



Beeston
Free Church

Safeguarding Policy
2019

Beeston Free Church Safeguarding Policy (2019)

Section 1: Who we are and what we do

Church Details

Beeston Free Church Nottingham
Salthouse Lane
Beeston
NOTTINGHAM
NG9 2FY
0115 9677032
office@beestonfree.net

The church is affiliated to the Fellowship of Independent Evangelical Churches (FIEC), a family of over 550 local churches who are united by the gospel and by a common purpose. More details about the FIEC can be found at www.fiec.org.uk.

Charity Commission Registered No: 1160335

Insurers: Congregational

Beeston Free Church Nottingham is committed to a vision of 'Glorifying God through lives transformed by the Gospel'. This overall vision is what drives us. The ministries of the church seek to fulfil this vision, impacting both the lives of those who are already disciples of Jesus Christ and seeking to reach more people within the local community and globally.

The values of the church describe the personality and character of the church and are as follows:

- **Loving God**

Glorifying God the Father as we joyfully respond to his Word, depend on Him and delight in Him.

- **Loving the Gospel**

Passionate about seeing the gospel of the Lord Jesus Christ transforming every aspect of our lives and the lives of others.

- **Loving People**

Growing together by the power of God's Spirit, a blessing to the wider church and to others

In order to promote these aims we provide groups for all ages on a weekly basis and special occasional events. In particular for children we have both Sunday and midweek groups, for all ages, as well as seasonal events e.g. Summer Holiday Club. For adults we run a mid-week fellowship group and some annual events e.g. Holiday at Home. **See Appendix 1.**

Our Commitment

As the leadership of Beeston Free Church Nottingham we recognise the need to provide a safe and caring environment for children, young people and adults. We acknowledge that children, young people and adults can be the victims of physical, sexual and emotional abuse, and neglect.

We believe that all people are created in the image of God and thus have inherent worth and dignity. Human life is the unique work of God from conception to death. We believe that God is honoured when persons created in His image are treated with honour and love for Christ's sake. We value all life; we value children and the vulnerable as much as we value any other group.

We accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to "all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status". We also concur with the Convention on the Rights of the Child which states that children should be able to develop their full potential, free from hunger and want, neglect and abuse. They have a right to be protected from "all forms of physical or mental violence, injury or abuse, neglect or negligent treatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s), or any other person who has care of the child."

As a Leadership we have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to build constructive links with statutory and voluntary agencies involved in safeguarding.

The policy and attached practice guidelines are based on the ten **Safe and Secure** safeguarding standards published by thirtyone:eight (formerly CCPAS) .

The Leadership undertakes to:

- endorse and follow all national and local safeguarding legislation and procedures, in addition to the international conventions outlined above.
- provide on-going safeguarding training for all its workers and will regularly review the operational guidelines attached.
- ensure that the premises meet the requirements of the Equality Act 2010 and all other relevant legislation, and that it is welcoming and inclusive.
- support the Safeguarding Coordinator(s) in their work and in any action they may need to take in order to protect children and vulnerable adults.
- the Leadership agrees not to allow the document to be copied by other organisations

Appendix 2 contains a copy of the Leadership Policy statement and poster, both of which will be displayed in the foyer.

Section 2: Recognising and responding appropriately to an allegation or suspicion of abuse

Understanding abuse and neglect

Defining child abuse or abuse against a vulnerable adult is a difficult and complex issue. A person may abuse by inflicting harm, or failing to prevent harm. Children and adults in need of protection may be abused within a family, an institution or a community setting. Very often the abuser is known or in a trusted relationship with the child or vulnerable adult.

In order to safeguard those in our places of worship and organisations we adhere to the UN Convention on the Rights of the Child and have as our starting point as a definition of abuse, Article 19 which states:

- 1. Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.*
- 2. Such protective measures should, as appropriate, include effective procedures for the establishment of social programmes to provide necessary support for the child and for those who have the care of the child, as well as for other forms of prevention and for identification, reporting, referral, investigation, treatment and follow-up of instances of child maltreatment described heretofore, and, as appropriate, for judicial involvement.*

Also for adults the UN Universal Declaration of Human Rights with particular reference to Article 5 which states:

'No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.'

Detailed definitions, signs and symptoms of abuse, as well as how to respond to a disclosure of abuse, are included in Appendix 3.

The Safeguarding Team

The leadership have appointed a team of people to oversee safeguarding at Beeston Free Church. The team comprises

George Hawkins (Senior Minister)

Angela Goodwin

Becky Thomas

Hannah Johnson.

Safeguarding awareness

The Leadership is committed to on-going safeguarding training and development opportunities for all workers, developing a culture of awareness of safeguarding issues to help protect everyone. All our workers will receive induction training and undertake safeguarding training on a regular basis. This training will usually be provided by the Safeguarding Team. However from time to time workers may be encouraged to attend training provided by other agencies such as the Facing the Unthinkable Seminars provided by thirtyone:eight or Nottinghamshire Safeguarding Children Board/ Local Adult Protection Board.

The Leadership will also ensure that children and adults at risk of harm are provided with information on where to get help and advice in relation to abuse, discrimination, bullying or any other matter where they have a concern.

Responding To Allegations of Abuse

Under no circumstances should a worker/volunteer carry out their own investigation into an allegation or suspicion of abuse. If anyone working at Beeston Free Church Nottingham is in receipt of any allegations or suspicions of abuse the following procedure should be followed. Further guidance can be found in Appendix 4.

General Procedure

- Concerns must be reported as soon as possible to a member of the Safeguarding Team who are nominated by Beeston Free Church Nottingham to act on their behalf in dealing with the allegation or suspicion of neglect or abuse, including when necessary, referring the matter on to the statutory authorities
- If the suspicions implicate the entire Safeguarding Team then the report should be made in the first instance to thirtyone:eight (formerly CCPAS) PO Box 133, Swanley, Kent, BR8 7UQ. Telephone **0303 003 11 11**. Alternatively contact Social Services or the police.
- Whether the concern is about a child or an adult, one of the team should contact MASH on **0300 500 80 80** or on the out of hours emergency number **0300 456 4546**. The Police Protection Team telephone number is **101**
- The Safeguarding team **may** need to inform others depending on the circumstances and/or nature of the concern, with due regard for confidentiality and sensitivity. This may include notifying the trustees, the Charity Commission and the insurance company that there is a possibility of a serious incident concerning safeguarding.
- Suspicions must not be discussed with anyone other than those nominated above. A record of the concerns should be made in accordance with these procedures and kept in a secure place.
- Whilst allegations or suspicions of abuse will normally be reported to the Safeguarding Team, the absence of the Safeguarding Team should not delay referral to Social Services, the Police or taking advice from thirtyone:eight in serious situations.
- The Leadership will support the Safeguarding Team in their role, and accept that any information they may have in their possession will be shared in a strictly limited way on a need to know basis.
- It is, of course, the right of any individual as a citizen to make a direct referral to the safeguarding agencies or seek advice from thirtyone:eight, although the Leadership hope that members of Beeston Free Church will use this procedure. If, however, the individual with the concern feels that the Safeguarding Team has not responded appropriately, or where they have a disagreement with the Safeguarding Co-ordinators as to the appropriateness of a referral they are free to contact the local safeguarding agency. We hope by making this statement that the

Leadership demonstrate its commitment to effective safeguarding and the protection of all those who are vulnerable.

The role of any member of the Safeguarding Team is to collate and clarify the precise details of the allegation or suspicion and pass this information on to the statutory agencies who have a legal duty to investigate.

Detailed procedures where there is a concern about a child:

Allegations of physical injury, neglect or emotional abuse

- Make a note of disclosure as soon possible and submit to safeguarding team
- Contact Children's Social Care Services (or thirtyone:eight) for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home.
- Contact the police. If the situation is life threatening / involves a serious injury call 999 for an ambulance and the police.
- For general concerns, (e.g. a perception of poor parenting), encourage parent/carer to seek help, but not if this places the child at risk of significant harm.
- In cases of increasing concern, if they still fail to act, contact Children's Social Care Services direct for advice.
- Seek and follow advice given by thirtyone:eight (who will confirm their advice in writing) if unsure whether or not to refer a case to Children's Social Services.

Allegations of sexual abuse

In the event of allegations or suspicions of sexual abuse, the Safeguarding Team will:

- Contact MASH and the Police. They will NOT speak to the parent/carer or anyone else.
- If, for any reason they are unsure whether or not to contact Social Services/Police they will seek and follow the advice given by thirtyone:eight. thirtyone:eight will confirm its advice in writing for future reference.

Detailed procedures where there is a concern that an adult is in need of protection:

Suspicious or allegations of abuse or harm including; physical, sexual, organisational, financial, discriminatory, neglect, self neglect, forced marriage, modern slavery, domestic abuse

If there is concern about any of the above, one of the Safeguarding Team will:

- contact the Adult Social Care Team who have responsibility under the Care Act 2014 to investigate allegations of abuse. Alternatively thirtyone:eight can be contacted for advice.
- If the adult is in immediate danger or has sustained a serious injury contact the Emergency Services, informing them of any suspicions.

If there is a concern regarding spiritual abuse, one of the Safeguarding Team will:

- Contact thirtyone:eight and in discussion with them will consider appropriate action with regards to the scale of the concern

Allegations of Abuse against a Person Who Works With Children

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the Safeguarding Team, in accordance with Local Safeguarding Children Board (LSCB) procedures will need to liaise with Children's Social Care Services in regards to the suspension of the worker, also making a referral to a designated officer formerly called a Local Authority Designated Officer (LADO).

Consideration will also need to be given to whether a referral should be made to the Disclosure and Barring Service which manages the list of those people deemed unsuitable for working with children. This will be done in discussion with the LA designated officer.

Contact MASH on **0300 500 80 80**

Allegations of abuse against a person who works with adults with care and support needs

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the Safeguarding Team, will need to liaise with Adult Services.

Consideration will also need to be given to whether a referral should be made to the Disclosure and Barring Service which manages the list of those people deemed unsuitable for working with vulnerable adults. This will be done in discussion with the LA designated officer.

Section 3: Prevention

Beeston Free Church Nottingham will ensure that all workers will be appointed, trained, supported and supervised appropriately. It recognises the principles set out in government guidelines and thirtyone:eight guidance.

Safer recruitment

Recruitment of workers to work with children and young people

We will recruit leaders to the children's work at BFC in a way that is

- Safe – so children are safeguarded
- Clear – so that an area needing help is identified
- Open – so that the most suitable people join the work
- Formal – so that no one joins children's work in the church by casual invitation

Those interested in joining any of the groups working with children and young people should be directed to the office for further information.

Further details of the procedure to recruit workers to work with children and young people can be found in the supplementary guidance "Guidelines for safer recruitment: working with children and young people" .

Recruitment of workers to work with adults with care and support needs

The recruitment of leaders to work with adults with care and support needs will be safe, clear and open.

Further details of the procedure to recruit workers to work with vulnerable adults can be found in in the handbook "Guidelines for safer recruitment: working with adults with care and support needs"

Appointment of Workers

Whether for paid or voluntary work, BFC will seek to select and appoint the right people by using procedures that may include

- Enquiries about the candidate's Christian experience
- Enquiries about any previous experience of working with children and/or adults with care and support needs
- A discussion with the candidate to answer questions they may have and find out more about them
- The opinion of others about the candidates suitability to work with children and/or adults with care and support needs
- Appropriate checks with the Disclosure and Barring Service or other checking agency.
- Training in our safeguarding policy and in how to report concerns

In addition an opportunity to take part (as a probationary period) before a final commitment is made may be given

Supervision and Training of Workers

Beeston Free Church is committed to supporting all those involved in children's work by providing training in teaching the Bible to children, good practice in running groups and in the agreed procedures for protecting children. Other training in areas relevant to specific groups may also be provided.

Beeston Free Church is also committed to supporting all those in working with adults with care and support needs by providing appropriate training or supporting attendance at external training.

All workers will be given clear guidelines about their responsibilities, the conduct the church requires of them and the support they will have.

The Leadership undertakes to follow the principles found within the 'Abuse Of Trust' guidance issued by the Home Office and it is therefore unacceptable for those in a position of trust to engage in any behaviour which might allow a sexual relationship to develop for as long as the relationship of trust continues.

Leaving work with children and young people or vulnerable adults

There are many reasons why a worker with children or young people may wish to leave the work, indefinitely or for a period of time. Workers should feel that they are not committed to a work 'forever', but are encouraged to have open discussion with their team leader and, wherever possible, give reasonable notice of their leaving.

There are also times when it may be appropriate for the church leadership to ask a worker to step down from their role. In such cases clear communication is essential and all discussions and decisions will be recorded.

Record Keeping

Beeston Free Church Nottingham has sought to establish and maintain record keeping systems that support effective safeguarding practice. This includes:

- Registers of each group
- Details of those attending groups
- Recruitment documentation

A secure location will be used to store documentation of any safeguarding concerns and discussions / meetings to discuss issues.

Section 4: Pastoral Care

Supporting those affected by abuse

The Leadership is committed to offering pastoral care, working with statutory agencies as appropriate, and support to all those who have been affected by abuse who have contact with or are part of the place of worship / organisation.

In all cases sensitivity to particular needs should be evident. The Church Leaders will seek to minimise public discussion and promote biblical and caring attitudes.

Working with offenders

When someone attending the place of worship / organisation is known to have abused children, or is known to be a risk to vulnerable adults the Leadership will supervise the individual concerned and offer pastoral care, but in its safeguarding commitment to the protection of children and vulnerable adults, set boundaries for that person which they will be expected to keep.

Someone may attend the church who, by their lifestyle, conversation or actions could be considered a possible threat to others in the church although not a convicted offender. We would expect the operational guidelines for those working with children, young people and vulnerable adults to prevent them taking part in specific groups but a risk may still exist within the main meetings. Whilst remaining loving and supporting to the attendee such behaviour should be challenged and, if it remains a concern, further steps should be taken. These may, depending on the issues involved, include a risk assessment of any possible dangers posed, boundary setting and seeking further advice from other agencies.

If a known sex offender, or person who remains a concern, were to breach the conditions or boundaries that are set to protect children or vulnerable adults, the matter would be referred to the Trustees to decide on appropriate further action.

All decisions taken together with the reasons for them will be recorded.

Section 5: Promotion of good working practice

As a church working with children, young people and adults with care and support needs we wish to operate and promote good working practice. This will enable workers and volunteers to run activities safely, develop good relationships and minimise the risk of false accusation.

Good working practice will be promoted in our church through:

- regular team meetings to review and plan activities
- Mentoring and support of new volunteers/workers.
- Appropriate supervision of volunteers/workers
- Regular training opportunities

A number of good practice guidelines have been developed and are available to all workers.

Working in Partnership

The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children, young people and vulnerable adults. This can be because of cultural tradition, belief and religious practice or understanding, for example, of what constitutes abuse.

We therefore have clear expectations of those with whom we work in partnership, whether in the UK or not. We will discuss with all partners our safeguarding expectations and where appropriate hold copies of their safeguarding policy. It is also our expectation that any organisation using our premises for work with children or adult at risk of harm will have their own policy that meets the **Safe and Secure** standards.

General Awareness

Good communication is essential in promoting safeguarding, both to those we wish to protect, to everyone involved in working with children and vulnerable adults and to all those with whom we work in partnership. This safeguarding policy is just one means of promoting safeguarding.

The leaders will help the whole church understand that safeguarding is something that needs to be considered by everyone by displaying information regarding our commitment in the church building. We will ensure that safeguarding is considered as part of the planning of any event or activity of the church where children, young people or adults at risk of harm may be present.

Appendix 1 List of Groups (as at January 2019)

Children and Young People's Work

Alta Vista including ABS (school years 7-13)

Assemblies team (primary schools)

Bethany crèche (0-5 years)

Bunnies group (3-5 years)

CAMEO (0-5s years)

Discovery Church (school years 5 &6)

Discoverers (school years 4-6)

Holiday Club (5-11 years)

Junior Church (school years R-3)

Sunday crèche (0-3 years)

Adventurers (school years R-3)

Under Fives (0-5 years)

Rylands creche (0-3)

Rylands Mini-gang (3-5)

Rylands Junior Church (5-9)

Rylands Youth (10-18)

Groups serving Adults at risk of harm

Holiday at Home

Tuesday Fellowship

Visiting team

Other Groups that should be aware of this policy

Connect Team

Trustees

Appendix 2



Leadership Safeguarding Statement

The Leadership of Beeston Free Church Nottingham (hereafter referred to as the Leadership) recognises the importance of its ministry /work with children and young people and adults in need of protection and its responsibility to protect everyone entrusted to our care.

The following statement was agreed by the leadership/organisation on: _____

This place of worship/organisation is committed to the safeguarding of children and vulnerable adults and ensuring their well-being.

Specifically:

- We recognise that we all have a responsibility to help prevent the physical, sexual, emotional abuse and neglect of children and young people (those under 18 years of age) and to report any such abuse that we discover or suspect.
- We believe every child should be valued, safe and happy. We want to make sure that children we have contact with know this and are empowered to tell us if they are suffering harm.
- All children and young people have the right to be treated with respect, to be listened to and to be protected from all forms of abuse.
- We recognise that we all have a responsibility to help prevent the physical, sexual, psychological, financial and discriminatory abuse and neglect of adults who have care and support needs and to report any such abuse that we discover or suspect.
- We recognise the personal dignity and rights of adults who find themselves victims of forced marriage or modern slavery and will ensure all our policies and procedures reflect this.
- We believe all adults should enjoy and have access to every aspect of the life of the place of worship/organisation unless they pose a risk to the safety of those we serve.
- We undertake to exercise proper care in the appointment and selection of all those who will work with children and adults with care and support needs.
- We believe in the necessity of creating a healthy church culture in our church where the value of all people is recognised and challenges are responded to appropriately.

We are committed to:

- Following the requirements for UK legislation in relation to safeguarding children and adults and good practice recommendations.
- Respecting the rights of children as described in the UN Convention on the Rights of the Child.

- Implementing the requirements of legislation in regard to people with disabilities.
- Ensuring that workers adhere to the agreed procedures of our safeguarding policy.
- Keeping up to date with national and local developments relating to safeguarding.
- Supporting the safeguarding team in their work and in any action they may need to take in order to protect children/adults with care and support needs.
- Ensuring that everyone agrees to abide by these recommendations and the guidelines established by Beeston Free Church Nottingham.
- Supporting parents and families
- Nurturing, protecting and safeguarding of children and young people
- Supporting, resourcing, training, monitoring and providing supervision to all those who undertake this work.
- Supporting all in the place of worship/organisation affected by abuse.
- Adopting and following the 'Safe and Secure' safeguarding standards developed by thirtyone:eight.

We recognise:

- Children's Social Services (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a child. Adult Social Care (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about an adult with care and support needs.
- Where an allegation suggests that a criminal offence may have been committed then the police should be contacted as a matter of urgency.
- Where working outside of the UK, concerns will be reported to the appropriate agencies in the country in which we operate, and their procedures followed, and in addition we will report concerns to our agency's headquarters.
- Safeguarding is everyone's responsibility.

We will review this statement and our policy and procedures annually.

If you have any concerns for a child or adult with care and support needs then speak to one of the following who have been approved as our safeguarding team :-

George Hawkins, Angela Goodwin, Becky Thomas, Hannah Johnson

Signed _____

On behalf of Beeston Free Church Nottingham

Date _____

Safeguarding is a priority here

We are committed to following government and CCPAS guidelines on safeguarding children and vulnerable adults and good working practice, including safe recruitment of workers.

We work to a formal safeguarding policy and it can be seen on request from:

If you have any concerns regarding the safety or welfare of a child you can speak to:

_____ or _____

If you have any concerns regarding the safety or welfare of a vulnerable adult you can speak to:

_____ or _____

They have been appointed by the leadership to respond to any safeguarding concerns.

Signed _____ Date _____
On behalf of the Leadership

Useful Contacts

CCPAS
0845 120 45 50

Childline (for children)
0800 1111

NSPCC
0808 800 5000

Stop it Now
0808 1000 900

Through the Roof
01372 749955

Action on Elder Abuse
0808 808 8141

Childnet Int
www.childnet.com

CEOP
ceop.police.uk

NAPAC
020 3176 0560



CCPAS
setting standards in safeguarding

CCPAS, PO Box 133,
Swanley, Kent, BR8 7UQ.
Tel: 0845 120 45 50
Email: info@ccpas.co.uk
Web: www.ccpas.co.uk

Appendix 3 *Dealing correctly with Accusations of Abuse*

Detailed definitions

Statutory Definitions of Abuse (Children)

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm.

Children may be abused in a family or in an institutional or community setting; by those known to them or, more rarely, by a stranger. They may be abused by an adult or adults or another child or children. Child protection legislation throughout the UK is based on the United Nations Convention on the Rights of the Child.

The four definitions (and a few additional categories) of abuse below operate in England based on the government guidance 'Working Together to Safeguard Children (2018)'.

What is abuse and neglect?

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger for example, via the internet. They may be abused by an adult or adults, or another child or children.

Physical abuse 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.

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children 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 the 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, though it may occur alone.

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.

Neglect is 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.

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology

Extremism goes beyond terrorism and includes people who target the vulnerable – including the young – by seeking to sow division between communities on the basis of race, faith or denomination; justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society.

Signs of Possible Abuse (children & young people)

The following signs could be indicators that abuse has taken place but should be considered in context of the child's whole life.

Physical

Injuries not consistent with the explanation given for them

Injuries that occur in places not normally exposed to falls, rough games, etc

Injuries that have not received medical attention

Reluctance to change for, or participate in, games or swimming

Repeated urinary infections or unexplained tummy pains

Bruises on babies, bites, burns, fractures etc which do not have an accidental explanation*

Cuts/scratches/substance abuse*

Sexual

Any allegations made concerning sexual abuse

Excessive preoccupation with sexual matters and detailed knowledge of adult sexual behaviour

Age-inappropriate sexual activity through words, play or drawing

Child who is sexually provocative or seductive with adults

Inappropriate bed-sharing arrangements at home

Severe sleep disturbances with fears, phobias, vivid dreams or nightmares, sometimes with overt or veiled sexual connotations

Eating disorders - anorexia, bulimia*

Emotional

Changes or regression in mood or behaviour, particularly where a child withdraws or becomes clinging.

Depression, aggression, extreme anxiety.
Nervousness, frozen watchfulness
Obsessions or phobias
Sudden under-achievement or lack of concentration
Inappropriate relationships with peers and/or adults
Attention-seeking behaviour
Persistent tiredness
Running away/stealing/lying

Neglect

Under nourishment, failure to grow, constant hunger, stealing or gorging food, Untreated illnesses, Inadequate care, etc

**These indicate the possibility that a child or young person is self-harming. Approximately 20,000 are treated in accident and emergency departments in the UK each year.*

Definitions of Adult abuse

The following information relates to the Safeguarding of Adults as defined in the Care Act 2014, Chapter 14. Safeguarding. This replaces the previous guidelines produced in 'No Secrets' (Department of Health 2000) The legislation is relevant across England and Wales but on occasions applies only to local authorities in England.

The Safeguarding duties apply to an adult who;

- has need for care and support (whether or not the local authority is meeting any of those needs) and;
- is experiencing, or at risk of, abuse or neglect; and
- as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

Organisations should always promote the adult's wellbeing in their safeguarding arrangements. People have complex lives and being safe is only one of the things they want for themselves. Professionals should work with the adult to establish what being safe means to them and how that can be best achieved. Professional and other staff should not be advocating 'safety' measures that do not take account of individual well-being, as defined in Section 1 of the Care Act.

This section considers the different types and patterns of abuse and neglect and the different circumstances in which they may take place. This is not intended to be an exhaustive list but an illustrative guide as to the sort of behaviour which could give rise to a safeguarding concern.

Physical abuse – including assault, hitting, slapping, pushing, misuse of medication, restraint or inappropriate physical sanctions.

Domestic violence – including psychological, physical, sexual, financial, emotional abuse; so called ‘honour’ based violence.

Sexual abuse – including rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting.

Psychological abuse – including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber bullying, isolation or unreasonable and unjustified withdrawal of services or supportive networks.

Financial or material abuse – including theft, fraud, internet scamming, coercion in relation to an adult’s financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

Modern slavery – encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they Updated August 2016 have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.

Discriminatory abuse – including forms of harassment, slurs or similar treatment; because of race, gender and gender identity, age, disability, sexual orientation or religion.

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

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

Self-neglect – this covers a wide range of behaviour neglecting to care for one’s personal hygiene, health or surroundings and includes behaviour such as hoarding.

Incidents of abuse may be one-off or multiple, and affect one person or more.

Signs of Possible Abuse in Adults

Physical abuse

- History of unexplained falls, fractures, bruises, burns, minor injuries.
- Signs of under or over use of medication and/or medical problems left unattended.

Domestic violence

- Unexplained injuries or ‘excuses’ for marks or scars

- Controlling and/or threatening relationship including psychological, physical, sexual, financial, emotional abuse; so called 'honour' based violence and Female Genital Mutilation.
- Age range extended to 16yrs.

Sexual abuse

- Pregnancy in a woman who is unable to consent to sexual intercourse
- Unexplained change in behaviour or sexually explicit behaviour
- Torn, stained or bloody underwear and/or unusual difficulty in walking or sitting
- Infections or sexually transmitted diseases
- Full or partial disclosures or hints of sexual abuse
- Self harming

Psychological abuse

- Alteration in psychological state eg. withdrawn, agitated, anxious, tearful
- Intimidated or subdued in the presence of a carer
- Fearful, flinching or frightened of making choices or expressing wishes
- Unexplained paranoia

Financial or material abuse

- Disparity between assets and living conditions
- Unexplained withdrawals from accounts or disappearance of financial documents
- Sudden inability to pay bills
- Carers or professionals fail to account for expenses incurred on a person's behalf
- Recent changes of deeds or title to property

Modern slavery

- Physical appearance; unkempt, inappropriate clothing, malnourished
- Movement monitored, rarely alone, travel early or late at night to facilitate working hours.
- Few personal possessions or ID documents.
- Fear of seeking help or trusting people.

Discriminatory abuse

- Inappropriate remarks, comments or lack of respect
- Poor quality or avoidance care

Organisational abuse

- No confidence in complaints procedures for staff or service users.
- Neglectful or poor professional practice.

Neglect and acts of omission

- Deteriorating despite apparent care
- Poor home conditions, clothing or care and support.
- Lack of medication or medical intervention

Self-neglect

- Hoarding inside or outside a property
- Neglecting personal hygiene or medical need

APPENDIX 4

How to Respond to a Disclosure of Abuse

When someone discloses they have been or are in fear of being abused, the first step is to actively listen and then be prepared to take the appropriate action.

In addition to this, it is important:

- To emphasise they have done the right thing in telling you
- To tell them you are treating what they have said to you seriously
- To reassure them that what has happened was not their fault
- Not to push for information because they may have been threatened or bribed not to speak
- Not to promise to keep the information a secret. Explain clearly (and gently!) that you may have to share what they tell you with others, including the person responsible for safeguarding, but this will only be done on a need to know basis.
- To ensure the immediate safety of the person and contact the Safeguarding Co-ordinator or an agency such as thirtyone:eight for advice. Alternatively go directly to Children's or Adult Social Services / Police.

As soon as possible, to write down what has been shared