



Young Bristol
Works for young people

YOUNG BRISTOL SAFEGUARDING AND CHILD PROTECTION POLICY

Last Reviewed: October 2022

Next Review Due: May 2023

PART 1: Policy

Young Bristol fully recognises its statutory and moral responsibilities to protect and safeguard the welfare of the children and young people in our care. “The welfare of the child is paramount” Children Act 1989.

1. Definitions

Safeguarding is defined as: protecting children from maltreatment; preventing impairment of children’s health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes Keeping Children Safe in Education (KCSIE), 2016)

Child Protection refers to the situation where a child is suffering significant harm, or is likely to do so, and action is required to protect that child.

2. Introduction

At Young Bristol safeguarding and promoting the welfare of children is everyone’s responsibility. Everyone who comes into contact with children and their families and carers has a role to play in safeguarding children, in identifying concerns, sharing information appropriately and taking prompt action. In order to fulfil this responsibility effectively, all professionals should make sure their approach is child-centred. This means that they should consider, at all times, what is in the best interests of the child.

Young Bristol is committed to safeguarding and promoting the welfare of children by:

- The provision of a safe environment in which children and young people can learn.
- Fulfilling our statutory (legal) responsibilities to identify children who may be in need of extra help or who are suffering, or are likely to suffer, significant harm.

All action taken by Young Bristol will be in accordance with:

- **Current legislation:** Children Act 1989 and 2004; Education Act 2002 and 2011 and Education and Inspection Act 2006
- **Statutory guidance:**

Working Together to Safeguard Children (2015), which sets out the multi agency working arrangements to safeguard and promote the welfare of children and young people and protect them from harm; in addition it sets out the statutory roles and responsibilities of schools.

Non-statutory guidance: What to do if you are worried child is being abused – advice for practitioners (March 2015)

Key documentation, procedures and guidelines are detailed in Appendix A

All staff at **Young Bristol** have a role and responsibility to safeguard children and young people attending our provision, irrespective of their role by:

- Identifying concerns early and providing help for children and young people, to prevent concerns from escalating to a point where intervention would be needed via a statutory assessment under the Children Act 1989. These concerns should be discussed with the Charity's Designated Safeguarding Lead (DSL). For Young Bristol this is its Chief Executive.
- All staff within the Charity should be aware of the process and principles for sharing information.
- The most important consideration is whether sharing information is likely to safeguard and protect a child. Any staff member who has a concern about a child's welfare should follow the referral processes set out in Appendix B

Related Policies:

- Recruitment and Selection Policy
- Anti-Bullying Policy
- E-Safety Policy
- Confidentiality Policy
- Data Protection Policy
- Drugs and Alcohol Awareness Policy
- Equality and Diversity Policy
- Health and Safety Policy
- Lone Working Policy
- Whistleblowing Policy

3. Overall Aims

This policy will contribute to the safeguarding of young people at Young Bristol by:

- Contributing to the establishment of a safe, resilient and robust safeguarding ethos built on mutual respect, and shared values;
- Alerting staff to the signs and indicators of safeguarding issues
- Developing staff awareness of the causes and signs of abuse;
- Developing staff awareness of the risks and vulnerabilities their young people face by addressing concerns at the earliest possible stage
- Reducing the potential risks young people face of being exposed to violence, extremism, exploitation or victimisation.
- Working in partnership with young people, parents/carers and agencies

This policy will contribute to supporting the young people at Young Bristol by:

- Identifying and protecting the most vulnerable
- Identifying individual needs where possible

4. Expectations

All staff will:

- Be familiar with this safeguarding policy;
- Be subject to Safer Recruitment processes and check
- Contact a member of the Young Bristol Safeguarding team and record concerns on the relevant referral form.
- **If a child is in immediate danger or is at risk of harm a referral should be made to children’s social care and/or the police immediately.** Anyone can make a referral. Where referrals are not made by the Charity’s Designated Safeguarding Lead (DSL) they should be informed, as soon as possible, that a referral has been made. The YB Chief Executive will update/inform the appointed Young Bristol Trustee with responsibility for Safeguarding of all notifications only disclosing relevant information.

5. Training

- **All** staff members will receive appropriate safeguarding and child protection training which is regularly updated. In addition, **all** staff will receive safeguarding and child protection updates (for example, via email, e-bulletins and staff meetings), as required, but at least annually, to provide them with relevant skills and knowledge to safeguard children effectively.
- Whistle blowing procedures will be covered in whole provision training, so that staff know what to do if they have concerns relating to safeguarding practice within Young Bristol.
- All training will be effective and comply with the law at all times.
- The Designated Safeguarding Lead (DSL) and any deputies will undergo training to provide them with the knowledge and skills required to carry out the role. The training will be updated every two years.
- The Charity will ensure that all staff members undergo safeguarding and child protection training at induction. The training will be regularly updated. Induction and training will be in line with advice from the Bristol Safeguarding Children Board (BSCB).
- The DSL will undertake Prevent awareness training and in turn will provide advice and support to staff on protecting children from the risk of radicalisation.
- Online safety training for staff will be integrated, aligned and considered as part of the overarching safeguarding approach.

6. Role of the Designated Safeguarding Lead (DSL)

The Designated Safeguarding Lead (DSL) for Young Bristol is its Chief Executive, who undertakes lead responsibility for safeguarding and child protection within the charity. The DSL will be supported by “Deputies” who are all either Programme Leads and/or Senior Staff within Young Bristol. Their details are available at all Young Bristol locations.

Whilst the activities of the DSL can be delegated to appropriately trained deputies, the ultimate **lead responsibility** for safeguarding child protection remains with the DSL.

The broad areas of responsibility for the DSL are:

- **Managing referrals** to other agencies including, the local authority children’s

social care in cases of suspected abuse; the Channel Programme where there is a radicalisation concern; the Disclosure and Barring Service in cases where a person is dismissed or left due to risk/harm to a child and the Police in cases where a crime may have been committed in relation to safeguarding. The DSL will also support and advise other staff in making referrals to other agencies.

- **Work with others** to fulfil statutory responsibilities in relation to children and young people subject to a child protection plan by attending child protection conferences and implementing the multi agency child protection plan; and liaise with the Local Authority Designated Officer (LADO) where there are concerns about the conduct or an allegation is made against a member of staff or volunteer.
- **Undertake and Manage Training** to ensure the DSL (and any deputies) will undergo training (updated every 2 years) to provide them with the knowledge and skills required to carry out the role. Training is carried out with BSCB – Bristol Safeguarding Childrens Board.
- **Raise Awareness** to ensure Young Bristol’s Child Protection and Safeguarding policy is known, understood and used appropriately. The DSL will also provide the Young Bristol Trustee Board with updates at each of the Trustee meetings on safeguarding and child protection activity.
 - **Manage safeguarding information** through the collection, monitoring, reviewing, safe storage and transfer of safeguarding and child protection files in line with Bristol Safeguarding Children’s Boards’ guidance. Ensure information is communicated to the Designated Safeguarding Lead.
 - **Ensure safer recruitment practices are always followed.** The following checks are completed before a person takes up post: identity check, academic qualification check, professional and character checks, any gaps in previous employment history, health check and eligibility to work in the UK, appropriate checks through the Disclosure and Barring Service (DBS). Successful applicants must show their original DBS certificate to Young Bristol before they take up post.
 - **Availability** of the DSL (or a deputy) at all times needs to be ensured for staff to discuss any safeguarding concerns. Co-operate as required with relevant agencies, DSL’s of commissioning bodies and attend case conferences where needed.

A more detailed description of the role of the DSL is explained in Keeping Children Safe in Education (2016).

7. The Charity

The charity will ensure that:

- The provision has a safeguarding policy in accordance with the procedures of Bristol Safeguarding Children Board.
- The provision operates, “safer recruitment” procedures and ensures that appropriate checks are carried out on all new staff and relevant volunteers;
- A member of the charities senior leadership team is appointed as the DSL

- The DSL attends appropriate refresher training every two years.
- The charities Safeguarding Team and all other staff who work with children undertake regular safeguarding training
- Temporary staff and volunteers are made aware of the charities arrangements for safeguarding and child protection and their responsibilities;
- The charity remedies any deficiencies or weaknesses brought to its attention without delay.
- The charity has procedures for dealing with allegations of abuse against staff/volunteers.
- The charity reviews its policies/procedures bi-annually.
- The Young Bristol Board appointed designated Trustee for safeguarding and Child Protection is nominated to be responsible for liaising with the local authority and other partner agencies in the event of allegations of abuse being made against the DSL.

8. Creating a Culture of Safeguarding

- **Staff Support**

It is recognised the stressful and traumatic nature of safeguarding and child protection work. Young Bristol will support staff by providing an opportunity to talk through their anxieties with the DSL and to seek further support as appropriate.

- **Young Person Support**

Opportunities will be provided for young people to develop skills, concepts, attitudes and knowledge that promote their safety and wellbeing through its programmes. Relevant issues will be supported in areas such as self-esteem, emotional literacy, assertiveness, power, sex and relationship education, e-safety and bullying.

- **Whole Setting Approach**

All policies which address issues of power and potential harm, for example anti bullying, equal opportunities are linked to ensure a whole setting approach.

The safeguarding policy cannot be separated from the general ethos of Young Bristol, which ensures that young people are treated with respect and dignity, taught to treat each other with respect, feel safe, have a voice, and are listened to.

Staff members working with children are advised to maintain an attitude of **'it could happen here'** where safeguarding is concerned. When concerned about the welfare of a child, staff members should always act in the **best** interests of the child.

9. What Staff Need to Know

All staff need to be aware of the systems within Young Bristol which support safeguarding and child protection – this forms part of the induction process but also on-going training which is regularly updated. All staff should:

- Know the DSL and any deputies and how to contact them. Understand their role.
- Know the charity is responsible for safeguarding.
- Read and understand this policy and revisit it annually/or when significantly amended.
- Attend regular safeguarding training.
- Be aware of Young Bristol's procedures in order to identify those young people in need of early intervention/help and take appropriate action where there are concerns for the welfare and protection of children and young people.
- Know what to do if a child tells them he/she is being abused or neglected. Staff should know how to manage the requirement to maintain an appropriate level of confidentiality whilst at the same time liaising with relevant professionals such as the designated safeguarding lead and children's social care. Staff should never promise a child that they will not tell anyone about an allegation- as this may ultimately not be in the best interests of the child.
- Report concerns about a child/young person immediately or as soon as it is practicable to the DSL; however, if a child is in immediate danger or is at risk of harm a referral should be made to children's social care or the police immediately.
- Be aware of signs of abuse or neglect.
- Be aware of whistleblowing procedures to the DSL or Young Bristol Trustee Board if they have concerns about safeguarding practices within any of the Young Bristol Programmes and/or events. Where a staff member feels unable to raise an issue with the DSL or feels that their genuine concerns are not being addressed, other whistleblowing channels may be open to them:

The NSPCC whistleblowing helpline is available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 – line is available from 8:00 AM to 8:00 PM, Monday to Friday and Email: help@nspcc.org.uk.

- Staff **must** personally report to the police cases where they discover that an act of FGM appears to have been carried out. Staff must liaise with the DSL following this.
- Report their concerns to the DSL if they think a participant may be at risk of radicalisation or involvement in terrorism.
- Report any potential safeguarding concerns about an individual's behaviour towards children and young people immediately. Allegations or concerns about colleagues and volunteers must be reported direct to the DSL. If the concern relates to the DSL it should be reported to the

Young Bristol Trustee with responsibility for Safeguarding and Child Protection, who will liaise with the Local Authority Designated Officer (LADO) and they will decide on any action required.

10. Key Safeguarding Areas

<p>Child Sexual Exploitation (CSE) and Trafficking involves exploitative situations, contexts and relationships where young people receive something (for example food, accommodation, drugs, alcohol, gifts, money or in some cases simply affection) as a result of engaging in sexual activities. Sexual exploitation can take many forms ranging from the seemingly ‘consensual’ relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups. What marks out exploitation is an imbalance of power in the relationship. The perpetrator always holds some kind of power over the victim which increases as the exploitative relationship develops. Sexual exploitation involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyberbullying and grooming. However, it also important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse.</p>	<p>Female Genital Mutilation (FGM) professionals in all agencies, and individuals and groups in relevant communities, 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, which individually may not indicate risk but if there are two or more indicators present this could signal a risk to the child or young person. Victims of FGM are likely to come from a community that is known to practise FGM. 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. (See Keeping Children Safe in Education)</p>
<p>All types of bullying including cyberbullying and sexting Young Bristol has a separate Anti-Bullying policy which is accessible via our website www.youngbristol.com</p>	<p>Forced marriage is not the same as an arranged marriage, as it involves coercion and force and a marriage based on free choice. It affects both males and females.</p>

<p>Domestic violence, Gender-based violence/violence against women and girls (VAWG) and teenage relationship abuse involves any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those who are, or have been in relationships or family members regardless of gender or sexuality and is applicable to teenagers engaged in abusive relationships</p>	<p>Gangs and youth violence. Staff have a range of powers in relation to discipline to tackle problems, including violence, whilst a participant is engaged on any of the Young Bristol Programmes. Such powers cover disciplinary actions, the power to restrain violent participants, and the power (with consent) to search pupils for prohibited items.</p>
<p>Drugs. As part of promoting participants well being, we have a role to play in preventing drug misuse as part of our pastoral responsibilities and to support the Government's drug strategy (2010) to provide information, advice and support to young people via the curriculum and mentoring.</p>	<p>Fabricated or induced illness. This supplementary guidance Safeguarding Children in whom Illness is Fabricated or Induced (2008) sets out a national framework within which agencies and professionals at local level – individually and jointly – draw up and agree upon their own more detailed ways of working together where illness may be being fabricated or induced in a child by a carer who has parenting responsibilities for them</p>
<p>Child and Adolescent Mental Health. Good mental health and resilience are fundamental to our children's physical health, relationships, education and to achieving their potential.</p>	<p>Faith abuse. The National Action Plan to Tackle Child Abuse Linked to Faith or Belief is intended to help raise awareness of the issue of child abuse linked to faith or belief and to encourage practical steps to be taken to prevent such abuse.</p>

Radicalisation: Young Bristol is aware of its responsibilities under the Counter Terrorism and Security Act 2015, specifically Section 26, and the Prevent Strategy to safeguard pupils who are at risk of radicalisation by identifying and risk assessing individual who may be drawn into terrorism, violent or non-violent extremism. We provide a safe environment for our participants to explore, understand and discuss sensitive topics including terrorism and extremist ideology. We use the curriculum and pastoral support to educate our pupils and to enable them to challenge these ideas. Staff are aware of the risk posed by other young people and adults who may have been radicalised and the impact of radicalisation via social media. Staff have received appropriate training and have the knowledge and confidence to identify pupils at risk of being drawn into terrorism and extremism and challenge extremist views.

Private Fostering is essentially arrangements made privately for the care of a child under the age of 16 (under 18, if disabled) by someone other than a parent or close relative with the intention that it should last for 28 days or more. A relative, under the Children Act 1989, is a grandparent, brother, sister, uncle or aunt (whether of the full or half blood or by marriage) or step-parent. A private foster carer may be a friend of the family, the parent of a friend of the child, or someone previously unknown to the child's family who is willing to privately foster a child. The period for which the child is cared for and accommodated by the private foster carer should be continuous, but that continuity is not broken by the occasional short break.

Young Bristol has a responsibility to refer to Children's Services any private fostering arrangement. Children's Services will undertake an assessment to ensure the needs and welfare of the child or young person is being met and that adults caring for them have access to advice and support.

<p>Online Sexual Abuse The use of technology to manipulate, exploit, coerce or intimidate a child to (but not limited to): engage in sexual activity; produce sexual material/content; force a child to look at or watch sexual activities; encourage a child to behave in sexually inappropriate ways; or groom a child in preparation for sexual abuse (either online or offline). It can also involve directing others to, or coordinating, the abuse of children online. As with other forms of sexual abuse, online abuse can be misunderstood by the child and others as being consensual, occurring without the child's immediate recognition or understanding of abusive or exploitative conduct. In addition, fear of what might happen if they do not comply can also be a significant influencing factor. No child under the age of 18 can consent to being abused or exploited. Financial gain can be a feature of online child sexual abuse, it can involve serious organised crime and it can be carried out by either adults or peers.</p>	
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Part 2: Procedures

1. Reporting Concerns

The procedure to respond to a concern about a child is detailed in Appendix B.

2. Involving Parents and Carers

Normally, the DSL will discuss any child protection concerns with parents/carers before approaching other agencies, and will seek their consent to making a referral to another agency. However there may be occasions when Young Bristol will contact another agency **before** informing parents/carers because it considers that contacting them may increase the risk of significant harm to the child.

3. Multi Agency Working

Staff work in partnership with other agencies in the best interests of the children. If there are child protection concerns, referrals should be made by the DSL (or Deputy DSL) to First Response (Bristol) by phone (0117 9036444) or South Gloucestershire by phone (01454 866000). In less urgent cases the DSL should use the web form to contact First Response or the Access and Response team. Where the child already has a social worker, the request for service should go immediately to the social worker involved, or in their absence to their team manager.

We will co-operate with any child protection enquiries conducted by children's social care: Young Bristol will ensure representation at appropriate inter-agency meetings such as integrated support plan meetings initial and review child protection conferences, and core group meetings.

Where a participant is subject to an inter-agency child protection plan or a multi-agency risk assessment conference (MARAC) meeting, Young Bristol will contribute to the preparation, implementation and review of the plan as appropriate.

4. Exclusions

When Young Bristol is considering excluding, either short term or permanently, a vulnerable young person who is the subject of a child protection plan or where there is an existing child protection file, we will discuss with any relevant agencies the young person is supported by, prior to making the decision

5. Private Fostering Arrangements

Where Young Bristol has not been involved in making the arrangement but a member of staff or volunteer at a youth club, or part of one of Young Bristol's programmes becomes aware that a young person may be in a private fostering arrangement, where a child under the age of 16 (or 18 if disabled) is provided with care and accommodation by someone to whom they are not related in that person's home, they should raise this in the first instance with the DSL. Young Bristol will notify the local authority of the circumstances, via First Response. Once notified the local authority will check that the arrangement is suitable and safe for the child.

6. FGM Reporting Guidance

- **Mandatory reporting of known cases:**
- Phone 101 (999 if the child is in immediate risk of harm). It is also good practice to phone FirstResponse to notify of this.
- **For suspected cases the following points need to be considered:**
 - All requests for extended leave or circumstances where a child is known to be going to a practising country of origin for the six week holidays should be reported to First Response. Other points to be aware of are as follows
 - She has a parent from a practicing community;
 - She and her family have a low level of integration into a community;
 - The mother or any sisters have experienced FGM;
 - She is withdrawn from her peers and social group;
 - She has talked about, or you know about, the arrival of a female family elder;
 - She talks about it to other children ;
 - She refers to a 'special procedure' or 'special occasion' or 'become a woman';
 - She is out of the country for a prolonged period (holidays of 6 weeks to two months or more);
 - She is taking a long holiday to her country of origin or another country where the practice is prevalent (parents may talk about it too).
- Prior to referring to First Response, the parents will be invited in to consider and discuss the following: who is going, where are they going, when are they coming back, who are they going to visit, what is the purpose of the visit?

An explicit conversation with the parent will need to take place about FGM, highlighting that the practice is illegal in this country and is classified as child abuse. This includes that the law in this country protects British nationals abroad so that it is also illegal to take the girl abroad to perform FGM. Please record the parent's response and reactions to this. Parents should also be notified that First Response will also be contacted. It is good practice to seek consent to share this information. However, if a parent refuses, then you need to notify the parent that this is your professional duty to inform First Response.

- **What happens next?**

First Response will make a risk assessment based on the information provided, and the information they may already hold on the family. The likely outcome is that a joint visit with the police and social care will be made where a written agreement will be signed. They may also take further action if further assessment is needed.

- **Prevent**

As with other safeguarding risks, staff should be alert to changes in children's behaviour which could indicate that they may be in need of help or protection. Staff should use their judgement in identifying children who might be at risk of radicalisation and act proportionately which may include making a referral to the Channel programme.

Channel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. It provides a mechanism for schools, youth groups etc to make referrals if they are concerned that an individual might be vulnerable to radicalisation. An individual's engagement with the programme is entirely voluntary at all stages. To make a referral, complete the referral form and send it to the Police Prevent Team at: ChannelSW@avonandsomerset.pnn.police.uk

6. Sharing of Information

Whilst the Data Protection Act 1998 places duties on organisations and individuals to process personal information fairly and lawfully, it is not a barrier to sharing information where the failure to do so would result in a child being placed at risk of harm. Fears about sharing information **cannot** be allowed to stand in the way of the need to promote the welfare and protect the safety of children, if unsure staff should contact the DSL to discuss.

Appendix A

Key Documentation, procedures and guidance

- What to do if you're worried a child is being abused" (2015),
- Working Together to Safeguard Children" (2015)
- Prevent Duty Guidance for England and Wales" (2015).
- Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers (2015).
- Mandatory Reporting of Female Genital Mutilation – procedural information (2015)
- Listening to and involving children and young people "(2014)

- Multi-agency statutory guidance on female genital mutilation (2016)
- Supervision of activity with children (2012)
- Disqualification under the Childcare Act 2006 (2015)

Appendix B Reporting Concerns

Please find below details of the Young Bristol Safeguarding Team.

Please contact the person from the area of work/ programme from which the referral of the young person originates in the first instance. If this person cannot be contacted please then contact the DSL. If the DSL cannot be contacted please then contact one of the other deputies.

Young Bristol's Safeguarding Team

Designated Safeguarding Lead (DSL)

Lee Williams DL – Chief Executive
lw@youngbristol.com
 07983975136

Designated Safeguarding Lead Deputies:

<p>Young Bristol Trustees Lead Representatives Kassim Hanid – Trustee Kassim.hanid@gmail.com 07970822340</p> <p>Mark Hammond – Trustee mark.hammond1@gmail.com 07834905468</p>	<p>YB Commercial Activities Manager Matt Donnelly md@youngbristol.com 07787428453</p>	<p>YB Head of Operations Andrew Kimber ak@youngbristol.com 07923880908</p>
<p>YB Programmes & Youth Voice Jason Beckhelling-Terry jbt@youngbristol.com 07599533072</p>	<p>Employment Training Scheme Phil Harris ph@youngbristol.com 07771961568</p>	<p>YB Community Youth Clubs Lead Will Payne wp@youngbristol.com 07758822284</p>

Appendix B.1

If you have concerns about a child...

<p>If a child is at immediate risk call the POLICE</p>	<p>POLICE 999</p>			
<p>To make an URGENT referral, i.e. a child is likely to suffer or is suffering significant harm, call First Response</p>	<p>FIRST RESPONSE 0117 9036444 <small>(Out of Hours Emergency Duty Team 01454 815 185)</small></p>			
<p>To make a NON-URGENT referral, contact FIRST RESPONSE using the online form (must have parental/carer consent).</p>	<p>FIRST RESPONSE https://www2.bristol.gov.uk/form/child-or-young-person-request-support-or-report-concern</p>			
<p>To raise concerns and ask for advice about extremism (also contact First Response).</p>	<p>PREVENT DUTY 0117 9455536 channelsw@avonandsomerset.pnn.police.uk</p>			
<p>For advice and guidance about whether to make a referral.</p>	<p>EARLY HELP (N) 0117 3521499 EARLY HELP (E/C) 0117 9415886 EARLY HELP (S) 0117 9037770</p>			
<p>For information, advice and guidance in relation to safeguarding policy and procedures.</p>	<p>Schools Safeguarding Advisors</p> <table border="1"> <tr> <td data-bbox="528 1133 699 1232"> <p>North Lesley O'Hagan 0117 9223736 07801102852</p> </td> <td data-bbox="730 1133 901 1232"> <p>East/Central Henry Chan 0117 9224252 07464889157</p> </td> <td data-bbox="933 1133 1088 1232"> <p>South Esther Lambert 0117 9223332 07464889153</p> </td> </tr> </table>	<p>North Lesley O'Hagan 0117 9223736 07801102852</p>	<p>East/Central Henry Chan 0117 9224252 07464889157</p>	<p>South Esther Lambert 0117 9223332 07464889153</p>
<p>North Lesley O'Hagan 0117 9223736 07801102852</p>	<p>East/Central Henry Chan 0117 9224252 07464889157</p>	<p>South Esther Lambert 0117 9223332 07464889153</p>		

If you have concerns about a professional working with a child...

<p>To raise concerns and ask for guidance in relation to the conduct of someone who works with children</p>	<p>Local Authority Designated Officer (LADO) Nicola Laird 0117 9037795</p>
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Appendix C

Dealing with a Disclosure of Abuse

When a child tells me about abuse s/he has suffered, what must I remember?

- Stay calm.
- Do not communicate shock, anger or embarrassment.
- Reassure the child. Tell her/him you are pleased that s/he is speaking to you.
- Never promise confidentiality. Assure her/him that you will try to help but let the child know that you may have to tell other people in order to do this. State who this will be and why.
- Encourage the child to talk but do not ask "leading questions" or press for information.
- Listen and remember.
- Check that you have understood correctly what the child is trying to tell you.
- Praise the child for telling you. Communicate that s/he has a right to be safe and protected.
- It is inappropriate to make any comments about the alleged offender.
- Be aware that the child may retract what s/he has told you. It is essential to record all you have heard.
- At the end of the conversation, tell the child again who you are going to tell and why that person or those people need to know.
- As soon as you can afterwards, make a detailed record of the conversation using the child's own language. Include any questions you may have asked. Do not add any opinions or interpretations.

NB It is not staff's role to seek disclosures. Their role is to observe that something may be wrong, ask about it, listen, be available and try to make time to talk.

**Recognise – Respond – Reassure
– Refer - Record**

Appendix D

Types of abuse and neglect

Abuse and neglect is defined as the maltreatment of a child or young person whereby someone may abuse or neglect a child by inflicting harm, or by failing to prevent harm. They may be abused by an adult or adults or by another child or children.

All staff should be aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases multiple issues will overlap with one another.

The following are the definition of abuse and neglect as set out in Working Together to Safeguard Children (2016) however, the ultimate responsibility to assess and define the type of abuse a child or young person may be subject to is that of the Police and Children's Services – our responsibility is to understand what each category of abuse is and how this can impact on the welfare and development of our children and where we have concerns that a child or young person may be at risk of abuse and neglect (one or more categories can apply) to take appropriate action as early as possible.

<p>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.</p>	<p>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.</p>
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<p>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.</p>	<p>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 cyberbullying), 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.</p>
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Note: Whilst not part of the YB Safeguarding & Child Protection Policy, employees should ensure they are familiar with and understand the background document that supports this Policy.

Policy written with Professional support from Delegated Services Ltd.