP, parent/carer of a CYP and from their responsible other adults before taking and publishing photographs or videos that contain images that are sufficiently detailed to identify the individual in Organisation publications, printed media or on electronic publications.

We will not seek consent for photos where you would not be able to identify the individual.

We will seek consent for the period the CYP remains registered with us and, unless we have specific written permission, we will remove photographs after a CYP (or staff member) appearing in them leaves the Organisation or if consent is withdrawn.

Photographs will only be taken on Organisation owned equipment and stored on the Organisation network. No images of CYP will be taken or stored on privately owned equipment by staff members.

Please refer to the *Data Protection, GDPR and IT Policy and E-Safety Policy*.

Disqualification under the childcare act

The Childcare Act of 2006 was put in place to prevent adults who have been cautioned or convicted of a number of specific offences from working within childcare.

We will check for disqualification under the Childcare Act as part of our safer recruitment processes for any offences committed by staff members or volunteers.