



# Safeguarding and Protection Policy – Children and Young People

## 1. General statement of intent

1.1 Safeguarding is everyone's responsibility.

1.2 This policy is a statement of Survive's commitment to safeguarding Children and Young People (CYP) we may come into contact with either directly through any outreach programmes or indirectly through the provision of our services to adults. The policy recognises that some of our adult clients will have been sexually abused by a Person in a Position of Trust (PiPoT) who may still have access to CYP or that they may share information with us about a PiPoT who may pose a risk to CYP.

1.3 The policy is to be operated by staff, volunteers, trustees and others who work for Survive to safeguard CYP.

1.4 It provides guidance on our individual and collective responsibilities in relation to the safeguarding of CYP. Safeguarding responsibilities in relation to vulnerable adults is dealt with in our Safeguarding Vulnerable Adults Policy.

## 2. Legislation and context

2.1 Under the terms of the Children Act 2004, anyone up to the age of 18 is considered to be a CYP.

2.2 The Protection of Children Act (1999) requires employers to carry out Enhanced

Disclosure and Barring Service (DBS) checks before employees and volunteers are allowed to come into unsupervised contact with CYP. Survive's Equality, Diversity and Inclusion Policy provides further detail regarding Survive's position on how it deals with cautions and previous convictions.

2.3 The Every Child Matters – Change for Children Programme (2004) focused on reducing inequalities, improving outcomes for all children and helping them to achieve specific goals:

- **Be healthy;** enjoying good physical and mental health and enjoying a healthy lifestyle.
- **Stay safe;** being protected from harm and abuse.
- **Enjoy and achieve;** getting the most out of life and developing the skills for adulthood.
- **Achieve economic well-being;** not being prevented by economic disadvantage from achieving their full potential in life.

2.4 The Every Child Matters – Change for Children (2004) emphasised that no single agency could be responsible for meeting the needs of all children and their families.

2.5 The GDPR and Data Protection Act (2018) and Human Rights law are not barriers to justified information sharing. This means agencies can share information, seek advice and share information without consent if it relates to the safety and wellbeing of others and is deemed necessary and is proportionate, relevant, adequate, accurate, timely and secure and the reasons for doing so are documented.

2.6 This policy aims to reflect both the six Safeguarding Principles and the concept of Making Safeguarding Personal. The six principles of safeguarding detailed below are stipulated in the Department of Health and Social Care (Care and Support Statutory Guidance June 2020).

<b>Accountability</b>	Accountability and transparency in delivering safeguarding.
<b>Empowerment</b>	People are encouraged to make their own decision
<b>Prevention</b>	It is better to take action before harm occurs.
<b>Protection</b>	Support and representation for those in greatest need
<b>Proportionality</b>	The least intrusive response appropriate to the risk presented.
<b>Partnership</b>	Services offer local solutions to working closely with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse.

2.7 Section 42 of The Care Act (2014) requires each local authority must make enquiries, or cause others to do so, if it believes a CYP is experiencing, or at risk of, abuse or neglect. An enquiry should establish whether any action needs to be taken to prevent or stop abuse or neglect and if so, by whom.

2.8 Survive has established the CEO as its designated Safeguarding Concerns Manager (SCM) - all staff and volunteers have been made aware of this and provided with their contact details. In the case that the safeguarding lead is unavailable, a member of the Senior Management Team (SMT), specifically the Counselling Services Manager, Support Services Manager, Clinical Supervisor or nominated trustee, will deputise in their absence and all staff and volunteers will be made aware of who this is and how to contact them.

2.9 Survive recognises that it is the responsibility of each member of staff and volunteers to prevent neglect, physical, sexual and/or emotional abuse of CYP and to report any abuse disclosed or suspected.

### 3. Recognising the signs and symptoms of abuse

3.1 When a CYP is experiencing abuse, they may display particular signs and symptoms that act as indicators that this might be happening. Some of these signs and symptoms include:

Becoming withdrawn Withdrawing from friends and family	Unusual or erratic behaviour Running away from home
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Losing interest in hobbies, job etc. Low self-esteem/confidence Depression Anxiety Self-harm Suicidal thoughts Suicide attempts Other mental health issues Slower than normal development	Rapid weight loss or gain Repeated illnesses Alcohol misuse Drug misuse Sudden changes in behaviour – becoming too withdrawn or erratic Evident bruising, scratches, cuts or other marks and injuries
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3.2 It is important to remember that this list is not exhaustive but is used to provide indicators to some of the signs that an individual may be experiencing abuse. It is also important to remember that individually these signs may not present a concern but persistence and a combination of a number of the above can offer further indication that abuse may be taking place.

3.3. Staff and volunteers conducting any outreach programmes with CYP must

remember that victims/survivors have the right to share as much or as little information as they wish, so they may choose not to share information which alludes to abuse taking place. Our role is to support the individual and to explain the actions we will take if we think they are experiencing, or at risk of, abuse or neglect.

3.4 Staff and volunteers who become concerned about the safeguarding of CYP through Support Work or Counselling sessions with adult clients must explain to the client the actions we will take if we think a CYP is experiencing, or at risk of, abuse or neglect. This includes where an adult informs us that they were abused as a child by a PiPoT such as a teacher or priest who may still have access to CYP. Or for example, where the PiPoT may now pose a risk of harm to other CYP (e.g. risk of abusive ex-partner in position of trust with access to CYP).

3.5 The categories and descriptions below are intended to help Survive staff and volunteers be alert to and identify signs of abuse whenever possible. Abuse can take many forms.

Physical Abuse	This may include hitting, shaking, throwing, burning or scalding, drowning, suffocating or otherwise, causing physical harm. Physical harm may also be caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a young person who they are looking after. This is commonly described using such terms as 'fictitious' illness by proxy or 'Munchausen's Syndrome' by proxy.
Sexual Abuse	Involves forcing or enticing a young person to take part in sexual activities, whether or not the young person is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape) or non-penetrative acts. They may include non-contact activities such as involving CYP in looking at, or in the production of pornographic materials or watching sexual activities, or encouraging CYP to behave in sexually inappropriate ways.
Neglect	This is the persistent failure to meet the CYPs basic physical and/or psychological needs, likely to result in the serious impairment of the CYPs health or development. It may involve a parent or carer failing to provide

	adequate food, shelter and clothing; failure to protect a CYP from physical harm or danger, or failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to a CYPs basic emotional needs.
Emotional or Psychological Abuse	This is the persistent emotional ill-treatment of a CYP such as to cause severe and persistent effects on the CYPs emotional development. It may involve conveying to CYP that they are worthless and unloved, inadequate, or valued only so far as they meet the needs of another person. It may involve age or developmentally inappropriate expectations being imposed on CYP. It may involve causing CYP frequently to feel frightened or in danger, or the exploitation or corruption of CYP. Some level of emotional abuse is involved in all types of ill-treatment of a CYP, though it may occur alone.
Significant Harm	Some CYP may be in need because they are suffering or likely to suffer significant harm. The Children Act V section 47 (1) introduced the concept of significant harm as the threshold that justifies compulsory intervention in family life in the best interest of the CYP.
Financial or material abuse	This is when a person is prevented from accessing their own money, benefits or assets or is subject to undue pressure, duress, threat or undue influence in connection with loans, wills, property inheritance or financial transactions. It may involve exploitation of a CYPs money or assets or missing personal possessions, an unexplained lack of money or inability to maintain a lifestyle, unexplained withdrawals of money from accounts or involve the person allocated to manage financial affairs being evasive or uncooperative.
Modern slavery	This includes human trafficking, forced labour, domestic servitude, sexual exploitation, such as escort work, prostitution and pornography as well as debt bondage (being forced to work to pay off debts that realistically they will never be able to clear). The CYP may appear malnourished, unkempt or withdrawn. They may be isolated from the community or present as being under the control of others. There may be an avoidance of eye contact and the CYP may appear frightened or hesitant to talk to other people.
Self-neglect	This is characterised by poor personal hygiene, unkempt appearance, lack of essential food clothing or shelter, malnutrition, hoarding, non-compliance with health or care services, an inability or unwillingness to take medication or treat illness or injury.
Discriminatory abuse	This may manifest itself as any of the other categories of abuse previously stated. What is distinctive, however, is that discriminatory abuse is motivated by oppressive and discriminatory attitudes towards a person's disability, physical or learning disability, mental ill-health or sensory impairment, race, gender, age, religion, cultural background, sexual orientation, political convictions, appearance or other aspects.
Grooming	Grooming is when someone builds a relationship, trust and emotional connection with a child or young person so they can manipulate, exploit and abuse them. CYP who are groomed can be sexually abuse, exploited or trafficked. Anybody can be a groomer, no matter their age, gender or race. Grooming can take place over a short or long period of time – from weeks to years. Groomers may also build a relationship with the CYPs family or friends to make them seem trustworthy or authoritative.
County Lines	This is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more importing areas [within the UK], using dedicated mobile phone lines or other form of “deal line”. They are likely to exploit CYP to move [and store] the drugs and money and they will often use coercion, intimidation, violence (including sexual violence) and weapons.

## 4. Public protection

### 4.1 Public protection from sexual offences

4.1.1 When an individual tells Survive that they have been sexually assaulted **within the last three months by a complete stranger**, Survive can, with client consent, pass anonymous information to the police which enables them to put measures in place to increase public protection. Such information may include the gender of the survivor and the rough time and location of the sexual assault.

### 4.2 Public protection from terrorism

4.2.1 **Prevent** is part of the Counter Terrorism and Security Act 2015. This is a measure that aims to reduce the threat of terrorism in the UK. Prevent is everybody's business.

4.2.2. The overall aim of Prevent is to safeguard children, young people and adults from the threat faced by those who pose extremist or radicalised views. The Prevent programme is about protecting vulnerable people from being exploited by extremists. It places a duty on public sector organisations to prevent people from being drawn towards such views and ensures that support is in place for those who are vulnerable.

#### 4.2.3 Definitions

- **Terrorism** - *'an action that endangers or causes serious violence to a person/people or seriously interferes with or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made from the purpose of advancing a political, religious or ideology cause'*
- **Extremism** - *'vocal or active opposition to fundamental British values of democracy, rule of law, tolerance and individual liberty'*.
- **Radicalisation** - the process in which a person comes to sympathise with and support terrorist or extremist ideologies which can be a short process or can occur gradually over a period of years.

4.2.4 In recent years, the most significant terrorist threats to the UK have been from terrorist organisations in Syria and Iraq, Al-Qaeda associated groups and Far-Right extremist ideologies.

4.2.5 If someone is expressing extreme views of hatred which could lead to them harming themselves or others, you can raise your concerns directly and in confidence by calling the Due Diligence and Counter Extremism Group (DDCEG) on **020 7340 7264**

## 5. Allegations against Survive staff, volunteers or trustees

5.1 Any allegations made against a member of staff or volunteer will be dealt with as a serious matter, following Survive's disciplinary policy and procedure.

5.2 Any allegations against staff and volunteers should be reported to the SCM or if the concern is with the SCM, to the Chair of trustees who will delegate to an appropriately qualified trustee.

## **6. Persons in Position of Trust (PiPoT)**

6.1 There is no legal definition for a PiPoT, however, they are likely to be a person who works with or cares for those with care and support needs or who did so previously (e.g. key worker in children's home, teacher, priest etc).

6.2 Those who deliver frontline services to Survive clients could be categorised as a PiPoT meaning

- they will be perceived by CYP as trusted representatives of Survive
- Survive could be in receipt of information about them under the Notifiable Occupation Scheme (e.g. police allege assault committed by PiPoT to the Local Authority who subsequently inform their employer, Survive);
- their behaviour outside of work could potentially result in disciplinary proceedings (in line with our disciplinary policy);
- their behaviour outside of work could potentially result in Survive contacting the Disclosure and Barring Service;
- Survive staff, volunteers, trainees and trustees should never place themselves in situations where abuse might be alleged and should always consider how an action or activity may be perceived as opposed to how it is intended.

## **7. Protocol for raising concerns**

7.1 The protocol for raising concerns, along with key contact details, is found at Appendix 1.

7.2 All staff and volunteers should retain a copy of this protocol and note key telephone numbers.

7.3 All staff and volunteers involved in raising a safeguarding concern should complete a Safeguarding Record Form on Charitylog stating their own actions in relation to the case.

7.4 All documentation relating to safeguarding concerns should be stored in the Client's record on Charitylog, where access is restricted to certain individuals.

## **8. Supervision and de-briefing**

8.1 Safeguarding concerns should be raised immediately as stated above, however, staff and volunteers will be given opportunities for wider discussions on any safeguarding concerns:

- With the SCM;
- In clinical supervision;
- In team meetings; or
- With their line manager.

## **9. Training**

9.1 Level 1 safeguarding training will be provided to all new staff, volunteers and trustees unless they can provide evidence of having attended such training in the last two years.

9.2 Level 1 and Level 2 safeguarding training will be provided to the SCM and SMT unless they can provide evidence of having attended such training in the last two years.

9.3 Refresher safeguarding training will be provided to all staff every 2 years. Any significant updates will be communicated to the team in between this time as necessary.

9.4 A record of all staff and volunteers' safeguarding training will be retained in their Training record on Charitylog.

## **10. Access and review**

10.1 Line managers will provide a copy of the Safeguarding CYP Policy to all new staff and volunteers as part of their induction.

10.2 Staff and volunteers are given training on Safeguarding as part of their induction.

10.3 A hard copy of the Safeguarding CYP Policy will be kept in the policy folder in the Survive office and a soft copy will be stored in the policy folder on Sharepoint and on Breathe HR.

10.4 The Board of Trustees will review the Safeguarding and Protection – Children and Young People every 12 months.

10.5 Staff and volunteers will be informed of any updates via team meetings.

### **Other linked policies:**

Safeguarding and Protection Policy – Vulnerable Adults

Suicide policy

Disciplinary policy

Recruitment policy

EDI policy

Confidentiality, information sharing and data protection policy

Whistleblowing policy

Supervision policy

## **Protocol for SCM or SMT for raising concerns about an adult**

The SCM or SMT will decide whether:

- the concerns need to be escalated outside of Survive
- the concerns will be raised with or without the consent of the individual

The SCM or SMT will consider whether:

- the action being taken is proportionate to the risk
- raising the concern is in the public interest (e.g. is there a risk to others)
- raising the concern is in the CYPs best interests (i.e. will it prevent significant harm)