

# Child Protection and Safeguarding Policy

In line with Keeping Children Safe in Education 2016



This policy was updated on 14<sup>th</sup> May 2018

The policy must be reviewed and updated at least every 12 months.

The North Oxford Youth Theatre recognises its responsibility for safeguarding and child protection.

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## **PART 1**

### **1. Introduction**

This policy has been developed in accordance with the principles established by the Children Act 1989; and in line with the following:

- “Keeping Children Safe in Education” 2016
- “Working Together to Safeguard Children 2015”
- “Framework for the Assessment of Children in Need and their Families” 2000
- “What to do if you are worried a Child is being Abused” 2015
- Oxfordshire Safeguarding Children Board guidelines

The Management Committee takes seriously its responsibility under section 11 of the Children Act and duties under “working together” to safeguard and promote the welfare of children; to work together with other agencies to ensure adequate arrangements exist within our setting to identify, and support those children who are suffering harm or are likely to suffer harm.

We recognise that all adult members have a full and active part to play in protecting our pupils from harm, and that the child’s welfare is our paramount concern.

NOYT should provide a safe, caring, positive and stimulating environment that promotes the social, physical and moral development of the individual child free from discrimination or bullying where children can learn and develop happily.

This policy applies to all volunteers working in NOYT

This policy has been written in line with Keeping Children Safe In Education 2016  
All adults will sign to confirm they have read and understood this policy.

### **2. Terminology**

- **Safeguarding and promoting the welfare of children** refers to the process of protecting children from abuse or neglect, preventing the impairment of their health or development, ensuring that children grow up in circumstances consistent with the provision of safe and effective and nurturing care and undertaking that role so as to enable those children to have optimum life chances and to enter adulthood successfully.
- **Child protection** refers to the processes undertaken to meet statutory obligations laid out in the [Children Act 1989](#) and associated guidance (see [Working Together to Safeguard Children, An Interagency Guide to Safeguard and Promote the Welfare of Children](#)) in respect of those children who have been identified as suffering, or being at risk of suffering harm.
- **Adults** refers to all those working for or on behalf of NOYT, in a voluntary capacity.

- **Child** refers to all young people who have not yet reached their 18th birthday.
- **Parent** refers to birth parents and other adults who are in a parenting role, for example step-parents, foster carers and adoptive parents
- **DSL:** Designated Safeguarding Lead

### 3. Aims

- To provide all adults with the necessary information to enable them to meet their statutory responsibilities to promote and safeguard the wellbeing of children
- To ensure consistent good practice across NOYT
- To demonstrate NOYT's commitment with regard to safeguarding children

### 4. The role of adults

NOYT adults are particularly important as they are in a position to identify concerns early, provide help for children, and prevent concerns from escalating.

- **All** our adults have a responsibility to provide a safe environment in which children can learn.
- NOYT has two designated safe guarding leads (DSL) who will provide support to our adults to carry out their safeguarding duties and who will liaise closely with other services such as children's social care.
- All our adults will be equipped to identify children who may benefit from early help. Adults know in the first instance to discuss their concerns with the designated safeguarding lead, and understand they may be required to support other agencies and professionals in assessments for early help.

### 5. What adults need to know

- All our adult members are aware of the systems within NOYT which support safeguarding, these are explained to them as part of their induction and include:
  - This child protection and safeguarding policy
  - The pocket code of conduct The role of the designated safeguarding lead
  - Keeping children safe
  - Whistleblowing policy
  - Managing allegations about adult volunteers
  - What to do if they have a concern about a child

- All adult volunteers receive appropriate safeguarding and child protection training which is updated at least every 3 years. In addition to this training **all** adult members receive safeguarding and child protection updates, when required but at least annually, to provide them with relevant skills and knowledge to be able to safeguard the children in our setting effectively.
- **All** adults are made aware of the early help process, and understand their role in this. This includes staff being able to identify emerging problems, liaising with our designated safeguarding lead, sharing information with other professionals to support early identification and assessment and, in some cases, where appropriate, acting as the lead professional in undertaking any early help assessment.
- **All** adults are aware of the process for making child protection referrals to social care and statutory assessments that may follow, under the Children Act 1989, they also understand the role that may have to play in such assessments.
- **All** adults know what to do if a child tells them he/she is being abused or neglected. Staff understand how to maintain an appropriate level of confidentiality, whilst at the same time understand the requirement around sharing information appropriately with the designated safeguarding lead and other relevant professionals
- Adults will never promise a child that they will not tell anyone about the allegation/disclosure that the child has made, as this may ultimately not be in the best interests of the child

## 6. What adults should look out for

- **All** adult members are aware of the signs of abuse and neglect so they are able to identify children who may be in need of help or protection (see part 2 of this policy for the definitions)
- Departmental advice: What to do if you are worried a child is being abused- Advice for practitioners provides more information on understanding and identifying abuse and neglect.  
<https://www.gov.uk/government/publications/what-to-do-if-youre-worried-a-child-is-being-abused--2>
- Adult members at NOYT are advised to maintain an attitude at times all of “**it could happen here**” where safeguarding is concerned. When concerned about the welfare of a child, staff members should always act in the **best** interests of the child.
- Knowing what to look for is vital to the early identification of abuse and neglect. If adults members are unsure they should always speak to the designated safeguarding lead.

## 7. What adults should do if they have concerns about a child

- If adults have any **concerns** about a child (as opposed to a child being in immediate danger) they will need to decide what action to take. Where possible, there should be a conversation with the DSL to agree a course of action, although any adult can make a referral to children's social care. Other options could include referral to specialist services or early help services and should be made in accordance with the referral threshold set by the Oxfordshire Safeguarding Children Board. <http://www.oscb.org.uk/>
- If anyone other than the designated safeguarding lead makes the referral they should inform the designated safeguarding lead, as soon as possible.
- If after a referral the child's situation does not appear to be improving the DSL (or the person that made the referral) should press for re-consideration to ensure their concerns have been addressed and, most importantly, that the child's situation improves.
- If early help is appropriate the designated safeguarding lead should support the adult in liaising with other agencies and setting up an inter-agency assessment as appropriate.
- If early help and or other support is appropriate the case should be kept under constant review and consideration given to a referral to children's social care if the child's situation doesn't appear to be improving.
- If an adult discovers that an act of Female Genital Mutilation appears to have been carried out on a girl under the age of 18 the member must report this to the police.

## 8. What adults should do if a child is in danger or at risk of harm

- **If, a child is in immediate danger or is at risk of harm a referral should be made to children's social care and/or the police immediately.** Anyone can make a referral. Where referrals are not made by the DSL, the DSL should be informed, as soon as possible, that a referral has been made.

## 9. What adults should do if they have concerns about another staff member

- If our adult members have concerns about another adult member then this must be referred to the DSL. Where there are concerns about the DSL this should be referred to the Chairman of the Management Committee. Where there are concerns about the Chairman this should be referred to the DSL. Adults may consider discussing any concerns with NOYT's designated safeguarding lead and make any referral via them. Full details can be found in Part 2 of this guidance.

## 10. What adults should do if they have concerns about safeguarding practices within NOYT

- All our adults should feel able to raise concerns about poor or unsafe practice and potential failures in NOYT's safeguarding regime and that such concerns will be taken seriously by the Management Committee.
- Appropriate whistleblowing procedures, which are suitably reflected in training and adults behaviour policies, should be in place for such concerns to be raised with the Management Committee
- Where an adult member feels unable to raise an issue with the Management Committee or feels that their genuine concerns are not being addressed, other whistleblowing channels may be open to them:
  - General guidance can be found at- Advice on whistleblowing
  - The NSPCC whistleblowing helpline is available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 – line is available from 8:00 AM to 8:00 PM, Monday to Friday and Email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

## **PART 2**

### 11 Key personnel at NOYT:

The **designated persons** for child protection in NOYT are: Bridget Hopwood and Joe Shuter

Contact details:

Bridget Hopwood: [Bridgethopwood1@gmail.com](mailto:Bridgethopwood1@gmail.com) / 07989 975322

Joe Shuter: [joe.shuter@gmail.com](mailto:joe.shuter@gmail.com) Tel: 01865 311902 / 07782 502575

## 12 Roles and responsibilities

### The Management Committee

The Management Committee of NOYT will undertake the regular review of safeguarding related policies and procedures that operate in NOYT at the AGM and the first Management Committee meeting after the AGM.

The Management Committee has a crucial role in monitoring and challenging adults on the effectiveness of safeguarding arrangements.

The Management Committee will ensure that the following are in place:

- A DSL for safeguarding and child protection who has undertaken the approved LSCB training in inter-agency working, in addition to basic child protection training
- Child protection policy and procedures that are consistent with LSCB requirements, reviewed annually and made available to parents on request
- Procedures for dealing with allegations of abuse made against adult members including allegations made against the DSL and the Chairman.
- Safer recruitment procedures that include the requirement for appropriate checks in line with national guidance
- A training strategy that ensures all adults receive child protection training, with refresher training at three-yearly intervals. The DSL should receive refresher training at two-yearly intervals
- Regular update sessions for adults regarding safeguarding. Keeping adults up to date with any changes and ensuring that safeguarding remains a priority within the setting
- Arrangements to ensure that all adults are made aware of NOYT's arrangements for child protection.
- The Management Committee nominates a member to be responsible for liaising with the local authority and other agencies in the event of an allegation being made against the Chairman. An annual report will be submitted to the local authority about how the governing body's duties have been carried out. Any weaknesses or areas of concern will be rectified without delay.

## **The Chairman:**

- Ensures that the safeguarding and child protection policy and procedures are implemented and followed by all adults.
- Ensures that all adults feel able to raise concerns about poor or unsafe practice and that such concerns are handled in accordance with sensitively and in NOYT's whistle blowing procedures

## **NOYT has ensured that the DSL:**

- Is appropriately trained.
- Has an understanding of OSCB procedures.
- Keeps written records of all concerns when noted and reported by adults or when disclosed by a child, ensuring that such records are stored securely and reported onward in accordance with this policy guidance.
- Attends and/or contributes to child protection conferences in accordance with local procedure and guidance
- Develops effective links with relevant statutory and voluntary agencies
- Ensures that all adults sign to indicate that they have read and understood this policy
- Ensures that the child protection policy is updated annually
- Keeps a record of adult attendance at child protection training
- Provides an annual safeguarding report to the Management Committee.
- Makes this policy available to parents.

## **Deputy DSL(s)**

Is appropriately trained and, in the absence of the designated safeguarding lead, carries out those functions necessary to ensure the ongoing safety and protection of children. In the event of the long-term absence of the designated person, the deputy will assume all of the functions above.

## **All adults will:**

Follow the Oxfordshire Safeguarding Children Board Procedures/Local Authority guidance in all cases of abuse, or suspected abuse (these can be found at [www.OSCB.org.uk](http://www.OSCB.org.uk) ).

We will therefore:

- Implement and follow part 1 of this guidance
- Understand that our responsibility to safeguard children requires that we all appropriately share any concerns that we may have about children.
- Support the child's development in ways that will foster security, confidence and resilience
- Provide an environment in which children and young people feel safe, secure, valued and respected, feel confident and know how to approach adults if they are in difficulties.
- Provide a systematic means of monitoring children known or thought to be at risk of harm, and ensure we contribute to assessments of need and support plans for those children where appropriate.
- Ensure that detailed and accurate written records of concerns about a child are kept even if there is no need to make an immediate referral. See guidance on record keeping:
  - [http://portal.oxfordshire.gov.uk/content/public/CYPF/schools/behaviour\\_attendance/safeguarding\\_child\\_protection/Keeping\\_Child\\_Protection\\_Records.doc](http://portal.oxfordshire.gov.uk/content/public/CYPF/schools/behaviour_attendance/safeguarding_child_protection/Keeping_Child_Protection_Records.doc)

### **13. Supporting Children**

- We recognise that a child who is abused, who witnesses violence or who lives in a violent environment may feel helpless and humiliated, may blame him/herself, and find it difficult to develop and maintain a sense of self-worth.
- We accept that research shows that the behaviour of a child in these circumstances may range from that which is perceived to be normal to aggressive or withdrawn.

NOYT will support all children and young people by:

- Encouraging the development of self-esteem and resilience in every aspect of life.
- Promoting a caring, safe and positive environment.
- Liaising and working together with all other support services and those agencies involved in the safeguarding of children.

### **14. Confidentiality**

- We recognise that all matters relating to child protection are confidential.

- The Designated Person will disclose personal information about a child or young person to other members of NOYT on a need to know basis only.
- However, all adults must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children.
- 
- All adults must be aware that they cannot promise a child to keep secrets which might compromise the child's safety or well-being or that of another.

## 15. Supporting adults

- We recognise that adults working in NOYT who have become involved with a child who has suffered harm, or appears to be likely to suffer harm may find the situation stressful and upsetting.

We will support such adults by providing an opportunity to talk through their anxieties with the Designated Person and to seek further support.

## 16. Allegations against adults

- All adults should take care not to place themselves in a vulnerable position with a child. It is always advisable for interviews or work with individual children or parents to be conducted in view of other adults.
- We understand that a child or young person may make an allegation against an adult. If such an allegation is made, the adult receiving the allegation will immediately inform the Chairman.
- The Chairman on all such occasions will discuss the content of the allegation with the Designated Officer for the Local Authority (LADO), **before taking any action.** In our county contact should be made with
  - Alison Beasley, Interim Designated Officer (01865 815956),
  - Donna Crozier, Assistant Designated Officer (01865 816382).
  - LADO team 01865 810603 or
  - [Lado.safeguardingchildren@oxfordshire.gov.uk](mailto:Lado.safeguardingchildren@oxfordshire.gov.uk)
- If the allegation made to an adult concerns the Chairman themselves, the person receiving the allegation will immediately inform the DSL who will consult with LADO, without notifying the Chairman first.
- NOYT will follow the procedures for managing allegations against adults, as outlined in keeping children safe in education 2016.
- Suspension of the adult against whom an allegation has been made needs careful consideration, and we will consult with LADO

- See flowchart appendix B

## **17. Whistleblowing**

- We recognise that children cannot be expected to raise concerns in an environment where adults fail to do so.
- All adults should be aware of their duty to raise concerns about the attitude or actions of colleagues and appropriate advice will be sought from the LADO or Safeguarding Team where necessary.
- See full details in our whistleblowing policy

## **18. Anti-Bullying**

- Our policy on the prevention and management of bullying is set out in a our Constitution and acknowledges that to allow or condone bullying may lead to consideration under child protection procedures. Bullying is a safeguarding matter that if left unresolved can become a child protection matter. Our setting will take seriously any bullying concerns and both investigate and take action to protect pupils where appropriate.
- We will liaise with the anti-bullying co-ordinator from OCC where appropriate <http://schools.oxfordshire.gov.uk/cms/content/anti-bullying>

## **19. Health & Safety**

- Our Health & Safety policy, reflects the consideration we give to the protection of our children both physically within NOYT and, when undertaking trips and visits.

## **20. Children with Special Educational Needs**

At NOYT we recognise that children with special educational needs (SEN) and disabilities can face additional safeguarding challenges. This policy reflects the fact that additional barriers can exist when recognising abuse and neglect in this group of children. This can include:

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration;
- children with SEN and disabilities can be disproportionately impacted by things like bullying- without outwardly showing any signs; and
- communication barriers and difficulties in overcoming these barriers.

## 21. Types of abuse and neglect

**All adults should be aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases multiple issues will overlap with one another.**

- **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. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others (e.g. via the internet). They may be abused by an adult or adults or another child or children.
- **Physical abuse:** a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child.
- **Emotional abuse:** the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child 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 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 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, although 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.

## 22. Specific safeguarding issues

- **All** adults have an awareness of safeguarding issues- some of which are listed below. Adults are made aware that behaviours linked to the likes of drug taking, alcohol abuse, truancy and sexting put children in danger.
- **All** adults are made aware that safeguarding issues can manifest themselves via peer on peer abuse. This is most likely to include, but not limited to: bullying (including cyber bullying), gender based violence/sexual assaults and sexting. Adults are made clear of our policy and procedures with regards to peer on peer abuse.
  - bullying including cyberbullying <http://schools.oxfordshire.gov.uk/cms/content/anti-bullying>
  - children missing education <http://schools.oxfordshire.gov.uk/cms/content/pupil-tracking> and Annex
  - child missing from home or care [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/307867/Statutory\\_Guidance\\_-\\_Missing\\_from\\_care\\_3.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/307867/Statutory_Guidance_-_Missing_from_care_3.pdf)
  - child sexual exploitation (CSE) – <http://www.oscb.org.uk/themes-tools/cse/> and Annex A
  - domestic violence <http://www.oscb.org.uk/themes-tools/domestic-abuse/>
  - drugs [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/270169/drug\\_advice\\_for\\_schools.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/270169/drug_advice_for_schools.pdf)
  - fabricated or induced illness [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/277314/Safeguarding\\_Children\\_in\\_whom\\_illness\\_is\\_fabricated\\_or\\_induced.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/277314/Safeguarding_Children_in_whom_illness_is_fabricated_or_induced.pdf)
  - faith abuse [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/175437/Action\\_Plan\\_-\\_Abuse\\_linked\\_to\\_Faith\\_or\\_Belief.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/175437/Action_Plan_-_Abuse_linked_to_Faith_or_Belief.pdf)
  - female genital mutilation (FGM) <http://www.oscb.org.uk/themes-tools/fgm/> and Annex A
  - forced marriage and honour based violence <https://www.gov.uk/guidance/forced-marriage> and Annex A

- gangs and youth violence  
<https://www.gov.uk/government/publications/advice-to-schools-and-colleges-on-gangs-and-youth-violence>
- gender-based violence/violence against women and girls (VAWG)  
<https://www.gov.uk/government/policies/violence-against-women-and-girls>
- hate <http://educateagainsthate.com/>
- mental health <https://www.gov.uk/government/publications/mental-health-and-behaviour-in-schools--2>
- missing children and adults strategy  
<https://www.gov.uk/government/publications/missing-children-and-adults-strategy>
- online safety  
<http://schools.oxfordshire.gov.uk/cms/content/internet-safety-and-cyberbullying>
- private fostering <https://intranet.oxfordshire.gov.uk/cms/team-content/private-fostering>
- preventing radicalisation – <http://www.oscb.org.uk/themes-tools/prevent-extremism/> and Annex A
- relationship abuse <https://www.disrespectnobody.co.uk/relationship-abuse/what-is-relationship-abuse/>
- sexting <https://www.disrespectnobody.co.uk/sexting/what-is-sexting/> and Annex A
- trafficking <https://www.gov.uk/government/publications/safeguarding-children-who-may-have-been-trafficked-practice-guidance>
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Annex A contains important additional information about specific forms of abuse and safeguarding issues.

### **23. Allegations of abuse made against other children (peer on peer abuse)**

Our adults recognise that children are capable of abusing their peers. In a situation where child abuse is alleged to have been carried out by another child, our child protection procedures should be adhered to for both the victim and the alleged abuser; this means it should be considered as a child care and protection issue for both children.

Peer on peer abuse can take many forms, and gender issues can be prevalent when dealing with this type of abuse this could for example include girls being sexually touched/assaulted or boys being subject to initiation/hazing type violence.

See our full Managing allegations against other pupils policy

## 24. Dealing with Disclosures

**If a minor asks to speak to you about a problem do not promise confidentiality but explain that it may be necessary to consult a colleague.**

### Receive

Always stop and listen straight away to someone who wants to tell you about incidents or suspicions of abuse. Listen quietly and actively, giving your undivided attention. Allow silences when needed. Do not show shock or disbelief but take what is said seriously.

### Reassure

Stay calm, no judgements, empathise. **Never make a promise that you can keep what a child has said a secret.** Give reassurance that only those who need to know will be told. Reassure the young person that they were right to tell you.

### React

React to the student only as far as is necessary for you to establish whether or not you need to refer this matter, but don't interrogate for full details.

Don't ask leading questions – keep the open questions e.g. 'is there anything else you want to say?'

Do not criticize the perpetrator; the student may have affection for him/her.

Explain what you will do next – inform DSL, keep in contact.

### Record

If possible make brief notes about what they are actually telling you at the time. Keep these notes, however rough they are. If you are unable to make notes at the time write down what was said as soon as you can.

Try to record what was actually said by the minor rather than your interpretation of what they are telling you.

Record the date, time, place and any noticeable nonverbal behaviour.

## **Report**

Report the incident to the DSL and do not tell any other adults or students what you have been told.

**Never attempt to carry out an investigation of suspected abuse by interviewing the young person or any others involved. This is a highly skilled role and any attempts by yourself could affect possible criminal proceedings.**

## **25. Record Keeping**

The Chairman is responsible for ensuring that the necessary paperwork is completed and sent to the relevant people and stored in a safe and confidential place. This means that the records will be a coherent factual record of the concerns that are stored on individual children in a clear chronological order.

[http://schools.oxfordshire.gov.uk/cms/sites/schools/files/folders/folders/documents/safeguarding/Keeping\\_Child\\_Protection\\_Records.doc](http://schools.oxfordshire.gov.uk/cms/sites/schools/files/folders/folders/documents/safeguarding/Keeping_Child_Protection_Records.doc)

## **26. Annex A**

### **Child sexual exploitation (CSE)**

The sexual exploitation of children and young people under 18 involves exploitative situations, contexts and relationships where young people, (or a third person or persons) receive something, (e.g. food, accommodation, drugs, alcohol, cigarettes, affections, gifts, money) as a result of them performing and/or others performing on them, sexual activities. Child sexual exploitation can occur through the use of technology without the child's immediate recognition; for example being persuaded to post sexual images on the internet/mobile phones without immediate payment or gain. In all cases those exploiting the child/young person have power over them by virtue of their age, gender, intellect, physical strength and/or economic or other resources. Violence, coercion and intimidations are common, involvement in exploitative relationships being characterised in the main by the child's or young person's limited availability of choice, resulting from their social/economic and/or emotional vulnerability. (DCSF 2009).

### **Key Facts about CSE**

- Sexual exploitation often starts around the age of 10 years old. Girls are usually targeted from age 10 and boys from age 8.
- It affects both girls and boys and can happen in all communities.
- Any person can be targeted but there are some particularly vulnerable groups: Looked after Children, Children Leaving Care and Children with Disabilities.

- Victims of CSE may also be trafficked (locally, nationally and internationally).
- Over 70% of adults involved in prostitution were sexually exploited as children or teenagers.

Sexual violence or abuse against children represents a major public health and social welfare problem within UK society, affecting 16% of children under 16. That is approximately 2 million children.

## Good practice – Individuals

- Recognise the symptoms and distinguish them from other forms of abuse
- Treat the child/young person as a victim of abuse
- Understand the perspective / behaviour of the child/young person and be patient with them
- Help the child/young person to recognise that they are being exploited
- Collate as much information as possible
- Share information with other agencies and seek advice / refer to Social Care

## Good practice – Organisations

- Ensure robust safeguarding policies and procedures are in place which cover CSE
- Promote and engage in effective multi-agency working to prevent abuse
- Work to help victims move out of exploitation
- Cooperate to enable successful investigations and prosecutions of perpetrators

## Female Genital Mutilation FGM

FGM is child abuse and a form of violence against women and girls, and therefore should be dealt with as part of existing child safeguarding/protection structures, policies and procedures.

FGM is illegal in the UK. In England, Wales and Northern Ireland, the practice is illegal under the Female Genital Mutilation Act 2003.

Other than in the excepted circumstances, it is an offence for **any person (regardless of their nationality or residence status)** to:

- perform FGM in England, Wales or Northern Ireland (section 1 of the Act);
- assist a girl to carry out FGM on herself in England, Wales or Northern Ireland (section 2 of the Act); and
- Assist (from England, Wales or Northern Ireland) a non-UK person to carry out FGM outside the UK on a **UK national or permanent UK resident** (section 3 of the Act).

## Forced marriages (FM)

FM is now a specific offence under s121 of the Anti-Social Behaviour, Crime and Policing Act 2014 that came into force on 16 June 2014.

A FM is a marriage conducted without the valid consent of one or both parties, and where duress is a factor. Forced marriage is when someone faces physical pressure to marry (e.g. threats, physical violence or sexual violence) or emotional and psychological pressure (e.g. if someone is made to feel like they're bringing shame on their family). This is very different to an arranged marriage where both parties give consent.

FM is illegal in England and Wales. This includes:

- taking someone overseas to force them to marry (whether or not the forced marriage takes place)
- marrying someone who lacks the mental capacity to consent to the marriage (whether they're pressured to or not)

## **Sexting**

Flowchart for settings

<http://schools.oxfordshire.gov.uk/cms/sites/schools/files/folders/folders/documents/behavioursupportservice/SextinginSchools-FlowchartofConcern.pdf>

Information booklet

<http://schools.oxfordshire.gov.uk/cms/sites/schools/files/folders/folders/documents/behavioursupportservice/SextinginSchools-InformationBooklet.pdf>

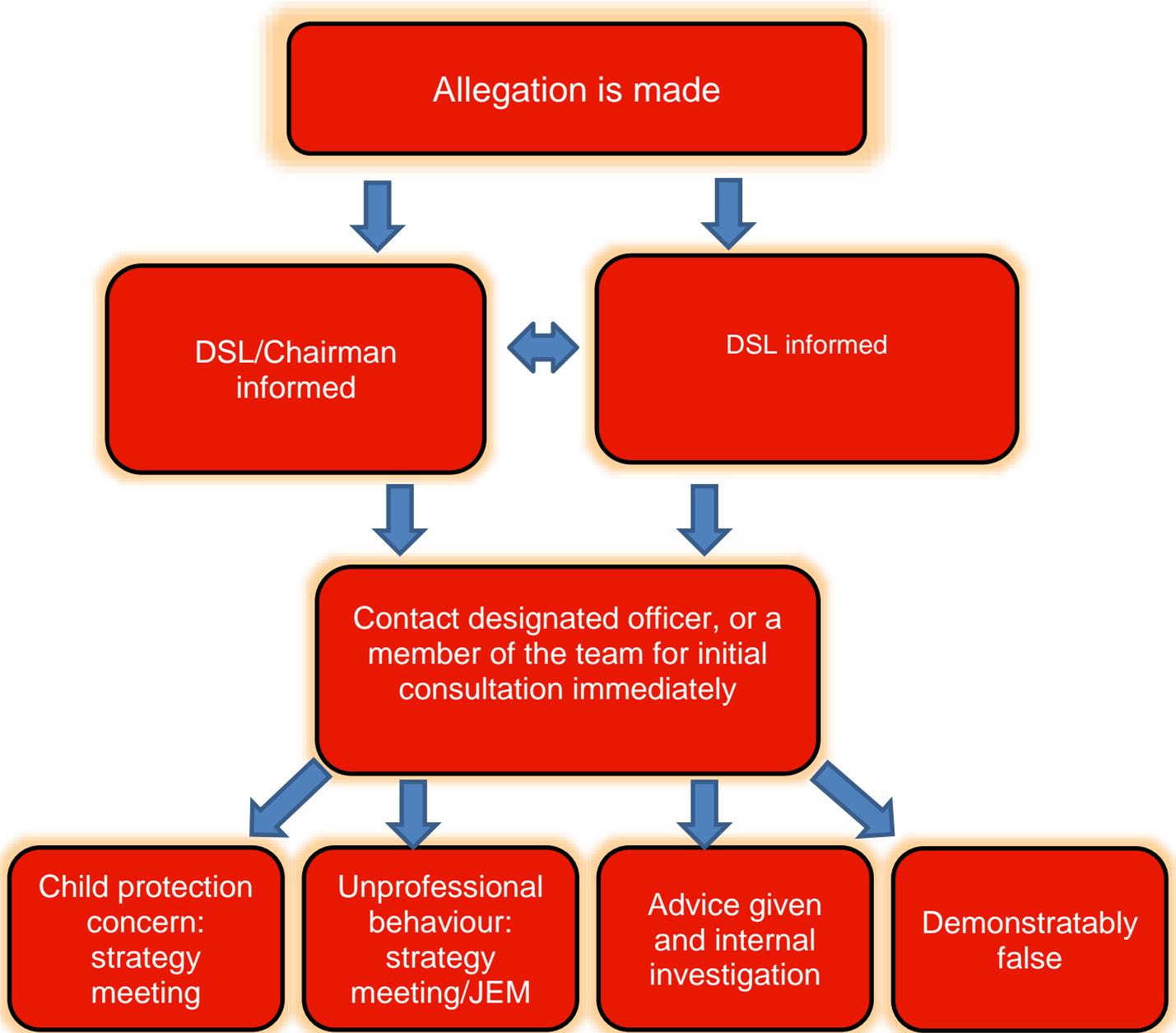
Risk assessment

<http://schools.oxfordshire.gov.uk/cms/sites/schools/files/folders/folders/documents/behavioursupportservice/SextinginSchools-RiskAssessment.pdf>

**27. Annex B**

**Allegation flowchart**

If you have a concern that a person who works with children and young people may have behaved inappropriately or you have received information that may constitute an allegation you must:



Please note JEM: Joint Evaluation Meeting

28. adults have concerns about a child or young person

referral not required, setting takes relevant action, possibly including early help and monitors in house

referral made in concerns escalate

DSL or (staff member) make referral to social care/police

Social care makes a decision on how to progress the referral and the type of response required

Child in need of immediate protection (referrer informed)

Section 47 enquiry (referrer informed)

Section 17 enquiry (referrer informed)

No further action required (referrer informed)

Appropriate emergency action taken by police or social care

Identify child at risk of significant harm, will proceed to initial child protection plan (ICPC)

Identify child in need, offer appropriate support to child and family

Setting consider early help assessment, working with other universal services (consider CAF)

At all stages, staff should keep the child's best interest at the forefront of any decisions. the child's circumstances should be kept under review, and re-referrals should be made where appropriate.