# **Breathing Space Therapeutic Services CIC**

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# **Safeguarding Children and Young People Policy**

# **Statement of intent**

**Breathing Space Therapeutic Services CIC** is committed to safeguarding and promoting the welfare, both physical and emotional, of every CYP both inside and outside of the provision premises. We implement a whole-provision preventative approach to managing safeguarding concerns, ensuring that the wellbeing of CYPs is at the forefront of all action taken.

This policy sets out a clear and consistent framework for delivering this promise, in line with safeguarding legislation and statutory guidance.

It will be achieved by:

* Creating a culture of safer recruitment by adopting procedures that help deter, reject or identify people who might pose a risk to children.
* Teaching CYPs how to keep safe and recognise behaviour that is unacceptable.
* Identifying and making provision for any CYP that has been subject to abuse.
* Ensuring that members of the governing board, employees, volunteers and youth mentors understand their responsibilities under safeguarding legislation and statutory guidance, are alert to the signs of child abuse and know to refer concerns to the DSL.
* Ensuring that the headstaff member and any new staff members and volunteers are only appointed when all the appropriate checks have been satisfactorily completed.

The DSL is: **Rebecca Mainstone**

and

The DSL LAC is: **Wendy Sorby**.

**The referring provision or organisation maintain overall Safeguarding responsibility for CYP and therefore these guidelines will be followed in conjunction with those of the referral source.**

Policy Review Dates:

1st Review: July 2020

2nd Review:

3rd Review:

4th Review:

# **Definitions**

## The terms **“children”** and **“child”** refer to anyone under the age of 18. **CYP** refers to Children and Young People that engage in the provision for the purposes of this document.

## For the purposes of this policy, “safeguarding and protecting the welfare of children” is defined as:

* Protecting children and young people from maltreatment.
* Preventing the impairment of CYPs’ health or development.
* Ensuring that CYP grow up in circumstances consistent with the provision of safe and effective care.
* Taking action to enable all CYP to have the best outcomes.

## For the purposes of this policy, the term **“harmful sexual behaviour”** includes, but is not limited to, the following actions:

* Using sexually explicit words and phrases
* Inappropriate touching
* Sexual violence or threats
* Full penetrative sex with other children or adults

## In accordance with the DfE’s guidance, ‘Sexual violence and sexual harassment between children in provisions and colleges’ (2018), and for the purposes of this policy, the term **“‘sexual harassment”** is used within this policy to describe any unwanted conduct of a sexual nature, both online or offline, which violates a child’s dignity and makes them feel intimidated, degraded or humiliated, and can create a hostile, sexualised or offensive environment.

## For the purpose of this policy, the term **“sexual violence”** encompasses the definitions provided in the Sexual Offences Act 2003, including those pertaining to rape, assault by penetration and sexual assault.

## For the purposes of this policy, **“upskirting”** refers to the act of taking a picture or video under another person’s clothing, without their knowledge or consent, with the intention of viewing that person’s genitals or buttocks (with or without clothing). Despite the name, anyone (including both CYPs and staff), and any gender, can be a victim of upskirting.

# **Legal framework**

## This policy has been created with due regard to all relevant legislation including, but not limited to, the following:

**Legislation**

* Children Act 1989
* Children Act 2004
* Safeguarding Vulnerable Groups Act 2006
* The Education (Provision Staff’ Appraisal) (England) Regulations 2012 (as amended)
* Sexual Offences Act 2003
* The General Data Protection Regulation (GDPR)
* Data Protection Act 2018
* **[Provisions providing education to CYP under the age of eight only]** The Childcare (Disqualification) and Childcare (Early Years Provision Free of Charge) (Extended Entitlement) (Amendment) Regulations 2018
* Voyeurism (Offences) Act 2019

**Statutory guidance**

* HM Government (2013) ‘Multi-agency practice guidelines: Handling cases of Forced Marriage’
* DfE (2018) ‘Working Together to Safeguard Children’
* DfE (2015) ‘The Prevent duty’
* DfE (2019) ‘Keeping children safe in education’
* DfE (2018) ‘Disqualification under the Childcare Act 2006’

Non-statutory guidance

* DfE (2015) ‘What to do if you’re worried a child is being abused’
* DfE (2018) ‘Information sharing’
* DfE (2017) ‘Child sexual exploitation’
* DfE (2018) ‘Sexual violence and sexual harassment between children in provisions and colleges’

## The **Board of Directors** has a duty to:

* Ensure that the provision complies with its duties under the above child protection and safeguarding legislation.
* Guarantee that the policies, procedures and training opportunities in the provision are effective and comply with the law at all times.
* Guarantee that the provision contributes to inter-agency working in line with the statutory guidance ‘Working Together to Safeguard Children’.
* Comply with its obligations under section 14B of the Children Act 2004 to supply the local safeguarding arrangements with information to fulfil its functions.
* Ensure that Employees have due regard to relevant data protection principles which allow them to share personal information.
* Guarantee that there are effective child protection policies and procedures in place together with a Staff Code of Conduct.
* Make sure that CYP are taught about safeguarding, including protection against dangers online, through teaching and learning opportunities, as part of providing a broad and balanced curriculum.
* Adhere to statutory responsibilities by conducting preemployment checks on staff who work with children, taking proportionate decisions on whether to ask for any checks beyond what is required.
* Ensure that staff members are appropriately trained to support CYP to be themselves at provision, e.g. if they are LGBTQ+.
* Guarantee that volunteers are appropriately supervised.
* Ensure that all staff members receive safeguarding and child protection training updates, such as e-bulletins, emails and staff meetings, as required, but at least annually.
* Certify that there are procedures in place to handle allegations against members of staff or volunteers.
* Ensure that appropriate disciplinary procedures are in place, as well as policies pertaining to the behaviour of CYP and staff.
* Ensure that procedures are in place to eliminate unlawful discrimination, harassment and victimisation, including those in relation to peer-on-peer abuse.
* Make sure that CYP’ wishes and feelings are taken into account when determining what action to take and what services to provide to protect individual CYP.
* Guarantee that there are systems in place for CYP to express their views and give feedback.
* Make sure that staff members have the skills, knowledge and understanding necessary to keep LAC safe, particularly with regards to the CYP’s legal status, contact details and care arrangements.
* Put in place appropriate safeguarding responses for CYP who go missing from provision, particularly on repeat occasions, to help identify any risk of abuse and neglect, including sexual abuse or exploitation, and prevent the risk of their disappearance in future.
* Ensure that all members of the governing board have been subject to an enhanced DBS check.

## The **DSL’s** have a duty to:

* Understand and keep up-to-date with local safeguarding arrangements.
* Make the necessary child protection referrals to appropriate agencies.
* Liaise with relevant staff to inform them of safeguarding issues and ongoing enquiries when necessary.
* Act as a source of support, advice and expertise to staff members on matters of safeguarding by liaising with relevant agencies.
* Understand the assessment process for providing early help and intervention.
* Have a working knowledge of how LAs conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so.
* Ensure each member of staff has access to and understands the provision’s Child Protection and Safeguarding Policy and procedures – this will be discussed during the staff induction process.
* Be alert to the specific requirements of children in need, including those with SEND and young carers.
* Keep detailed, accurate and secure records of concerns and referrals.
* Secure access to resources and attend any relevant training courses.
* Encourage a culture of listening to children and taking account of their wishes and feelings.
* Work with the governing board to ensure the provision’s Child Protection and Safeguarding Policy is reviewed annually and the procedures are updated regularly.
* Ensure the provision’s Child Protection and Safeguarding Policy is available publicly, and parents are aware that the provision may make referrals for suspected cases of abuse or neglect, as well as the role the provision plays in these referrals.
* Be available at all times during provision hours to discuss any safeguarding concerns. NB. The provision will determine what “available” means, e.g. it may be appropriate to be accessible by electronic means such as phone or Skype.
* Hold the details of the Lead Referral organisation/agency and liaise with them as necessary.

## The designated LAC Safeguarding Lead staff member has a responsibility for promoting the educational achievement of LAC and previously LAC, and for children who have left care through adoption, special guardianship or child arrangement orders or who were adopted from state care outside England and Wales.

## **Other staff members have a responsibility to:**

* Safeguard CYP’s wellbeing and maintain public trust in the provision as part of their professional duties.
* Provide a safe environment in which CYP can engage.
* Act in accordance with provision procedures with the aim of eliminating unlawful discrimination, harassment and victimisation, including those in relation to peer-on-peer abuse.
* Maintain an attitude of ‘it could happen here’ where safeguarding is concerned.
* Be aware of the signs of abuse and neglect.
* Be confident of the processing conditions under relevant data protection legislation, including information which is sensitive and personal, and information that should be treated as special category data.
* Be aware of and understand the procedure to follow in the event that a child confides they are being abused or neglected.
* Maintain appropriate levels of confidentiality when dealing with individual cases, and always act in the best interest of the child.
* Follow the provision’s procedure for, and approach to, preventing radicalisation as outlined in the **Extremism and Anti-Radicalisation Policy.**
* Challenge senior leaders over any safeguarding concerns, where necessary.

# **Inter-agency working**

## The provision contributes to inter-agency working as part of its statutory duty.

## The provision is aware of and will follow the local safeguarding arrangements.

## The provision will work with CSCS, the police, health services and other services to protect the welfare of its CYP, through the early help process and by contributing to inter-agency plans to provide additional support.

## The provision recognises the importance of proactive information sharing between professionals and local agencies in order to effectively meet CYP’ needs and identify any need for early help.

## Staff members are aware that whilst the GDPR and the Data Protection Act 2018 place a duty on provisions to process personal information fairly and lawfully, they also allow for information to be stored and shared for safeguarding purposes – data protection regulations do not act as a barrier to sharing information where failure to do so would result in the CYP being placed at risk of harm.

## Staff members will ensure that fear of sharing information does not stand in the way of their responsibility to promote the welfare and safety of CYP.

## If staff members are in doubt about sharing information, they will speak to the DSL or deputy DSL.

## The provision also recognises the particular importance of inter-agency working in identifying and preventing child sexual exploitation (CSE).

# **Abuse and neglect**

## All members of staff will be aware that abuse, neglect and safeguarding issues are rarely standalone events that can be given a specific label and multiple issues often overlap one another.

## All staff members will be aware of the indicators of abuse and the appropriate action to take following a CYP being identified as at potential risk of abuse or neglect.

## When identifying CYP at risk of potential harm, staff members will look out for a number of indicators including, but not limited to, the following:

* Injuries in unusual places, such as bite marks on the neck, that are also inconsistent with their age
* Lack of concentration and acting withdrawn
* Knowledge ahead of their age, e.g. sexual knowledge.
* Use of explicit language
* Fear of abandonment
* Depression and low self-esteem

## All members of staff will be aware of the indicators of peer-on-peer abuse, such as those in relation to bullying, gender-based violence, sexual assaults and sexting.

## All staff will be aware of the necessary procedures to follow to prevent peer-on-peer abuse, as outlined in our **Bullying and Harassment Policy**.

## All staff will be aware of the behaviours linked to drug taking, alcohol abuse, truancy and sexting, and will understand that these put CYP in danger.

## Staff members will be aware of the effects of a CYP witnessing an incident of abuse, such as witnessing domestic violence at home.

# **Types of abuse and neglect**

## **Abuse:** A form of maltreatment of a child which involves inflicting harm or failing to act to prevent harm. Children may be abused in a family, institutional or community setting by those known to them or, more rarely, by others, e.g. via the internet.

## **Physical abuse:** A form of abuse which may involve actions such as hitting, throwing, burning, drowning and poisoning, or otherwise causing physical harm to a child. Physical abuse can also be caused when a parent fabricates the symptoms of, or deliberately induces, illness in a child.

## **Emotional abuse:** A form of abuse which involves the emotional maltreatment of a child to cause severe and adverse effects on the child’s emotional development. This may involve telling a child they are worthless, unloved, inadequate, not giving them the opportunities to express their views, deliberately silencing them, or often making them feel as though they are in danger.

## **Sexual abuse:** A form of abuse which involves forcing or enticing a child to take part in sexual activities, not necessarily involving a high level of violence, and whether or not the child is aware of what is happening. This may involve physical assault, such as penetrative assault and touching, or non-penetrative actions, such as looking at sexual images or encouraging children to behave in inappropriate ways.

## **Neglect:** A form of abuse which involves the persistent failure to meet a child’s basic physical and/or psychological needs, likely to result in serious impairment of a child’s health or development. This may involve providing inadequate food, clothing or shelter, or the inability to protect a child from physical or emotional harm or ensure access to appropriate medical treatment.

# **FGM**

## For the purpose of this policy, FGMis defined as the partial or total removal of the external female genitalia, or any other injury to the female genital organs.

## FGM is considered a form of abuse in the UK and is illegal.

## All staff will be alert to the possibility of a girl being at risk of FGM, or already having suffered FGM. If staff members are worried about someone who is at risk of FGM or who has been a victim of FGM, they are required to share this information with the lead referral organisation/agency and/or the police.

**NB.** The above does not apply to any suspected or at-risk cases, nor if the individual is over the age of 18. In such cases, local safeguarding procedures will be followed.

## There are a range of potential indicators that a CYP may be at risk of FGM. While individually they may not indicate risk, if two or more indicators are present, this could signal a risk to the CYP.

## Victims of FGM are most likely to come from communities that are known to adopt this practice. It is important to note that the CYP may not yet be aware of the practice or that it may be conducted on them, so staff will be sensitive when broaching the subject.

## Indicators that may show a heightened risk of FGM include the following:

* The socio-economic position of the family and their level of integration into UK society
* Any girl with a mother or sister who has been subjected to FGM
* Any girl withdrawn from PSHE

## Indicators that may show FGM could take place soon include the following:

* When a female family elder is visiting from a country of origin
* A girl may confide that she is to have a ‘special procedure’ or a ceremony to ‘become a woman’
* A girl may request help from a staff member if she is aware or suspects that she is at immediate risk
* A girl, or her family member, may talk about a long holiday to her country of origin or another country where the practice is prevalent

## Staff will be vigilant to the signs that FGM has already taken place so that help can be offered, enquiries can be made to protect others, and criminal investigations can begin.

## Indicators that FGM may have already taken place include the following:

* Difficulty walking, sitting or standing
* Spending longer than normal in the bathroom or toilet
* Spending long periods of time away from a classroom during the day with bladder or menstrual problems
* Prolonged or repeated absences from provision followed by withdrawal or depression
* Reluctance to undergo normal medical examinations
* Asking for help, but not being explicit about the problem due to embarrassment or fear
* Staff will not examine CYP, and so it is rare that they will see any visual evidence, but they will report to the police where an act of FGM appears to have been carried out. Unless the staff member has a good reason not to, they should also consider and discuss any such case with the DSL and involve CSCS as appropriate.
* FGM is also included in the definition of ‘honour-based’ violence (HBV), which involves crimes that have been committed to defend the honour of the family and/or community, alongside forced marriage and breast ironing.
* All forms of HBV are forms of abuse and will be treated and escalated as such.
* Staff will be alert to the signs of HBV, including concerns that a child is at risk of HBV, or has already suffered from HBV, and will consult with the DSL who will activate local safeguarding procedures if concerns arise.

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# **Forced marriage**

## For the purpose of this policy, a **“forced marriage”** is defined as a marriage that is entered into without the full and free consent of one or both parties, and where violence, threats or any other form of coercion is used to cause a person to enter into the marriage. Forced marriage is classed as a crime in the UK.

## As part of HBV, staff will be alert to the signs of forced marriage including, but not limited to, the following:

* Becoming anxious, depressed and emotionally withdrawn with low self-esteem
* Showing signs of mental health disorders and behaviours such as self-harm or anorexia
* Displaying a sudden decline in their educational performance, aspirations or motivation
* Regularly being absent from provision
* Displaying a decline in punctuality
* An obvious family history of older siblings leaving education early and marrying early

## If staff members have any concerns regarding a child who may have undergone, is currently undergoing, or is at risk of, forced marriage, they will speak to the DSL and local safeguarding procedures will be followed – this could include referral to CSCS, the police or the Forced Marriage Unit.

# **Child sexual exploitation (CSE)**

## For the purpose of this policy, **“child sexual exploitation”** is defined as: a form of sexual abuse where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person into sexual activity, for either, or both, of the following reasons:

* In exchange for something the victim needs or wants
* For the financial advantage or increased status of the perpetrator or facilitator

## CSE does not always involve physical contact, as it can also occur online. It is also important to note that a child can be sexually exploited even if the sexual activity appears consensual.

## The provision has adopted the following procedure for handling cases of CSE, as outlined by the DfE:

**Identifying cases**

## Provision staff members are aware of and look for the key indicators of CSE; these are as follows:

* Going missing for periods of time or regularly going home late
* Regularly missing lessons
* Appearing with unexplained gifts and new possessions
* Associating with other young people involved in exploitation
* Having older boyfriends or girlfriends
* Undergoing mood swings or drastic changes in emotional wellbeing
* Displaying inappropriate sexualised behaviour
* Suffering from sexually transmitted infections or becoming pregnant
* Displaying changes in emotional wellbeing
* Misusing drugs or alcohol

**Referring cases**

* Where CSE, or the risk of it, is suspected, staff will discuss the case with the DSL and passed onto the referral organisation/agency. If after discussion a concern still remains, local safeguarding procedures will be triggered by the lead referrer.
* **Support**
* The LA and all other necessary authorities will then handle the matter to conclusion. The provision will cooperate as needed.

# **Homelessness**

* The DSL and deputy(s) will be aware of the contact details and referral routes into the Local Housing Authority so that concerns over homelessness can be raised as early as possible.

## Indicators that a family may be at risk of homelessness include the following:

* Household debt
* Rent arrears
* Domestic abuse
* Anti-social behaviour
* Any mention of a family moving home because “they have to”

Referrals to the Local Housing Authority do not replace referrals to CSCS where a child is being harmed or at risk of harm.

* For 16- and 17-year-olds, homelessness may not be family-based and referrals to CSCS will be made as necessary where concerns are raised.

# **County lines criminal activity**

* For the purpose of this policy, “**County lines criminal activity**” refers to drug networks or gangs grooming and exploiting children to carry drugs and money from urban areas to suburban areas, rural areas and market and seaside towns.
* Staff will be made aware of CYP with missing episodes who may have been trafficked for the purpose of transporting drugs.
* Staff members who suspect a CYP may be vulnerable to, or involved in, this activity will immediately report all concerns to the DSL.

## Indicators that a CYP may be involved in county lines active include the following:

* Persistently going missing or being found out of their usual area
* Unexplained acquisition of money, clothes or mobile phones
* Excessive receipt of texts or phone calls
* Relationships with controlling or older individuals or groups
* Leaving home without explanation
* Evidence of physical injury or assault that cannot be explained
* Carrying weapons
* Sudden decline in provision results
* Becoming isolated from peers or social networks
* Self-harm or significant changes in mental state
* Parental reports of concern

# **Serious violence**

## Through training, all staff will be made aware of the indicators which may signal a CYP is at risk from, or is involved with, serious violent crime. These indicators include, but are not limited to, the following:

* Increased absence from provision
* A change in friendships
* New relationships with older individuals or groups
* A significant decline in academic performance
* Signs of self-harm
* A significant change in wellbeing
* Signs of assault
* Unexplained injuries
* Unexplained gifts or new possessions

## Staff will be made aware of some of the most significant risk factors that could increase a CYP’s vulnerability to becoming involved in serious violent crime. These risk factors include, but are not limited to, the following:

* A history of committing offences
* Substance abuse
* Anti-social behaviour
* Truancy
* Peers involved in crime and/or anti-social behaviour

## Staff members who suspect a CYP may be vulnerable to, or involved in, serious violent crime will immediately report their concerns to the DSL.

# **CYP with family members in prison**

* CYP with a family member in prison will be offered pastoral support as necessary.

# **CYP required to give evidence in court**

* CYP required to give evidence in criminal courts, either for crimes committed against them or crimes they have witnessed, will be offered appropriate pastoral support.

# **Contextual safeguarding**

## Safeguarding incidents can occur outside of provision and can be associated with outside factors. Provision staff, particularly the DSL and their deputy(s), will always consider the context of incidents – this is known as contextual safeguarding.

## Assessment of CYP’ behaviour will consider whether there are wider environmental factors that are a threat to their safety and/or welfare.

## The provision will provide as much contextual information as possible when making referrals to CSCS.

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# **Preventing radicalisation**

* For the purpose of this policy, “**radicalisation**” refers to the process by which a person comes to support terrorism and extremist ideologies.
* Protecting children from the risk of radicalisation is part of the provision’s wider safeguarding duties.
* The provision will actively assess the risk of CYP being drawn into terrorism.
* Staff will be alert to changes in CYP’ behaviour which could indicate that they may be in need of help or protection.
* Staff will use their professional judgement to identify CYP who may be at risk of radicalisation and act appropriately, which may include making a referral to the Channel programme. The provision will work with local safeguarding arrangements as appropriate.
* The provision will ensure that they engage with parents and families, as they are in a key position to spot signs of radicalisation. In doing so, the provision will assist and advise family members who raise concerns and provide information for support mechanisms.
* Any concerns over radicalisation will be discussed with a child’s parents, unless the provision has reason to believe that the child would be placed at risk as a result.

## **Training**

* The DSL will undertake Prevent awareness training to be able to provide advice and support to other staff on how to protect children against the risk of radicalisation. The DSL will hold formal training sessions with all members of staff to ensure they are aware of the risk indicators and their duties regarding preventing radicalisation.

## **Risk indicators of vulnerable CYP**

## Indicators of an identity crisis include the following:

* Distancing themselves from their cultural/religious heritage
* Uncomfortable with their place in society

## Indicators of a personal crisis include the following:

* Family tensions
* A sense of isolation
* Low self-esteem
* Disassociation from existing friendship groups
* Searching for answers to questions about identity, faith and belonging

## Indicators of vulnerability through personal circumstances includes the following:

* Migration
* Local community tensions
* Events affecting their country or region of origin
* Alienation from UK values
* A sense of grievance triggered by personal experience of racism or discrimination

## Indicators of vulnerability through unmet aspirations include the following:

* Perceptions of injustice
* Feelings of failure
* Rejection of civic life
* Indicators of vulnerability through criminality:
* Experiences of dealing with the police
* Involvement with criminal groups

## **Making a judgement**

## When making a judgement, staff will ask themselves the following questions:

* Does the CYP have access to extremist influences?
* Does the CYP access the internet for the purposes of extremist activities (e.g. using closed network groups, accessing or distributing extremist material, contacting such groups covertly using Skype)?
* Is there a reason to believe that the CYP has been, or is likely to be, involved with extremist organisations?
* Is the CYP known to have possessed, or be actively seeking, extremist literature/other media likely to incite racial or religious hatred?
* Does the CYP sympathise with or support illegal/illicit groups?
* Does the CYP support groups with links to extremist activity?
* Has the CYP encountered peer, social, family or faith group rejection?
* Is there evidence of extremist ideological, political or religious influence on the CYP?
* Have international events in areas of conflict and civil unrest had a noticeable impact on the CYP?
* Has there been a significant shift in the CYP’s outward appearance that suggests a new social, political or religious influence?
* Has the CYP come into conflict with family over religious beliefs, lifestyle or dress choices?
* Does the CYP vocally support terrorist attacks, either verbally or in their written work?
* Has the CYP witnessed or been the victim of racial or religious hate crimes?
* Is there a pattern of regular or extended travel within the UK?
* Has the CYP travelled for extended periods of time to international locations?
* Has the CYP employed any methods to disguise their identity?
* Does the CYP have experience of poverty, disadvantage, discrimination or social exclusion?
* Does the CYP display a lack of affinity or understanding for others?
* Is the CYP the victim of social isolation?
* Does the CYP demonstrate a simplistic or flawed understanding of religion or politics?
* Is the CYP a foreign national or refugee, or awaiting a decision on their/their family’s immigration status?
* Does the CYP have insecure, conflicted or absent family relationships?
* Has the CYP experienced any trauma in their lives, particularly trauma associated with war or sectarian conflict?
* Is there evidence that a significant adult or other person in the CYP’s life has extremist views or sympathies?

## Critical indicators include where the CYP is:

* In contact with extremist recruiters.
* Articulating support for extremist causes or leaders.
* Accessing extremist websites.
* Possessing extremist literature.
* Using extremist narratives and a global ideology to explain personal disadvantage.
* Justifying the use of violence to solve societal issues.
* Joining extremist organisations.
* Making significant changes to their appearance and/or behaviour.

## Any member of staff who identifies such concerns, because of observed behaviour or reports of conversations, will report these to the DSL.

## The DSL will consider whether a situation may be so serious that an emergency response is required. In this situation, a 999 call will be made; however, concerns are most likely to require a police investigation as part of the Channel programme, in the first instance.

## **Building children’s resilience**

## The provision will:

* Provide a safe environment for debating controversial issues.
* Promote fundamental British values, alongside CYP’ spiritual, moral, social and cultural development.
* Allow CYP time to explore sensitive and controversial issues.
* Provide CYP with the knowledge and skills to understand and manage potentially difficult situations, recognise risk, make safe choices and recognise where pressure from others threatens their personal safety and wellbeing.
* Equip CYP to explore political and social issues critically, weigh evidence, debate, and make reasoned arguments.
* Teach CYP about how democracy, government and law making/enforcement occur.
* Teach CYP about mutual respect and understanding for the diverse national, regional, religious and ethnic identities of the UK.

## **Resources**

## The provision will utilise the following resources when preventing radicalisation:

* Local safeguarding arrangements
* Local police (contacted via 101 for non-emergencies)
* The DfE’s dedicated helpline (020 7340 7264)
* The [Educate Against Hate](http://educateagainsthate.com/) website

# **Concerns about a CYP - Reporting**

* If a member of staff has any concern about a child’s welfare, they will act on them immediately by speaking to the DSL or a deputy.
* All staff members are aware of the procedure for reporting concerns and understand their responsibilities in relation to confidentiality and information sharing.
* Where the DSL is not available to discuss the concern with, staff members will contact the deputy DSL with the matter.
* If a referral is made about a child by anyone other than the DSL, the DSL will be informed as soon as possible.
* The LA will make a decision regarding what action is required within one working day of the referral being made and will notify the referrer.
* If the situation does not improve after a referral, the DSL will ask for reconsideration to ensure that their concerns have been addressed and that the situation improves for the CYP.
* If early help is appropriate, the case will be kept under constant review. If the CYP’s situation does not improve, a referral will be considered.
* All concerns, discussions and decisions made, as well as the reasons for making those decisions, will be recorded in writing by the DSL and kept securely in a **locked cabinet** in the **provision office**.
* If a CYP is in immediate danger, a referral will be made to CSCS and/or the police immediately.
* If a CYP has committed a crime, such as sexual violence, the police will be notified without delay.
* Where there are safeguarding concerns, the provision will ensure that the CYP’s wishes are always taken into account, and that there are systems available for CYPs to provide feedback and express their views.
* When responding to safeguarding concerns, staff members will act calmly and supportively, ensuring that the CYP feels like they are being listened to and believed.
* An inter-agency assessment will be undertaken where a child and their family could benefit from coordinated support from more than one agency. These assessments will identify what help the child and family require in preventing needs escalating to a point where intervention would be needed.

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# **Early help**

## Early help means providing support as soon as a problem emerges, at any point in a child’s life.

## Any CYP may benefit from early help, but in particular staff will be alert to the potential need for early help for CYPs who:

* Have SEND (whether or not they have a statutory EHC plan).
* Are young carers.
* Show signs of being drawn into anti-social or criminal behaviour, including gang involvement and association with organised crime groups.
* Are frequently missing/going missing from care or from home.
* Misuse drugs or alcohol.
* Are at risk of modern slavery, trafficking or exploitation.
* Are in a family circumstance presenting challenges such as substance abuse, adult mental health problems or domestic abuse.
* Are returned home to their family from care.
* Show early signs of abuse and/or neglect.
* Are at risk of being radicalised or exploited.
* Are privately fostered.

## Early help will also be used to address non-violent harmful sexual behaviour to prevent escalation.

## All staff will be made aware of the local early help process and understand their role in it.

## The DSL will take the lead where early help is appropriate.

# **Managing referrals**

* All staff members, in particular the DSL, will be aware of the LA’s arrangements in place for managing referrals. The DSL will provide staff members with clarity and support where needed.
* When making a referral to CSCS or other external agencies, information will be shared in line with confidentiality requirements and will only be shared where necessary to do so.
* The DSL will work alongside external agencies, maintaining continuous liaison, including multi-agency liaison where appropriate, in order to ensure the wellbeing of the CYPs involved.
* The DSL will work closely with the police to ensure the provision does not jeopardise any criminal proceedings, and to obtain help and support as necessary.
* Where a CYP has been harmed or is in immediate danger or at risk of harm, the referrer will be notified of the action that will be taken within one working day of a referral being made. Where this information is not forthcoming, the referrer will contact the assigned social worker or referral agency for relevant information.
* The provision will not wait for the start or outcome of an investigation before protecting the victim and other CYPs: this applies to criminal investigations as well as those made by CSCS.
* Where CSCS decide that a statutory investigation is not appropriate, the provision will consider referring the incident again if it is believed that the CYP is at risk of harm.
* Where CSCS decide that a statutory investigation is not appropriate and the provision agrees with this decision, the provision will consider the use of other support mechanisms, such as early help and pastoral support.
* At all stages of the reporting and referral process, the CYP will be informed of the decisions made, actions taken and reasons for doing so.
* Discussions of concerns with parents will only take place where this would not put the CYP or others at potential risk of harm.
* The provision will work closely with parents to ensure that the CYP, as well as their family, understands that the arrangements in place, such as in-provision interventions, are effectively supported and know where they can access additional support.

# **Concerns about staff members and safeguarding practices**

* If a staff member has concerns about another member of staff, it will be raised with the Company Directors.
* If the concern is with regards to the Company Directors, it will be referred to the Board of Directors.
* Any concerns regarding the safeguarding practices at the provision will be raised with the SLT, and the necessary whistleblowing procedures will be followed, as outlined in the **Whistleblowing Policy.**
* If a staff member feels unable to raise an issue with the SLT, they should access other whistleblowing channels such as the NSPCC whistleblowing helpline (0800 028 0285).
* Any allegations of abuse made against staff members will be dealt with in accordance with the provision’s **Allegations of Abuse Against Staff Policy**.

# **Dealing with allegations of abuse against staff**

* All allegations will be dealt with in line with the provision’s **Allegations of Abuse Against Staff Policy**, a copy of which will be provided to, and understood by, all staff.
* When an allegation is made, an investigation will be carried out to gather enough evidence to establish whether it has a foundation, and the provision will ensure there is sufficient information to meet the [DBS referral criteria](https://www.gov.uk/guidance/making-barring-referrals-to-the-dbs).
* On conclusion of a case, where an individual is removed from regulated activity – this could be due to suspension, redeployment to work that is not in regulated activity, dismissal or resignation – the provision will refer the case to the DBS as soon as possible.
* If a case manager is concerned about the welfare of other children in the community following a staff member’s suspension, they may report this concern to CSCS.
* The provision will preserve records which contain information about allegations of sexual abuse for the Independent Inquiry into Child Sexual Abuse (IICSA), for the term of the inquiry in question.

# **Allegations of abuse against other CYPs (peer-on-peer abuse)**

## **Sexual harassment**

## Sexual harassment refers to unwanted conduct of a sexual nature that occurs online or offline. Sexual harassment violates a CYP’s dignity and makes them feel intimidated, degraded or humiliated, and can create a hostile, sexualised or offensive environment. If left unchallenged, sexual harassment can create an atmosphere that normalises inappropriate behaviour and may lead to sexual violence.

## Sexual harassment includes:

* Sexual comments.
* Sexual “jokes” and taunting.
* Physical behaviour, such as deliberately brushing against another CYP.
* Online sexual harassment, including non-consensual sharing of images and videos and consensual sharing of sexual images and videos (often known as sexting), inappropriate comments on social media, exploitation, coercion and threats – online sexual harassment may be isolated or part of a wider pattern.

**Sexual violence**

## Sexual violence refers to the three following offences:

* **Rape:** A person (A) commits an offence of rape if he intentionally penetrates the vagina, anus or mouth of another person (B) with his penis, B does not consent to the penetration and A does not reasonably believe that B consents.
* **Assault by Penetration:** A person (A) commits an offence if s/he intentionally penetrates the vagina or anus of another person (B) with a part of her/his body or anything else, the penetration is sexual, B does not consent to the penetration and A does not reasonably believe that B consents.
* **Sexual Assault:** A person (A) commits an offence of sexual assault if s/he intentionally touches another person (B), the touching is sexual, B does not consent to the touching and A does not reasonably believe that B consents.
* Harmful sexual behaviours

## The term “**harmful sexual behaviour”** is used to describe behaviour that is problematic, abusive and violent, and that may cause developmental damage. Harmful sexual behaviour may include:

* Using sexually explicit words and phrases.
* Inappropriate touching.
* Sexual violence or threats.
* Full penetrative sex with other children or adults.
* Sexual interest in adults or children of very different ages to their own.
* Forceful or aggressive sexual behaviour.
* Compulsive habits.
* Sexual behaviour affecting progress and achievement.
* Using sexually explicit words and phrases.
* Inappropriate touching.
* Sexual violence or threats.

## Sexual behaviour can also be harmful if one of the children is much older (especially where there is two years or more difference, or where one child is pre-pubescent and the other is not) and where the child may have SEND.

## **A preventative approach**

## In order to prevent peer-on-peer abuse and address the wider societal factors that can influence behaviour, the provision will educate CYPs about abuse, its forms and the importance of discussing any concerns and respecting others through the curriculum, assemblies and PSHE lessons.

## The provision will also ensure that CYPs are taught about safeguarding, including online safety, as part of a broad and balanced curriculum in PSHE lessons, RSE and group sessions. Such content will be age and stage of development specific, and tackle issues such as the following:

* Healthy relationships
* Respectful behaviour
* Gender roles, stereotyping and equality
* Body confidence and self-esteem
* Prejudiced behaviour
* That sexual violence and sexual harassment is always wrong
* Addressing cultures of sexual harassment

## CYPs will be allowed an open forum to talk about concerns and sexual behaviour. They are taught how to raise concerns and make a report, including concerns about their friends or peers, and how a report will be handled

## **Awareness**

## All staff will be aware that CYPs of any age and sex are capable of abusing their peers and will never tolerate abuse as “banter” or “part of growing up”.

## All staff will be aware that peer-on-peer abuse can be manifested in many different ways, including sexting and gender issues, such as girls being sexually touched or assaulted, and boys being subjected to hazing/initiation type of violence which aims to cause physical, emotional or psychological harm.

## All staff will be made aware of the heightened vulnerability of CYPs with SEND, who are three times more likely to be abused than their peers. Staff will not assume that possible indicators of abuse relate to the CYP’s SEND and will always explore indicators further.

## LGBTQ+ children can be targeted by their peers. In some cases, children who are perceived to be LGBTQ+, whether they are or not, can be just as vulnerable to abuse as LGBTQ+ children.

## The provision’s response to boy-on-boy and girl-on-girl sexual violence and sexual harassment will be equally as robust as it is for incidents between children of the opposite sex.

## CYPs will be made aware of how to raise concerns or make a report and how any reports will be handled. This includes the process for reporting concerns about friends or peers.

## **Support available if a child has been harmed, is in immediate danger or at risk of harm**

## If a child has been harmed, is in immediate danger or is at risk of harm, a referral will be made to CSCS.

## Within one working day, a social worker will respond to the referrer to explain the action that will be taken.

## **Support available if early help, section 17 and/or section 47 statutory assessments are appropriate**

## If early help, section 17 and/or section 47 statutory assessments (assessments under the Children Act 1989) are appropriate, provision staff may be required to support external agencies. The DSL and deputies will support staff as required.

## **Support available if a crime may have been committed**

## Rape, assault by penetration and sexual assaults are crimes. Where a report includes such an act, the police will be notified, often as a natural progression of making a referral to CSCS. The DSL will be aware of the local process for referrals to both CSCS and the police.

## Whilst the age of criminal responsibility is 10 years of age, if the alleged perpetrator is under 10, the principle of referring to the police remains. In these cases, the police will take a welfare approach rather than a criminal justice approach.

## The provision has a close relationship with the local police force and the DSL will liaise closely with the local police presence.

## **Support available if reports include online behaviour**

## Online concerns can be especially complicated. The provision recognises that there is potential for an online incident to extend further than the local community and for a victim, or the alleged perpetrator, to become marginalised and excluded both online and offline. There is also strong potential for repeat victimisation if the content continues to exist.

If the incident involves sexual images or videos held online, the [Internet Watch Foundation](https://www.iwf.org.uk/) will be consulted to have the material removed