

SAFEGUARDING CHILDREN AND ADULTS AT RISK POLICY FOR PURBECK YOUTH & COMMUNITY FOUNDATION



Principles

1. PURBECK YOUTH & COMMUNITY FOUNDATION is committed to the safeguarding of all children, young people and adults at risk with whom it has contact.
2. Everyone involved in the care of children, young people and adults at risk has a responsibility for the protection of those individuals from harm. It is also essential that we honour the trust of those who allow us to care for their children, young people and adults at risk.
3. There is a duty placed on public agencies under the Human Rights Act (1998) to intervene to protect the rights of citizens. Also the Children Act (1989) (updated 2004) makes it clear that the welfare of the child is paramount and that everyone involved in the care of children has a responsibility to protect those children from harm. Other relevant legislation listed at end .
4. In order to protect everyone from potential and actual abuse it is necessary for all staff and volunteers to have an understanding of the issues involved and that appropriate procedures are in place that are shared and understood by all concerned.
5. [PURBECK YOUTH & COMMUNITY FOUNDATION] safeguarding policy arises from the following principles:
 - The welfare of the child, young person or adult at risk is paramount.
 - Everyone, regardless of age, gender, disability or ethnic origin has a right to be protected from all forms of harm, abuse, neglect and exploitation;
 - It is not your responsibility as members of [Purbeck Youth & Community Foundation here] to decide whether or not abuse is occurring, but it is your responsibility to act on any concerns and do something about it.

Objectives

6. The key objectives of this policy are to:
 - Explain the responsibilities [PURBECK YOUTH & COMMUNITY FOUNDATION] and its staff, volunteers, management committee members and trustees have in respect of safeguarding children and adults at risk.
 - Provide staff, volunteers, management committee members and trustees with an overview of child and adult safeguarding.
 - Provide a clear procedure that will be implemented where a child or adult at risk safeguarding issue arises.

7. The Designated Safeguarding Office Dorset Council (contact details below) whose role is to take action in respect of reports concerning safeguarding and / or poor practice and to lead on all matters to do with safeguarding.

The PYCF Designated Safeguarding Officer is: Mia Murray Purbeck Youth & Community Centre 01929 552934 supported by Trustees ,Deputy is Hollymay Gladwin

- **Individual staff and volunteers who are concerned that a child has or may have been abused are required to report this immediately to the designated Safeguarding officer/deputy within their organisation and consider with them a referral to the relevant social care team or Multi-agency Safeguarding Hub (MASH).**

Definitions

8. **A child** is a child before their birth (i.e.during pregnancy) and until their 18th birthday. In the Children Acts 1989 and 2004, a child is anyone who has not yet reached their 18th birthday.

The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital, in prison or in a Young Offenders' Institution does not change his or her entitlement to services or protection.

9. **An adult** at risk is any adult who needs community care services because of mental or other disability, age or illness and who are, or may be, unable to take care of themselves against harm or exploitation. The term replaces "vulnerable adult" and "alleged victim".

Identifying abuse and what to do if abuse is suspected.

10. The term 'abuse' is used to describe various ways that someone can be harmed or mistreated.

11. Abuse can happen anywhere and at any time, but research indicates that the perpetrators of abuse are likely to be known and trusted by the child or young person. For adults at risk evidence suggests that the perpetrators of abuse are often professional carers or other adults at risk.

12. Abuse and neglect are forms of maltreatment of any person. Somebody may abuse or neglect a person by inflicting harm, or by failing to act to prevent harm. Participants may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger e.g. via the Internet. They may be abused by an adult or adults, a child or children. Victims of abuse frequently suffer more than one category of abuse.

13. **The main forms of abuse encountered by adults at risk are:**

- Physical Abuse
- Emotional/Psychological Abuse
- Financial/material Abuse
- Sexual Abuse

- Neglect and acts of omission
- Discrimination
- Institutional/Organisational
- Domestic Violence, including honour-based violence
- Modern slavery

Self- neglect detailed

If you have a concern an adult is being abused or neglected, call 01305 221016.

Or in an emergency 999

Abuse is when someone does something to somebody which damages their quality of life or puts them at risk of harm. It may be deliberate or unintentional.

Abuse takes many forms. It includes:

- any form of harm such as:
 - hitting, injuring or restraining
 - threatening, intimidating or humiliating
 - sexual attention or activity that is not wanted
 - keeping someone on their own
- any form of neglect such as:
 - not giving the correct medicine
 - not providing food or clothing
 - not arranging the right care
- financial abuse such as:
 - stealing or misusing money or property
 - pressure about wills or inheritance
- discrimination such as treating someone less favourably because of race, ethnicity, religion, age, gender, disability or sexual orientation
- domestic violence and abuse

14. The main forms of abuse encountered by children and young people are:

- Neglect
- Physical Abuse
- Sexual Abuse
- Emotional Abuse

What to do if abuse is suspected children & young people

Safeguarding is:

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

Child Protection is:

- A part of safeguarding and promoting welfare. This refers to the activity that is undertaken to protect specific children who are suffering, or are at risk of suffering, significant harm.
- Child protection is essential as part of wider work to safeguard and promote the welfare of children. However, all agencies and individuals should aim proactively to safeguard and promote the welfare of children so that the need for action to protect children from harm is reduced.

A child is 'in need' if:

- He/she is unlikely to achieve or maintain, or have the opportunity of achieving or maintaining, a reasonable standard of health or development without the provision for him/her of services by a local authority;
- His/her health or development is likely to be significantly impaired, or further impaired, without the provision for him/her of such services; or
- He/she is a Disabled Child.

Making a Referral

If you have concerns about a child or children that do not already have an allocated worker, you should discuss this with your manager or named designated member of staff. If you still have concerns you should initially discuss your concerns with the child's parent/carer, unless you believe that doing so could increase to risk of harm to the child or another person. If you remain concerned after discussing your concerns with the family you or your manager should:

- **Contact the CHAD by telephone on the Professional's Telephone Number: 01305 228558. You will no longer be asked to complete an inter-agency referral form, and all referrals will be taken following a professional discussion. You should have sought consent from the family prior to contacting the ChAD unless you believe the child is at risk of harm.**
- **All phone calls will be confirmed in writing by the consultant social worker, but it is also best practice that you keep a record of the contact you have made, the discussion and any decisions made. You should also record whether you have obtained parental consent and if not, why not.**

Discussing your referral with parents

- In general, professionals working directly with children and their families (e.g. play workers, Sports Coaches) should seek to discuss their concerns with the child

and/or their parents and seek their agreement to making a referral to Children's Social Care.

- If such a discussion would place the child at an increased risk of significant harm then this discussion should not take place and the referral can be made without the knowledge of the parents.

15. If any member of [PURBECK YOUTH & COMMUNITY FOUNDATION] suspect's abuse is taking place they should immediately inform the Designated Safeguarding Officer who will decide whether or not to take the matter further. A log of the concern must be kept.

Reporting a Concern

If you are concerned about a child's welfare or worried they are being abused, you can make a referral to Children's Social Care.

If the child lives in Dorset contact the Children's Advice and Duty Service (CHAD): Professional's Telephone Number: 01305 228558

Daytime service is available Monday to Friday between 8am and 10pm, Saturday and Sunday 9am to 10pm and On-Call Out of Hours Service 24/7

Email: MASH@dorsetcouncil.gov.uk

This is a professionals-only number to discuss your concerns; you will no longer complete a referral form.

For more information on the ChAD Service look online on Dorset Safeguarding Board Families and Members of the Public Number: 01202 228866

16. **If the child is at risk of Child Sexual Exploitation (CSE)**, please report the matter to the Designated Safeguarding Officer, however if you consider that the child is at immediate risk as if so you might need to contact the Police on 999 and call the MASH

CSE is never the victim's fault, even if there is some form of exchange: all children and young people under the age of 18 have a right to be safe and should be protected from harm submission when we have a concern that:

- Someone may be involved in the grooming or sexual exploitation of a child or multiple children or,
- We suspect that a location is being used for the grooming of, or sexual exploitation of children, for example private dwelling, car park, the fair or a hotel.
- Child Sexual Exploitation (CSE) CSE is a form of child sexual abuse. Sexual abuse may involve physical contact, including assault by penetration (for example, rape or oral sex) or nonpenetrative acts such as masturbation, kissing, rubbing, and touching outside clothing. It may include noncontact activities, such as involving children in the production of sexual images, forcing children to look at sexual images or watch sexual activities, encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse including via the internet. CSE can occur over time or be a one-off occurrence and may happen without the child's immediate knowledge for example through others sharing videos or images of them on social media. . CSE can affect any child who has been coerced into engaging in sexual activities. This includes 16- and 17-year-olds who can legally consent to have sex. Some children may not realise they are being exploited for example they believe they are in a genuine romantic relationship.

- **Domestic Abuse** . Domestic abuse can encompass a wide range of behaviours and may be a single incident or a pattern of incidents. That abuse can be, but is not limited to, psychological, physical, sexual, financial or emotional. Children can be victims of domestic abuse. They may see, hear, or experience the effects of abuse at home and/or suffer domestic abuse in their own intimate relationships (teenage relationship abuse). All of which can have a detrimental and long-term impact on their health, well-being, development, and ability to learn. Female Genital Mutilation (FGM). Whilst all staff should speak to the designated safeguarding lead (or a deputy) with regard to any concerns about female genital mutilation (FGM), there is a specific legal duty on teachers. If a teacher, in the course of their work in the profession, discovers that an act of FGM appears to have been carried out on a girl under the age of 18, the teacher must report this to the police.
- **Mental Health**. All staff should be aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.
- **Serious violence**. All staff should be aware of the indicators, which may signal children are at risk from, or are involved with, serious violent crime. These may include increased absence from school or college, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs and may be at risk of criminal exploitation. Additional information and support.
- **Sexual behaviours** expressed by children and young people under the age of 18 years old that are developmentally inappropriate, may be harmful towards self or others, or be abusive towards another child, young person or adult'. (Hackett 2014 Children and Young People with Harmful Sexual Behaviours) Sexual behaviour between children can be considered harmful if one of the children is much older, particularly if there is more than two years' difference or if one of the children is pre-pubescent and the other is not. However, a younger child can abuse an older child, particularly if they have power over them, for example, if the older child is disabled or smaller in stature.

The current definition of [Sexual Abuse](#) in Working Together to Safeguard Children is also relevant as it recognises that abuse can be perpetrated by children as well as adults.

All staff working with children are advised to maintain an attitude of 'it could happen here' and that it can occur between two children of any age and sex, from primary through to secondary stage and into colleges. A friend may make a report or a member of school or college staff may overhear a conversation that suggests a child has been harmed or a child's own behaviour might indicate that something is wrong and these should be acted upon.

children with disabilities: a systematic review and meta-analysis of observational studies. The Consent is about having the freedom and capacity to choose. Consent to sexual activity may be given to one sort of sexual activity but not another. • a child under the age of 13 can never consent to any sexual activity • the age of consent is 16 • sexual intercourse without consent is rape. When we reference sexual harassment, we do so in the context of child-on-child sexual harassment. Sexual harassment is likely to: violate a child's dignity, and/or make them feel

intimidated, degraded or humiliated and/or create a hostile, offensive or sexualised environment. 454. Whilst not intended to be an exhaustive list, sexual harassment can include: • sexual comments, such as: telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance and calling someone sexualised names • sexual “jokes” or taunting • physical It is important to differentiate between consensual sexual activity between children of a similar age and that which involves any power imbalance, coercion or exploitation. Due to their additional training, the designated safeguarding lead (or deputy) should be involved and generally speaking leading the school or college response. If in any doubt, they should seek expert advice. 108 this crosses a line into sexual violence – it is important to talk to and consider the experience of the victim. • displaying pictures, photos or drawings of a sexual nature • upskirting (this is a criminal offence¹³⁸), and • online sexual harassment. This may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence¹³⁹. It may include: o consensual and non-consensual sharing of nude and semi-nude images and/or videos¹⁴⁰. Taking and sharing nude photographs of those aged under 18 is a criminal offence. It is important that schools and colleges consider sexual harassment in broad terms. Sexual harassment (as set out above) creates a culture that, if not challenged, can normalise inappropriate behaviours and provide an environment that may lead to sexual violence. Harmful sexual behaviour 456. Children’s sexual behaviour exists on a wide continuum, ranging from normal and developmentally expected, to inappropriate, problematic, abusive and violent. Problematic, abusive and violent sexual behaviour is developmentally inappropriate and may cause developmental damage.

. When considering HSB, both ages and the stages of development of the children are critical factors. Sexual behaviour between children can be considered harmful if one of the children is much older, particularly if there is more than two years’ difference or if one of the children is pre-pubescent and the other is not. However, a younger child can abuse an older child, particularly if they have power over them, for example, if the older child is disabled or smaller in stature.

Where the disclosure is to a professional, a designated safeguarding lead should undertake and record an initial risk assessment and consider three factors:

- The victim, especially their protection and support;
- The alleged perpetrator; and
- The risk to any other children (and, if appropriate, adults).

Concerns about the behaviour and the welfare and safety of the child/ren should be discussed with Children’s Social Care which may require a referral and further assessment

If needed the strategy meeting should consider:

- Issues of child and public protection, including a clear understanding and description of any alleged incident;
- An assessment of the child/young person’s needs, and the need for further specialist assessment;
- The roles and responsibilities of child welfare and criminal justice agencies;
- Any on-going safety issues for all of the young people involved.

The context of the behaviour and background of the young people and their family are important factors in determining next steps. Where there is no requirement to hold a formal strategy meeting, it is still good and useful practice to hold a multi-agency planning meeting to consider the needs of the children or young people involved.

If Purbeck Youth & Community Foundation staff have concerns that a child is at risk of CSE or any exploitation and know that the child is open to Children's Social Work the Designated Safeguarding Officer will liaise with the child's social worker about our concerns so that they can complete the CSE risk assessment tool and ensure any information and concerns are collated within the CSE risk assessment tool.

If the child is not open to Children's Social Work and we are not sure if our concerns relate to CSE, the Designated Safeguarding Officer will complete an appropriate assessment and if necessary will call the MASH helpline.

Any cases of missing children will be identified and managed in line with current DSCB procedures.

Everyone needs to be aware of providing contextual safeguarding information and exploitation and awareness of ability to report anonymously via Fearless and crime stoppers.

17. [PURBECK YOUTH & COMMUNITY FOUNDATION] staff are expected to be vigilant and to identify ways of **preventing people from becoming terrorists or supporting violent extremism**. [PURBECK YOUTH & COMMUNITY FOUNDATION] acknowledges that a radicalisation process includes exposure of an individual to extremist viewpoints that may eventually influence the person to carry out an act of violent extremism or terrorism. This could take weeks, months or even years. It is possible to intervene during this process and stop someone becoming a terrorist or supporting violent extremist activity.

Violent extremism is where people seek to justify or promote terrorism or encourage others to commit such acts. If you believe someone is at risk of radicalisation you can help them obtain support and prevent them becoming involved in terrorism by raising your concerns with the Designated Safeguarding Officer who will then consider making a referral. You are expected to speak to the designated safeguarding lead to discuss your concerns.

18. If it is felt that there is a significant risk to a child / at risk adult and further investigation is required in order to keep them safe then the matter must be referred to the MASH team.

The MASH consultation line may be contacted at any time for advice and consultation. In the event of a referral to MASH all relevant information must be shared, including copies of correspondence, log of previous concerns and notes of any conversations with the child, their family or other staff.

19. If it is felt that further investigation is required in order to keep an **adult at risk safe** then the matter must be referred to Dorset **on 01305 221016 Care Direct**. Care Direct may be contacted at any time for advice and consultation. In the event of a referral to Care Direct to care all relevant information must be shared, including copies of correspondence, log of previous concerns and notes of any conversations with the adult at risk, their family or other staff.

20. The General Data Protection Regulation is not a barrier to information sharing where doing so is necessary to safeguard children or an adult at risk.

21. In the event that the designated safeguarding champion is not available or contactable this should not delay action being taken to protect a child or adult at risk may contact the local MASH or Care Direct to raise their concerns.

22. If there are any concerns about the immediate safety of a child or an adult at risk then the police must be contacted on 999 without delay.

Allegations against staff

23. Any suspicion that a child, or an adult at risk, has been abused by a member of staff or a volunteer must be reported to the Designated Safeguarding Officer otherwise known as the Alerting Manager, who will take such steps as considered necessary to ensure the safety of the child or adult at risk in question and any other child who may be at risk. *All allegations of abuse of children by those who work with children must be taken seriously. Allegations against any person who works with children, whether in a paid or unpaid capacity, can cover a wide range of circumstances.*

This procedure should be applied when there is an allegation or concern that a person who works with children, has:

- *Behaved in a way that has harmed a child, or may have harmed a child;*
- *Possibly committed a criminal offence against or related to a child;*
- *Behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children.*
- *Behaved or may have behaved in a way that indicates they may not be suitable to work with children.*

The last bullet point above includes behaviour that may have happened outside an organisation that might make an individual unsuitable to work with children, this is known as transferable risk.

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24. The Designated Safeguarding Officer will refer the allegation to MASH who may involve the Police or will refer directly to the police if out-of-hours and inform PYCF Trustees.

25. For abuse (or allegations of abuse) of children, Children's Social Care and the designated safeguarding officer will liaise with the Local Authority Designated Officer (LADO) whose responsibility it is to:

- Provide advice and guidance.
- Liaise with the police and other agencies.
- Provide assistance in discussions regarding suspension and referral to the Disclosure and Barring Service.

Dorset has a single Local Authority Designated Officer (LADO) to:

- Be involved in the management and oversight of individual cases which meet the threshold.
- Provide advice and guidance to employers and voluntary organisations.
- Liaise with the police and other agencies.
- Monitor the progress of cases to ensure that they are dealt with as

- Quickly as possible, consistent with a thorough and fair process.
PYCF shall ensure that the Council's Local Authority Designated Officer (LADO) is kept informed at all times of any disciplinary incident relating to its staff/volunteers involving children.
- The Provider shall ensure that the Local Authority Designated Officer (LADO) is kept informed of any incidence of serious misconduct involving its staff where there is a potential risk to children.
- The Provider to ensure the organisation will inform the Local Authority Designated Officer (LADO) on the outcome of subsequent internal investigations as per national requirements where this relates to a standards of care issue.

This LADO role is undertaken by Dorset Council and you can contact them on 01305 221122.

From the end of February 2022 the LADO is Martha Sharpe.

If you have any concerns or would like to report an allegation against a person who works with children in Dorset, please complete the e-referral form below. Please complete the form according to your particular circumstance. Once completed, the form will be sent directly to the LADO, who will respond to your query as soon as possible.

[Referral - Management of Allegations](#)

If you are unsure whether the concern meets the Management of Allegations threshold for consideration, then please select the option for advice and guidance only within the form. The LADO will then contact you back via the contact details you provide in the form to discuss your query further.

If you would prefer to contact the LADO directly, or to discuss a concern that the LADO is already aware of, then please contact 01305 221122 or email lado@dorsetcouncil.gov.uk

26. The parents or carers of the child or adult at risk will be contacted as soon as possible following advice from MASH / or the police.

27. If the designated safeguarding officer (safeguarding champion) is the subject of the suspicion/allegation, the concern must be made directly to MASH

28. Where there is a complaint against a member of staff there may be three types of investigation:

- A criminal investigation
- A child protection / safeguarding adult investigation
- A disciplinary or misconduct investigation

Internal enquiries and suspension

29. The designated safeguarding champion will make an immediate decision about whether any individual suspected of abuse should be temporarily suspended pending further police and Social Care enquiries.

30. Where an individual is suspended it is advised that other employees / volunteers should have no contact with them until enquires have concluded.

31. Irrespective of the findings of Social Care or police enquiries the organisation will assess all individual cases to decide whether a member of staff or volunteer can be reinstated. The welfare of the child or adult at risk should remain of paramount importance throughout.

Capacity

32. **N.B. The following section applies only to adults.** As a general rule a child cannot be assessed for capacity under the Mental Capacity Act (2005) except in specific circumstances. (For more information on this you must access appropriate training).

33. In accordance with the Mental Capacity Act (2005), public agencies work from a presumption that an adult has capacity to make their own decisions unless a person's apparent comprehension of a situation gives rise to doubt. It is the right of adults who have capacity to make their own choices, irrespective of how wise we might consider that decision to be.

However, where:

- A crime is suspected or;
- Allegations involve a member of staff, paid carer or volunteer, or;
- There is a risk of significant harm to that person or any other adult at risk then relevant agencies must be informed and allegations must be investigated whether the alleged victim is willing to take an active part in the process or not.

34. Where adults lack the capacity to safeguard themselves, other people will need to make those decisions, and to ensure that this is done appropriately

Record keeping

35. **Any records** kept in relation to safeguarding concerns for a child or an adult at risk must be kept securely and confidentially in an agreed place with the Manager and only accessed by certain named staff. Records must be factual, accurate and clearly written in black ink or typed, with a legible date, time and signature. Records should include: • a clear and comprehensive summary of the concern • details of how the concern was followed up and resolved, and • a note of any action taken, decisions reached and the outcome. If in doubt about recording requirements, staff should discuss with the designated safeguarding lead (or a deputy). Why is all of this important? . It is important for children to receive the right help at the right time to address safeguarding risks, prevent issues escalating and to promote children's welfare. Research and serious case reviews have repeatedly shown the dangers of failing to share information. PYCF is signed up to DISC sharing information between partner organisations and follows guidance in PDSCP sharing information process with any adults with whom that child has contact, which may impact on the child's safety or welfare as per Guidance in PDSCP [Information Sharing \(proceduresonline.com\)](http://proceduresonline.com)

36. **Any child may benefit from early help**, but all school and college staff should be particularly alert to the potential need for early help for a child who: • is disabled or has certain health conditions and has specific additional needs • has special educational needs (whether or not they have a statutory Education, Health and Care Plan) • has a mental health need • is a young carer • is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups or county lines • is frequently missing/goes missing from care or from home • is at

risk of modern slavery, trafficking, sexual or criminal exploitation • is at risk of being radicalised or exploited • has a family member in prison, or is affected by parental offending • is in a family circumstance presenting challenges for the child, such as drug and alcohol misuse, adult mental health issues and domestic abuse • is misusing alcohol and other drugs themselves • has returned home to their family from care • is at risk of 'honour'-based abuse such as Female Genital Mutilation or Forced Marriage • is a privately fostered child, or • is persistently absent from education, including persistent absences for part of the school day.

Early help assessment . If early help is appropriate, the designated safeguarding lead (or a deputy) will generally lead on liaising with other agencies and setting up an inter-agency assessment as appropriate. Staff may be required to support other agencies and professionals in an early help assessment, in some cases acting as the lead practitioner. Any such cases should be kept under constant review and consideration given to a referral to local authority children's social care for assessment for statutory services if the child's situation does not appear to be improving or is getting worse. Statutory children's social care assessments and services

. Where a child is suffering, or is likely to suffer from harm, it is important that a referral to local authority children's social care (and if appropriate the police) is made immediately. Referrals should follow the local referral process. . Local authority children's social care assessments should consider where children are being harmed in contexts outside the home, so it is important that schools and colleges provide as much information as possible as part of the referral process. This will allow any assessment to consider all the available evidence and enable a contextual approach to address such harm.

Additional information is available here: **Contextual Safeguarding** . The online tool Report Child Abuse to Your Local Council directs to the relevant local authority children's social care contact number. Children in need

. A child in need is defined under the Children Act 1989 as a child who is unlikely to 18 achieve or maintain a reasonable level of health or development, or whose health and development is likely to be significantly or further impaired, without the provision of services .

All concerns, discussions and decisions made, and the reasons for those decisions, should be recorded in writing. This will also help if/when responding to any complaints about the way a case has been handled by the school or college. Information should be kept confidential and stored securely. It is good practice to keep concerns and referrals in a separate child protection file for each child.

37 It is essential that all staff understand the importance of challenging inappropriate behaviours between children, many of which are listed below, that are abusive in nature. Downplaying certain behaviours, for example dismissing sexual harassment as "just banter", "just having a laugh", "part of growing up" or "boys being boys" can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it. . Child-on-child abuse is most likely to include, but may not be limited to: • bullying (including cyberbullying, prejudice-based and discriminatory bullying) • abuse in intimate personal relationships between

children (sometimes known as 'teenage relationship abuse') • physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse) • sexual violence,⁹ such as rape, assault by penetration and sexual assault; (this may include an online element which facilitates, threatens and/or encourages sexual violence) • 8 Consensual image sharing, especially between older children of the same age, may require a different response. It might not be abusive – but children still need to know it is illegal- whilst non-consensual is illegal and abusive. UKCIS provides detailed advice about sharing of nudes and semi-nude images and videos. • sexual harassment,¹ such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse • causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party • consensual and non-consensual sharing of nude and semi-nude images and/or videos (also known as sexting or youth produced sexual imagery) • upskirting, which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress, or alarm, and • initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element

38 Working on line staff should be appropriately dressed and the young person and show a suitable environment and language.. Consider is the session should be recorded or with a co- worker. Ensure someone responsible is also in the household. and you have the telephone number of that person in the case of any emergency situations. Keep to codes of contact at all times.

39 All members of [PURBECK YOUTH & COMMUNITY FOUNDATION] will receive a copy of this policy and undergo appropriate training as part of their induction to the organisation.

. [PURBECK YOUTH & COMMUNITY FOUNDATION] also has policies on the following related topics which all staff and volunteers must be familiar with:

- Safer Recruitment
- Disciplinary / Grievance
- Health and Safety
- Complaints and Praise
- Whistle blowing
- General Data Protection Regulation
- Information Sharing We are signed up to the Dorset Information Sharing Charter.
- Confidentiality
- Anti bullying practice and guidance
- Supervision policy for staff and volunteers includes an opportunity to discuss any safeguarding concerns
- E safety
- Code of conduct for working with young people

- LSCB WEBSITE

40 The PYCF Manager will ensure we meet

- The level and frequency of safeguarding training required for, Trustees and all staff/volunteers is every 3 years and for the designated safeguarding officer and deputy every 2 years.
- Effective inter-agency working around safeguarding including Compliance with Child Safeguarding Practice Review processes (previously Serious Case Review).
- A central record is kept of staff and volunteers recruitment and DBS checks
Appropriate DBS and suitability checks are carried out for any contractors .
- Encourage a culture of listening to children and vulnerable adults and considering how to build trusted relationships that facilitate communication.
- Ensures Trustees are updated about safeguarding concerns at each Trustee meeting or more frequent when needed.

Chair of Trustees will ensure we meet Compliance with child death review processes and appropriate notifications to the Charity Commission.

if you have a concern an adult is being abused or neglected, call 01305 221016.

Contact the Police on 999 if you think someone is in immediate risk of harm.

. The Designated Safeguarding Officer is: Mia Murray If the Designated Safeguarding Officer is not available, please contact Hollymay Gladwin or Trustees

- . This policy has been formally agreed and adopted by the Trustees of **PURBECK YOUTH & COMMUNITY FOUNDATION 9/03/2023** this policy will be reviewed annually by the Trustees who are also responsible for the implementation of this policy and updated considering legislation and revisions to Working Together to Safeguard Children and keeping children safe in education.

- Signed: J Spiller

Name: J Spiller Position: Trustee

Date: 14.1.2021 Updated 26/11/2021 Updates 27/09/2022 9/3/2023 29.5.2023 14.09.2023 1.2.2024 Review Date: 1.10.2025

Relevant legislation

The Children Act 1989 (updated 92004)

Working together to Safeguard Children 2018

The health and Social Care Act 2014

Safeguarding vulnerable Groups Act 2006

The Charity Commission 9Safeguardingf and Protecting people for charities and Trustees 2017

Department of Education 'Keeping Children safe in education 2023