



# Safeguarding and Protection Policy – Children and Young People

Version 5

Reviewed 1 April 2025

Next review 1 April 2026 (unless legislative change)

Policy owner SMT

## 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 People in a Position of Trust (PiPoT) who may still have access to CYP or that they may share information with us about 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 adults at risk is dealt with in our Safeguarding and Public Protection – Adults at Risk Policy.

1.5 *Survive's* Confidentiality, data protection and information sharing policy and *Survive's* client contract detail how and when *Survive* will break confidentiality and raise a safeguarding concern to third parties. Our responsibility to safeguard CYP from harm means action can be taken with or without the consent of the CYP, parents, carers etc. Note *Survive* has a duty to inform the parent/carer unless the disclosure is about the parent/carer.

## 2. Legislation and context

2.1 Working Together to Safeguard Children (2018) provides a framework for agencies to work together to safeguard and promote the welfare of all children up to the age of 18 years, whether living with their families, in state care or independently.

2.2 Safeguarding and promoting the welfare of children is defined as:

- a. protecting children from maltreatment
- b. preventing impairment of children's mental and physical health or development
- c. ensuring that children are growing up in circumstances consistent with the provision of safe and effective care
- d. taking action to enable all children to have the best outcomes

2.3 Local authorities and social workers have specific roles and responsibilities to lead the statutory assessment of children in need (section 17, Children Act 1989) and to lead child protection enquiries (section 47, Children Act 1989).

2.4 Children have said that they need:

<b>Vigilance</b>	to have adults notice when things are troubling them
<b>Understanding and action</b>	to understand what is happening; to be heard and understood; and to have that understanding acted upon
<b>Stability</b>	to be able to develop an ongoing stable relationship of trust with those helping them
<b>Respect</b>	to be treated with the expectation that they are competent rather than not
<b>Information and engagement</b>	to be informed about and involved in procedures, decisions, concerns and plans
<b>Explanation</b>	to be informed of the outcome of assessments and decisions and reasons when their views have not met with a positive response
<b>Support</b>	to be provided with support in their own right as well as a member of their family
<b>Advocacy</b>	to be provided with advocacy to assist them in putting forward their views
<b>Protection</b>	to be protected against all forms of abuse and discrimination and the right to special protection and help if a refugee

2.5 Any staff or volunteer who has concerns about a child's welfare should follow *Survive's* Protocol for Raising Concerns about CYP (see section 4 and Appendix 1).

2.6 The Data Protection Act 2018 and UK General Data Protection Regulations (GDPR) do not prevent the sharing of information for the purposes of keeping children safe. Fears about sharing information must not be allowed to stand in the way of the need to promote the welfare and protect the safety of children.

2.7 *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. The Counselling Services Manager, Support Services Manager or nominated trustee will deputise in their absence.

2.8 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.

### 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 Losing interest in hobbies, job etc. Low self-esteem/confidence Depression Anxiety Self-harm Suicidal thoughts Suicide attempts Other mental health issues	Unusual or erratic behaviour Running away from home 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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Slower than normal development	
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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. This includes a duty to inform their parent/care (if details are known) unless the disclosure is about their parent/carer.

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 PiPoT such as a teacher or priest who may still have access to CYP. Or for example, where 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.

Abuse	A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Harm can include ill treatment that is not physical as well as the impact of witnessing ill treatment of others (e.g. witnessing domestic abuse). Children may be abused in a family, in an institutional or community setting, by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults, or another child or children
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 fabricates the symptoms of, or deliberately induces, illness in a child.
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 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. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.
Child sexual exploitation	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

	<p>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.</p>
Neglect or act of omission	<p>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:</p> <ol style="list-style-type: none"> <li>provide adequate food, clothing and shelter (including exclusion from home or abandonment)</li> <li>protect a child from physical and emotional harm or danger</li> <li>ensure adequate supervision (including the use of inadequate care-givers)</li> <li>ensure access to appropriate medical care or treatment</li> </ol> <p>It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.</p>
Emotional or Psychological Abuse	<p>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 include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including 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 ill-treatment of a CYP, though it may occur alone.</p>
Significant Harm	<p>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.</p>
Financial or material abuse	<p>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.</p>
Modern slavery	<p>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.</p>
Self-neglect	<p>This is characterised by poor personal hygiene, unkempt appearance, lack of essential food clothing or shelter, malnutrition, hoarding, non-</p>

	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	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 children and vulnerable adults to move and store the drugs and money, and they will often use coercion, intimidation, violence (including sexual violence) and weapons.
Child criminal exploitation	Where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or young person under the age of 18 into any criminal activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial or other advantage of the perpetrator or facilitator and/or (c) through violence or the threat of violence. The victim may have been criminally exploited even if the activity appears consensual. Child criminal exploitation does not always involve physical contact; it can also occur through the use of technology

#### 4. Protocol for raising concerns about CYP

4.1 In the first instance, staff and volunteers should raise any safeguarding concerns with the designated safeguarding lead for the day which will usually be a lead counsellor or the Counselling Services Manager or Support Services Manager or Operations Manager.

4.2 If the designated safeguarding lead for the day is not available, staff and volunteers can contact the CEO in their capacity as SCM or the nominated trustee for safeguarding issues.

4.3 The designated safeguarding lead will discuss your concerns with you and decide whether:

- the concerns need to be escalated outside of *Survive*
- the concerns will be raised with the parent/carer
- the concerns will be raised externally with or without the consent of the individual
- the concerns will be raised externally with or without the knowledge or consent of the individual's parent/carer (where details are known) unless the disclosure is about their parent/carer

The designated safeguarding lead 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 CYP's best interests (i.e. it will prevent significant harm)

4.4 The protocol for raising concerns about a CYP is found on Sharepoint and HR Breathe: Safeguarding CYP Appendix 1 Protocol for Raising Concerns.

4.5 The contact details for raising safeguarding concerns internally with *Survive's* designated safeguarding leads or externally with other agencies is found on Sharepoint and HR Breathe: Safeguarding CYP Appendix 2 Contact Details.

4.6 All staff and volunteers involved in raising a safeguarding concern should:

- update the client record on Charity Log stating their own actions in relation to the case;
- add a Safeguarding flag to the client's record on Charity log;
- where necessary, task actions to others on Charity Log;
- ensure the SCM is informed either directly or via your supervisor or line manager
- ensure the PFCC-lead is informed if the disclosure relates to a PFCC-referred client.

## **5. Position of Trust**

5.1 'Position of trust' is a legal term that refers to certain roles and settings where an adult has regular and direct contact with children. Examples of positions of trust include: teachers, care workers, youth justice workers, social workers, doctors.

5.2 In England, Wales and Northern Ireland changes to the law made in 2022 extend the definition to include faith group leaders and sports coaches.

5.3 It is against the law for someone in a position of trust to engage in sexual activity with a child in their care, even if that child is over the age of consent (16 or over).

5.4 *Survive* staff and volunteers should consider what actions they need to take to keep other CYP safe should an adult client share with us that they have been sexually abused by a person in a position of trust who may still have access to and pose a risk to CYP (e.g. a teacher, a priest etc).

5.3 Those who deliver frontline services to *Survive* clients could be categorised as a person in a position of trust 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 person in position of trust 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.

## **6. Allegations against *Survive* staff, volunteers or trustees**

6.1 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.

6.2 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.

## 7. Public protection

### 7.1 Public protection from sexual offences

7.1.1 When an individual tells *Survive* that they have been raped or sexually assaulted by a **complete stranger**, *Survive* can, with client consent, pass anonymous intelligence to the police. Such intelligence may include the gender and approximate age of the survivor and the rough time and location of the rape or sexual assault.

7.1.2 Anonymous intelligence on recent and non-recent incidents perpetrated by a stranger/s can allow the police to put measures in place to increase public protection (e.g. proactive policing) or to link the anonymous intelligence to similar incidents on their police systems.

7.1.3 NOTE anonymous intelligence **should not** be shared in familial abuse, as the intelligence is too identifying (i.e. the perpetrator or other family members will be able to identify the victim based on the intelligence shared with the police).

### 7.2 Public protection from terrorism

7.2.1 **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.

7.2.2. The overall aim of Prevent is to safeguard children, young people and adults from the threat posed by those who hold extremist or radicalised views. The Prevent programme focuses on protecting vulnerable individuals from being exploited by extremists and aims to stop people from being drawn towards terrorism or violent extremism. It places a duty on public sector organisations to intervene early and provide support for those who are at risk of radicalisations, ensuring they are offered appropriate guidance and assistance to divert them from potential harm.

#### 7.2.3 Definitions

- **Terrorism** - is defined under the Terrorism Act 2000 as the use or threat of action designed to influence the government or to intimidate the public or sections of the public, with the purpose of advancing a political, religious or ideological cause. Such actions can include:
  - serious violence against a person
  - serious damage to property
  - endangering a person's life
  - creating serious risk to health or safety of the public
  - interfering with or disrupting an electronic system
- **Extremism** is defined as: 'vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs'. This definition is outlined in the Prevent duty guidance: for England and Wales, which aims to stop people from becoming terrorists or supporting terrorism.
- **Radicalisation** is the process by which an individual comes to support harmful extremist ideologies, which can sometimes be a precursor to terrorism involving serious criminal acts.
- **Radicaliser** is an individual who actively encourages others to develop or adopt beliefs and views supportive of terrorism and forms of extremism

leading to terrorism'. This definition aligns with the Prevent duty guidance, which aims to stop people from becoming terrorists or supporting terrorism.

7.2.4 The most common types of terrorism in the UK are extreme right-wing terrorism and Islamist terrorism.

- Extreme right-wing terrorism may be inspired by groups such as National Action, Atomwaffen Division, and other far-right extremist groups that promote violence and hate against minority communities.
- Islamist terrorism may be inspired by groups such as Daesh or Al Qa'ida, as well as other violent extremist ideologies that advocate for violent jihadist actions

7.2.5 If someone is expressing extreme views of hatred which could lead to them harming themselves or others, you can raise your concerns confidentially with the Action Counter Terrorism Early Support Line on 0800 011 3764.

## **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:

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

## **9. Training**

9.1 CPD certified Safeguarding online training will be provided to all new staff, volunteers and trustees.

9.2 Online Designated Safeguarding Lead training will be provided to designated safeguarding leads.

9.3 Refresher safeguarding training will be provided to all staff, volunteers and trustees every 3 years.

9.4 A record of all staff and volunteers' safeguarding training will be retained in their training file on HR Breathe

## **10. Access and review**

10.1 Line managers will signpost staff and volunteers to this policy as part of their induction.

10.2 A soft copy of this policy will be stored on Sharepoint and on Breathe HR.

10.3 SMT will review this policy every 12 months.

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

### **Other linked policies:**

Client contract

Supervision policy

Whistleblowing policy

Safeguarding and Public Protection Policy – Adults at Risk

Confidentiality, data protection and information sharing policy

Suicide policy

Disciplinary policy

Recruitment (incl DBS)

EDI policy