

Evolve Psychotherapy Safeguarding Policy

Adelong Outdoor Education Safeguarding Policy

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Reviewed: 31st August 2025

Reviewed by: Lesley Disney, Charlie Chambers and Jemma Collins

Next Due For Review: August 2026

Glossary of Terms

‘Adelong Evolve’ refers to Evolve Psychotherapy and Adelong Outdoor Education.

‘Staff’ refers to managers, advisors, volunteers, freelance staff and any other person who may carry out work for or with Adelong Evolve.

‘Working’ refers to any person who may work with young people directly, carry out administrative tasks or for any other supporting roles for Adelong Evolve.

‘Administration’ refers to the member of staff responsible for document control and data management.

‘Workplace’ refers to locations where activities are held.

‘Equal Opportunity’ refers to practices and measures taken to ensure fairness.

General Principles

Adelong Evolve is an Equal Opportunity Employer / businesses. Our policy aims to ensure that there is no discrimination, harassment or bullying on the grounds of gender, sexual orientation, marital status, age, disability, race, colour, ethnic or national origin, religion, political beliefs, pregnancy and maternity. It places an obligation on all staff and associates to respect and act in accordance with the policy. All staff are always subject to the provisions of the *Equality Act 2010*.



Contact information:

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Deputy Designated Safeguarding Lead (DDSL): Charlie Chambers

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Contact number: 07816 889633

*The DDSL will leave a member of her team in charge when she is likely to be out of mobile phone signal and it is appropriate to discuss any incident with them if the accident/incident occurs on an Adelong session.

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This policy should be read in conjunction with the following Torbay LA documents:

- [Ofsted handbooks and frameworks - GOV.UK](#)
- [Safeguarding in Education - Torbay Safeguarding Children Partnership](#)
- [Interactive Threshold Tool](#)
- [Policies - Torbay Safeguarding Children Partnership](#)
- [Keeping children safe in education 2023](#)
- [Working Together to Safeguard Children 2023 - GOV.UK](#) [What to do if you're worried a child is being abused 2015](#)
- [Criminal exploitation of children, young people and vulnerable adults County lines - GOV.UK](#)
- [Criminal exploitation of children and vulnerable adults: county lines \(accessible version\) - GOV.UK](#)
- [Cuckooing - Devon Safeguarding Adults Partnership](#)

Documents used to inform this policy:

- Children Act (1989)
- Child Abuse Concerns: guide for practitioners (2015)
- Information Sharing (2018)
- Keeping Children Safe in Education Statutory Guidance for Schools and Colleges (2023) access via the link below;
 - [Keeping children safe in education 2023](#)
- Keeping children safe in education - GOV.UK
- Working Together to Safeguard Children (2023)
- Prevent Duty Guidance: England and Wales (2023)
 - [Prevent duty guidance: England and Wales \(2023\) - GOV.UK](#)

This policy also links to Adelong Evolve's policies on:

- Data Protection
- Equal Opportunities
- Incident Reporting
- Mobile Phone use
- Safer Recruitment
- Physical Intervention

If you disagree on the decision of the MASH or the caseworker on any open case please see this link re the Professional Escalation Policy: [Policies - Torbay Safeguarding Children Partnership](#)

Glossary

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Policy Statement

Adelong Evolve recognises that some of the young people that they work with have identified vulnerabilities, others will not, however, they remain committed to ensuring that any young person with whom they work is provided with a safe and welcoming environment. All students are both respected and valued.

Staff who work with Adelong Evolve have undergone Child Protection Training and therefore, have an awareness of the signs of abuse and neglect and follow our procedures to ensure that children receive effective support and protection.

Child protection is a part of safeguarding and promoting a child's welfare. It refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.

Policy Principles

The welfare of the child is paramount. All children regardless of age, gender, culture, language, race, ability, sexual identity or religion have equal rights to protection, safeguarding and opportunities.

We recognise that all staff have a full and active part to play in protecting the young people that we work with from harm and have an equal responsibility to act on any suspicion or disclosure that may suggest a child is at risk of harm.

Staff involved in child protection issues will be offered both support and supervision.

Safeguarding incidents and / or behaviours can be associated with factors outside the therapeutic or outdoor education environment.

All staff should be considering the context within which such incidents and / or behaviours occur. This is known as contextual safeguarding, which simply means assessments of children should consider whether wider environmental factors are present in a child's life that are a threat to their safety and / or welfare.

All staff are expected to support a child's development in ways that will foster security, confidence and independence.

All staff are expected to provide an environment in which children and young people feel safe, secure, valued and respected, and feel confident to, and know how to approach adults if they are in difficulties, believing they will be effectively listened to.

All staff are expected to be aware of the need to safeguard children and of their responsibilities in identifying and reporting possible cases of abuse.

All staff are expected to be aware of the need for good levels of communication between all members of staff.

All staff are expected to be aware of the procedure Adelong Evolve follows in the event of a safeguarding concern being identified. This document should be read in conjunction with the other Adelong Evolve policies.

Adelong Evolve ensures that all staff working with us have been checked as to their suitability, including verification of their identity, qualifications, and a satisfactory DBS check (according to guidance), and a single central record is kept for audit.

Values and Supporting Children

Adelong Evolve recognises that a child who is abused or witnesses violence may feel helpless and humiliated. They may blame themselves and find it difficult to develop and maintain a sense of self-worth. The therapeutic relationship built with staff may provide the only stability in the lives of children who have been abused or who are at risk of harm. The behaviour of a child in these circumstances may range from that which is perceived to be normal to aggressive or withdrawn.

Adelong Evolve will support all children by:

- Encouraging self-esteem and self-assertiveness.
- Being aware of and working within the boundaries of confidentiality.
- Promoting a caring, safe and positive environment.
- Responding sympathetically to any requests for time out to deal with distress and / or anxiety.
- Liaise and work together with all other support services and those agencies involved in the safeguarding of children.
- Notify the Multi Agency Safeguarding Hub (MASH) as soon as there is a significant concern.
- Adelong Evolve staff will work to establish and maintain an ethos where children feel secure, are encouraged to talk and are always listened to.
- Adelong staff must all read and adhere to the use of mobile technology policy when working with children and young people.
- On commencing intervention with children and young people, all staff and volunteers must read and be aware of their obligations as freelance staff under the Keeping Children Safe in Education (2023) policy.
- All staff and volunteers will have read and be aware of their obligations as freelance staff under the Working Together to Safeguard Children (2023) “a guide to multi-agency working to help, protect and promote the welfare of children”.

Session Recordings

Must be completed for each session in respect of a child or young person by the session worker. This includes Adelong Evolve sessions and tutoring sessions. If a child does not attend (DNA) a session, a session report still needs to be completed. In addition, for DNA's, the school (if a child is on role), the Social Worker (if the child has one) and the SEN caseworker, must be notified that the child is not attending a session on that day. Lesley Disney or Charlie Chambers must also be notified. This action is particularly important for children and young people on Child Protection Plans.

Child Protection Training

- All staff and volunteers must undertake the Child Protection Training Level 2 run by Torbay Local Authority as a minimum. This must be updated every 3 years after the initial training.
- The DSL must complete the L3 update every 2 years. (As discussed with R Burden Torbay LA on 30 Mar 23.)

All staff and volunteers will have the opportunity to access child protection updates via the Designated Safeguarding Lead. These may be via email, supervision or at the Adelong Evolve Team Meetings.

Managing Allegations

Adelong Evolve has a separate policy to manage any allegations against staff, volunteers or any children or young people it works with.

Adelong Evolve will endeavour to attend Strategy Discussions, Initial Child Protection Conferences and Child Protection Meetings. If that is not possible, a report will be submitted to the relevant social worker by the child's key worker.

Adelong Evolve endeavours all staff feel able to raise concerns about poor or unsafe practice. If this does not involve a safeguarding concern, this should be raised in the first instance with Lesley Disney (DSL) or Charlie Chambers (DDSL). If the concern centres around the DSL or DDSL, Nigel Ohlson should be contacted.

Staff are aware of their responsibility to report any professional who has contact with children and young people and may pose a risk to them. This should be reported to the Local Authority Designated Officer (LADO) whose contact details are on both the Local Authority's website or at the bottom of the DSL's email address.

The Designated Safeguarding Lead holds ultimate responsibility for safeguarding and child protection and will give advice and guidance to staff and volunteers which they are expected to follow. This is specifically in relation to making referrals to the MASH. If they disagree with this advice or guidance they can speak to -

- The DDSL
- Nigel Ohlson (alternative contact)
- The Local Authority directly

All staff are expected to keep their own detailed and accurate records either written or using appropriate online software, of all concerns about a child even if there is no need to make an immediate referral. These should be included on Session Recordings. These recordings must be kept until the child reaches the age of 25. All records must be kept confidential and stored securely.

Adelong Evolve expects all staff to understand that it is everyone's responsibility to safeguard and promote the sharing of information and take prompt action. Staff must always consider what is in the best interests of the child and be aware of how to respond to a student who discloses abuse having read 'Working together to Safeguard Children', and

‘What to do if you’re worried a child is being abused’.

All staff will refer any safeguarding or child protection concerns to the DSL or if necessary where the child is at immediate risk to the police or MASH.

All staff need to be aware of the Early Help process and understand their role within it including identifying emerging problems for children who may benefit from an offer of Early Help, liaising with the DSL in the first instance and supporting other agencies and professionals in an early help assessment through information sharing. In some cases, staff may act as the Lead Professional in Early Help Cases.

Information Sharing

All staff must be aware that they have a professional responsibility to share information with other agencies to safeguard children and that the GDPR Act 2018 is not a barrier to sharing information. Staff should be aware that failure to do so would place a child at risk of harm.

All staff must be aware that they cannot make promises to a child to keep secrets which might compromise the child’s safety or wellbeing. We will always aim to share our intention to refer a child to MASH with the parents / carers consent, unless doing so could put the child at greater risk of harm or impede a criminal investigation. If in doubt, we will contact the MASH consultation line.

However, we also recognise that matters relating to child protection are personal to children and families. Therefore, in this respect they are confidential, and the DSL will only disclose information about a child to other members of staff on a need to know basis.

Abuse and Neglect

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

Children may be abused in the family or in an institutional or community setting by those known to them or by others (e.g. via the internet). They may be abused by an adult or adults or by another child or children. Further information about the four categories of abuse; physical, emotional, sexual and neglect, and indicators that a child may be being abused can be found in appendices.

Any child in any family could become a victim of abuse. Staff should always maintain an attitude of “It could happen here”.

There are also a number of specific safeguarding concerns that we recognise children and young people may experience:

- Child missing from education
- Child missing from home or care
- Child sexual exploitation (CSE)

- Child criminal exploitation
- Harmful sexual behaviour (HSB)
- Bullying including cyberbullying
- Domestic abuse
- Drugs misuse
- Alcohol misuse
- Fabricated or induced illness
- Faith abuse
- Female genital mutilation (FGM)
- Forced marriage
- Gangs and youth violence (County Lines)
- Gender-based violence / violence against women and girls
- Mental health issues
- Peer on peer abuse
- Private fostering
- Radicalisation
- Youth produced sexual imagery (sexting)
- Teenage relationship abuse
- Trafficking

Children with a disability are more at risk of abuse. This list is not exhaustive. Staff need to be aware that behaviours linked to drug taking, alcohol abuse and sexting put children in danger and that safeguarding issues can also manifest themselves via peer on peer abuse. It is also recognised that abuse, neglect and safeguarding issues are complex and are rarely standalone events that can be covered by one definition or label. Staff need to be aware that in most cases multiple issues will overlap one another. If staff are concerned about a child's welfare, notice any indicators of abuse / neglect or signs that a child may be experiencing a safeguarding issue they should record these concerns on their Session Recording form and pass it to the DSL. They should also discuss their concerns in person with the DSL, but the details of the concern must be recorded in writing.

There will be occasions when staff may suspect that a child / young person might be at risk but have no 'real' evidence. The child / young person's behaviour may have changed, they may exhibit signs of confusion or distress, or physical or inconclusive signs may have been noticed. Whilst these signs may be due to a variety of factors, for example, a parent has moved out, a pet has died, a grandparent is very ill, or an accident has occurred, they may also indicate a child is being abused or needs safeguarding. In these circumstances staff should try to give the child the opportunity to talk. It is acceptable for staff to ask the child / young person if they are alright and if they can help in any way.

Following an initial conversation with the child / young person, if the member of staff remains concerned, they should discuss their concerns with the DSL and put them in writing. If the child / young person reveals that they are being harmed, staff should follow the advice below regarding a child / young person making a disclosure. If a child / young person discloses to a member of staff, it is recognised that it takes a lot of courage for a child to disclose they are being abused. They may display a range of emotions. Their abuser may

have threatened that something will happen if they tell, they may have lost all trust in adults or believe that what has happened is their fault. Sometimes they may not be aware that what is happening is abuse. A child / young person who makes a disclosure may have to tell their story on several subsequent occasions to the police and / or social workers therefore, it is vital that their first experience of talking to a trusted adult is a positive one.

During their conversation with the child / young person, staff will:

- Listen to what the child / young person has to say and allow them to speak freely.
- Remain calm and not overreact or act shocked or disgusted – the child / young person may stop talking if they feel they are upsetting the listener.
- Reassure the child / young person that it is not their fault and that they have done the right thing in telling someone.
- Not be afraid of silences – staff must remember how difficult it is for the child / young person and allow them time to talk.
- Believe the child / young person.
- Ask open questions and avoid asking leading questions, for example, use ‘tell me, explain, describe’ (TED), so that the child / young person uses their own words.

Staff should not jump to any conclusions, speculate or make accusations.

Staff should not assume that a child / young person will find any physical touch comforting. It may be anything but comforting to a child / young person who is being abused.

Do not admonish the child / young person for not disclosing sooner. Saying things such as “I do wish you had told me about it when it started”. This may be the staff member’s way of being supportive but may be interpreted by the child / young person to mean they have done something wrong.

Tell the child / young person what will happen next. If a child / young person talks to any member of staff about any risks to their safety or wellbeing the staff member will let the child / young person know that they will have to pass the information on, and that staff are not allowed to keep secrets. The member of staff should write up their conversation as soon as possible on the Session Recording form using the child / young person’s own words. Staff should make this a matter of priority. The record should be signed and dated, it should also detail where the disclosure was made and whether anyone else was present. The record should be sent to the DSL.

Notifying Parents

Adelong Evolve will normally seek to discuss any concerns about a child / young person with their parent / carer and social worker. However, if it is felt that notifying parents could increase the risk to the child or exacerbate the problem, advice will first be sought from MASH.

Forced Marriage

A forced marriage is a marriage in which one or both people do not (or in cases of people

with learning disabilities, cannot) consent to the marriage but are coerced into it. Coercion may include physical, psychological, financial, sexual and emotional pressure. It may also involve physical or sexual violence and abuse. Forced marriage is recognised in the UK as a form of violence against women and men, domestic / child abuse and a serious abuse of human rights. Since June 2014, forcing someone to marry has become a criminal offence in England and Wales under the Anti-Social Behaviour, Crime and Policing Act 2014. The MASH must be informed if it is suspected that any young person is about to enter a forced marriage.

A forced marriage is not the same as an arranged marriage which is common in several cultures. The families of both spouses take a leading role in arranging the marriage but the choice of whether to accept the arrangement remains with the prospective spouses.

Honour-based Violence (HBV)

Can be described as a collection of practices, which are used to control behaviour within families or other social groups to protect perceived cultural and religious beliefs and / or honour. Such violence can occur when perpetrators perceive that a relative has shamed the family and / or community by breaking their honour code. HBV might be committed against people who:

- Become involved with a boyfriend or girlfriend from a different culture or religion.
- Want to get out of an arranged marriage
- Want to get out of a forced marriage
- Wear clothes or take part in activities that might not be considered traditional within a culture.

HBV is a violation of human rights and may be a form of domestic and / or sexual abuse.

One Chance Rule

All staff need to be aware of the 'One Chance Rule' in relation to forced marriage, FGM and HBV. Staff need to recognise they may only have 'one chance' to speak to a child or young person who is a potential victim and have just one chance to save a life.

Where there are concerns about forced marriage or honour-based violence parents should not be informed a referral is being made as to do so may place the child at a significantly increased risk.

Concerns about a child / young person or a disclosure should be immediately raised with the DSL who will help decide whether a referral to children's MASH or other support is appropriate. The member of staff who has been working with the child or young person must make the referral.

The child / young person (subject to their age and understanding) and the parents will be told that a referral is being made, unless doing so would increase the risk to the child. If after a referral, the child / young person'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 the child / young person's situation

improves.

If a child / young person is in immediate danger or is at risk of harm a referral should be made to children's MASH and / or the police immediately. This should be done by telephone and followed up with a completed MASH form.

Anybody can make a referral. *See Appendix 7 for contact information.*

Early Help/Targeted Help

Some children and young people may benefit from either a Targeted Help or Early Help intervention – the thresholds for these can be found on the LA website:

- [Early Help: Early Help - Torbay Council - earlyhelp@torbay.gov.uk](mailto:earlyhelp@torbay.gov.uk)
- [Targeted Help: mash@torbay.gov.uk](mailto:mash@torbay.gov.uk)

Racism

Racism will not be tolerated by Adelong Evolve. Any incidents will be reported to the police and / or Local Authority.

Radicalisation and Extremism

The Prevent Duty for England and Wales (2023) under section 26 of the Counter-Terrorism and Security Act 2015 places a duty on education and other children's services to have due regard to the need to prevent people from being drawn into terrorism. The Government has defined extremism in the 'Prevent Strategy' 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" (Prevent Duty Guidance 2023).

Some children are at risk of being radicalised; adopting beliefs and engaging in activities which are harmful, criminal or dangerous. Adelong Evolve is clear that exploitation of vulnerable children and radicalisation should be viewed as a safeguarding concern. Staff should follow safeguarding procedures already outlined

If the matter is urgent then Devon & Cornwall Police must be contacted by dialling 999. In non-urgent cases where police advice is sought then dial 101. The Department of Education has also set up a dedicated telephone helpline for staff to raise concerns around Prevent (020 7340 7264).

All staff are expected to complete the Prevent Training accessible via Torbay Learning Pool. This must be updated every 3 years. (As discussed with R Burden Torbay LA on 30 Mar 23.) However, Adelong Evolve asks that you do this every 2 years.

Domestic Abuse

Domestic abuse represents one quarter of all violent crime. It is actual or threatened physical, emotional, psychological or sexual abuse. It involves the use of power and control

by one person over another. It occurs regardless of race, ethnicity, gender, class, sexuality, age, religion, mental or physical ability. Domestic abuse can also involve other types of abuse. We use the term domestic abuse to reflect that several abusive and controlling behaviours are involved beyond violence and may include -

- Slapping
- Punching
- Kicking
- Bruising
- Rape
- Sexual assault
- Ridicule
- Constant criticism
- Threats
- Manipulation
- Sleep deprivation
- Social isolation
- And other controlling behaviours.

Living in a home where domestic abuse takes place is harmful to children and can have a serious impact on their behaviour, wellbeing and understanding of healthy, positive relationships. Children who witness domestic abuse are at risk of significant harm and staff should be alert to the signs and symptoms of a child suffering or witnessing domestic abuse.

Child Sexual Exploitation (CSE):

Is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate, bribe or deceive a child or young person under the age of 18 into sexual activity in exchange for something the victim needs or wants, and / or for the financial advantage or increased status of the perpetrator or facilitator. This does not have to involve a gift of a monetary value – it can be the offer of ‘affection’. The victim may have been sexually exploited even if the sexual activity appears consensual.

CSE does not always involve physical contact, it can also occur using technology. CSE can happen online and offline and all staff should be aware of the link between online safety and vulnerability to CSE. Any concerns that a child / young person is being or is at risk of being sexually exploited should be discussed with the DSL.

If staff consider a child / young person to be at risk of CSE, they should discuss this with the DSL and complete the CSE risk indicator toolkit available from the LA website. In all cases if the tool identifies any level of concern the member of staff completing the toolkit should contact MASH and email the completed CSE Screening Tool along with a MASH enquiry form. (Guidance on where to send the form will be on the LA website.)

If a child / young person is in immediate danger the police should be called on 999.

County Lines:

County lines is a major, cross-cutting issue involving drugs, violence, gangs, criminal and

sexual exploitation, modern slavery, and missing persons. The response to tackle it involves the police, the National Crime Agency, a wide range of Government departments, local government agencies and VCS (Voluntary and Community Sector) organisations. County Lines is a Safeguarding and Child Protection issue that requires the input of police, health, local authority safeguarding and Government departments.

The UK Government defines county lines as: *“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.”*

Across the country, young people and vulnerable adults are being exploited by gangs to move and sell drugs on their behalf in suburban areas, market towns and coastal regions. This criminal activity is known as ‘County Lines’, as young people travel to different regions where they’re unknown to the police and can therefore operate undetected. These young people can be as young as ten and are often subjected to threats, violence, and sexual abuse by the gangs. To safeguard vulnerable young people from being exploited by county line gangs, the Home Office is working to increase awareness of the signs to spot potential victims among professionals, including teachers and school staff who work with children and young people. These professionals are best placed to spot potential victims, and are encouraged to report their concerns to their safeguarding lead. The Home Office has updated its County Lines guidance booklet and produced resources to help teachers and school staff better understand the issues of county lines. The guidance is designed to supplement an organisation's existing safeguarding policies.

Child Criminal Exploitation:

Child Criminal Exploitation is increasingly used to describe this type of exploitation where children are involved, and is defined as:

“Child Criminal Exploitation is common in county lines and occurs 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. 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.

Criminal exploitation of children is broader than just county lines, and includes for instance children forced to work on cannabis farms or to commit theft. “

[\(Criminal exploitation of children and vulnerable adults: county lines \(accessible version\) - GOV.UK\)](#)

Who is vulnerable to county lines exploitation?

“Any child, young person or vulnerable adult could be a victim of county lines exploitation as exploiters continue to adapt who they target to avoid detection.

- Age: 15-17 year olds make up the majority of the vulnerable people involved in county lines but children of primary school age and adults are also known to be targeted (National County Lines Coordination Centre).
- Sex/gender: people of all genders can be exploited. Women and girls may be exploited to perform different roles and may experience other forms of harm alongside and so are often under-identified as victims of criminal exploitation – professionals should not make assumptions when working with a girl or young woman about the intervention required.
- Ethnicity: people from all ethnicities and nationalities are targeted and the demographics of victims of exploitation vary across England and Wales. In some areas, there is an over-representation of people from black and mixed ethnic groups, while in others, victims are mainly white.
- Location: county lines are widespread nationally, in rural and urban areas, and while they can involve the movement of drugs across county borders from one area of the UK to another, some lines supply the drugs market locally, within the same town, city or county in which they originate. County Lines grooming can take place in a range of settings, including in homes, public spaces, schools and universities, prisons and youth offender institutions as well as online.”

[\(Criminal exploitation of children and vulnerable adults: county lines \(accessible version\) - GOV.UK\)](#)

There is evidence that residential children’s care homes and pupil referral units are being targeted. White British children being targeted because gangs perceive they are more likely to evade police detection but a person of any ethnicity or nationality may be exploited. Young people may be exploited through the use of social media to make initial contact.

“Cuckooing - is a practice where people take over a person’s home and use the property to facilitate exploitation. It takes its name from cuckoos who take over the nests of other birds. There are different types of cuckooing, for example:

- using the property to grow, deal, store or take drugs
- using the property to sex work using the property to store weapons
- taking over the property as a place for them to live taking over the property to financially abuse the tenant

The most common form of cuckooing is where drug dealers or gang members take over a person’s home and use it to store or distribute drugs.” [\(Cuckooing - Devon Safeguarding Adults Partnership\)](#)

A young person’s involvement in county lines activity often leaves signs. A person might exhibit some of these signs, either as a member or as an associate of a gang dealing drugs. Any sudden changes in a person’s lifestyle should be discussed with them. Some potential indicators of county lines involvement and exploitation are listed below, with those at the top of particular concern:

- Persistently going missing from school or home and / or being found out-of-area.
- Unexplained acquisition of money, clothes, or mobile phones, excessive receipt of

texts / phone calls and / or having multiple handsets.

- Relationships with controlling / older individuals or groups
- Leaving home / care without explanation
- Suspicion of physical assault / unexplained injuries.
- Carrying weapons
- Significant decline in school results / performance.
- Gang association or isolation from peers or social networks
- Self-harm or significant changes in emotional well-being.
- Reference to postcodes
- Gang symbols and drawings · use of phrases and terminology –
 - OT - Out There – Across county on a job
 - Burner - Gun or disposable mobile phone
 - Clapped - Shot
 - Bando - Abandoned Building
 - Jakes – Police
 - Drill - Local gang music – for example p110 and area
 - Strapped - Carrying a gun/knife/weapon
 - Trappin - Selling drugs from a trap house
 - Juggin - Sale of drugs to feed family
 - Dotty - Shotgun
 - Chinged – Stabbed
 - Dipped – Stabbed

Staff working with a student who they think may be at risk of county lines exploitation should follow the safeguarding guidance and local guidance and share this information with local authority social services. If you believe a person is in immediate risk of harm, you should contact the police.

Female Genital Mutilation:

(FGM) is illegal in England and Wales under the FGM Act (2003). It is a form of child abuse and violence against women. Whilst it is a mandatory reporting duty for medical practitioners, nurses, midwives and teachers to report 'known' cases of FGM in under 18s, which are identified during their professional work, to the police, Adelong Evolve expects staff to report any suspected cases also.

Staff should be particularly alert to suspicions or concerns expressed by female students about going on a long holiday during the summer vacation period.

There should also be consideration of potential risk to other girls in the family and practising community. Where there is a risk to life or likelihood of serious immediate harm, the police should be contacted on 999. There are no circumstances in which a member of staff should examine a girl.

Private Fostering Arrangements

A private fostering arrangement occurs when someone other than a parent or close relative cares for a child for a period of 28 days or more, with the agreement of the child's parents. It applies to children under the age of 16 (18 if the child is disabled). Children Looked After by the local authority or who are placed in residential schools, children's homes or hospitals are not considered to be privately fostered. Private fostering occurs in all cultures, including British culture and children may be privately fostered at any age.

By law, a parent, private foster carer or other person involved in making a private fostering arrangement must notify children's services as soon as possible. However, where a member of staff becomes aware that a child or young person may be in a private fostering arrangement they must raise this with the DSL and inform the MASH.

Children looked after / cared for and children previously looked after / cared for

Upon commencing intervention with a child / young person, Adelong Evolve will obtain information about a child's looked after legal status and care arrangements, including the level of authority delegated to the carer by the Local Authority looking after the child and contact arrangements with birth parents or those with parental responsibility. This information will be requested on the Referral Form. Any changes to a child / young person's cared for status will be shared with the member of staff working with them if further information is received by Adelong Evolve.

Cared for Children

Are one of the most vulnerable groups in society. The majority of Cared for Children have suffered abuse or neglect and it is nationally recognised that there is considerable educational underachievement when compared to their peers, which can result in poor exam success rates in comparison with the general population with fewer Cared for Children progressing to Higher Education and following progression pathways that will lead to future economic success and well-being.

Under the Children Act 1989, a child is cared for by a local authority if he or she is in their care or provided with accommodation for more than 24 hours by the authority. They fall into four main groups:

- children who are accommodated under a voluntary agreement with their parents (section 20)
- children who are the subjects of a care order (section 31) or interim care order (section 38)
- children who are the subjects of emergency orders for their protection (sections 44 and 46)
- Children who are compulsorily accommodated – this includes children remanded to the local authority or subject to a criminal justice supervision order with a residence requirement (section 21).

The term '*in care*' refers only to children who are subject to a care order by the courts under section 31 of the Children Act 1989 – they may live with foster carers, in a Children's Home, in a residential school, with relatives or with parents under supervision.

Children who are cared for on a voluntary basis are **‘accommodated’** by the local authority under section 20 of the Children Act – they may live in foster care, in a Children’s home or in a residential school.

All these groups are said to be **‘Cared for Children’**. They may be Cared for by our local authority or may be in the care of another authority but living in ours.

Previously cared-for children

Previously cared-for children are those who are no longer Cared for by a local authority in England and Wales (as defined by the Children Act 1989 or Part 6 of the Social Services and Well 2 An ‘eligible’ child is a child who is looked-after, aged 16 or 17 and has been Cared for by a local being (Wales) Act 2014) because they are the subject of an adoption, special guardianship or child arrangements order; or were adopted from ‘state care’ outside England and Wales. ‘State care’ is care provided by a public authority, a religious organisation, or any other organisation whose sole or main purpose is to benefit society.

Adelong Evolve will liaise closely with all agencies working with young people who are cared for to ensure they have the best outcomes possible.

Adelong Evolve aims to support these young people by:

- Listening to children and young people
- Providing stability and continuity
- Promoting inclusion
- Supporting young people to have positive experiences and experience success

Young Carers

A young carer is someone under 18 who cares for another person - picks up mum’s prescription, dresses dad, takes their little sister to school. Life is demanding. But they still have to study for exams, look after themselves, and not lose sight of their dreams.

All young carers should have access to support and advice.

resources and tools to help professionals better support young carers. If we're all aware of best practice, we can make a huge difference.

If a child goes missing from a session

If a child or young person goes missing from a session, report this immediately to:

- The child’s parent / carer and Social Worker
- The police
- The DSL and / or DDSL

Make a note of what the child or young person was wearing, where they were last seen, whether they had their mobile phone with them and whether they indicated at any time during the session that they were intending to run away / where to / who to.

Online Safety

Children and young people increasingly use electronic equipment to access the internet and share content and images via various social media sites. It is known that some adults and other children use these technologies with intent to harm. The harm might range from sending hurtful or abusive texts or emails, to grooming and enticing children to engage in sexual behaviour such as webcam photography or face-to-face meetings. Children and young people may also be distressed or harmed by accessing inappropriate material such as pornographic websites or those which promote extremist behaviour, criminal activity, suicide, eating disorders and deliberate self-harm. If such abuse is suspected, discuss (if appropriate and this would not increase the risk of harm to the child) with the child's parent / carer, social worker, SEND case holder, DSL / DDSL and make a referral as appropriate to the MASH / police and recommend the parents seek advice from the GP if an eating order or deliberate self-harm is suspected.

Peer on peer abuse:

The forms of peer-on-peer abuse are outlined below:

- Domestic abuse: An incident or pattern of actual or threatened acts of physical, sexual, financial and/or emotional abuse, perpetrated by an adolescent against a current or former dating partner regardless of gender or sexuality.
- Child Sexual Exploitation: Children under the age of 18 may be sexually abused in the context of exploitative relationships, contexts and situations by peers who are also under 18.
- Harmful Sexual Behaviour: Children and young people presenting with sexual behaviours that are outside of developmentally 'normative' parameters and harmful to themselves and others.
- Serious Youth Violence: Any offence of most serious violence or weapon enabled crime, where the victim is aged 1-19 i.e. murder, manslaughter, rape, wounding with intent and causing grievous bodily harm.

'Youth violence' is defined in the same way, but also includes assault with injury offences. The term peer-on-peer abuse can refer to all these definitions and a child may experience one or multiple facets of abuse at any one time. There are also different gender issues that can be prevalent when dealing with peer on peer abuse (i.e. girls being sexually touched / assaulted, or boys being subjected to initiation / hazing type violence). Any concerns, disclosures or allegations of peer-on-peer abuse in any form should be referred to the DSL and child protection procedures followed as set out in this policy. Where a concern regarding peer-on-peer abuse has been disclosed to the DSL / DDSL, advice and guidance will be sought from MASH and where it is clear a crime has been committed or there is a risk of crime being committed the Police will be contacted.

Youth produced sexual imagery (sexting):

The practice of children and young people sharing images and videos via text message, email, social media or mobile messaging apps has become commonplace. However, this

technology has also given children the opportunity to produce and distribute sexual imagery in the form of photos and videos. Such imagery involving anyone under the age of 18 is illegal. Youth produced sexual imagery refers to both images and videos where:

- A person under the age of 18 creates and shares sexual imagery of themselves with a peer under the age of 18.
- A person under the age of 18 shares sexual imagery created by another person under the age of 18 with a peer under the age of 18 or an adult.
- A person under the age of 18 is in possession of sexual imagery created by another person under the age of 18.

All incidents of this nature should be treated as a safeguarding concern and in line with the UKCCIS guidance *'Sexting in schools and colleges: responding to incidents and safeguarding young people'* (see references for further information).

Cases where sexual imagery of people under 18 has been shared by adults and where sexual imagery of a person of any age has been shared by an adult to a child is child sexual abuse and should be responded to accordingly. This must be reported to MASH and the police. If a member of staff becomes aware of an incident involving youth produced sexual imagery they should follow the child protection procedures and refer to the DSL / DDSL as soon as possible.

Staff should not view, copy or print the youth produced sexual imagery. Parents should be informed and involved in the process unless there is reason to believe that involving parents would put the child at risk of harm. At any point in the process if there is concern a young person has been harmed or is at risk of harm a referral should be made to MASH or the Police as appropriate.

Immediate referral should be made to MASH / Police if:

- The incident involves an adult
- There is good reason to believe that a young person has been coerced, blackmailed or groomed or if there are concerns about their capacity to consent (for example, owing to special education needs).
- What you know about the imagery suggests the content depicts sexual acts which are unusual for the child's development stage or are violent
- The imagery involves sexual acts
- The imagery involves anyone aged 12 or under
- There is reason to believe a child is at immediate risk of harm owing to the sharing of the imagery, for example the child is presenting as suicidal or self-harming.

If none of the above applies, then the DSL / DDSL will use their professional judgement to assess the risk to children and young people involved and may decide to leave the incident to the parents / carers / Social Worker to respond to without escalation to MASH or the police. In applying judgement, the DSL / DDSL will consider if:

- There is a significant age difference between the sender/receiver
- There is any coercion or encouragement between the sender/receiver
- The imagery was shared and received with the knowledge of the child or young

person in the imagery.

- The child is more vulnerable than usual i.e. at risk, due to for example a disability
- There is a significant impact on the child or young person involved.
- The image is of a severe or extreme nature.
- The child involved understands consent.
- The situation is isolated or if the image been more widely distributed
- There are other circumstances relating to either the sender or recipient that may add cause for concern - the children have been involved in incidents relating to youth produced imagery before.

If any of these circumstances are present the situation will be escalated according to our child protection procedures, including reporting to the Police and/or MASH.

Allegations against staff:

All staff should take care not to place themselves in a vulnerable position with a child. It is always advisable for work with individual children or parents to be conducted in view of other adults.

Adelong Evolve understands that a child or young person may make an allegation against a member of staff or that staff may have concerns about the behaviour of another staff member. If such an allegation is made, or information is received which suggests that a person may be unsuitable to work with children, the member of staff receiving the allegation or aware of the information, will immediately inform the DSL. The DSL on all occasions will discuss the content of the allegation with the Local Authority Designated Officer (LADO) at the earliest opportunity and before taking any further action.

If the allegation made to a member of staff concerns the DSL, then the person receiving the allegation or who wishes to report the allegation will immediately inform the DDLS or Nigel Ohlson who will consult the LADO as above, without notifying the DSL first. Suspension of the member of staff, against whom an allegation has been made, needs careful consideration, and the DSL / DDLS / Nigel Ohlson will seek the advice of the LADO in making this decision.

All staff should be aware of their duty to raise concerns, where they exist, about the management of child protection, which may include the attitude or actions of colleagues, poor or unsafe practice and potential failures in Adelong Evolve's safeguarding arrangements. If it becomes necessary to consult outside Adelong Evolve they should speak in the first instance, to the LADO.

The **NSPCC whistleblowing** helpline is available for staff who do not feel able to raise concerns regarding child protection failures internally. Information can be obtained at: Whistleblowing Advice Line | NSPCC

Physical Intervention (see Physical Intervention Policy):

Adelong Evolve acknowledges that staff must only ever use physical intervention as a last resort, when a child is endangering him / herself or others, and that at all times it must be the minimal force necessary to prevent injury to the child or another person. Such events should be recorded on the Session Recording report and if possible signed by a witness. Adelong Evolve acknowledges that physical intervention of a nature which causes injury or distress to a child may be considered under child protection procedures.

Confidentiality:

Sharing information and GDPR:

- All staff will understand that child protection issues warrant a high level of confidentiality, not only out of respect for the student and their parents / carers but also to ensure that information being released into the public domain does not compromise evidence.
- Staff should only discuss concerns with the DSL / DDSL / Nigel Ohlson (depending on who is the subject of the concern). That person will then decide who else needs to have the information and they will disseminate it on a 'need-to-know' basis.
- It is to be expected that information will be shared with parents / carers, Social Workers, MASH, SEND case workers and schools who may have referred children and young people to Adelong Evolve provided this will not compromise the safety of the child / young person.
- Keeping Children Safe in Education (2020) emphasises that any member of staff can contact children's social care if they are concerned about a child.

Child protection information will be stored and handled in line with the Data Protection Act 2018 and HM Government Information Sharing and Advice for practitioners providing safeguarding services to children, young people, parents and carers, July 2018. Information sharing is guided by the following principles: necessary and proportionate, relevant, adequate, accurate, timely and secure.

Fears about sharing information cannot be allowed to stand in the way of the need to promote the welfare and protect the safety of children.

Appendix 1

Recognising signs of child abuse

Categories of Abuse:

- Physical Abuse
- Emotional Abuse (including Domestic Abuse)
- Sexual Abuse (including child sexual exploitation)
- Neglect

Signs of Abuse in Children:

The following non-specific signs may indicate something is wrong:

- Significant change in behaviour
- Extreme anger or sadness
- Aggressive and attention-seeking behaviour
- Suspicious bruises with unsatisfactory explanations
- Lack of self-esteem
- Self-injury
- Depression
- Age inappropriate sexual behaviour
- Child Sexual Exploitation

Risk Indicators:

The factors described in this section are frequently found in cases of child abuse. Their presence is not proof that abuse has occurred, but:

- Must be regarded as indicators of the possibility of significant harm
- Justifies the need for careful assessment and discussion with the DSL/DDSL (or in the absence of all those individuals, an experienced colleague)
- May require consultation with and /or referral to Children's Services
- The absence of such indicators does not mean that abuse or neglect has not occurred.

- In an abusive relationship the child may:
- Appear frightened of the parent/s or carers
- Act in a way that is inappropriate to her/his age and development (though full account needs to be taken of different patterns of development)

The parent or carer may:

- Persistently avoid child health promotion services and treatment of the child's episodic illnesses
- Have unrealistic expectations of the child
- Frequently complain about / to the child and may fail to provide attention or praise (high criticism/low warmth environment)
- Be absent or misusing substances
- Persistently refuse to allow access on home visits
- Be involved in domestic abuse

Staff should be aware of the potential risk to children when individuals, previously known or suspected to have abused children, move into the household.

Recognising Physical Abuse:

The following are often regarded as indicators of concern:

- An explanation which is inconsistent with an injury
- Several different explanations provided for an injury
- Unexplained delay in seeking treatment
- The parents/carers are uninterested or undisturbed by an accident or injury
- Parents are absent without good reason when their child is presented for treatment
- Repeated presentation of minor injuries (which may represent a "cry for help" and if ignored could lead to a more serious injury)
- Family use of different doctors and A&E departments
- Reluctance to give information or mention previous injuries

Bruising:

Children can have accidental bruising, but the following must be considered as non-accidental unless there is evidence, or an adequate explanation provided. If concerns persist, discuss with DSL / DDSL – refer to MASH.

- Any bruising to a pre-crawling or pre-walking baby
- Bruising in or around the mouth, particularly in small babies which may indicate force feeding
- Two simultaneous bruised eyes, without bruising to the forehead, (rarely accidental, though a single bruised eye can be accidental or abusive)
- Repeated or multiple bruising on the head or on sites unlikely to be injured accidentally
- Variation in colour possibly indicating injuries caused at different times
- The outline of an object used e.g. belt marks, hand prints or a hair brush
- Bruising or tears around, or behind, the earlobe/s indicating injury by pulling or twisting
- Bruising around the face
- Grasp marks on small children
- Bruising on the arms, buttocks and thighs may be an indicator of sexual abuse
-

Bite Marks:

Bite marks can leave clear impressions of the teeth. Human bite marks are oval or crescent shaped.

Those over 3 cm in diameter are more likely to have been caused by an adult or older child.

A medical opinion should be sought where there is any doubt over the origin of the bite. This will usually be sought as part of a Child Protection Medical via Children's Services.

Burns and Scalds:

It can be difficult to distinguish between accidental and non-accidental burns and scalds. These will always require experienced medical opinion. Any burn with a clear outline may be suspicious e.g.

- Circular burns from cigarettes (but may be friction burns if along the bony protuberance of the spine)
- Linear burns from hot metal rods or electrical fire elements
- Burns of uniform depth over a large area
- Scalds that have a line indicating immersion or poured liquid (a child getting into hot water on his/her own accord will struggle to get out and cause splash marks)
- Old scars indicating previous burns / scalds which did not have appropriate treatment or adequate explanation

Scalds to the buttocks of a small child, particularly in the absence of burns to the feet, are indicative of dipping into a hot liquid or bath.

Fractures:

Fractures may cause pain, swelling and discolouration over a bone or joint. Non-mobile children rarely sustain fractures.

There are grounds for concern if:

- The history provided is vague, non-existent or inconsistent with the fracture type
- There are associated old fractures
- Medical attention is sought after a period of delay when the fracture has caused symptoms such as swelling, pain or loss of movement
- There is an unexplained fracture in the first year of life

Scars:

Many scars or scars of different sizes or ages, or on different parts of the body, may suggest abuse.

Recognising Emotional Abuse:

Emotional abuse may be difficult to recognise, as the signs are usually behavioural rather than physical. The manifestations of emotional abuse might also indicate the presence of other kinds of abuse. The indicators of emotional abuse are often also associated with other forms of abuse.

The following may be indicators of emotional abuse:

- Developmental delay
- Abnormal attachment between a child and parent / carer e.g. anxious, indiscriminate or no attachment.
- Indiscriminate attachment or failure to attach
- Aggressive behaviour towards others
- Scape-goated within the family
- Frozen watchfulness, particularly in pre-school children.
- Low self-esteem and lack of confidence
- Withdrawn or seen as a “loner” – difficulty relating to others

Recognising Signs of Sexual Abuse:

Boys and girls of all ages may be sexually abused and are frequently scared to say anything due to guilt and / or fear. This is particularly difficult for a child to talk about and full account should be taken of the cultural sensitivities of any individual child / family.

Recognition can be difficult, unless the child discloses and is believed. There may be no physical signs and indications are likely to be emotional / behavioural.

Some behavioural indicators associated with this form of abuse are:

- Inappropriate sexualised conduct
- Sexually-explicit behaviour, play or conversation, inappropriate to the child’s age (See NSPCC for guidance).
- Continual and inappropriate or excessive masturbation
- Self-harm (including eating disorder), self-mutilation and suicide attempts.
- Involvement in sex-working or indiscriminate choice of sexual partners – consider CSE also.
- An anxious unwillingness to remove clothes e.g. for sports events (but this may be related to cultural norms or physical difficulties).
-

Some physical indicators associated with this form of abuse are:

- Pain or itching of genital area

- Blood on underclothes
- Pregnancy in a younger girl where the identity of the father is not disclosed

Recognising Neglect:

Evidence of neglect is built up over a period of time and can cover different aspects of parenting.

Indicators include:

- Failure by parents or carers to meet the basic essential needs e.g. adequate food, clothes, warmth, hygiene and medical care.
- A child seen to be listless, apathetic and unresponsive with no apparent medical cause
- Failure of a child to grow within normal expected pattern, with accompanying weight loss
- Child thrives away from home environment
- Child frequently absent from school
- Child left with adults who are intoxicated or violent
- Child abandoned or left alone for excessive periods

Appendix 2

Sexual Abuse & Sexual Harassment

The boundary between what is abusive and what is part of normal childhood or youthful experimentation can be blurred. The determination of whether behaviour is developmental, inappropriate or abusive will hinge around the related concepts of true consent, power imbalance and exploitation. Staff should be vigilant of:

- bullying (including cyberbullying)
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm.
- sexual violence and sexual harassment
- sexting (also known as youth produced sexual imagery)
- initiation / hazing type
- violence and rituals

Developmental Sexual Activity:

Encompasses those actions that are to be expected from children and young people as they move from infancy through to an adult understanding of their physical, emotional and behavioural relationships with each other. Such sexual activity is essentially information gathering and experience testing. It is characterised by mutuality and of the seeking of consent. (See NSPCC for guidance.)

Inappropriate Sexual Behaviour:

Can be inappropriate socially, inappropriate to development, or both. In considering whether behaviour fits into this category, it is important to consider what negative effects it has on any of the parties involved and what concerns it raises about a child or young person. It should be recognised that some actions may be motivated by information seeking, but still cause significant upset, confusion, worry, physical damage, etc.

It may also be that the behaviour is “acting out” which may derive from other sexual situations to which the child or young person has been exposed. If an act appears to have been inappropriate, there may still be a need for some form of behaviour management or intervention. For some children, educational inputs may be enough to address the behaviour. This should be

discussed with parents / carers / social workers / SEN caseworkers along with the DSL / DDSL. Abusive sexual activity includes any behaviour involving coercion, threats, aggression together with secrecy, or where one participant relies on an unequal power base. To more fully determine the nature of the incident the following factors should be given consideration.

The presence of exploitation in terms of: Equality – consider differentials of physical, cognitive and emotional development, power and control and authority, passive and assertive tendencies.

Consent – agreement including all the following:

- Understanding that is proposed based on age, maturity, development level, functioning and experience
- Knowledge of society’s standards for what is being proposed
- Awareness of potential consequences and alternatives
- Assumption that agreements or disagreements will be respected equally
- Voluntary decision
- Mental competence

Coercion – the young perpetrator who abuses may use techniques like bribing, manipulation and emotional threats of secondary gains and losses. That is loss of love, friendship, etc. Some may use physical force or the threat of this regardless of victim resistance. In evaluating sexual behaviour of children and young people, the above information should be used only as a guide. Further information and advice is available from: MASH NSPCC

Appendix 3

Child Sexual Exploitation

The following list of indicators is not exhaustive or definitive, but it does highlight common signs which can assist professionals in identifying children or young people who may be victims of sexual exploitation.

Signs include:

- Going missing from home or school
- Regular school absence/truanting
- Underage sexual activity
- Inappropriate sexual or sexualised behaviour
- Sexually risky behaviour, 'swapping' sex
- Repeat sexually transmitted infections
- In girls, repeat pregnancy, abortions, miscarriage
- Receiving unexplained gifts or gifts from unknown sources
- Having multiple mobile phones and worrying about losing contact via mobile
- Online safety concerns such as youth produced sexual imagery or being coerced into sharing explicit images.
- Having unaffordable new things (clothes, mobile) or expensive habits (alcohol, drugs).
- Changes in the way they dress
- Going to hotels or other unusual locations to meet friends
- Seen at known places or locations of concern
- Moving around the country, appearing in new towns or cities, not knowing where they are.
- Getting in / out of different cars driven by unknown adults
- Having older boyfriends or girlfriends
- Contact with known perpetrators. Perpetrators can be male or female.
- Involved in abusive relationships, intimidated and fearful of certain people or situations.

- Hanging out with groups of older people, or anti-social groups, or with other vulnerable peers.
- Associating with other young people involved in sexual exploitation
- Recruiting other young people to exploitative situations
- Truancy, exclusion, disengagement with school, opting out of education altogether.
- Unexplained changes in behaviour or personality (chaotic, aggressive, sexual)
- Mood swings, volatile behaviour and emotional distress.
- Self-harming, suicidal thoughts, suicide attempts, overdosing and eating disorders.
- Drug or alcohol misuse
- Getting involved in crime
- Police involvement / police records
- Involved in gangs, gang fights and gang membership.
- Injuries from physical assault, physical restraint, sexual assault.
- ** Victims can become perpetrators **

Link to CSE toolkit:

[Missing CSE - Torbay Safeguarding Children Partnership](#)

Appendix 4

Female Genital Mutilation (FGM)

It is essential that staff are aware of FGM practices and the need to look for signs, symptoms and other indicators of FGM. If a member of staff, during their work, discovers that an act of FGM appears to have been carried out, the member of staff must report this to the Police. Female Genital Mutilation (FGM) is illegal in England and Wales under the *FGM Act 2003*. It is a form of child abuse and violence against women. FGM comprises all procedures involving partial or total removal of the external female genitalia for non-medical reasons.

Further information is available via the ilearn training at Torbay Local Authority.

Section 5B of the 2003 Act introduces a mandatory reporting duty which requires regulated health and social care professionals and teachers in England and Wales to report 'known' cases of FGM in under 18's which they identify during their professional work to the police. The duty came into force on 31 October 2015.

It involves procedures that intentionally alter / injure the female genital organs for non-medical reasons.

Four types of procedure:

- Type 1 Clitoridectomy – partial / total removal of clitoris
- Type 2 Excision – partial / total removal of clitoris and labia minora
- Type 3 Infibulation entrance to vagina is narrowed by repositioning the inner / outer labia
- Type 4 all other procedures that may include: pricking, piercing, incising, cauterising and scraping the genital area.

Why is it carried out? Belief that:

- FGM brings status / respect to the girl – social acceptance for marriage
- Preserves a girl's virginity
- Part of being a woman / rite of passage
- Upholds family honour

- Cleanses and purifies the girl
- Gives a sense of belonging to the community
- Fulfils a religious requirement
- Perpetuates a custom / tradition
- Helps girls be clean / hygienic
- Is cosmetically desirable
- Mistakenly believed to make childbirth easier

FGM is internationally recognised as a violation of human rights of girls and women. It is illegal in most countries including the UK.

Circumstances and occurrences that may point to FGM happening are:

- Child talking about getting ready for a special ceremony
- Family taking a long trip abroad
- Child's family being from one of the 'at risk' communities for FGM (Kenya, Somalia, Sudan, Sierra, Leon, Egypt, Nigeria, Eritrea as well as non-African communities including Yemeni, Afghani, Kurdistan, Indonesia and Pakistan)
- Knowledge that the child's sibling has undergone FGM
- Child talks about going abroad to be 'cut' or to prepare for marriage

Signs that may indicate a child has undergone FGM:

- Prolonged absence from school and other activities
- Behaviour change on return from a holiday abroad, such as being withdrawn and appearing subdued.
- Bladder or menstrual problems
- Finding it difficult to sit still and looking uncomfortable
- Complaining about pain between the legs
- Mentioning something somebody did to them that they are not allowed to talk about
- Secretive behaviour, including isolating themselves from the group.

- Reluctance to take part in physical activity
- Repeated urinary tract infection
- Disclosure

The 'One Chance' rule - as with Forced Marriage there is the 'One Chance' rule. It is essential that staff act without delay and make a referral to children's services.

Appendix 5

Domestic Abuse

How does it affect children?

Children can be traumatised by seeing and hearing violence and abuse. They may also be directly targeted by the abuser or take on a protective role and get caught in the middle. In the long term this can lead to mental health issues such as depression, self-harm and anxiety.

What are the signs to look out for?

Children affected by domestic abuse reflect their distress in a variety of ways. They may change their usual behaviour and become withdrawn, tired, start to wet the bed and have behavioural difficulties.

They may not want to leave their house or may become reluctant to return. Others will excel, using their time in your care to escape from their home life. None of these signs are exclusive to domestic abuse so when you are considering changes in behaviours and concerns about a child, think about whether domestic abuse may be a factor.

This link is for the 'ru ok website' – [I'm a professional - Are you OK?](#)

From the NSPCC website:

“We know, for some children and families, home might not be a safe place and staying there will be extremely challenging. Some may already be experiencing domestic abuse or worried an adult's behaviour is changing and escalating.

If you and your family are in immediate danger call 999. If

Worried about a child?

If you're worried about a child, even if you're unsure, contact our helpline to speak to one of our counsellors. Call us on **0808 800 5000**.

[Domestic Abuse - Torbay Safeguarding Children Partnership](#)

Appendix 6

Indicators of Vulnerability to Radicalisation

Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.

1. Extremism is defined by the Government in the Prevent Strategy 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. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.
2. Extremism is defined by the Crown Prosecution Service as: The demonstration of unacceptable behaviour by using any means or medium to express views which:
 - a. Encourage, justify or glorify terrorist violence in furtherance of beliefs.
 - b. Seek to provoke others to terrorist acts.
 - c. Encourage other serious criminal activity or seek to provoke others to serious criminal acts.
 - d. Foster hatred which might lead to inter-community violence in the UK.
3. There is no such thing as a “typical extremist”: those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.
4. Children and young people may become susceptible to radicalisation through a range of social, personal and environmental factors - it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that staff can recognise those vulnerabilities.

Indicators of vulnerability include:

- Identity Crisis – the child / young person is distanced from their cultural / religious heritage and experiences discomfort about their place in society.
- Personal Crisis – the child / young person may be experiencing family tensions, a sense of isolation and low self-esteem. They may have dissociated from their existing friendship group and become involved with a new and different group of friends. They may be searching for answers to questions about identity, faith and belonging.
- Personal Circumstances – migration; local community tensions; and events affecting the child / young person or their country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy.

- Unmet aspirations – the child / young person may have perceptions of injustice; a feeling of failure; rejection of civic life.
- Experiences of Criminality – which may include involvement with criminal groups, imprisonment, and poor resettlement / reintegration.
- Special Educational Need – child / young person may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

However, this list is not exhaustive, nor does it mean that all young people experiencing the above are at risk of radicalisation for the purposes of violent extremism.

More critical risk factors could include:

- Being in contact with extremist recruiters
- Accessing violent extremist websites, especially those with a social networking element.
- Possessing or accessing violent extremist literature
- Using extremist narratives and a global ideology to explain personal disadvantage
- Justifying the use of violence to solve societal issues

If a concern is raised:

- Refer to the DSL / DDSL if concerns are
 - about a child
- Refer to DSL / DDSL if concerns are
 - about staff
- Refer to Nigel Ohlson if concerns are
 - about the DSL / DDSL
- or contact the LADO The Prevent Duty can be accessed via this link: [Prevent duty guidance: for England and Wales \(accessible\) - GOV.UK](#)

Appendix 7

Further advice on child protection

available from:

The Multi Agency Safeguarding Hub Torbay can be contacted on:

Monday – Friday: 01803 208100

Out of hours number: 0300 4564 876

Email address for referrals to the MASH or Targeted Help: mash@torbay.gov.uk

Early Help: 01803 208525 Email: earlyhelp@torbay.gov.uk **LADO:** 01803 208567/208541

Email: cpunit@torbay.gov.uk

- NSPCC: [NSPCC](https://www.nspcc.org.uk)
- Childline: [Child Line](https://www.childline.gov.uk)
- Anti-Bullying Alliance: [Anti-Bullying Alliance](https://www.antibullyingalliance.org.uk) Beat Bullying: [Thrive Talk](https://www.thrive.org.uk)
- Childnet International –making the internet a great and safe place for children. Includes resources for professionals and parents: [Childnet International](https://www.childnetinternational.org)
- Thinkuknow (includes resources for professionals and parents) [CEOP Education](https://www.thinkuknow.co.uk) Safer Internet Centre [UK Safer Internet Centre](https://www.saferinternet.org.uk)
- Transgender [Mermaids](https://www.mermaids.org.uk)
- Intercom Trust - transgender guidance: [Intercom Trust](https://www.intercomtrust.org.uk) Police non-emergency 101

Appendix 8

Young Person Friendly Version of our Safeguarding Policy

- What is child protection – also known as safeguarding about? We think that your health, safety and welfare are very important
- We respect all young people we work with and respect their rights
- We want young people to remain safe when at home and when out on sessions with us
- How will we try to protect the young people we work with?
- We will try to provide a safe environment when you your sessions with us We will help you to learn to recognise risks and stay safe
- We offer support to young people who are having difficulties at school or home

Need to talk?

Speak to your 1:2:1 session worker or call Childline on: 0800 1111

Appendix 9

Parent / Carer Child Protection Policy

Introduction

At Adelong Evolve we strive to ensure that all young people remain safe and free from harm. We are committed to playing a full and active part in the multi-agency response to child protection concerns. Additionally, as part of the multi-disciplinary team working with young people, we have a duty to safeguard and promote the welfare of children and to have a child protection policy in place as an Alternative Provider.

Through their day to day contact with young people, and direct work with families, our team has a crucial role to play in noticing indicators of possible abuse or neglect. Parents should be aware therefore that where it appears to a member of our team that a child may have been harmed, we are legally required, as part of the local child protection procedures, to report their concern to Children's Social Care immediately. To avoid any misunderstandings therefore, parents of children who sustain accidental injuries which result in cuts / bruises / fractures should inform us without delay.

Principles

- Children have a right to be safe
- Parents have a right to be informed
- Children are best protected when parents and Adelong Evolve can work together

Partnership

Adelong Evolve will inform parents of any concerns about their children (providing it does not compromise the young person's safety) and will help and support them as necessary.

Prevention

Adelong Evolve will take positive action to prevent children suffering abuse and neglect through the development of an open culture that informs children of their rights and encourages them to speak about any concerns. Adelong Evolve will also address the issue of children's safety within our sessions, supporting them to be aware of their rights.

Responding to Concerns

Adelong Evolve will refer all allegations or concerns that a child has been or is likely to be abused or neglected to Social Care within the Children's Services Department. Adelong Evolve will also consult with other agencies when it has concerns that a child may have been abused or neglected. We will discuss with parents / carers any concerns we have about children. Parents / carers will be kept informed of what is happening, however, if it is felt

that to do so would compromise the safety of the child they will seek advice from Children's Services or the Police and act in their direction.

Child / Child Abuse

Physical and emotional abuse of children by other children will be dealt with through the school's anti-bullying policy. Parents will be kept informed. All concerns about possible sexual abuse will be referred to Children's Social Care.

Child Protection / Child in Need Conferences

Adelong Evolve will, whenever possible, attend child protection conferences and Child in Need Meetings and provide information about children and the families they are working with. Any minutes from these meetings will be stored electronically.

Confidentiality

Information and records about children on a Child Protection or Child in Need Plan will be given only to those people who need it and will be kept strictly confidential by them. However, if we were to receive information from another party about the possible abuse of a child then we would be duty bound to pass this on to other relevant agencies.

References

- Department for Education (2018) *Guidance Information sharing advice for safeguarding practitioners: Guidance on information sharing for people who provide safeguarding services to children, young people, parents and carers*. [Online]. Available at: [Information sharing advice for safeguarding practitioners - GOV.UK](#)
- Department for Education (2023) *Keeping children safe in education Statutory guidance for schools and colleges Part 1: Information for all school and college staff* [Online] September 2023
- Available at: [Keeping children safe in education 2023 - GOV.UK](#) Department for Education (2023) *Working together to safeguard children* (online) Available from: [Working together to safeguard children - GOV.UK](#)
- UK Council for Child Internet Safety (UKCCIS) - GOV.UK (2016) [Online] Available at: [UK Council for Child Internet Safety \(UKCCIS\) - GOV.UK](#)