

## **\*Child and Young Persons Safeguarding Policy\***

**LCSWT Staff with Child Safeguarding responsibility**

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# General Policy Statement

We are Lichfield Christian School's Work Trust. As we work with children, we have both a moral and legal duty to safeguard and promote the welfare of the children and young people that we interact with. No single organisation can have a full picture of a child's needs and circumstances and LCSWT has a role to play in identifying concerns, sharing information and taking prompt action.

Safeguarding children is defined in 'Working Together to Safeguard Children 2018' (Statutory guidance produced by the government) as:

- Protecting children from maltreatment
- Preventing impairment of children's health or development
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children to have the best outcome

Lichfield Christian School's Work Trust and its affiliated projects (Engage! Youth Mentoring, Puppets and Bridge Builders) is committed to safeguard and promote the welfare of children. We safeguard children/young people through our working confidentially with them and developing mutual trust. However, we also recognise the importance of not working in isolation with safeguarding matters and will share information when it is appropriate and where there may be a risk of harm, to the relevant authorities. We promote the welfare of children/young people through our partnership with them and where appropriate with the relevant school personnel. We believe every child and young person regardless of age, disability, gender, race, religion or belief, sex or sexual orientation should be valued, safe and happy and has an equal right to protection from harm.

Our safeguarding practice reflects statutory responsibilities, government guidance and best practice. We will achieve this by having an effective Safeguarding Procedure and by following national and local guidance; 'Working Together to Safeguard Children 2018', and the Staffordshire Safeguarding Children's Board (SSCB) Child Protection Procedures at <https://www.staffsscb.org.uk/>

## Commitment Summary

This safeguarding policy and its procedures apply to anyone working with or on behalf of LCSWT including the board of trustees, paid staff and volunteers

LCSWT will:

- Protect children and young people who use our projects and services from harm.
- Provide staff and volunteers the appropriate and up-to-date training and principles that guide our approach to safeguarding. For all employees and volunteers engaged with 1-2-1 work, this includes: Understanding what safeguarding is and their role in safeguarding children, spotting signs of abuse and neglect, responding to indicators of abuse/neglect to keep children safe and having knowledge of the safeguarding policy.
- Keep this document, the LCSWT Safeguarding Policy up-to-date by renewing annually and when new guidelines or contact information change.
- Practice safe recruitment (A duty under section 11 of the Children's Act 2004) See **Safe Recruitment and Selection Procedure** below.
- Adhere to confidentiality and Information sharing guidelines through the GDPR policy (See separate LCSWT UK GDPR policy) within a safeguarding context
- Have clear processes for recognising and responding to safeguarding concerns. See: **Handling Child and Young Persons Disclosures**
- Have a clear procedure for reporting and dealing with allegations of abuse against a member of staff. See: **Managing Allegations of Abuse Against Members of Staff**
- Give due regard to the need to prevent people from being into terrorism in accordance with the government's Prevent Duty Guidance and charity law. We recognise that whilst we are a religious charity, we must adhere to our legal duties under charity law and so must not support terrorism or other illegal conduct, such as hatred on the grounds of race, religion or sexual orientation nor denigrate those of other faiths, races or sexual orientation. In addition, a charity's name, premises or money must not be used to promote extremist or other activities that are inappropriate under charity law, for example because they are in breach of equalities legislation. More information can be found here: <https://www.gov.uk/government/publications/protecting-charities-from-abuse-for-extremist-purposes/chapter-5-protecting-charities-from-abuse-for-extremist-purposes>
- Prevent wrong-doing within LCSWT and encourage people to reporting wrong-doing within LCSWT. See **Whistleblowing policy** below.

## Safeguarding roles within LCSWT

LCSWT will have a **Safeguarding Trustee** who will be responsible for a strong safeguarding culture within LCSWT. Government guidelines here (<https://www.gov.uk/guidance/safeguarding-for-charities-and-trustees>)

LCSWT will have a **Designated Safeguarding Lead** who will have knowledge or expertise in the field of safeguarding and/or child development. If the organisation does not have a person who already has this knowledge s/he should be given specialist training as quickly as possible to undertake the role. For details of all multi-agency safeguarding training available locally please refer to the following website Staffordshire <https://www.staffsscb.org.uk/>

## **LCSWT Safeguarding Trustee**

**Main areas of responsibility:** Minimise the risks of any harm or abuse, make sure that everyone has confidence their concerns will be dealt with appropriately, ensure that everyone at the charity understands their role, nominate those in charge of safeguarding within each role in the charity and make sure they are appropriately trained for their position

To fulfil this, LCSWT Safeguarding trustee will:

1. Identify and manage risks: who LCSWT works with, where it operates and what it does.
2. Make sure suitable and robust policies and practices are in place which everyone understands and uses. This includes making sure everyone knows how to identify and report a concern or incident and policies are annually.
3. Make sure LCSWT carry out necessary checks: DBS, Safeguarding, thorough application and recruitment processes.
4. Protect its staff and volunteers: Have insurance in place, a whistleblowing policy, and complaints procedure
5. Handle reports and incidents appropriately: handling and recording in a secure and responsible way, acting quickly, reporting to relevant agencies. This includes managing allegations of abuse Against Members of Staff

## **LCSWT Designated Safeguarding Lead**

**Main areas of responsibility:** Updating policies and procedures, overseeing safeguarding across all projects, safeguarding training of volunteers and staff, record keeping and compliance.

To fulfil this, the Designated Safeguarding Lead will:

1. Ensure LCSWT Safeguarding Policy and Procedures are followed.
2. Ensure that staff and volunteers are competent to carry out their responsibilities for safeguarding and promoting the welfare of children with an appropriate level of training, supervision and support. For Engage Youth Mentoring, give best-practice training face-to-face as part of our mentor training and also facilitate registration and completion of Staffordshire Safeguarding Children's Board training **to at least Level 1**. Make sure that training is kept up-to-date (L1 training needs to be done every three years). For Bridge Builders, make sure volunteers know how to handle a disclosure in school.
3. Make sure all staff and volunteers receive copies of our safeguarding policy and understand it
4. Create an environment where staff and volunteers feel able to raise concerns and feel supported when they do, giving advice when required.
5. Practice safe recruitment through our application processes for individuals whom the group/organisation will permit to work regularly with children, including policies on when to obtain a Disclosure and Barring Service (DBS) check.
6. Act as a source of advice on child protection matters for staff and volunteers and seek further advice and guidance as needed.
7. Ensure that a confidential record is kept of any concerns about a child, young person, or adult *and of any conversation or referrals to statutory agencies.*

8. Keep the safeguarding trustee apprised of any safeguarding matters including allegations of abuse against LCSWT staff.
9. Keep and update records of safeguarding training for all staff ensuring the minimum levels of training are kept in date using the SSCB website to access and facilitate training when necessary
10. Support the deputy DSL with the school referral procedure, when necessary, in matters relating to safeguarding

### **LCSWT Deputy Designated Safeguarding**

**Main area of responsibility:** Day-to-day supervision of volunteers and safeguarding matters relating to Engage! Youth Mentoring.

To fulfil this, the Deputy Designated Safeguarding Lead will:

1. Oversee the activity of Engage! volunteers in relation to safeguarding ensuring everyone is following the correct procedures and the code of conduct
2. Report to the Designated Safeguarding lead on safeguarding matters and assist the Designated Safeguarding Lead when required
3. Share or report any concerns a volunteer may have relating to child protection in accordance with our disclosure procedure as well as keeping the DSL apprised
4. Support volunteers and staff with advice in a timely manner, encouraging them to escalate concerns where necessary
5. Receive referrals from schools and discuss with the Safeguarding Lead any concerns about the referrals
6. Support the safeguarding training of staff and volunteers where appropriate
7. Liaise with the Safeguarding Lead on a regular basis and the Safeguarding trustee when required

## **Safe Recruitment and Selection Procedure**

All staff and volunteers will be carefully recruited and vetted to seek to ensure they do not pose a risk to children and young people.

### Application process for **all roles** within LCSWT

- **An application form** must be completed by all applicants **for all LCSWT projects**. This includes a self-declaration for criminal convictions and right to work.
- All applicants must have an **informal interview** with a staff member prior to an application form being provided to assess general suitability/motivation to the role. Their commitment to safeguarding and promoting the welfare of children should be considered. The following areas should be explored where possible with applicants in the interview: Their motivation and reasons for working with children, their ability to form and maintain professional/non-professional relationships and their understanding of safeguarding children.
- **Two references** must be taken up following submission of the application form. Referees must not be relatives.

- **A CV or biography and work history** must be provided with the application form for staff working 1-2-1 with children
- Any follow-up queries or questions relating to the application form must be dealt thoroughly before the applicant starts his/her activity with children
- Staff and volunteers involved in regulated activity with children and young people must be checked through the **Disclosure and Barring Service (DBS)**. The DBS must be at Enhanced level and must be registered on the government Update Service. There is a time limit of 30 days of the certificate being issued to register the certificate. They must not start any activity with children without the DBS.
- For staff and volunteers involved with regulated activity with children and young people we also require successful completion of **Staffordshire Safeguarding Children's Board Level 1 course**. They must not start any activity with children until completion.
- Staff doing 1-2-1 activity with children must also provide a **photo ID** to confirm their identity prior to starting

#### Evaluation and Management of Disclosure Information

Any concerns raised as a result of Criminal Records checks must be followed up. Where information is disclosed, LCSWT must carry out an initial evaluation/risk assessment and make a judgment about the person's suitability to work with children, considering only those offences that may be relevant to the post in question. Where further information is required, the applicant's consent must be sought and the information should be obtained by a person with an understanding of child protection matters. In deciding the relevance of disclosure information, the following should be considered: The nature of the appointment, the nature and circumstances of the offence, the age at which the offence took place, the frequency of the offence

#### Recording information

All documentation relating to the recruitment of staff must be retained on file. Any check completed must be confirmed in writing and retained on the applicant's file, together with photocopies of and documents used to verify his/her identity. Under DBS regulations, DBS disclosures can be kept for 6 months, but a record should be kept of the date the disclosure was obtained and who by, the level of the disclosure and the unique reference number. LCSWT must record evidence to show that such checks have been carried out in. Satisfactory references will be kept on the candidates personnel file/central record (LCSWT Dropbox).

- For all new staff working 1-2-1 with children, LCSWT training will cover safeguarding and promoting children's welfare as outlined in the Training Strategies of both Safeguarding Children Boards. This must include an introduction to the organisation's child protection policy and procedures. They will also be made aware of the identity and specific responsibilities of those staff with designated safeguarding responsibilities. New staff members will be provided (through our training) with information about safe practice and given a full explanation of their role and responsibilities and the standard of conduct and behaviour expected. They will also be made aware of the organisation's personnel

procedures relating to disciplinary issues and the relevant whistle blowing policy. (Included in the Safeguarding Policy)

## Handling Child and Young Persons Disclosures

When working in school, all LCSWT staff and volunteers must familiarise themselves with the names of the Designated Safeguarding Lead/s (DSL) and Child Protection Officer/s (CPO) in the school in which you are working or volunteering. They are usually named clearly on the wall in the school's reception or on paper and have overall responsibility to safeguard the children in their school. If none of these people are available when you need them, you may pass on information to a senior member of staff but do not leave the school site until one of the above mentioned has had a chance to question you.

### Handling a disclosure where there is risk of harm

If a child or young person discloses something to you on school premises, leading you to believe that they, or another child or young person is at **risk of harm**, follow the following procedure:

- Listen carefully and clarify, don't put words into any child's mouth by asking direct/closed questions such as, 'Did dad do that?'
- Do not question excessively and do not investigate; ask open questions such as, 'What happened to your arm?' and clarify.
- Do not take photos of any injury.
- Reassure the child/young person but remind the child that this information will need to be passed on. Volunteers who are mentors can refer to the guidelines set out in your first session with them where you have talked about confidentiality and safeguarding.
- Tell the child/young person that a senior teacher who needs to be involved with what you have told myself will come and speak to you.
- Make a note of what is said at an appropriate time. Write what is said word for word, do not paraphrase.
- Allow the student back to class if it is appropriate to do so except when it is the end of the school day or when the child is upset.
- Ask for a school Child Protection Form for disclosures from a member of staff and fill it in from your notes.
- Take it immediately to the Senior Designated Safeguarding Lead (SDSL) of the school you are at, or a Child Protection Officer (CPO). If none is available, hand the form to a senior member of staff. Do not leave the site until the safeguarding team has the form and has had the opportunity to ask you any questions.
- Make a personal note including date and time of your actions and report all steps you have taken within 24 hours to the Designated Safeguarding lead at LCSWT or the Deputy Safeguarding Lead.

- When there is uncertainty around a disclosure

If you are unsure if the information given to you is a safeguarding matter, speak confidentially to a member of staff with pastoral responsibility to ascertain the best way forward or speak to the Deputy Safeguarding Lead or Safeguarding Lead of LCSWT within 24 hours. Be prepared to fill in a child protection form and to follow the guidelines above. Record and date your actions.

## **Managing Allegations of Abuse Against Members of Staff with LCSWT**

These procedures apply to all staff within LCSWT including Trustees, Employees and Volunteers. We recognise that an allegation against a staff member by a child may be made for a variety of reasons. Therefore, it is imperative that those dealing with the allegation keep an open mind and investigate without delay and investigate thoroughly and confidentially.

Allegations must be overseen by the Designated Safeguarding Lead and the Safeguarding Trustee and should be managed using the Staffordshire Safeguarding Children Boards multi-agency policy and procedure for dealing with allegations against a person who works with children. Specifically, the question should be asked as to whether the allegation or concern possibly meets any one of the following thresholds. Has the person in question:

- Behaved in a way that has or may have harmed a child
- Possibly committed a criminal offence against, or related to a child
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children.

If any of these situations apply then it must be referred by the LCSWT Safeguarding Lead or Safeguarding Trustee to the Local Authority Designated Officer (LADO) within 24 hours of the allegation being made.

### **Staffordshire LADO**

[staffordshire.lado@staffordshire.gov.uk](mailto:staffordshire.lado@staffordshire.gov.uk)

(Email address last checked 16/09/24)

## **Whistle Blowing Policy**

Whistle blowing occurs when a person raises concern about a dangerous or illegal activity or any wrong-doing within the organisation. E.g.

- A criminal offence
- Someone's health or safety is in danger
- Risk or actual damage to the environment
- A miscarriage of justice



- The organisation is breaking the law
- You believe someone is covering up wrongdoing

It is important that the people within LCSWT have the confidence and support to come forward to speak or act if they have concerns that have not been addressed by the escalation process. Additional knowledge, advice and guidance must be always sought from designated safeguarding leads. Please note:

- **Urgent concerns should be reported to the Police**
- As a whistle-blower you are protected by law - you shouldn't be treated unfairly in any way because you 'blow the whistle'.
- The wrongdoing you disclose must be in the public interest.
- You can raise your concern at any time about an incident that happened in the past, is happening now or you believe will happen in the near future.
- If you raise a concern about a wrongdoing, you should do so with the Designated Safeguarding trustee named in this policy: **Keith Newton**. In the event of the complaint being about that individual, then complaints should be made to the Chair.

## Complaints Procedure

LCSWT aims to take complaints seriously and act quickly to resolve any matters arising. Examples of complaints might be: A complaint by a parent, school, volunteer. LCSWT are members of Staffordshire Council of Voluntary Youth Services (SCVYS) who can provide support in investigating and following up complaints against staff and volunteers

### Procedure

1. Nominated person for receiving complaints is the **Safeguarding Trustee for LCSWT: Keith Newton**.
2. In the event of the complaint being against this individual, the complaint should be made to another Trustee of LCSWT.
3. If the complaint leads to any suspicion that a criminal offence may have been committed against a child or young person, for example a breach of safeguarding, the complaint **must** be referred to SCAS service and the Police.
4. Similarly, a complaint that leads to a suspicion of abuse of a child or young person that does not seem to be a criminal offence **must** be referred to the Local Authority Designated Officer (LADO); they will refer to the police if needed. **[staffordshire.lado@staffordshire.gov.uk](mailto:staffordshire.lado@staffordshire.gov.uk) (checked 16/09/24)**
5. Other matters may need to be referred to the local police station, e.g. theft.
6. Once the complaint has been investigated the Safeguarding Trustee will meet with the complainant to tell them the outcome of the complaint and what action if any is open to them if they do not agree with the outcome.

## LCSWT Code of Conduct

It is important that all adults working with children understand the nature of their work and the responsibilities related to it places them in a position of trust. The points below only provide a few examples of appropriate and safe behaviours for all adults working with children in paid or unpaid capacities, in all settings and in all contexts. The LCSWT code of conduct is there to make sure everyone who takes part in LCSWT's activities knows what is expected of them and feels safe, respected, and valued. We expect people who take part in our projects to always display appropriate behaviour. Failure to abide by our code of conduct may mean you will no longer be permitted to volunteer / work for us.

### **Overall, You should**

Be supportive and kind to others, be friendly, listen to others, be helpful, have good manners, treat everyone with respect, take responsibility for your own behaviour, talk to the LCSWT Safeguarding Lead about anything that worries or concerns you, follow this code of behaviour and other rules (including the law), join in and have fun!

### **Overall, You should not**

Be disrespectful to anyone else, bully other people (online or offline), behave in a way that could be intimidating, be abusive towards anyone.

## All staff and volunteers must inform the Safeguarding Designated Trustee if they are/have been

- Charged with a criminal offence involving a child/young person, violence, breach of trust or a criminal offence relevant to their duties, for example driving offence if they are driving as part of their duties.
- Investigated by any authority due to concerns that you may have been involved in causing harm to a child and/or young person.

## Conduct in School's Work & 1-2-1 Mentoring Sessions

### **General conduct for all activity in schools that involves LCSWT**

- Be kind, patient and courteous to the children and young people in your care.
- Listen to children and young people and take every opportunity to raise their self-esteem.
- Be kind, patient and courteous to school staff at all times. Relationships with schools take a long time to develop and any deterioration in our relationship with them can affect how effectively we can support children in their care. If you have a complaint, bring it to LCSWT in the first instance so we can help resolve the issue.
- Make sure you are fully confident in the child protection procedure and if not, let a LCSWT staff member know so they can remind you
- Do not give your personal contact details to children, parents or carers and do not befriend them on social media
- Never behave in a way that frightens or demeans any child or young person. If it is appropriate to speak to a child/young person about their behaviour, remember you are challenging 'what they did' not 'who they are'.
- Do not use any racist, sexist, discriminatory or offensive language and never make sexually suggestive comments even in fun but DO challenge a young person if they are using that kind of language

- Do not give a child /young person any medications.
- Do not give a child/young person presents, financial or otherwise.

### **Working specifically in 1-2-1 mentor-mentee relationships**

- If the room where you are mentoring does not have a window, leave your door ajar
- During your first meeting, it is imperative that you make clear the limits of confidentiality and explain what happens if a disclosure is made. This will be explained more thoroughly in training
- Do not use computers or phones in your sessions without seeking permission first from your LCSWT contact and NEVER take pictures or videos of your child/young person with your phone.
- Do not give children/young people present or personal items whilst mentoring.
- Do not condone activity (or references to) such as: Habitual binge-drinking, drugs (including Cannabis), habitual use of pornography, habitual gambling and inappropriate relationships. Find ways to challenge them, suggest alternatives and discuss with your safeguarding lead if necessary.
- Even if you have a very positive relationship with your mentee, you should never attempt to see your mentee outside of school and you should never offer them a lift.
- Do not give your mentee your personal contact details I.e phone numbers or email address
- You should not engage in any romantic/sexual relationship with your young person even if you have stopped mentoring them in school and they are over the age of consent. This is a serious abuse of trust and LCSWT would need to report it.
- Avoid any physical contact with a child or young person that can be misconstrued including hugging. No physical games / horseplay.
- Do not force religious ideas or practices onto people. If you have a faith and your mentee asks questions you are free to share what you believe but you must also respect their opinions and ideas.
- Do always seek advice and support from your colleagues and supervisor when needed.
- Do seek opportunities for training such as that available through the Staffordshire Safeguarding Children Board, <https://www.staffscb.org.uk/> and through Engage Youth Mentoring Opportunities.

## **Appendix A**

### **Definitions**

LCSWT is committed to ensuring that all workers have a basic awareness of the categories, signs and symptoms of child abuse and know where to go for information. This policy has been drawn

up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation is available from <https://learning.nspcc.org.uk/>.

The Children Act 1989 defines a **child** as: anyone who has not yet reached their 18th birthday, even if they are living independently, are a member of the armed forces or **are** in hospital.

**Child Abuse:** Children may be vulnerable to neglect and abuse within their family or harm outside of the family. There are 4 main categories of abuse, which are: sexual, physical, emotional abuse, and neglect. It is important to be aware of more specific types of abuse that fall within these categories: Bullying and cyberbullying, Child sexual exploitation (CSE), Child criminal exploitation, Child trafficking, Domestic abuse, Emotional abuse, Female Genital Mutilation (FGM), Grooming, Neglect, Non-recent abuse, Online abuse, Physical abuse, Sexual abuse, Spiritual Abuse

### **Neglect**

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.

### **Physical Abuse**

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.

### **Sexual Abuse**

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.

### **Emotional Abuse**

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 cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone. **Spiritual Abuse:** Spiritual abuse is a form of emotional and psychological abuse. It is characterized by a systematic pattern of coercive and controlling behaviour in a religious context. Spiritual abuse may occur on its own, or alongside other forms of abuse, such as physical, sexual, or domestic abuse. It may be used to 'legitimise' or facilitate other forms of abuse. This also includes forcing religious ideas or practices onto people, particularly those who may be vulnerable to such practices.

### **Signs and Symptoms of Abuse**

There is no clear dividing line between one type of abuse and another. The following section is divided into four areas to help categorise what may be seen or heard. Children/young people may show symptoms from one or all of the categories. This should not be used as a checklist. Workers and volunteers should be aware of anything unusual displayed by the child.

### **PHYSICAL SIGNS OF ABUSE**

- Bruise marks consistent with either straps or slaps
- Undue fear of adults - Fear of going home to parents or carers
- Aggression towards others
- Unexplained injuries or burns – particularly if they are recurrent and especially in non-mobile babies
- Any injuries not consistent with the explanation given for them
- Injuries that occur to the body in places which are not normally exposed to falls, rough games, etc
- Reluctance to change for, or participate in games or swimming
- Bruises, bites, burns, fractures etc which do not have an accidental/satisfactory explanation
- Cuts/scratches/substance abuse
- Hitting (with the hand or implement) smacking, punching, kicking, slapping, twisting/pulling ear, hair or fingers, holding/squeezing with a tight grip, biting, and burning
- Fabricated or induced illness

### **NEGLECT**

- Exposure to danger/lack of supervision
- Neglect - under nourishment, failure to grow, constant hunger, stealing or gorging food, untreated illnesses, inadequate care etc.
- Injuries that have not received medical attention
- Inadequate/inappropriate clothing
- Constant hunger
- Poor standards of hygiene
- Untreated illnesses,
- Persistent lack of attention, warmth, or praise

### **EMOTIONAL SIGNS OF ABUSE**

- Changes or regression in mood or behaviour, particularly where a child withdraws or becomes clinging. Also, 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
- Humiliating, taunting, or threatening a child whether in front of others or alone.
- Persistent lack of attention, warmth, or praise.
- Shouting/yelling at a child

- Radicalisation – use of inappropriate language, possession of violent extremist literature, behavioural changes, the expression of extremist views, advocating violent actions and means, association with known extremists, seeking to recruit others.

#### **INDICATORS OF POSSIBLE SEXUAL ABUSE**

- Language and drawing inappropriate for age.
- Child with excessive preoccupation with sexual matters and detailed knowledge of adult sexual behaviour
- Regularly engages in age-inappropriate sexual play
- Sexual knowledge inappropriate for their age
- Wariness on being approached
- Soreness in the genital area or unexplained rashes or marks in the genital areas
- Repeated urinary infections or unexplained tummy pain
- Difficulty in walking or sitting
- Stained or bloody underclothes
- Bruises on inner thigh or buttock.
- Any allegations made by a child concerning sexual abuse
- 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
- Unaccounted sources of money
- Telling you about being asked to 'keep a secret 'or dropping hints or clues about abuse.

## **Appendix B**

### **Resources**

**NSPCC**

<https://learning.nspcc.org.uk/>

**Staffordshire Council of Voluntary Youth Services (LCSWT is a member)**

<https://staffscvys.org.uk/>

**Staffordshire Safeguarding Children's Board**

<https://www.staffscp.org.uk/>

**Government Advice for Charities**

<https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees>

**Charity Commission**

<https://www.gov.uk/government/organisations/charity-commission>