

CHILD PROTECTION AND SAFEGUARDING POLICY

Record of updates

SAFEGUARDING POLICY	
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Issue No.	Issue Date	Summary of Changes
1	January 2006	Original Policy
2	January 2007	Change in Child Protection Nominated person
3	January 2008	Revised to include Manual Handling and Handling allegations of abuse by staff
4	November 2008	Revised to add Space Requirements, Drugs & Alcohol, Recruitment of People with criminal record
5	January 2010	Revised to add non usage of camera phones
6	March 2010	Change in Child Protection Nominated person
7	November 2010	Wording revisions
8	January 2011	Further revision re Rules on Use of Personal Phones
9	March 2012	Remove wording relating to electric socket covers
10	April 2012	Appendix 12 added and New LADO flowchart
11	April 2013	No Changes
12	May 2013	New Alert Form & reference to latest LSCB procedures
13	June 2014	Updated WSCB flowchart
14	August 2014	Updated wording to DBS section
15	November 2014	Wording changes
16	July 2015	Wording changes & nominated person
17	October 2015	Appendix 11 telephone number changed
18	February 2016	Revised using LA EY Model CP policy June 2015

CHILD PROTECTION AND SAFEGUARDING POLICY

The Rise Trust fully recognises its responsibilities for child protection.

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Appendix 1: Flowchart “Allegations against adults”

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This policy should be read alongside the following other Rise Trust policies:

- Social networking policy
- ICT policy
- Confidentiality and Information Sharing policy
- Guidelines for Working with children and young people
- WSCB Allegations Management policy 2015
- Swindon & Wiltshire Children Missing from Home and Care Protocol Nov 2015

This document also references the following documents from the Wiltshire Safeguarding Children Board:

- Revised Multi-Agency Thresholds for Safeguarding Children (December 2014)
- Escalation Policy for Dispute Resolution (October 2014)

The Rise Trust staff are advised to maintain an attitude of “it could happen here” as far as safeguarding is concerned. When concerned about the welfare of a child, staff members should always act in the interest of the child.

The Trust does not operate in isolation. Safeguarding is the responsibility of all adults and especially those working or volunteering with children. The trust aims to help protect the children in its care by working consistently and appropriately with all agencies to reduce risk and promote the welfare of children. All professionals work within the same safeguarding procedures.

1. Purpose of the policy

- To raise the awareness of all The Rise Trust staff of the importance of safeguarding children and of their responsibilities for identifying and reporting actual or suspected abuse
- To ensure children and parents are aware that The Rise Trust takes the safeguarding agenda seriously and will follow the appropriate procedures for identifying and reporting abuse and for dealing with allegations against staff
- To promote effective liaison with other agencies in order to work together for the protection of all children
- To support children's development in ways which will foster security, confidence and independence
- To integrate a safeguarding curriculum within the existing curriculum allowing for continuity and progress through all developmental stages
- To take account of and inform policy in related areas such as bullying and e-safety

There are three main elements to the Trust's Safeguarding Policy:

1. **PREVENTION** (positive and safe environment, careful and vigilant teaching, accessible pastoral care, support to children, good adult role models).
2. **PROTECTION** (agreed procedures are followed, staff are trained and supported to respond appropriately and sensitively to safeguarding concerns).
3. **SUPPORT** (to children, who may be at risk of significant harm and the way staff respond to their concerns and any work that may be required).

2. Child Protection procedures and guidelines

What is Child Protection?

Child Protection is one very important aspect of safeguarding. It refers to the activity which is undertaken to protect specific children who are suffering, or at risk of suffering, significant harm. Safeguarding, in addition to child protection, encompasses issues such as child health and safety, bullying/cyber-bullying, appropriate medical provision, drugs and substance misuse. These areas have specific policies and guidance which should be read in conjunction with this document.

What is significant harm?

The Children's Act 1989 introduced the concept of significant harm as the threshold that justifies compulsory intervention by statutory agencies in family life in the best interests of children. There are no absolute criteria on which to rely when judging what constitutes significant harm. Sometimes it might be a single traumatic event but more often it is a compilation of significant events which damage the child's physical and psychological development. Decisions about significant harm are complex and require discussion with the statutory agencies.

Responsibilities

The responsibility for child safeguarding falls on everybody who is employed at the trust. All adults who work at The Rise Trust are expected to support the trust's Safeguarding and Child Protection Policy, with overall responsibility falling upon the CEO. All staff, including volunteers, have a statutory obligation to report to the Designated Safeguarding Lead (DSL) if there is suspicion of abuse/neglect of a child or if a child discloses abuse or allegations of abuse.

We will follow the child protection procedures set out by the Wiltshire Safeguarding Children Board and will have regard to statutory guidance issued by the Department for Education Statutory Framework for the Early Years Foundation Stage, 2014 and Keeping Children Safe in Education, 2015.

Trustees will ensure a senior member of staff is assigned to the role of Designated Safeguarding Lead and deputy Designated Safeguarding Lead for child protection and safeguarding.

The Designated Safeguarding Lead is a senior member of staff assigned to take lead responsibility for:

- Managing all child protection issues (CEO leads on allegations against staff)
- Keep secure child protection plans, write records and reports
- Child protection policy and procedures: lead in evaluation, review and revision, ensure available to staff and parents
- Induction of staff and volunteers/staff training/ensure staff are aware of safeguarding policy and procedure
- Providing advice, information and support to other staff/adults in the Rise Trust Children's Centres
- Understand (and participate in) early help assessments and process for early help
- Liaising with the local authority and local Safeguarding Children Board
- Working in partnership with other agencies; referrals and support; information sharing
- Ensure a culture of listening to children and taking account of their wishes and feelings.

The Designated Safeguarding Lead is: Mrs. Pauline Monaghan

The deputy Designated Safeguarding Lead is: Mrs. Lynn Evans

A Nominated Person (or persons) will be available to children and young people to talk to if they feel they have been abused or bullied in any way. The Nominated Person for The RISE Trust is Angela Sadler and her telephone number is posted on the internal notice board. The telephone number of Child line will also be posted on the internal notice board.

The nominated person must be selected and approved by the Leaders of the young peoples' groups and the RISE Trust and will have the skills and confidence to deal with children who feel they need help and support with issues of abuse. The contact person is to be consulted regularly for their comments and to monitor activity.

All Leaders and Helpers must know where to obtain the contact telephone number.

3. Safer Recruitment

- At The Rise Trust we use the Wiltshire Council guidance on safer recruitment including pre-employment checks, enhanced DBS check with barred list information; identity checks; verifying the candidate's mental and physical fitness; qualifications; employment references; DBS details; disqualification by association and the right to work in the UK. All these are recorded using LA toolkits.
- There is always one person who has had Safer Recruitment training on an interviewing panel.
- All checks are accurately recorded on a Single Central Record.

- Volunteers and Trustees are subject to a DBS check, References, informal interviews, discussion about safeguarding policy before appointment, as well as induction and training.

4. Staff training and induction

- The DSL will attend safeguarding training at least once every two years, attend safeguarding forums and keep up to-date with recommendations from serious case reviews, changes to national and WSCB policy and guidance.
- The whole Trust staff group will receive safeguarding training at least every three years with annual up-dates and notifications of any necessary changes, reminders being made available as required – a weekly standing item on staff meeting agendas ensures staff are kept up-to-date.
- All new staff, volunteers and Trustees will receive Safeguarding induction to ensure understanding of the safeguarding policy.
- The CP Policy and Code of Conduct will be provided to all staff – including temporary staff and volunteers - on induction.

5. Safer working practice

Safe working practice ensures that children are safe and that all staff, volunteers and trustees:

- Are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions
- Work in an open and transparent way
- Work with other colleagues where possible in situations open to question
- Discuss and/or take advice from The Rise Trust management over any incident which may give rise to concern
- Record any incident of decisions made
- Apply the same professional standards regardless of gender, race, disability or sexuality
- Be aware of confidentiality and Information Sharing Policy
- Are aware that breaches of the law and other professional guidelines could result in criminal or disciplinary action being taken against them.
- Social Networking policy, Data Handling Policy and our Staff use of The Rise Trust computers agreement all outline expectations for staff and volunteers.
- All staff will wear an identity lanyard produced by The Rise Trust.
- This Trust policy also uses guidance from the WSCB Social Networking policy, 2015.

6. Staff behaviour

All staff sign to indicate they have read and will follow the staff Code of Conduct. These documents include reference to:

- Treating all children with respect
- Setting a good example by conducting ourselves appropriately
- Involving children in decision-making which affects them
- Encouraging positive and safe behaviour among children
- Being a good listener
- Being alert to changes in child's behaviour
- Recognising that challenging behaviour may be an indicator of abuse

- Reading and understanding all of the Trust's safeguarding and guidance documents on wider safeguarding issues, for example bullying, physical contact, e-safety and information sharing
- Asking the child's permission before doing anything for them which is of a physical nature, such as assisting with dressing, physical support during PE, music or administering first aid
- Maintaining appropriate standards of conversation and interaction with and between children and avoiding the use of sexualised or derogatory language
- Maintaining professional standards and boundaries at all times on and off the Children's centres sites
- Being aware that the personal and family circumstance and lifestyles of some children lead to an increased risk of neglect and or abuse

7. Managing allegations against staff and volunteers

The Allegation Management WSCB flowchart has been included in Appendix 1 and The Rise Trust follows the WSCB Allegations Management policy 2015.

Any report of concern about the behaviour of a member of staff or volunteer, or allegation of abuse against a member of staff must immediately be reported to the CEO who will refer to the appropriate designated officer(s) from the local authority:

Wiltshire Designated Officer: 01225 718079 or 01225 713945

Any concern or allegation against the CEO will be reported to the Chair of Trustees without informing the CEO.

Any allegation of abuse will be dealt with in a fair and consistent way that provides effective protection for the child and at the same time supports the person who is the subject of the allegation. In some circumstances the member of staff will, without prejudice, be asked to take a period of paid leave pending the results of the investigation.

The Rise Trust will make every effort to maintain confidentiality and guard against unwanted publicity while an allegation is being investigated or considered. Malicious allegations against staff will be investigated and dealt with by the CEO and, if appropriate, a committee of Trustees.

If you have concerns about a colleague:

If staff members have concerns about another staff member or volunteer than this should be referred to the CEO. Staff who are concerned about the conduct of a colleague may worry that they have misunderstood the situation and they will wonder whether a report could jeopardise their colleague's career. All staff must remember that the welfare of a child is paramount. The Trust's Whistle Blowing Policy enables staff to raise concerns or allegations in confidence and allows for a sensitive enquiry to take place.

8. What constitutes child abuse and neglect?

All adults who work or volunteer with children should be able to identify concerns about child abuse. The four types of abuse, described in Keeping Children Safe in Education 2015 are:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect

Specific safeguarding issues: The Rise Trust recognises other safeguarding issues: Child Sexual Exploitation, Female Genital Mutilation, bullying (including cyber-bullying), domestic violence, drugs, fabricated or induced illnesses, faith abuse, forced marriage, gangs and youth violence, gender-based violence/violence against women and girls, mental health, radicalisation, sexting, teenage relationship abuse, trafficking.

The Trust will endeavour to identify and act upon any forms of abuse according to our procedures.

For more information, including definitions, indicators and other safeguarding issues, please refer to Appendix 2.

9. Early Help

The Revised Multi-Agency Thresholds for Safeguarding Children (December 2014) document aims to inform agencies about the suitable action to take when a child has been identified as making inadequate progress or having an unmet need. At The Rise Trust whenever possible, we will ensure that early intervention is actioned via a referral to Early Help as soon as the criteria are met, to prevent situations to escalate into larger problems. The document can be found on the Wiltshire Safeguarding Children Board (WSCB) website.

Early Help Single Point of Entry: 01225 718230

Therefore the Trust will consider the following:

- Undertake an assessment of the need for early help
- Provide early help services e.g. health visitors, SENCO, family outreach worker, targeted youth worker
- Refer to appropriate services e.g. CAMHS etc.

10. Responding to disclosures: guidance for staff

If a child wishes to confide in you the following guidelines should be adhered to:

Create a safe environment

- Take the child to a private and safe place if possible
- Stay calm
- Reassure the child and stress that he/she is not to blame
- Tell the child that you know how difficult it must have been to confide in you
- Listen to the child and tell them that you believe them and are taking what is being said seriously
- Tell the child what you are going to do next after the disclosure

Be honest

- Do not make promises that you cannot keep
- Explain that you are likely to have to tell other people in order to stop what is happening

Record on the appropriate form exactly what the child has said to you as soon as possible and include the following into the form:

- Child's name, address, date of birth
- Date and time of any incident
- What the child said and what you said
- Your observations e.g. child's behaviour and emotional state

The Alert form is available on The Rise Trust Directory - S:\RISE DIRECTORY\RISE Forms\Alerts\F003 alert form

Be clear about what the child says and what you say

- Do not interview the child and keep questions to a minimum.
- Encourage the child to use his/her own words and do not try to lead them into giving particular answers

Maintain confidentiality

- Only tell those people that it is necessary to inform

Do not take sole responsibility

- Immediately consult your Designated Safeguarding Lead so that any appropriate action can be taken to protect the child if necessary
- The Designated Safeguarding Lead will consider the information and decide on the next steps.

11. Reporting concerns

The "What to do" WSCB flowchart has been included in Appendix 3.

Where any adult at The Rise Trust has concerns about a child they should discuss these in the first instance with the Designated Safeguarding Lead, or in their absence, the deputy. In exceptional circumstances, staff members can speak directly to Children's Social Care.

Children's Social Care referrals:

Multi-Agency Safeguarding Hub (MASH): 0300 456 0108

Out of hours: 0300 456 0100

If you believe the child is at immediate risk of significant harm or injury, then you must call the police on 999.

Sharing Concerns with Parents

The Rise Trust shares a purpose with parents to educate, keep children safe from harm and have their welfare promoted.

We are committed to working with parents positively, openly and honestly. We ensure that all parents are treated with respect, dignity and courtesy. We respect parents' rights to privacy and confidentiality and will not share sensitive information until we have permission or it is necessary to do so to protect a child. In most situations it may be appropriate to discuss initial concerns with them.

However there will be some circumstances where the Designated Safeguarding Lead will not seek consent from the individual or their family, or inform them that the information will be shared. For example, if doing so would:

- place a child at increased risk of significant harm;
- place an adult at increased risk of serious harm;
- prejudice the prevention, detection or prosecution of a serious crime;
- lead to unjustified delay in making enquiries about allegations of significant harm to a child, or serious harm to an adult.

In some circumstances, the Designated Safeguarding Lead will seek advice from Children's Social Care by ringing the MASH to obtain advice about the recommended course of action.

We encourage parents to disclose any concerns they may have with The Rise Trust staff. We make parents aware of our Safeguarding and Child Protection Policy and the Wiltshire Council parent guide to Child Protection.

Recording concerns

When a concern about a child is raised by an adult, or when a child discloses abuse to an adult in a Rise Trust setting, that person is responsible for making a written record of the disclosure as soon as possible after reporting it urgently to the Designated Safeguarding Lead, or their deputy.

Discussions should be recorded on the The Rise Trust's Alert form (S:\RISE DIRECTORY\RISE Forms\Alerts\F003 alert form), with details of the concern and any agreed action that is to be taken. The records must be signed and dated.

Record keeping of child protection concerns

The Trust will:

Keep clear written records of all child welfare and child protection concerns using the standard recording form, with a body map where injuries need to be noted (see S:\RISE DIRECTORY\RISE Forms\Alerts\F003 alert form), including actions taken and outcomes as appropriate.

Ensure all child welfare and child protection records are kept securely, and in a locked location. The record must be signed and dated and kept securely in a file (see Core Recording policy) under the child name, away from the other records (medical forms, academic records etc.) The Designated Safeguarding Lead is responsible for ensuring that concerns and discussions are written up properly and acted on appropriately.

Ensure that all child protection records relating to a child who moves to another setting, or transfers into school, are passed on securely, promptly and separate from the child's main file, with a copy being kept in The Rise Children's Centre. Confirmation of receipt should be obtained. Child welfare records below the child protection threshold but with continuing relevance to the child's wellbeing should also be transferred with parental consent.

Information sharing – internal process

Information concerning children at risk of harm will be shared with all members of staff on a “need to know” basis. The Designated Safeguarding Lead will make a judgement in each individual case about who needs and has a right to access particular information.

12. Monitoring of children subjected to a CP Plan

Children who are the subject of a Child Protection Conference will have either an agreed multi-disciplinary action plan or child protection plan. The Designated Safeguarding Lead will attend planning meetings and core group specified in the plan and contribute to assessments and plans.

The Rise Trust recognises that children who are the subjects of abuse or who live in situations of domestic violence may exhibit distressed or challenging behaviour and may not be reaching their full academic potential. The Trust will ensure that appropriate support is in place.

13. Children with Special Educational Needs or Disabilities

The Rise Trust recognises that for a variety of reasons, children with additional needs face an increased risk of abuse and neglect; therefore adults are expected to take extra care to interpret correctly apparent signs of abuse or neglect. Indications of abuse will be reported as for other children.

Trustees will provide an environment in which children with special educational needs or disabilities feel confident and able to discuss their concerns. Whenever possible, children will be given the chance to express themselves to a member of staff with appropriate communication skills. The Designated Safeguarding Lead will work with the Special Educational Needs Co-ordinator (SENCo) to identify children with particular communication needs.

Wiltshire Council provides targeted support services for children and young people with Special Educational Needs and/or a Disability who need additional support with:

- Communication
- Learning and processing information
- Experiencing the world around them, including sensory difficulties
- Physical or medical conditions that affect their life and learning
- Coping with social and emotional challenges

The SEND service can be contacted on 01225 757 985.

14. Follow-up support of vulnerable children

At The Rise Trust we recognise that children who are abused or witness violence may find it difficult to develop a sense of self-worth. They may feel helplessness, humiliation and some sense of blame. The Early Excellence Centre (EEC) provision may be the only stable, secure and predictable element in the lives of children at risk. When in the pre-school setting their behaviour may be challenging and defiant or they may be withdrawn. The EEC staff will endeavour to support the children through:

- The content of the curriculum
- The EEC ethos which promotes a positive, supportive and secure environment and gives children a sense of being valued
- The EEC positive behaviour policy which is aimed at supporting vulnerable children in the settings. The EEC staff will ensure that the child knows that some behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred
- Liaison with other agencies supporting the child such as Children's Social Care, Child and Adolescent Mental Health Service, education welfare service and educational psychology service, and where appropriate initiate and/or contribute to a CAF and Team Around the Child (TAC) meetings.

In order to create a culture of safety at The Rise Trust, staff will ensure that safeguarding is a standing item on all meetings agendas.

15. Children missing from Home and Care

When children go missing from home or care, this is a clear signal that something is wrong in their lives. Going missing has serious implications for a child's welfare as it puts them at risk of harm in the short term and will affect longer term outcomes. Research also indicates that children who go missing are more vulnerable to sexual exploitation, substance misuse and involvement in crime.

Therefore to ensure high quality integrated working and joint responses when children go missing The Rise Trust follows the Swindon and Wiltshire Children Missing from Home and Care Protocol November 2015. This includes using the Missing child risk assessment exemplar and in conjunction with the Wiltshire Missing Child Unit ensuring return to home interviews are undertaken. If a child goes missing from a Rise setting we would report this to the police following our Missing Child Policy.

16. Welcoming other professionals

Visitors with a professional role, such as the health visitor, social worker, educational psychologist or members of the Police will have had the appropriate vetting checks undertaken by their own organisation. Any professionals visiting the Rise Trust Children's Centres should provide evidence of their professional role and employment details (an identity badge for example). If felt necessary, the Trust will contact the relevant organisation to verify the individual's identity.

Professionals will complete signing in/out forms and wear a Rise Trust I.D. badge if required to do so.

17. Off-site visits

Appropriate risk assessments must be in place prior to any off-site visit taking place.

Safeguarding concerns or allegations will be responded to following the WSCB procedures (as above). The member of staff in charge of the visit will report any safeguarding concerns to the Designated Safeguarding Lead and/ or CEO, who will pass to Social Care if appropriate. In an emergency the staff member in charge will contact the police and/or social care.

18. Photography and images

To protect children we will:

- Seek parental consent for photographs to be taken or published (for example, on our website or in newspapers or publications)
- Only use Trust equipment
- Only take photos and videos of children to celebrate achievement
- Use only the child's first name with an image
- Ensure that children are appropriately dressed
- Encourage children to tell us if they are worried about any photographs that are taken of them.

Images of children may be taken within the Centres via digital cameras for educational purposes, OFSTED evidence and planning only. Staff are required to delete all images immediately after they have been used for their agreed purposes. Permissions are always required for the use of any image. Electronic storage of images is never allowed. Digital images are not stored on laptops after they are transferred for printing. Once printed, they are deleted. Regular checks are carried out to ensure that deletion has taken place in line with the Trust's policies. Cameras are wiped and regularly checked to ensure that they are wiped. Staff and members of the public are not allowed to use camera phones in any Trust location.

Where parents take photographs of children at trust events it is stated that these are to be for personal use only i.e.: these are not to be shared on social media.

Policy review

The Trustees will undertake an annual review of this Safeguarding and Child Protection Policy and procedures and remedy any deficiencies and weakness found without delay.

Date of policy last review: February 2016

Date of next review: February 2017

**APPENDIX 1:
ALLEGATIONS AGAINST ADULTS - Risk of harm to children**

GUIDANCE FLOWCHART (Sept 2015)



If you become aware that a member of staff/volunteer may have:

- Behaved in a way that **has harmed** a child, or **may have harmed** a child;
- Possibly committed a **criminal offence** against or related to a child or

Where a young person discloses abuse or neglect

- Listen; take their allegation seriously; reassure that you will take action to keep them safe
- Inform them what you are going to do next
- Do not promise confidentiality
- Do not question further or approach/inform the alleged abuser

Report immediately to the setting's Manager *Pauline Monaghan, RISE CEO*

Any concern or allegation against the Manager will be reported to the Chair of Trustees

Unless there is clear evidence to prove that the allegation is incorrect, the person whom the allegation was reported to must:

Report the allegation within one working day to the Designated Officer for Allegations (formerly known as LADO):

Designated Officer (direct line): 01225 718079 or 01225 713945

Multi-agency Safeguarding Hub (MASH): 0300 456 0108

Out of Hours Emergency Duty Service: 0300 456 0100

The Designated Officer will:

1. Consider the relevant facts and concerns regarding the adult and child or children, including any previous history
2. Decide on next course of action - usually straight away, sometimes after further consultation with other multi-agency parties such as the Police and HR.

If the allegation threshold is NOT met, the Designated Officer will agree with you an appropriate response (*e.g. for the agency to undertake further enquiries or undertake and internal investigation*)

If the allegation threshold is met a strategy meeting will normally be held either by phone or in person. Normally a senior manager/safeguarding lead, the Designated Officer, HR, Police and social care are invited to attend. Relevant information is shared, risks to children are considered and appropriate action agreed –e.g. child protection and other enquiries, disciplinary measures or criminal proceedings. A record of the meeting will be made, and regular reviews will take place until a conclusion is reached.

APPENDIX 2: Definitions and indicators of abuse and neglect

'What to do if you are worried a child is being abused Sept 2015' describes some of the signs that might be indicators of abuse or neglect.

Physical abuse: a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Physical abuse can happen in any family, but children may be more at risk if their parents have problems with drugs, alcohol and mental health or if they live in a home where domestic abuse happens. Babies and disabled children also have a higher risk of suffering physical abuse. Physical abuse can also occur outside of the family environment.

Some of the following signs may be indicators of physical abuse:

- Children with frequent injuries;
- Children with unexplained or unusual fractures or broken bones; and
- Children with unexplained:
 - bruises or cuts;
 - burns or scalds; or
 - bite marks.

Emotional abuse: the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or „making fun“ of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Although the effects of emotional abuse might take a long time to be recognisable, practitioners will be in a position to observe it, for example, in the way that a parent interacts with their child. Emotional abuse may involve deliberately telling a child that they are worthless, or unloved and inadequate. Emotional abuse may involve serious bullying – including online bullying through social networks, online games or mobile phones – by a child's peers.

Some of the following signs may be indicators of emotional abuse:

- Children who are excessively withdrawn, fearful, or anxious about doing something wrong;
- Parents or carers who withdraw their attention from their child, giving the child the „cold shoulder“;
- Parents or carers blaming their problems on their child; and
- Parents or carers who humiliate their child, for example, by name-calling or making negative comparisons.

Sexual abuse: involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

You should be aware that many children and young people who are victims of sexual abuse do not recognise themselves as such. A child may not understand what is happening and may not even understand that it is wrong. Sexual abuse can have a long-term impact on mental health.

Child sexual exploitation is a form of sexual abuse where children are sexually exploited for money, power or status. It can involve violent, humiliating and degrading sexual assaults. In some cases, young people are persuaded or forced into exchanging sexual activity for money, drugs, gifts, affection or status. Consent cannot be given, even where a child may believe they are voluntarily engaging in sexual activity with the person who is exploiting them. Child sexual exploitation doesn't always involve physical contact and can happen online. A significant number of children who are victims of sexual exploitation go missing from home, care and education at some point therefore we follow the Swindon and Wiltshire Children Missing from Home and Care Protocol. In addition The Rise Trust will use, where appropriate, the CSE screening toolkit and the WSCB Sexual Exploitation and Abuse Handbook 2015.

Some of the following signs may be indicators of sexual abuse:

- Children who display knowledge or interest in sexual acts inappropriate to their age;
- Children who use sexual language or have sexual knowledge that you wouldn't expect them to have;
- Children who ask others to behave sexually or play sexual games; and
- Children with physical sexual health problems, including soreness in the genital and anal areas, sexually transmitted infections or underage pregnancy.

Some of the following signs may be indicators of sexual exploitation:

- Children who appear with unexplained gifts or new possessions;
- Children who associate with other young people involved in exploitation;
- Children who have older boyfriends or girlfriends;
- Children who suffer from sexually transmitted infections or become pregnant;
- Children who suffer from changes in emotional well-being;
- Children who misuse drugs and alcohol;
- Children who go missing for periods of time or regularly come home late; and
- Children who regularly miss school or education or don't take part in education.

Neglect: the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure

access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Some of the following signs may be indicators of neglect:

- Children who are living in a home that is indisputably dirty or unsafe;
- Children who are left hungry or dirty;
- Children who are left without adequate clothing, e.g. not having a winter coat;
- Children who are living in dangerous conditions, i.e. around drugs, alcohol or violence;
- Children who are often angry, aggressive or self-harm;
- Children who fail to receive basic health care; and
- Parents who fail to seek medical treatment when their children are ill or are injured.

Children who are neglected often also suffer from other types of abuse. It is important that practitioners remain alert and do not miss opportunities to take timely action. However, while you may be concerned about a child, neglect is not always straightforward to identify.

Neglect may occur if a parent becomes physically or mentally unable to care for a child. A parent may also have an addiction to alcohol or drugs, which could impair their ability to keep a child safe or result in them prioritising buying drugs, or alcohol, over food, clothing or warmth for the child. Neglect may occur during pregnancy as a result of maternal drug or alcohol abuse.

Other specific safeguarding issues

Female genital mutilation (FGM) and Forced Marriage

There are many different types of abuse but there are some that staff may be initially less aware of. Female Genital Mutilation (FGM) and Forced Marriage fall into this category.

Professionals need to be alert to the possibility of a girl being at risk of FGM, or already having suffered FGM. There is a range of potential indicators that a child or young person may be at risk of FGM:

- Knowing that the family belongs to a community in which FGM is practiced and is making preparations for the child to take a holiday, arranging vaccinations or planning absence from school;
- The child may also talk about a special procedure/ceremony that is going to take place or a special occasion to 'become a woman'.

Professionals should note that girls at risk of FGM may not yet be aware of the practice or that it may be conducted on them, so sensitivity should always be shown when approaching the subject.

Indicators that FGM may already have occurred:

- Prolonged absence from school or other activities with noticeable behaviour change on return, possibly with bladder or menstrual problems;
- Difficulty walking, sitting or standing, and look uncomfortable;
- Spend longer than normal in the bathroom or toilet
- May complain about pain between their legs, or talk of something somebody did to them that they are not allowed to talk about.

Preventing radicalisation

Keeping Children Safe in Education 2015 places a duty on schools, settings and Children's Centres to prevent children and adults from being drawn into terrorism according to the

Counter-Terrorism and Security Act; and for Children's Centres to cooperate with local Channel panels and the police as appropriate.

Exposure of children to extremist ideology can hinder their social development and educational attainment alongside posing a very real risk that they could support or partake in an act of violence. Radicalisation of young people can be compared to grooming for sexual exploitation. Extremism can take several forms, including Islamist extremism and far-right extremism.

It appears a decision by a young person to become involved in violent extremism:

- may begin with a search for answers to questions about identity, faith and belonging
- may be driven by the desire for "adventure" and excitement
- may be driven by a desire to enhance the self-esteem of the individual
- is likely to involve identification with a charismatic individual and attraction to a group which can offer identity, social network and support
- is likely to be fuelled by a sense of grievance that can be triggered by personal experiences of racism or discrimination

Recognising Extremism - early indicators may include:

- Showing sympathy for extremist causes
- Glorifying violence
- Evidence of possessing illegal or extremist literature
- Advocating messages similar to illegal organisations
- Out of character changes in dress, behaviour and peer relationships (but there are also very powerful narratives, programmes and networks that young people can come across online so involvement with particular groups may not be apparent.)

Private fostering

Under certain conditions, a child might be cared for, as part of a private arrangement, by someone who is not their parent or a "close relative". This constitutes private fostering when the following conditions are met:

- a child is under 16 years of age – 18 if they have a disability
- the arrangement is for 28 days or longer
- the child's new carer does not have parental responsibility for the child and is not a close relative.

Close relatives are defined as step-parents, grandparents, brothers, sisters, uncles or aunts (whether of full blood, half blood or marriage/affinity). By law parents and carers must notify the local authority of private fostering arrangements to safeguard and protect the child's welfare as well as ensuring the child, carer and parent are receiving appropriate support and help.

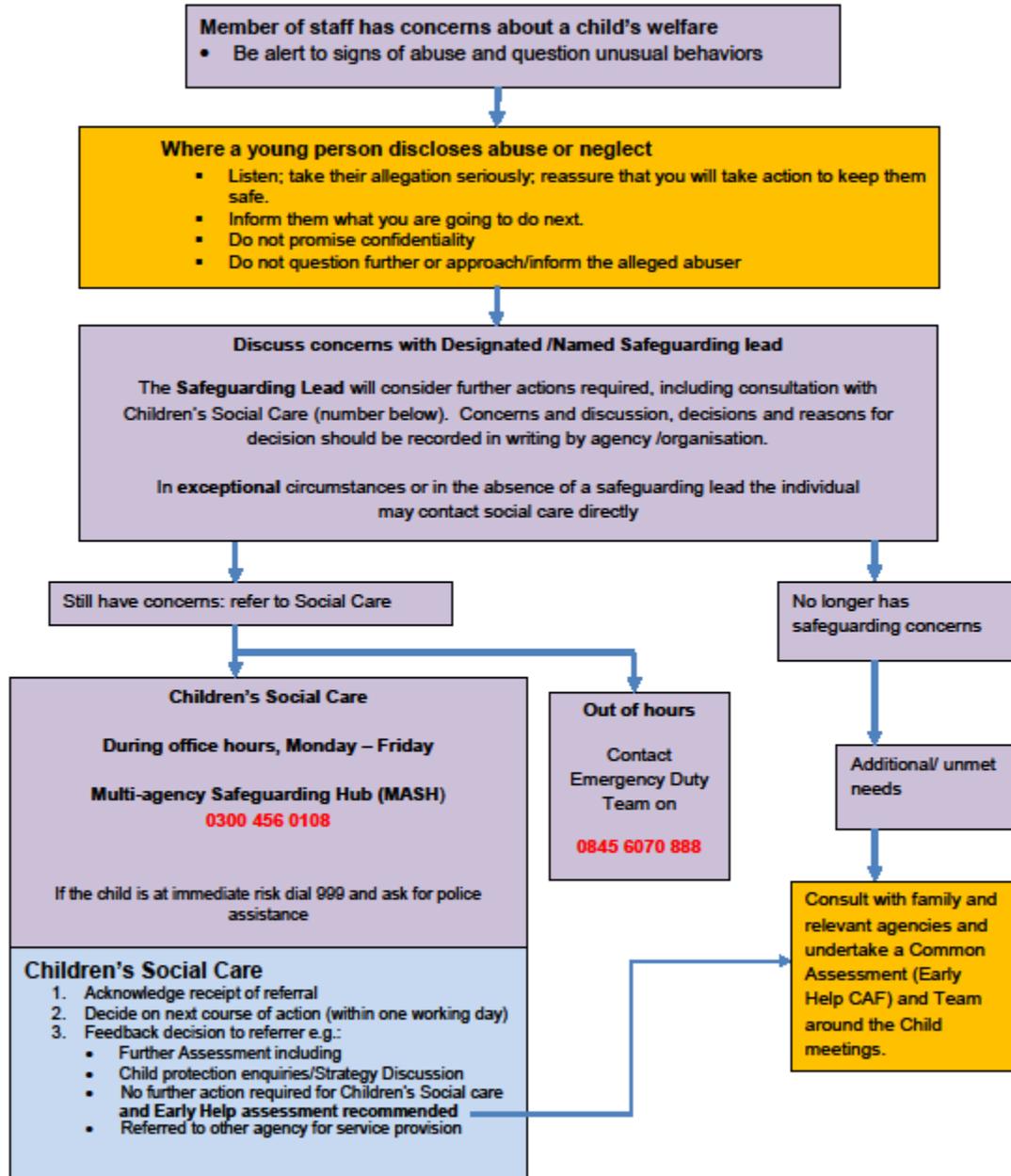
If we become aware that a child or young person is being privately fostered, we will inform the carer/parent of their legal duty to notify Wiltshire Children's Social Care; we will follow this up by contacting Children's Social Care directly.

APPENDIX 3:



WILTSHIRE SAFEGUARDING CHILDREN BOARD

What to do if you are worried a child is being abused or neglected



This flowchart is intended for use as a brief guide. Please refer to the DfE Guidance 'What to do if you're worried a child is being abused' guidance, which includes definitions and possible indicators of abuse (including child sexual exploitation) at: www.wiltshirelscb.org