



Safeguarding and Child Protection Appendices
Safeguarding Concerns

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1 Bullying including cyber bullying

Current government guidance ‘Preventing and Tackling Bullying’ (2017) defines bullying as:

‘...behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.’

Bullying can seriously damage a child or young person’s confidence and self-esteem. It can lead to serious and prolonged emotional damage for an individual. Those who conduct the bullying or witness it can also experience emotional harm. The impact on parents/carers and staff can also be significant. Bullying is therefore a key safeguarding concern. It is important that incidents of bullying are distinguished from isolated incidents. Bullying is considered to be repeated violence, mental or physical, conducted by an individual or a group and directed against other individuals and can take place between children/young people, between children/young people and staff, or between staff. Bullying can occur for a variety of reasons, all of which should be taken equally seriously and dealt with appropriately. Bullying may also occur outside of the organisation premises, or through social networking sites. WECIL should aim to bring staff, parents/carers and children/young people together to tackle bullying and to reduce the incidence of bullying.

2 Child Criminal Exploitation (County Lines)

Criminal exploitation of children and young people is a geographically widespread form of harm that is a typical feature of county lines criminal activity: drug networks or gangs groom and exploit children and young people to carry drugs and money from urban areas to suburban and rural areas, market and seaside towns. Key to identifying potential involvement in county lines are missing episodes, when the victim may have been trafficked for the purpose of transporting drugs and a referral to the Police should be considered.

County lines exploitation:

- can affect any child or young person (male or female) under the age of 18 years;
- can still be exploitation even if the activity appears consensual;
- can involve force and/or enticement-based methods of compliance and is often accompanied by violence or threats of violence;
- can be perpetrated by individuals or groups, males or females, and adults; and
- is typified by some form of power imbalance in favour of those perpetrating the exploitation. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including sex/gender, cognitive ability, physical strength, status, and access to economic or other resources.

3 Child Sexual Exploitation and Trafficking (CSE)

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 or deceive a child or young person under the age of 18 into sexual activity

- a. in exchange for something the victim needs or wants, and/or
- b. for the financial advantage or increased status of the perpetrator or facilitator.

The victim may have been sexually exploited even if the sexual activity appears consensual. CSE does not always involve physical contact; it can also occur through the use of technology. Signs of CSE include:

- Children or young people who appear with unexplained gifts or new possessions;
- Children or young people who associate with other young people involved in exploitation;
- Children or young people who have older boyfriends or girlfriends;
- Children or young people who suffer from sexually transmitted infections or become pregnant;
- Children or young people who suffer from changes in emotional well-being;
- Children or young people who misuse drugs and alcohol;
- Children or young people who go missing for periods of time or regularly come home late; and
- Children or young people who regularly miss sessions.

Some children and young people are groomed through partners who then force them into having sex with others. On rare occasions children and young people can be trafficked over different parts of the country by organized gangs of exploiters.

4 Children Missing from Home or Care

When a child or young person goes missing or runs away they are at risk. Children and young people may run away from a problem, such as abuse or neglect at home, or to somewhere they want to be, or they may have been coerced to run away by someone else. There are particular concerns about the links between children and young people running away and the risks of sexual exploitation. Missing children and young people may also be vulnerable to other forms of exploitation, to violent crime, gang exploitation, or to drug and alcohol misuse. Children in Care missing from their placements are particularly vulnerable. The police will prioritise all incidents of children and young people categorised as 'missing' from home

or care as medium or high risk, depending on the circumstances and the vulnerability of the child or young person. When a child or young person is found, the attitude of professionals towards a child/young person who has been missing can have a big impact on how they will engage with subsequent investigations and protection planning. However “streetwise” they may appear, they are children/young people and may be extremely vulnerable to multiple risks. A supportive approach, actively listening and responding to a child/young person’s needs, will have a greater chance of preventing the child/young person from going missing again and safeguarding them against other risks.

5 Children and the Courts

Children and young people are sometime required to give evidence in criminal courts, either for crimes committed against them or for crimes they have witnessed. Making child arrangements via the family courts following separation can be stressful and entrench conflict in families. This can be stressful for children and young people. The Ministry of Justice has launched an online child arrangements information tool with clear and concise information on the dispute resolution service which may be useful for some parents or carers.

6 Children with Family Members in Prison

Approximately 200,000 children and young people have a parent sent to prison each year. These children and young people are at risk of poor outcomes including poverty, stigma, isolation and poor mental health. The National Information Centre on Children of Offenders (NICCO) provides information designed to support professionals working with offenders and their children, to help mitigate negative consequences for those children and young people.

7 Contextual Safeguarding

All staff, but especially the DSLCYP, 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 and young people should consider whether wider environmental factors are present in a child/young person's life that are a threat to their safety and/or welfare. Children's social care assessments should consider such factors so it is important that WECIL provides as much information as possible as part of the referral process. This will allow any assessment to consider all the available evidence and the full context of any abuse.

8 Domestic Violence and Abuse (DVA)

DVA is the abuse of one person over another who is, or has been, in a relationship. The abuse may be verbal, sexual, physical, emotional or financial, and is usually, but not exclusively, perpetrated by men against women. It occurs in all groups and sections of society and may be experienced differently to, and compounded by racism, sexuality, disability, age, religion, culture or class. The current government definition describes DVA as:

'Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality.' Source: Home Office, Domestic Violence: A National Report (2012).

WECIL is committed to supporting the wellbeing and safety of children and young people and acknowledges the profound and damaging effects of DVA on them. Children and young people are always damaged by living with or witnessing DVA. It is estimated that 90% of children are in the same or next room when abuse occurs. Young people over the age of 16 (and younger) may also experience DVA within their own relationships.

Staff should treat them sensitively, record their concerns and report the matter to the DSL.

We are committed to taking positive action against DVA and to actively support victims and to protect children and young people affected by it. We will work towards creating an environment that raises awareness of DVA, and communicates to all parents/carers and children/young people that it is a safe place to ask for help.

Staff should be able to recognise the signs of DVA, which include:

- victim tries to hide injuries, or minimises their extent or cause, appears frightened, overly anxious or depressed and/or is submissive or afraid to speak in front of the partner;
- partner always attends unnecessarily and may refuse to leave, and/or may be aggressive or dominant; and
- children showing the signs and symptoms of physical, emotional, sexual abuse and/or neglect.

If they suspect DVA, staff should take the initiative and ask direct questions to suspected victims and not assume someone else will ask about it. They must always be guided by the need to keep a victim and their children safe, and the fact that everyone who is being abused by someone close to them is the subject of a crime. Staff should never ask about DVA when anybody else is present; this includes partners, children or young people and other family members (the only exception is when they may need to have a professional interpreter or colleague present). Children, young people or other family members should never be used as interpreters. Staff should never accept culture or religion as an excuse for DVA. They should think of the DVA conversation as the start of the process, not a one-off event, as not all victims are going to open up the first time they realise that someone thinks that they are being abused. A victim might deny or play down DVA as part of a coping mechanism. Staff should accept 'no' as an answer and continue to be supportive, and if

possible discreetly offer a leaflet with helpline numbers. They should be prepared to ask again in the future.

If WECIL has serious concerns about a victim's situation, they should refer the case to the local Independent Domestic Violence Advisor (IDVA) who can refer to the MARAC, or to the Police. If staff have concerns about the safety of children, this must be reported to First Response in Bristol, Children and Families Duty and Assessment Team in B&NES, North Somerset Child Protection and Access and Response Teams (ART) in South Gloucestershire.

9 Drugs

'Drugs' are taken here to mean substances that are legal, such as alcohol, tobacco and solvents, over the counter and prescribed drugs and illegal drugs such as cannabis, ecstasy, amphetamines, heroin, crack/cocaine, LSD etc. We will forge links with young people's services, health services and voluntary sector organisations to ensure support is available to children affected by drugs, alcohol misuse and smoking (including parental drug or alcohol problems). Possession and or use of illegal drugs and alcohol in a session, including during a session or while travelling to/from the session, is inappropriate. Drugs, alcohol and cigarettes are not to be bought, sold or otherwise exchanged wherever we are delivering a session. Individual exceptions may be made for those who require prescription medicines where appropriate. In incidents involving substance misuse or supply on the premises/during a session, action will proceed as follows:

1. Any medical emergencies will be dealt with accordingly by our first aiders.
2. Staff can search (outer clothing or possessions) children and young people for any item if they agree. Prohibited items include alcohol, illegal drugs, tobacco and cigarette papers or any article that a member of staff reasonably suspects has been, or is likely to be, used to commit an offence.

3. Staff can seize any prohibited item found as a result of a search which they consider harmful or detrimental to discipline. A child or young person refusing to co-operate with such a search should be challenged appropriately. There must be a witness (also a staff member) and, if at all possible, they should be the same sex as the child or young person being searched (unless where there is a reasonable belief that there is a risk that serious harm will be caused to a person if the search is not conducted immediately and where it is not reasonably practicable to summon another member of staff). If alcohol is found, it may be retained or disposed of, but not returned.
4. Any illegal drugs or suspected drugs discovered must be delivered to the police as soon as possible but may be disposed if the staff member thinks there is a good reason to do so.

In cases of substance use/misuse or supply on the premises, during a session or during visits:

By a child or young person: the case will be discussed with the child or young person and a written record taken; parents or carers will be informed as soon as possible. The support of outside agencies will be sought if appropriate. If a child or young person admits to using or supplying substances off the premises, the appropriate action will be to inform the DSLCYP who will inform the parents or carers. We must then decide the appropriate action.

By parents or carers: the appropriate services will be informed, including the DSLCYP. Advice will be taken from these services and implemented as necessary.

While there is no legal obligation to inform the police, they may also be involved at the discretion of the Trustees and staff who know the child or young person well.

10 Early Help

Early Help has been defined as ‘providing support as soon as a problem emerges, at any point in a child’s life, from the foundation years through to the teenage years. Early Help can also prevent further problems arising; for example, if it is provided as part of a support plan where a child has returned home to their family from care, or in families where there are emerging parental mental health issues or drug and alcohol misuse.’

Working Together to Safeguard Children (2018)

We should be particularly alert to the potential need for early help for a child or young person who:

- is disabled and has specific additional needs;
- has special educational needs (whether or not they have a statutory education, health and care plan);
- 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;
- is frequently missing/goes missing from care or from home;
- is misusing drugs or alcohol themselves;
- is at risk of modern slavery, trafficking or exploitation;
- is in a family circumstance presenting challenges for the child or young person, such as substance abuse, adult mental health problems or domestic abuse;
- has returned home to their family from care;
- is showing early signs of abuse and/or neglect;
- is at risk of being radicalised or exploited; and
- is privately fostered.

It is important that children and young people in need of early intervention receive this support in a timely fashion to prevent the escalation into abuse and to lessen the risk of harm or impairment. By providing support

and information to all families, WECIL aims to prevent families reaching crisis point by those that are struggling at an early stage.

Staff must record their concerns with children and young people they feel are in need of additional support and report to the DSLCYP, and, if appropriate, discuss options with the family. Options could include: devising and providing a plan for early intervention or organising extra support with other professionals. We can also signpost families to other agencies where appropriate (i.e. DVA projects).

If staff are clear that they have done all they can in terms of early intervention, but feel that the child/young person and parents/carers still need more than they can provide, they can submit an online application to First Response in Bristol, Children and Families Duty and Assessment Team in B&NES, North Somerset Child Protection and Access and Response Teams (ART) in South Gloucestershire for Early Help from the Families in Focus team. Practitioners will then be better placed to agree, with the child/young person and family, about what external support is appropriate.

11 Emotional Abuse

Emotional abuse is defined as the persistent emotional maltreatment of a child or young person such as to cause severe and adverse effects on their emotional development. It may involve conveying to a child or young person 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 or young person 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 and young people. These may include interactions that are beyond a child/young person's developmental capability as well as overprotection and limitation of exploration and learning, or preventing the child or young person participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing

children and young people frequently to feel frightened or in danger, or the exploitation or corruption of children and young people. Some level of emotional abuse is involved in all types of maltreatment of children and young people, although it may occur alone.

Signs and symptoms of emotional abuse include:

- Children and young people who are excessively withdrawn, fearful, or anxious about doing something wrong;
- Parents or carers who withdraw their attention from their child, giving the child the 'cold shoulder'; Parents or carers blaming their problems on their child; and
- Parents or carers who humiliate their child, for example, by name-calling or making negative comparisons.

12 Fabricated and Induced Illness Syndrome (FIIS)

FIIS is a form of mental disorder in a parent or carer, most commonly the mother. Staff may be concerned at the possibility of a child or young person suffering significant harm as a result of having illness fabricated or induced by their parent or carer. Possible symptoms observed may include:

- discrepancies between reported and observed medical conditions, such as the incidence of fits;
- attendance at various hospitals, in different geographical areas;
- development of feeding/eating disorders, as a result of unpleasant feeding interactions;
- child or young person developing abnormal attitudes to their own health;
- non-organic failure to thrive - a child or young person does not put on weight and grow and there is no underlying medical cause;
- speech, language or motor developmental delays;
- dislike of close physical contact;
- attachment disorders;

- low self-esteem;
- poor quality or no relationships with peers because social interactions are restricted;
- poor attendance; and
- parent or carer (likely to be the mother) who expresses an unnatural concern for the health or welfare of their child.

13 Faith Abuse

Faith abuse is child abuse linked to faith or belief. This includes: belief in concepts of witchcraft and spirit possession, demons or the devil acting through children and young people or leading them astray (traditionally seen in some Christian beliefs), the evil eye or djinns (traditionally known in some Islamic faith contexts) and dakini (in the Hindu context); ritual or 'muti murders' where the killing of children is believed to bring supernatural benefits or the use of their body parts is believed to produce potent magical remedies and also the use of belief in magic or witchcraft to create fear in children and young people to make them more compliant when they are being trafficked for domestic slavery or sexual exploitation. Faith abuse is not confined to one faith, nationality or ethnic community. Examples have been recorded worldwide among Europeans, Africans, Asians and elsewhere as well as in Christian, Muslim, Hindu and Pagan faiths among others.

14 Female Genital Mutilation (FGM)

FGM is a form of physical abuse against children and young people. FGM is also known as female circumcision or female genital cutting. FGM has no health benefits. It involves removing and damaging healthy and normal female genital tissue, and interferes with the natural functions of girls' and women's bodies. The procedure may be carried out when the girl is newborn, during childhood, adolescence, at marriage or during the first pregnancy. However, in the majority of cases FGM takes place between the ages of 5-8 and therefore girls within that age bracket are at a higher risk. It can cause severe bleeding and problems urinating, and later cysts,

infections, infertility as well as complications in childbirth. They can also often suffer severe psychological trauma, including flashbacks and depression.

The Female Genital Mutilation Act 2003 made it illegal to: practice FGM in the UK; take girls who are British nationals or permanent residents of the UK abroad for FGM whether or not it is lawful in that country; and aid, abet, counsel or procure the carrying out of FGM abroad. In 2015 the Serious Crime Act came into force and with it new legal powers to deal with FGM. Teachers now have the statutory duty to report to police any instance where they 'discover' that FGM has been carried out on a girl under 18. Those failing to report such cases will face disciplinary sanctions. Anyone who fears that someone is at risk of FGM can apply to a family court for a FGM Protection Order. This includes people who think they could be victims themselves or are already victims, local authorities, teachers, doctors, social workers or other third parties. FGMPOs will help to safeguard girls who are at risk of FGM at home or abroad. If the court makes a FGMPO, the specific conditions could include confiscating passports or travel documents to prevent girls from being taken abroad, or stopping someone from bringing a 'cutter' to the UK for the purposes of committing FGM on a girl.

Signs that a child or young person may be at risk of FGM could be: child is female, from a culture where FGM is practised, and an extended summer holiday to the country of origin is imminent.

If staff are concerned that a child or young person is at risk of FGM, they must tell the DSLCYP. The DSLCYP must request to meet parents or carers and ask them directly if they are seeking to have FGM carried out on their daughter. If the DSLCYP is dissatisfied with their response and has real concerns that FGM may be imminent, they should refer the matter to First Response in Bristol, Children and Families Duty and Assessment Team in B&NES, North Somerset Child Protection and Access and Response Teams (ART) in South Gloucestershire or to the Police. The parents or carers should be told about the referral only if it is felt that it will not bring further risk to the child or young person. If staff believe that FGM has

already taken place, they must contact the DSLCYP, who can contact the Police at once.

15 Forced Marriage and so-called Honour Based Violence

A forced marriage is a marriage conducted without the full consent of both parties and where duress is a factor. When either party is under 18 it is child abuse and should always be treated as such. The terms 'honour crime', 'izzat' or 'honour-based violence' embrace a variety of crimes of violence (mainly but not exclusively against women), including assault, imprisonment and murder where the person is being punished by their family or community. They are being punished for actually, or allegedly, undermining what the family or community believes to be the correct code of behaviour. In transgressing against this correct code of behaviour, the person shows that they have not been properly controlled to conform by their family and this is to the 'shame' or 'dishonour' of the family. If there are concerns that a child or young person (male or female) is in danger of a forced marriage, staff should report to the DSLCYP on the same day the concern is noted. All those involved should bear in mind that mediation as a response to forced marriage can be extremely dangerous. Refusal to go through with a forced marriage has, in the past, been linked to so-called 'honour crimes' including murder, rape and serious physical and emotional abuse.

6.16 Gangs and Youth Violence

Staff may observe early warning signs that children and young people may be at risk of getting involved in gangs and gang culture, which can quickly escalate and become entrenched. Staff worried about a child or young person involved in, or at risk from, gangs can call the NSPCC helpline on 0808 800 5000 for more information. The police should always be informed if the child or young person is in possession of a knife or other weapon.

17 Grooming

Grooming is when someone builds an emotional connection with a child or young person to gain their trust for the purposes of sexual abuse or exploitation. Children and young people can be groomed online or in the real world, by a stranger or by someone they know. Groomers may be male or female and could be any age. Many children and young people don't understand that they have been groomed, or that what has happened is abuse. Groomers will hide their true intentions and may spend a long time gaining a child/young person's trust. They may also try to gain the trust of the whole family so they can be alone with the child or young person. Groomers do this by:

- pretending to be someone they are not;
- offering advice or understanding;
- buying gifts;
- giving the child or young person attention;
- using their professional position or reputation;
- taking them on trips, outings or holidays; and
- using secrets and intimidation to control children and young people.

Once they have established trust, groomers will exploit the relationship by isolating the child or young person from friends or family and making the child or young person feel dependent on them. They will use any means of power or control to make a child or young person believe they have no choice but to do what they want. Groomers may introduce 'secrets' as a way to control or frighten the child or young person. Sometimes they will blackmail the child or young person, or make them feel ashamed or guilty, to stop them telling anyone about the abuse. Groomers can use social media sites, instant messaging apps including teen dating apps, or online gaming platforms to connect with a young person or child. They can spend time learning about a child or young person's interests from their online profiles and then use this knowledge to help them build up a relationship. It's easy for groomers to hide their identity online - they may pretend to

be a child/young person and then chat and become 'friends' with children and young people they are targeting. Groomers may look for:

- usernames or comments that are flirtatious or have a sexual meaning; and/or
- public comments that suggest a child or young person has low self-esteem or is vulnerable.

Groomers don't always target a particular child or young person. Sometimes they will send messages to hundreds of young people and wait to see who responds. Groomers no longer need to meet children and young people in real life to abuse them. Increasingly, groomers are sexually exploiting their victims by persuading them to take part in online sexual activity.

18 Hate Crime

Children and young people can be vulnerable to negative, extremist views. WECIL aims to be a place that inspires and engages young minds. We believe in democracy and the laws of the country, where every individual has a voice that is heard and respected, no matter what their faith or belief. We value discussion, debate and learning from others. We recognise that Hate Speech is a crime and believe that there is no place for extremism in our organisation.

19 Hidden Harm

Hidden Harm refers to children and young people who are affected by their parents' or carers' drug or alcohol abuse, domestic abuse and mental illness. Parental problems can and do cause serious harm to children and young people at every age from conception to adulthood. Effective treatment of the parent or carer can have major benefits for the child or young person. By working together, services can take many practical steps to protect and improve the health and well-being of affected children and young people.

20 Historical Abuse

There may be occasions when a child, young person or adult will disclose abuse which occurred in the past, termed historical abuse. This information needs to be treated in exactly the same way as a disclosure of current abuse as the abuser may still represent a risk to children and young people now.

21 Homelessness

Being homeless, or being at risk of becoming homeless, presents a real risk to a child or young person's welfare. The DSLCYP should be aware of referral routes into Local Authority Housing so they can raise/progress concerns at the earliest opportunity:

- Bristol <https://www.bristol.gov.uk/housing/homeless-or-at-risk-of-being-homeless>
- B&NES <http://www.bathnes.gov.uk/services/housing/housing-advice/homelessness-partnership>
- North Somerset <https://www.n-somerset.gov.uk/my-services/housing/help-if-you-are-homeless-or-need-support/preventing-homelessness/>
- South Gloucestershire <http://www.southglos.gov.uk/housing/homelessness/advice-about-homelessness/>

Indicators that a family may be at risk of homelessness include:

- household debt;
- rent arrears;
- DVA and anti-social behaviour;
- as well as the family being asked to leave a property.

Whilst referrals and or discussion with the Local Authority Housing should be progressed as appropriate, this does not, and should not, replace a

referral into children's social care where a child or young person has been harmed or is at risk of harm.

22 Invisible Children

Staff need to be aware of children and young people who may not be known to services. There are children and young people who may be 'trafficked' and many cases of neglect and abuse involve children and young people from other countries.

23 Medical Conditions

Staff must be made aware of any medical conditions affecting the children and young people in their care and work with parents and carers to ensure that children/young people's needs are addressed appropriately.

24 Mental Wellbeing and Resilience

In order to help children and young people to succeed, WECIL has a role to play in supporting them to be resilient and mentally healthy. There are a variety of things that we can do, for all children and young people and their families and for those with particular problems, to offer that support in an effective way. Where severe problems occur, we should expect the child/young person or parent/carer to get support elsewhere as well, including from medical professionals working in specialist CAMHS, voluntary organisations and local GPs. We should help ensure that children and young people and their families participate as fully as possible in decisions and are provided with information and support. The views, wishes and feelings of the child or young person and their parents or carers should always be considered. There are resources available to help staff support good mental health and emotional wellbeing. We should consider if children/young people and parents/carers would benefit from the offer of counselling and work with other organisations to look at what provision is available locally to help them promote mental health and intervene early to support children and young people experiencing difficulties.

25 Non-mobile Babies

WECIL needs to be vigilant to spot bruising in non-mobile babies. Accidental bruising in a baby who is not mobile (i.e. a baby who cannot crawl, pull to stand, 'cruise' around furniture, or walk) is very uncommon. The most likely cause of bruising in non-mobile babies will be abuse, or else a serious medical condition. Non-mobile babies with bruising need to be referred to outside agencies as soon as possible. Infants under the age of one are more at risk of being killed at the hands of another person (usually the carer) than any other age group. Severe child abuse is 6 times more common in babies aged under 1 year than in older children. Non-mobile babies cannot cause injuries to themselves and therefore must be considered at significant risk. If staff spot bruising in a non-mobile baby, they should contact the DSLCYP to refer to the community paediatrician and First Response in Bristol, Children and Families Duty and Assessment Team in B&NES, North Somerset Child Protection and Access and Response Teams (ART) in South Gloucestershire.

26 Neglect

Neglect is defined as the persistent failure to meet a child or young person's basic physical and/or psychological needs, likely to result in the serious impairment of the child or young person'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 or young person 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 or young person's basic emotional needs.

Signs and symptoms of neglect include:

- Children and young people who are living in a home that is indisputably dirty or unsafe;
- Children and young people who are left hungry or dirty;
- Children and young people who are left without adequate clothing, e.g. not having a winter coat;
- Children and young people who are living in dangerous conditions, i.e. around drugs, alcohol or violence;
- Children and young people who are often angry, aggressive or self-harm;
- Children and young people who fail to receive basic health care; and
- Parents or carers who fail to seek medical treatment when their children are ill or are injured.

27 Online Abuse

WECIL recognises Internet technology (IT) is now an integral part of children and young people's lives and provides them with access to a wide range of information and increased opportunities for instant communication and social networking. Using IT can benefit children and young people's education and social development, but it can also present several risks. Children and young people are often unaware that they are as much at risk online as they are in the real world; parents, carers and professionals may not be aware of the actions they can take to protect them. We note that:

'The use of technology has become a significant component of many safeguarding issues. Child sexual exploitation; radicalisation; sexual predation: technology often provides the platform that facilitates harm. An effective approach to online safety empowers a school or college to protect and educate the whole school or college community in their use of technology and establishes mechanisms to identify, intervene in, and escalate any incident where appropriate.'

Keeping Children Safe in Education (2018)

It is WECIL's policy that the educational and social benefits of IT should be promoted, but that this should be balanced against the need to safeguard children and young people. Staff have a role in implementing online safety by helping the children and young people they work with to keep themselves safe on-line and by dealing with safeguarding issues arising from online incidents.

The use of IT is now a significant component of many safeguarding issues including child sexual exploitation; radicalisation; peer abuse where IT often provides the platform that facilitates harm. The breadth of issues classified within online safety is considerable, but can be categorised into three areas of risk:

- content: being exposed to illegal, inappropriate or harmful material
- contact: being subjected to harmful online interaction with other users
- conduct: personal online behaviour that increases the likelihood of, or causes, harm.

We are committed to developing an effective approach to online safety to empower WECIL to protect and educate children and young people in their use of IT and establish mechanisms to identify, intervene and escalate any incident where appropriate.

28 Peer Abuse

We recognise that children and young people are capable of abusing their peers. Peer abuse is abuse and should never be tolerated or passed off as “banter” or “part of growing up”. Peer on peer abuse can take many forms, and can manifest itself in many ways, including sexting, online abuse, bullying and cyber bullying and sexual abuse. We recognise that peer abuse is frequently gendered. Girls are more likely to be sexually touched or assaulted and boys are more likely to be subject to initiation/hazing type violence. Accordingly concerns of peer on peer abuse will be taken

extremely seriously and investigated and dealt with. Victims of peer on peer abuse will be supported by session leaders and by the DSLCYP.

29 Physical Abuse

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

- children and young people with frequent injuries;
- children and young people with unexplained or unusual fractures or broken bones; and
- children and young people with unexplained bruises or cuts; burns or scalds; or bite marks.

30 Private Fostering

A private fostering arrangement is one that is made without the involvement of a local authority for the care of a child or young person under the age of 16 (under 18, if disabled) by someone other than a parent or close relative, with the intention that it should last for 28 days or more. A private foster carer may be a friend of the family, the parent of a friend of the child/young person, or someone previously unknown to the child or young person's family who is willing to privately foster a child/young person. Private fostering arrangements can be a positive response from within the community to difficulties experienced by families but nevertheless privately fostered children and young people can be very vulnerable.

Overarching responsibility for the welfare of the privately fostered child/young person remains with the parent but it is the duty of local authorities to satisfy themselves that children and young people who are

privately fostered within their area are satisfactorily safeguarded and promoted. Staff should report to the DSLCYP if they become aware of a private fostering arrangement. The DSLCYP should then notify the First Response in Bristol, Children and Families Duty and Assessment Team in B&NES, North Somerset Child Protection and Access and Response Teams (ART) in South Gloucestershire of all private fostering arrangements, so that the local authority can satisfy itself that the welfare of the privately fostered child/young person concerned is satisfactorily safeguarded.

31 Radicalisation

WECIL understands and comply with the Counter Terrorism and Security Act 2015, to have “due regard to the need to prevent people from being drawn into terrorism”. This duty is known as the Prevent duty. It is part of an overall counter-terrorism strategy, CONTEST. The aim of the strategy is to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. The Prevent Duties include:

1. Identifying children and young people who may be vulnerable to radicalization.
2. Aware of what to do when vulnerable children and young people are identified.
3. Promoting Fundamental British Values and challenging extremist views.
4. Offering appropriate training and development.

Extremism is defined in the 2015 Prevent Duty Guidance 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.’

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

WECIL has a clear approach to implementing the Prevent duty and keeping children, young people, families and staff safe from the dangers of radicalisation and extremism. We tackle any instances of discrimination, and aim to be alert to potential risks from radicalisation and extremism. The promotion of equality, diversity and Fundamental British Values is at the heart of our work and they are demonstrated through all our practice. Fostering Fundamental British Values means actively promoting democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. Fundamental British Values are embedded in our day-to-day work. At WECIL we care about the world in which they live and develop an understanding of life in modern Britain and believe that it is possible to live together peacefully, each person being a valuable part of our multicultural world.

We will therefore promote fundamental British values in the following ways:

Democracy: making decisions together. We will ensure that children, young people and adults including staff, trustees and volunteers focus on self-confidence and self-awareness by:

- Knowing that their views count;
- Valuing each other's views;
- talking about their feelings, or example when they do or do not need help; and
- are involved in activities that involve turn-taking, sharing and collaboration.

Rule of law: Understanding rules matter. We will ensure that children, young people and adults including staff, trustees and volunteers focus on managing feelings and behaviour by:

- understanding that we have to follow rules and that they are there for a reason;
- understanding their own and others' behaviour and the related consequences; and
- have the ability to distinguish right from wrong.

Individual liberty: Freedom for all. We will ensure that children, young people and adults including staff, trustees and volunteers focus on self-confidence and self-awareness and people & communities by:

- developing a positive sense of themselves;
- developing their self-knowledge, self-esteem and increase their confidence in their own abilities; and
- ability to reflect on their differences and understand we are free to have different opinions.

Mutual respect and tolerance: Treat others as you want to be treated. We will ensure that children, young people and adults including staff, trustees and volunteers focus on people & communities managing feelings & behaviour and making relationships by:

- experiencing an ethos of inclusivity, appreciation and respect where views, faiths, cultures and races are valued;
- knowing about similarities and differences between themselves and others and among families, faiths, communities, cultures and traditions sharing and discussing practices, celebrations and experiences;
- engaging with the wider community; and
- being able to challenge stereotype.

We will aim to build children and young people's resilience by providing a safe environment for debating controversial issues and helping them to understand how they can influence and take part in decision-making. We will challenge extremism in our work with children, young people and families. We undertake due diligence to ensure that visiting speakers are

appropriate, supervised at all times and not allowed to speak to children and young people without a member of staff being present. Staff must not invite speakers into sessions without first obtaining permission from the DSLCYP.

We are aware of the increased risk of online radicalisation, to radicalise children, young people and their families through the use of social media and the internet. As with managing other safeguarding risks, staff are alert to changes in behaviour which could indicate that colleagues, children, young people and their families are in need of help or protection. Children and young people at risk of radicalisation may display different signs or seek to hide their views. Staff will use their professional judgement in identifying children, young people and adults who might be at risk of radicalisation and act proportionately. Even very young children may be vulnerable to radicalisation by others, whether in the family or outside, and display concerning behaviour. We are committed to identifying families who may be vulnerable to radicalization.

Early indicators of radicalisation or extremism may include:

- showing sympathy for extremist causes;
- glorifying violence, especially to other faiths or cultures;
- making remarks or comments about being at extremist events or rallies;
- evidence of possessing illegal or extremist literature;
- advocating messages similar to illegal organisations or other extremist groups;
- out of character changes in dress, behaviour and peer relationships (but there are also very powerful narratives, programmes and networks that young people can come across online so involvement with particular groups may not be apparent.);
- secretive behaviour;
- online searches or sharing extremist messages or social profiles;
- intolerance of difference, including faith, culture, gender, race or sexuality;

- graffiti, art work or writing that displays extremist themes;
- attempts to impose extremist views or practices on others;
- verbalising racist, anti-Western or anti-British views; and
- advocating violence towards others.

At WECIL we will assess each situation on an individual basis using the following guidelines that help measure risk:

- **Engagement:** Identifying patterns in behaviour that indicate a person is engaged in an ideology linked to terrorism e.g. accessing social networking sites;
- **Intent:** Identifying whether the engagement of a person indicates radicalised behaviour or the intention to cause terrorist acts e.g. meeting with an extremist group; and
- **Capability:** Capability to cause harm e.g. setting fire to a place of worship.

Online training is available for staff, managers and trustees to help them understand the issues of radicalisation, the signs of vulnerability or radicalisation and how to refer their concerns. The DSLCYP will undertake Prevent awareness training and can provide advice and support to staff on protecting children and young people from the risk of radicalisation.

Staff with concerns that families are becoming radicalised should contact the DSLCYP the same day the concern is noted. As well as contacting First Response in Bristol, Children and Families Duty and Assessment Team in B&NES, North Somerset Child Protection and Access and Response Teams (ART) in South Gloucestershire, the DSLCYP should also contact the Police to find out whether a Channel referral may be appropriate. The Channel programme is part of Prevent - early intervention to protect and divert people away from the risk of being drawn into terrorist related activity. If there is a terrorist related emergency, staff should contact the Police immediately.

32 Sexting

'Sexting' is the exchange of self-generated sexually explicit images, through mobile picture messages or webcams over the internet. Young people may also call it:

- cybersex;
- sending a nudie, picture or selfie;
- trading nudes;
- dirtie; and
- pic for pic.

There are many reasons why a child or young person may want to send a naked or semi-naked picture, video or message to someone else. These reasons include:

- joining in because they think that 'everyone is doing it';
- boosting their self-esteem;
- flirting with others and testing their sexual identity;
- exploring their sexual feelings;
- to get attention and connect with new people on social media; and/or
- they may find it difficult to say no if somebody asks them for an explicit image, especially if the person asking is persistent.

Sexting is often seen as flirting by children and young people who feel that it's a part of normal life, but in fact it is a crime. The law in the UK currently states that the creating or sharing explicit images of a child is illegal, even if the person doing it is a child. As of January 2016, if a child is found creating or sharing images, the police can choose to record that a crime has been committed but that taking formal action isn't in the public interest. In addition crimes recorded this way are unlikely to appear on future records or checks, unless the child or young person has been involved in other similar activities which may indicate that they're a risk.

33 Sexual Abuse

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 or young person is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children and young people in looking at, or in the production of, sexual images, watching sexual activities, encouraging children and young people to behave in sexually inappropriate ways, or grooming a child or young person 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 and young people. Signs and symptoms of sexual abuse include:

- Children and young people who display knowledge or interest in sexual acts inappropriate to their age;
- Children and young people who use sexual language or have sexual knowledge that you wouldn't expect them to have;
- Children and young people who ask others to behave sexually or play sexual games; and
- Children and young people with physical sexual health problems, including soreness in the genital and anal areas, sexually transmitted infections or underage pregnancy.

34 Sexual Violence and Sexual Harassment

Sexual violence and sexual harassment can occur between two children or young people of any age and sex. It can also occur through a group of children or young people sexually assaulting or sexually harassing a single child/young person or group of children/young people. Children and young people who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. This will, in all

likelihood, adversely affect their educational attainment. Sexual violence and sexual harassment exist on a continuum and may overlap, they can occur online and offline (both physical and verbal) and are never acceptable. It is important that all victims are taken seriously and offered appropriate support. Staff should be aware that some groups are potentially more at risk. Evidence shows girls, children and young people with SEND and LGBTQ+ children and young people are at greater risk. Staff should be aware of the importance of:

- making clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up;
- not tolerating or dismissing sexual violence or sexual harassment as “banter”, “part of growing up”, “just having a laugh” or “boys being boys”; and
- challenging behaviours (potentially criminal in nature), such as grabbing bottoms, breasts and genitalia, flicking bras and lifting up skirts.

Dismissing or tolerating such behaviours risks normalising them. As is always the case, if staff are in any doubt as to what to do they should speak to the DSL/CYP.

35 Trafficking and Modern Slavery

Modern slavery is a serious crime. It encompasses slavery, servitude, and forced or compulsory labour and human trafficking. Modern slavery victims can often face more than one type of abuse and slavery, for example if they are sold to another trafficker and then forced into another form of exploitation. A person is trafficked if they are brought to (or moved around) a country by others who threaten, frighten, hurt and force them to do work or other things they don't want to do. The Universal Declaration of Human Rights 1958, states that: “No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.”

Signs of trafficking include people who are:

- not in possession of a passport, identification or travel documents;
- acts as if instructed or coached by someone else or allows others to speak for them when spoken to directly;
- recruited for one purpose and forced to engage in some other job;
- transport paid for by facilitators, whom they must pay back through providing services;
- receives little or no payment for their work - someone else was in control of their earnings;
- forced to perform sexual acts;
- does not have freedom of movement;
- threatened with harm if escapes;
- under the impression they are bonded by debt, or in a situation of dependence;
- harmed or deprived of food, water, sleep, medical care or other life necessities;
- cannot freely contact friends or family; and
- limited social interaction or contact with people outside their immediate environment.

There is no typical victim of slavery. Victims can be men, women and children of all ages and cut across the population, but it is normally more prevalent amongst the most vulnerable, minority or socially excluded groups. The Home Office predicts that there may be as many as 13,000 victims in the UK alone.

36 Violence Against Women and Girls (VAWG)

VAWG covers a range of unacceptable and deeply distressing crimes, including domestic violence and abuse, sexual violence and child sexual abuse, stalking, so called 'honour-based' violence - including forced marriage and female genital mutilation (FGM), gang related violence, and human trafficking. We recognise that these crimes are disproportionately gendered. Violence can affect women and girls regardless of their age,

race or religion, their socioeconomic background, sexual orientation or marital status. Violence takes place in every locality across the UK and can happen in relationships, in families, and in communities. We will work to ensure that awareness of VAWG is raised within our organisation and work with multi-agency approaches effectively to understand and meet the support needs of victims, survivors and family members, through recovery and on to sustainable, positive life outcomes.