



PRO YOUTH SAFEGUARDING POLICY

**EXAMPLE POLICY
TO BE TAILORED TO EACH LOCAL AUTHORITY**

**TO BE REVIEWED ANNUALLY
IN ACCORDANCE WITH STATUTORY GUIDANCE**

Director(s):

Carl Shillito & Dean Mangham

Signed & Dated:



SAFEGUARDING CHILDREN IMPORTANT CONTACTS

Pro Youth Dedicated Safeguarding Lead

NAME OF DESIGNATED SAFEGUARDING LEAD To Be Allocated	TELEPHONE NUMBER: To Be Allocated
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Child Protection / Safeguarding Concerns – that are not allegations against staff

NAME OF SAFEGUARDING CONTACT IN THE LOCAL AUTHORITY: To Be Confirmed	TELEPHONE NUMBER: Referral & Response To Be Confirmed
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Any allegation against a member of staff must be notified to the Local Safeguarding Children’s Board Designated Person i.e. LADO (LA Designated Officer). Name and contact details of the LADO in your area are given below:

NAME OF LADO:	TELEPHONE NUMBER:
To Be Confirmed	To Be Confirmed



Introduction

Our policy applies to all staff, volunteers and partners working with or on behalf of Pro Youth. Any staff member supporting the child or young person can and will be the first point of disclosure, unless the allegation is made against that particular staff member. If this is the case then the report should be made to our independent designated safeguarding lead.

Pro Youth Designated Safeguarding Lead: To Be Confirmed

Pro Youth recognises the responsibility it has under 'Keeping Children Safe In Education (2020)' and has arrangements in place to safeguard and promote the welfare of the young people who use its service.

This is statutory guidance from the Department for Education issued under Section 175 of the Education Act 2002, the Education (Independent School Standards) Regulations 2014, and the Non-Maintained Special Schools (England) Regulations 2015. Schools and colleges in England must have regard to it when carrying out their duties to safeguard and promote the welfare of children. For the purposes of this guidance children includes everyone under the age of 18.

We are committed to ensuring that all children and young people within our care are protected from harm.

The Children Act 2004 required each local authority to establish a Local Safeguarding Children Board (LSCB). Following changes made by the Children and Social Work Act 2017.

Through our day-to-day contact with young people and direct work with parents and carers, staff at Pro Youth have a crucial role to play in noticing indicators of possible abuse or neglect and referring them to the appropriate agency:

Each Local Authority Safeguarding Children Partnership is a statutory body consisting of senior representatives of all partner agencies and organisations working together to safeguard children and young people.



However we recognise that each individual local authority will have their own individual safeguarding board procedures which Pro Youth will adhere to.

This Policy Statement and Procedure is designed to work in conjunction with the Procedures of the Safeguarding Children Board as well as the Placing Authority's Safeguarding Procedures.

EVERYONE HAS A RESPONSIBILITY TO REPORT ANY SUSPECTED SAFEGUARDING CONCERNS

Pro Youth recognise the following protective factors when working with young people:

- Establish and maintain a working relationship where children feel secure and are encouraged to talk, and are listened to.
- Ensure children know that there are adults who they can approach if they are worried or in need of support.
- Included in the scheme of works, activities and opportunities for PSHE which equip children with the life skills they need to stay safe from abuse and information about who to turn to for help when required.
- Included in the scheme of works, material which will help young people develop realistic attitudes to the responsibilities of adult life, including respect, citizenship, resilience and essential life skills.



Pro Youth will:

- Ensure it has a designated senior member of staff, who has undertaken, as a minimum, the 2 day Designated Safeguarding Lead course.
- Ensure this training is updated every two years in accordance with government guidance.
- Recognise the importance of the role of the designated safeguarding lead and ensure they have the time and training to undertake their duties.
- Ensure there are contingency arrangements should the designated safeguarding lead not be available.
- Ensure that the designated safeguarding lead will take advice from the local authority safeguarding children board in all cases of suspected and/or reported neglect/abuse.
- The designated safeguarding lead will contact the Pro Youth directors ensuring that they are updated on the situation and all recordings have been made.
- If an allegation is made against our Safeguarding Lead, the directors will follow the Pro Youth whistle blowing policy which may include a referral to the local authority LADO.

Pro Youth senior staff will ensure that all employees, partners and volunteers:

- Know the name and contact details of the designated safeguarding lead
- Know they have an individual responsibility for referring safeguarding concerns using the proper channels and within the mandatory timescales



- Know where the local Safeguarding Children Board guidelines and contact details are located
- Know how to complete a Safeguarding referral form and to pass this to the designated Safeguarding Officer
- Are provided training from the point of their induction and updated regularly.
- Ensure that all staff and volunteers recognise their duty and feel able to raise concerns about poor or unsafe practice in regard to children and that such concerns are addressed sensitively and effectively in a timely manner in accordance with Pro Youth's whistle-blowing policy.
- Ensure that all Staff will undertake PREVENT training to ensure that they have a good understanding of the dangers of exposure to extremism and strategies to address any issues relating to the radicalisation of young people.

Pro Youth will also:

- Ensure that young people are monitored when utilising the internet. Should an inappropriate site breach the firewall staff will intervene to protect the young person and report the site to the venue who in turn will inform the IT department so that the firewall can be updated?
- Pro Youth has a separate policy regarding the use of mobile phones and their ability to access the internet.
- Work to develop effective links with relevant agencies and co-operate as required with their enquiries regarding Safeguarding matters including attendance and written reports at initial case conferences, core groups and Safeguarding review conferences.



- Notify the local authority, school and or parent/carer if there is an unexplained absence of a pupil.
- Pro Youth will monitor ALL young person attendance and report any absences on a daily basis.

Record keeping

Pro Youth will:

- Keep clear detailed written records of concerns about children (noting the date, event and action taken), even if there is no need to refer the matter to the local authority safeguarding team.
- Ensure all records are kept secure and in locked/encrypted locations.
- Ensure all relevant safeguarding records are sent to the referring school/local authority where appropriate and necessary.

Staff will ensure confidentiality protocols are adhered to and information is shared appropriately. If in any doubt about confidentiality, staff will seek advice from a senior manager or outside agency as required.

Pro Youth staff will disclose any information about a pupil to other members of staff on a need to know basis only. All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children.

All staff must be aware that they cannot promise a child to keep secrets. Children will be made aware that any information that they share with staff that involves putting themselves or others at risk will be shared with the appropriate protective services to ensure themselves or others are kept safe.



Pro Youth will:

- Take account of any particular issues relating to the location of support when completing our risk assessments.
- Take account of the child's social context when completing the risk assessment
- Ensure that, wherever possible, there are two emergency contact numbers for each child

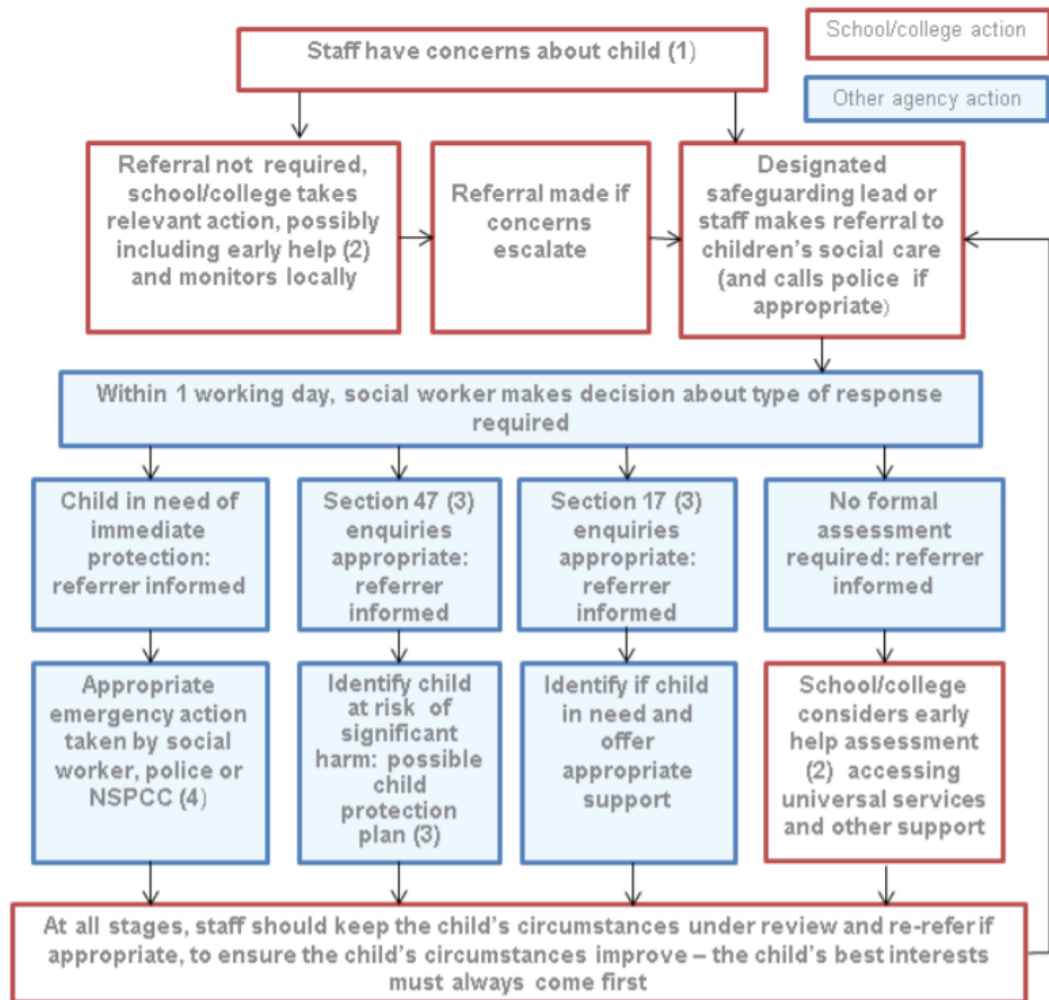
PREVENT COUNTER TERRORISM REPORTING

In an emergency or if you think you have seen a person acting suspiciously, or if you see a vehicle an unattended package or bag which might be a threat, immediately move away and call 999.

If you think that you may have seen something suspicious or you are unsure about somebody's activities or behaviour, however insignificant it may seem at the time, call the Anti-Terrorist hotline on 0800 789 321.



Pro Youth Staff Concern Flowchart (Source: KCSIE 2020)





Pro Youth Support

Pro Youth recognise that children who are abused/neglected or witness violence may find it difficult to develop a sense of self-worth and to view the world as compassionate and meaningful. They may feel helpless, humiliated and potentially a sense of self-blame. Pro Youth staff may be the only stable, secure and predictable element in their current situation.

Pro Youth recognise that some children actually adopt abusive behaviours and that these children must be provided with appropriate support and intervention. We recognise that these risks may be increased for those children who are Looked After, living in a deprived area or who live in an abusive environment, not excluding exploited children. We will always work in partnership with protective services to ensure children are safe from all types of harm, for example Early Help Services, CAMHS and Children's Social Care. Always ensuring where appropriate parental consent has been obtained.

Pro Youth will endeavour to support children through:

- Promoting a positive, supportive and secure environment.
- Ensure young people have a sense of being valued – rewarding positive behaviour.
- Inclusion and Equality, SEN and behaviour policies which are aimed at supporting vulnerable young people in the setting. All staff will agree on a consistent approach, challenging inappropriate behaviour whilst trying to maintain the young person's sense of self-worth.
- Pro Youth will ensure that the young person knows that certain behaviours are unacceptable.
- A commitment to develop productive and supportive relationships with parents/carers whenever it is in a pupil's best interest to do so.



- Recognition that children living in a home environment where there is domestic violence, drug or alcohol abuse are vulnerable and in need of support and protection.

Drug use and safeguarding

If on discovery a young person is using illegal drugs or if reported evidence of their drug use is confirmed, the following will be considered, and actions will be taken accordingly:

- Is the young person's drug misuse causing him or her to be vulnerable to other abuse such as sexual abuse?
- Is the young person's drug related behaviour a result of abuse or pressure or incentives from others, particularly adults?
- Is the misuse suspected of being prompted by serious parent/ carer drug misuse?

Children of drug using parents/carers

Further enquiries and or further action will be taken when Pro Youth receives reliable information about drug and alcohol abuse by a child's parents/carers in the following circumstances:

- The parental misuse is regarded as problematic (i.e. multiple drug use including injection);
- A chaotic and unpredictable home environment exists which can be attributed to drug or alcohol misuse;
- Children are not being provided with acceptable or consistent levels of social and health care;
- Children are exposed to criminal behaviour.



PREVENTING INNAPROPRIATE PEOPLE FROM WORKING WITH CHILDREN

- Pro Youth operates safe recruitment practices including ensuring appropriate enhanced DBS checks. Pro Youth interview panels will also contain at least one member of staff properly trained to ensure all interviews and appointments of staff and volunteers reflect the importance of safeguarding children, any agency staff will also be appropriately vetted.
- If and when we seek to involve other partner agencies that will enrich our provision, we will always ensure that, prior to them attending, we have a written statement confirming that all vetting and barring checks have been completed by the partner.
- When we consider using volunteers we will first carry out a risk assessment to determine whether we need to complete an enhanced DBS.
- Pro Youth will consult immediately with LADO and the referring agency in the event of an allegation being made against a member of staff and where required inform the Police and/or the local safeguarding team.
- Pro Youth will ensure that any disciplinary proceedings against staff relating to Safeguarding matters are concluded in full even when the member of staff is no longer employed and that notification of any concerns is made to the relevant authorities and professional bodies and included in references where applicable.
- Pro Youth will ensure that all staff and volunteers are aware of the need for maintaining appropriate and professional boundaries in their relationships with pupils and parents as detailed by our company policies.
- Pro Youth will ensure that all staff and volunteers are aware that sexual relationships with pupils aged under 18 are unlawful and could result in legal proceedings taken against them under the Sexual Offences Act 2003 (Abuse of position of trust).



Bullying

Pro Youth is fully aware that the children we support may have higher risks of being left out and possibly disproportionately affected by bullying. Our anti-bullying policy is set out in a separate document and is reviewed annually by our Senior Management Team. Name calling and other bullying events can never be written off or accepted as banter. We acknowledge that to allow or condone bullying may lead to consideration under Safeguarding procedures.

Racist Incidents

Our equality and diversity policy ensures any racist incident is dealt with swiftly. The policy is reviewed annually by the Senior Management Team. We acknowledge that repeated racist incidents or a single serious incident may lead to consideration under Safeguarding procedures.

Health and Safety

Our Health and Safety policy, set out in a separate document, is reviewed annually by the Senior Management Team. It reflects the consideration we give to the protection of our children both within their learning environment and also when undertaking trips and visits. This will also apply to travel arrangements and pickups/drop offs as required and to ensure the young person can get to the venue and return home safely.

Children with EHC plans or statements of special educational needs

We recognise that statistically children with behavioural difficulties and disabilities are most vulnerable to abuse. Staff who support children



with learning difficulties, autism and or emotional and behavioural problems, especially those with communication difficulties, are particularly sensitive to signs of abuse.

Standards for Effective Safeguarding Practice

- 1 have an ethos in which children and young people feel secure, their viewpoints are valued, and they are encouraged to talk and are listened to;
- 2 provide suitable support and guidance so that children and young people have a range of appropriate adults to whom they can turn if they are worried or in difficulties;
- 3 work with carers/parents to build an understanding of our provision's responsibility to ensure the welfare of all children and young people and a recognition that this may occasionally require young people to be referred to investigative agencies as a constructive and helpful measure;
- 4 are vigilant in cases of suspected child abuse recognising the signs and symptoms, have clear procedures whereby staff and volunteers report such cases to senior staff and are aware of local procedures so that information is effectively passed on to the relevant professionals;
- 5 monitor children and young people who have been identified as at risk, keeping in a secure place, clear records of the young person's progress, maintaining sound policies on confidentiality, providing information to other professionals, submitting reports to case conferences and attending case conferences;
- 6 provide and support safeguarding training, at least annually to our staff and every two years to designated safeguarding leads to ensure their skills and expertise are up to date, and ensure that targeted funding for this work is used solely for this purpose;



- 7 contribute to an inter-agency approach to safeguarding by developing effective and supportive liaison with other agencies;
- 8 use the curriculum to raise children and young people's awareness and build confidence so that they have a range of contacts and strategies to ensure their own protection and understand the importance of protecting others;
- 9 provide clear policy statements for parents/carers, staff and children and young people on this and on both positive behaviour policies and our approach to bullying;
- 10 have a clear understanding of the various types of bullying - physical, verbal and indirect including cyber bullying and act promptly and firmly to combat it, making sure that children and young people are aware of our position on this issue and that they know who they can contact for support;
- 11 take particular care that children and young people with SEN, who may be especially vulnerable to abuse, are supported effectively with particular attention paid to ensuring that those with communication difficulties are enabled to express themselves to a member of staff with appropriate communicative skills;
- 12 have a clear Whistle blowing policy in relation to the handling of allegations of abuse by members of staff, ensuring that all staff are fully aware of the Whistleblowing policy and procedures and that these are followed correctly at all times, using the guidance set down in Safeguarding Children in Education 2020;
- 13 have a written safeguarding policy, produced and owned and regularly reviewed by senior staff.



CHILD ABUSE – SIGNS AND SYMPTOMS

BEHAVIOUR SIGNS

Some typical behaviour patterns exhibited by abused children and young people include:

- Very aggressive behaviour to other young people e.g. hitting out at the slightest argument, short temper.
- Persistent bullying.
- Running away.
- Persistent sexually provocative speech or behaviour.
- Constant attention seeking, usually by direct and unreasonable challenges to authority.
- Frequent absences, particularly one day absences.
- Self-injury, particularly cuts on arms, legs.
- Withdrawn, moody behaviour and wariness of any talk about home.
- Petty theft and arson offences.
- Undernourished appearance, inadequate clothing.
- Panic attacks, fainting, headaches or stomach aches.
- Stealing, telling lies.
- Writing/drawing sexually explicit stories/pictures.
- Very low self-esteem, lack of confidence.
- Child Sexual Exploitation

Pro Youth is aware that nationally changes in behaviour in children with SEN and disability previously have been on occasion overlooked and wrongly assumed to be part of their SEND.



PROCEDURE FOR WORKING WITH A CHILD ABUSE DISCLOSURE

Actions staff must take when a young person makes a disclosure

The moment of disclosure can be traumatic for any member of staff, so it is important to be prepared mentally and practically for the possibility.

These principles should help:

1 Child's Voice

- Find the time and a private place to talk as soon as possible.
- Try to remain calm and re-assuring. The young person will need to know you can cope with the situation.
- Allow the young person to talk freely without interruption or being asked to repeat anything for clarity
- Accept the young person's language and terminology.

2 Trust

- It is helpful that you tell the young person that you believe them.
- Remember that the decision to confide in an adult takes great courage on the part of the child. Acknowledge the child's bravery. To be disbelieved adds greatly to the existing trauma.
- It is not your role to determine the validity of these disclosures. (It is important to acknowledge that even if a child is later found to be telling a lie, there is always a serious reason for this.)

3 Empathy

- Respect the young person's feelings.
- Beware of projecting your own e.g. the young person may be feeling embarrassed or feel that they are wasting your time.



- Let the young person know you understand how difficult it is to talk about such experiences.
- Let the young person know that it is **NOT** their fault.
- Avoid condemning the alleged abuser, particularly if the abuse occurs within the family. (This can trigger a strong reaction which may lead to further unwanted feelings for the child who may already be caught between caring for the abuser and wanting the abuse to stop.)
- DO NOT ask leading questions or “why” questions.
- Let the young person know that you are willing to help, but avoid saying, “Everything will be alright”.

4 Report

- To the safeguarding Lead using the safeguarding referral form.
- DO NOT agree to/promise to keep the disclosure a secret, inform the young person that you can’t keep this to yourself, that you want it to stop too and that you must pass it on to a designated staff member who is trained in safeguarding procedures.
- Ask them if they have told anyone else.
- Let the young person know what is likely to happen next.
- A detailed record must be made as soon as possible (before the end of that working day) and given to the Designated Safeguarding Officer (DSO) as a record of disclosure.

THE INCIDENT SHOULD NEVER BE LEFT TILL LATER IN THE DAY OR THE FOLLOWING DAY



REPORTING THE DISCLOSURE

- 1 The trusted member of staff should contact the designated Safeguarding Officer at the first appropriate moment, as soon as possible.
- 2 If required request your session to be covered whilst you stay with the young person until the designated Safeguarding Officer arrives.

PARENTS/CARERS SHOULD NOT BE CONTACTED AT THIS STAGE

- 3 The designated Safeguarding Officer will then:
 - a) Contact the local Safeguarding Children Board and the young person's Social Worker (where appropriate) to discuss the disclosure, who will then, if necessary, involve the multi-disciplinary agencies including Police and advise on contacting parents/carers, when appropriate;
 - b) keep the young person informed of the procedures/actions.
- 4 Produce a written detailed account of the disclosure, sign and date and give to the designated Safeguarding Officer.

If we are unable to refer a case during a session for example, or we become aware of the abuse case outside normal working hours, we will report the case directly to the local Safeguarding Children Board and Social Services Duty Team.

TBC

Urgent safeguarding concerns

For urgent safeguarding concerns please call the Duty team, on

TBC



Urgent concerns regarding a child or young person's mental health

If we have urgent concerns regarding a child or young person's mental health, we will call the duty team.

Types of Abuse and Neglect – (Keeping Children Safe in Education 2020)

ABUSE: a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to prevent harm. They may be abused by an adult or adults or another child or children.

PHYSICAL ABUSE: a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

EMOTIONAL ABUSE: the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger or the exploitation or corruption of children. Some level of emotional



abuse is involved in all types of maltreatment of a child, although it may occur alone.

SEXUAL ABUSE: involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

NEGLECT: the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

FEMALE GENITAL MUTILATION: (sometimes referred to as female circumcision) refers to procedures that intentionally alter or cause injury to the female genital organs for non-medical reasons. The practice is illegal in the UK.

If we are worried about someone who is at risk of FGM, we will immediately report our concerns to the local authority designated safeguarding officer.



It is the responsibility of an individual staff member to report FGM if they discover it (through disclosure not physical examination) to the police. They may discuss it with the DSL for advice, but it is their duty to report it.

The Home Office have published some procedural information on the mandatory duty to inform police, which can be found here:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/469448/FGM-Mandatory-Reporting-procedural-info-FINAL.pdf

CHILDREN MISSING FROM EDUCATION: all schools and providers must inform the local authority of any pupil who fails to attend school regularly or has been absent without the school's permission for a continuous period of 10 school days or more.

CHILD SEXUAL EXPLOITATION: Child sexual exploitation (CSE) involves exploitative situations, contexts and relationships where young people receive something (for example food, accommodation, drugs, alcohol, gifts, money or in some cases simply affection) as a result of engaging in sexual activities. Sexual exploitation can take many forms ranging from the seemingly 'consensual' relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups. What marks out exploitation is an imbalance of power in the relationship. The perpetrator always holds some kind of power over the victim which increases as the exploitative relationship develops. Sexual exploitation involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyber bullying and grooming. However, it is also important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse.



PREVENTING RADICALISATION (INCLUDING Prevent and Channel)

<https://www.gov.uk/government/publications/protecting-children-from-radicalisation-the-prevent-duty>

From 1 July 2015 all schools must have regard to the statutory guidance. Paragraphs 57-76 of the guidance are concerned specifically with schools and childcare providers. They are subject to a duty under section 26 of the Counter-Terrorism and Security Act 2015, in the exercise of their functions, to have “due regard to the need to prevent people from being drawn into terrorism”. This duty is known as the Prevent duty. It applies to a wide range of public-facing bodies.

This advice complements the statutory guidance and refers to other relevant guidance and advice. It is intended to help schools and childcare providers to think about what they can do to protect children from the risk of radicalisation and suggests how they can access support to do this. It reflects actions that many schools and childcare providers will already be taking to protect children from this risk.

It is expected that once a member of staff within your organisation identifies an individual vulnerable to radicalisation that they contact the DSL to discuss the case internally. If deemed suitable, the practitioner will then make a referral to the Channel coordinator at channel.project@gmp.police.uk.

FORCED MARRIAGE (FM): This is an entirely separate issue from arranged marriage. It is a human rights abuse and falls within the Crown Prosecution Service definition of domestic violence. Young men and women can be at risk in affected ethnic groups. Evidence shows that the issue of forced marriage affects certain sectors of communities, typically girls in the age range of 14 – 16 years old originating from Pakistan, India & Bangladesh (approx. 60% of the cases)



together with a percentage of cases of children origination from the Middle-East and African countries.

A sign of FM is the removal of the young persons from school and lengthy absence which is often unexplained. Other indicators may be detected by changes in adolescent behaviours. Whistle blowing may come from younger siblings.

Any member of staff with any concerns should report this immediately to the DSL who should raise the concern with the Local Police Safeguarding Unit email or by phone. Never attempt to intervene directly as a school or through a third party. Whilst the onus of the investigation for criminal offences will remain with the Police, the DSL should co-operate and liaise with the relevant agencies in line with current Safeguarding responsibilities.

PEER ON PEER ABUSE: Peer on Peer abuse occurs when a young person is exploited, bullied and / or harmed by his or her peers who are the same or similar age; everyone directly involved in peer on peer abuse is under the age of 18. Peer on peer abuse includes:

- Bullying
- Physical abuse
- Sexual violence
- Sexual harassment
- Sexting
- Initiation ceremonies

All staff and volunteers understand that children can abuse other children. All staff and volunteers will inform the DSL of any suspected peer on peer abuse.



Peer on peer abuse will be taken as seriously as any other form of abuse. Physical abuse between peers will be managed under the School's Behaviour Policy and Counter Bullying Policy. Emotional abuse between peers will be managed under the school's Counter Bullying Policy. Harmful sexual behaviour will be identified, managed and reported to the DSL and Local Authority Safeguarding Officer. Sexting will be managed on a case by case basis using national and local guidance with advice from the local safeguarding team. In cases of suspected or actual peer on peer abuse a risk assessment will be undertaken and appropriate and proportionate control measures put in place to manage and reduce risk. The school will always seek advice from the Local Authority Safeguarding Officer or team and referrals to Children's Social Care, Police and/or other appropriate agencies will be made where thresholds are met.

DFE guidance: "Keeping Children Safe in Education 2020"

Expert and professional organisations are best placed to provide up-to-date guidance and practical support on specific safeguarding issues. For example, information for schools and colleges can be found on the

TES <https://www.tes.com/teaching-resources>, MindEd <https://www.e-lfh.org.uk/programmes/minded/#dr> and the NSPCC <https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/> websites.

Alternative Provision, School and college staff can access government guidance as required on the issues listed below via GOV.UK and other government websites:

- Abuse (DFE advice for practitioners)
<https://www.gov.uk/government/publications/what-to-do-if-youre-worried-a-child-is-being-abused--2>



- Bullying including cyberbullying
<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- Criminal exploitation of children and vulnerable adult's county lines
<https://www.gov.uk/government/publications/criminal-exploitation-of-children-and-vulnerable-adults-county-lines>
- Children missing education
<https://www.gov.uk/government/publications/children-missing-education>
- Children missing from home or care
<https://www.gov.uk/government/publications/children-who-run-away-or-go-missing-from-home-or-care>
- Child sexual exploitation
<https://www.gov.uk/government/publications/what-to-do-if-youre-worried-a-child-is-being-abused--2>
- Domestic abuse
<https://www.gov.uk/guidance/domestic-violence-and-abuse>
- Drugs <https://www.gov.uk/government/publications/drugs-advice-for-schools>
- Fabricated or induced illness
<https://www.gov.uk/government/publications/safeguarding-children-in-whom-illness-is-fabricated-or-induced>
- Faith based abuse
<https://www.gov.uk/government/publications/national-action-plan-to-tackle-child-abuse-linked-to-faith-or-belief>
- Female Genital Mutilation (FGM) (home office advice)
<https://www.gov.uk/government/collections/female-genital-mutilation>
- Female genital mutilation (multi agency statutory guidance)
<https://www.gov.uk/government/publications/multi-agency-statutory-guidance-on-female-genital-mutilation>



- Forced marriage
<https://www.gov.uk/guidance/forced-marriage>
- Gangs and youth violence
<https://www.gov.uk/government/publications/advice-to-schools-and-colleges-on-gangs-and-youth-violence>
- Gender-based violence/violence against women and girls (Home Office Strategy)
- <https://www.gov.uk/government/publications/strategy-to-end-violence-against-women-and-girls-2016-to-2020>
- Gender-based violence/violence against women and girls (Home office Information)
<https://www.gov.uk/government/policies/violence-against-women-and-girls>
- Hate
<https://educateagainsthate.com/>
- Mental health <https://www.gov.uk/government/publications/mental-health-and-behaviour-in-schools--2>
- Missing children and adults
<https://www.gov.uk/government/publications/missing-children-and-adults-strategy>
- Private fostering <https://www.gov.uk/government/publications/children-act-1989-private-fostering>
- Preventing radicalisation
<https://www.gov.uk/government/publications/prevent-duty-guidance>
- Protecting children from radicalisation
<https://www.gov.uk/government/publications/protecting-children-from-radicalisation-the-prevent-duty>
- Relationship abuse



<https://www.disrespectnobody.co.uk/relationship-abuse/what-is-relationship-abuse/>

- [Sexual violence and sexual harassment between children in schools and colleges](https://www.gov.uk/government/publications/sexual-violence-and-sexual-harassment-between-children-in-schools-and-colleges)
<https://www.gov.uk/government/publications/sexual-violence-and-sexual-harassment-between-children-in-schools-and-colleges>
- Sexting
- <https://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis>
- Trafficking and modern slavery
<https://www.gov.uk/government/publications/safeguarding-children-who-may-have-been-trafficked-practice-guidance>



SAFEGUARDING REFERRAL FORM

DATE: _____

TIME: _____

PERSON MAKING THE SAFEGUARDING REFERRAL:

DETAILS OF SAFEGUARDING CONCERN:

IMMEDIATE ACTION TAKEN:

FURTHER ACTION TO BE TAKEN:

Signed: _____ (person reporting)