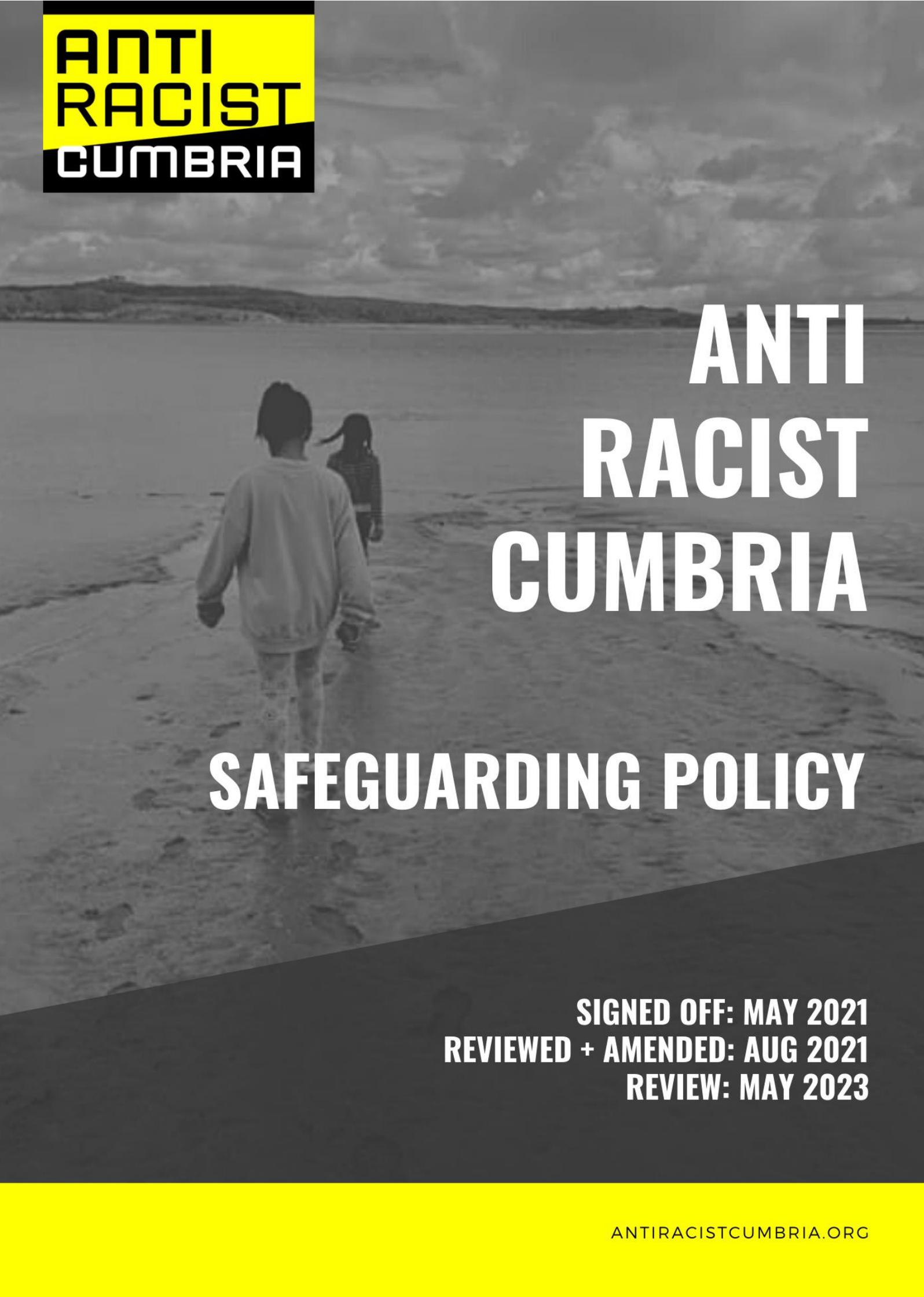


**ANTI
RACIST
CUMBRIA**



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CUMBRIA**

SAFEGUARDING POLICY

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Introduction

Anti Racist Cumbria is a ¹community organisation with the Mission Statement:

Tackling and ending racism in Cumbria through action and education to create a forward thinking and actively anti-racist Cumbria, free from prejudice and systemic inequalities.

Anti Racist Cumbria will educate, engage, activate and campaign through a wide spectrum of means including but not limited to online events (in the immediacy of Covid in particular) printed materials, webinars, social media campaigning, maintaining a list of names and email addresses, lobbying, direction action and more.

Whilst these may not all include direct services or support for children, young people and adults at risk, Anti Racist Cumbria recognises that safeguarding those members of society is everyone's business and that all may become vulnerable at many stages in their lives.

Anti Racist Cumbria is committed therefore to ensuring that the Board of Trustees², Staff³, volunteers and those who participate in activities run by the organisation have an understanding of Safeguarding Children, Young People and Adults at Risk and what forms abuse may take and that they know where to raise concerns if abuse is suspected or reported.

This policy therefore applies to all individuals working on behalf of Anti Racist Cumbria to safeguard children and young people and adults at risk.

¹ In process of applying to become a CIO

² The Board of Trustees have been appointed and will become a formal one on becoming with CIO to the Charity Commission

³ At the time of writing there are no paid or employed staff, all members are volunteers, however on becoming a CIO with the Charity Commission, the process of creating an employed paid staff team will commence

1.0 PURPOSE

All children, young people and vulnerable adults have the right to be protected. At Anti Racist Cumbria, we need to ensure that all young people are safeguarded and protected from harm, whatever their specific needs and circumstances. In this policy a child is defined as,

“Anyone who has not yet reached their 18th birthday. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate, does not change their status or entitlements to services or protection” - *Working Together to Safeguard Children, 2018*

AND

all children and young people under the age of 18 (as defined by the Children Act 1989) and vulnerable adults aged 25 or under who are accessing Anti Racist Cumbria or who Anti Racist Cumbria staff and volunteers come into contact with as a result of their activity with young people. The Police Act 1997 (Enhanced Criminal Record Certificates) Protection of Vulnerable Adults Regulations 2002 define a vulnerable adult as someone who is aged 18 years or over who *'is or may need community care services by reasons of mental health or other disability, age or illness'* and *'is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation'*

Safeguarding and promoting the welfare of children is defined for the purposes of this policy as:

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

Additionally, as well as physical, emotional, sexual abuse and neglect safeguarding can involve a range of potential issues such as:

- Bullying, including cyberbullying (by text message, on social networking sites and so on) and discrimination, racial or prejudice-based bullying
- Hate crimes
- Radicalisation
- Crime exploitation
- Child sexual exploitation
- Female genital mutilation
- Domestic violence
- Sexting
- Substance misuse

- Self-Harm
- Fabricated illness

Anti Racist Cumbria recognises that we all have a legal responsibility to take all reasonable steps to ensure that the risk of harm to children's welfare is minimised and a duty of care is exercised towards them at all times. The document '*Working Together to Safeguard Children* (July, 2018) sets out the arrangements for how all organisations must work together to safeguard and promote the welfare of children and young people. Anti Racist Cumbria is committed to safeguarding and promoting the welfare of children by implementing:

- Safeguarding procedures including additional safeguards to protect disabled children
- Safer recruitment and vetting of staff and volunteers
- A code of conduct
- Support for staff and volunteers
- Supervision
- Training
- Safeguarding expectations for external agencies and partners delivering on behalf of Anti Racist Cumbria

The purpose of this policy is to ensure that all staff and volunteers are aware of their legal and personal responsibilities to ensure the safeguarding and welfare of children and young people at Anti Racist Cumbria and to ensure that staff know what to do should they have a concern. Anti Racist Cumbria strives to create a culture in which children are valued, heard and that their right to be safe is upheld; this policy aims to support Anti Racist Cumbria staff in achieving this.

This policy outlines how to recognise the signs and symptoms of possible abuse to ensure that staff recognise the significance of what they are observing, and the procedures that they need to follow if they have a concern. This aims to ensure that we have a knowledgeable staff team able to respond appropriately in safeguarding and child protection situations.

1.1 GUIDING PRINCIPLES

Anti Racist Cumbria subscribes to the principles as set out in "*What to do if you're worried a child is being abused (2015)*"⁴ and recognises that;

- safeguarding a child is everyone's responsibility;
- all children have a right to be safe and should be protected from all forms of abuse and neglect;
- that it is better to help children as early as possible;

- children are best supported and protected when there is a co-ordinated response from all relevant agencies

Some roles within Anti Racist Cumbria are likely to encounter children and young people during the course of their normal working activities. As such staff and volunteers will be in a unique position to be able to observe signs of abuse or neglect, or changes in a child's behaviour which may indicate a child may be being abused or neglected.

Anti Racist Cumbria requires all team members, staff, and volunteers, trustees and external agencies including partners delivering on behalf of Anti Racist Cumbria to be alert to the signs of abuse and neglect and be willing to question the behaviour of children and young people and parents/carers and not to necessarily take what they are told at face value.

Staff working directly with children and young people are required to undertake an online course: An Introduction to Safeguarding Children (for Charities) with a recognised training provider – VSL Consulting Training, prior to commencing any work. A monthly training report is provided by VSL Consulting to ensure Anti Racist Cumbria keeps track and can confirm staff have completed the course.

All team members must be made aware of who the Safeguarding Lead is and that they must speak to them to if they need to ask for help or advice, these details can be found in section **1.4** of this document as well as in **Appendix 3**. A referral will always be made to social care or the police if there is suspicion that a child is at risk of harm or is in immediate danger.

The welfare and safety of children and vulnerable adults is paramount, it should take priority over other work and other considerations, like the fear of damaging relationships getting in the way of protecting children from abuse and neglect.

1.2 SCOPE

This policy applies to the Board of Trustees, all staff (full time, part time, temporary and freelance) and volunteers working on behalf of Anti Racist Cumbria. Put simply safeguarding children is everyone's business and priority.

1.3 TERMS OF REFERENCE AND LEGAL FRAMEWORK

The Children Act 1989 and 2004 make it clear that people who work with children have the responsibility to keep them safe. This is supported by the United Nations Convention on the Rights of the Child (to which the UK is a signatory) which sets out the rights of children to be free from abuse. The Government provides guidance on how organisations and individuals should protect children and young people in '*Working Together to Safeguard Children*' (July 2018), abuse is described as;

'any form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an

institutional or community setting by those known to them or, more rarely, by others (e.g. via the internet). They may be abused by an adult or adults, or another child or children’.

Working Together to Safeguard Children (2018) also advises that professionals should, in particular, be alert to the potential need for early help for a child who:

- is disabled and has specific additional needs;
- has special educational needs;
- is a young carer;
- is showing signs of engaging in anti-social or criminal behaviour;
- is in a family circumstance presenting challenges for the child, such as substance abuse, adult mental health, domestic violence; and/or
- is showing early signs of abuse and/or neglect.

The responsibility for ensuring that the guidance is put into practice is given to Cumbria Safeguarding Children’s Board and each Local Authority has to ensure that its area is covered by a CSCB.

GDPR places a duty on organisations and individuals to process personal information fairly and lawfully, however it is not a barrier to sharing information where failure to do so would result in a child vulnerable adult being placed at risk of harm.

The Mental Capacity Act 2005 for England and Wales provides a framework to empower and protect people who may lack capacity to make some decisions for themselves. It includes key provisions to protect vulnerable people and the Mental Capacity Bill introduced a new criminal offence of ill treatment or neglect of a person who lacks capacity. A person found guilty of such an offence may be liable to imprisonment for a term of up to 5 years

The Care Act 2014 sets out a clear legal framework for how local authorities and other parts of the system should protect adults at risk of abuse or neglect.

<http://www.legislation.gov.uk/ukpga/2014/23/contents/enacted>

Adult protection is part of safeguarding and refers to,

“An adult at risk of abuse or neglect is defined as someone who has needs for care and support, who is experiencing, or at risk of, abuse or neglect and as a result of their care needs - is unable to protect themselves” (Care Act 2014).

1.4 ACCOUNTABILITY AND DESIGNATED PERSON

Final accountability for ensuring Anti Racist Cumbria fulfils its child protection and safeguarding children responsibilities falls to the Chief Executive Officer, however responsibility is delegated to the Designated Safeguarding Lead.

The designated person(s) responsible for managing safeguarding concerns at Anti Racist Cumbria are;

Designated Safeguarding Lead, Jess Butler, jess@antiracistcumbria.org 07858371605

Deputy Safeguarding Lead (Trustee Board Level), Laura Goad, laura@cdec.or.uk 07986 921096

The designated person(s) are key to ensuring that proper procedures and policies are in place, and are followed with regard to child safeguarding issues and is the primary person to whom members of staff and volunteers report concerns.

In line with '*Working Together to Safeguard Children*', the Designated Person(s) are required by law to

- (i) have undertaken the recognised course 'Lead Designated Person for safeguarding Children'. This must be kept up to date with appropriate refreshers every two years; and
- (ii) ensure all designated leads and deputies have completed the appropriate training provided by Cumbria Safeguarding Children Board or other recognised safeguarding training.

If the Designated Lead is not present for any reason, responsibility lies with the other named deputies listed above, depending on availability.

Responsibilities of the designated person:

- Managing Referrals – In which case they should respond to all suspected concerns of abuse and contact the;
 - Local Authority Designated Officer (details are listed in this document) - If there are child protection concerns surrounding staff members or volunteers
 - Local authority children's social care – If there are concerns relating to a child
 - Disclosure and Barring Service (DBS) - Where a person has been dismissed due to risk/harm to a child
 - Police - Where a crime may have been committed
 - CEO and designated trustees - To inform of issues relating to section 47 of the Children Act 1989
- Ensure all members of staff and volunteers have an understanding of the organisation's safeguarding policies and procedures and other relevant policies, particularly new and part time staff, to support vulnerable young people
- To provide appropriate induction and refresher training for all staff

- Keep detailed, accurate and secure records relating to concerns and referrals for young people
- Obtain access to any relevant resources and attend any training that may be beneficial to their role
- Encourage a culture of listening to children and young people and adopting a child centred approach ensuring their thoughts and feelings are being considered before taking any action
- Raising awareness – The designated person should ensure the organisation’s policies and procedures are known and used appropriately;
 - Ensure the organisation’s safeguarding policy is reviewed annually (or as required) and any necessary amendments are made and disseminated to the staff team
 - Ensure the Safeguarding Policy is available publicly and parents/carers are made aware that Anti Racist Cumbria has a responsibility to report and refer any suspected cases of child abuse and Anti Racist Cumbria’s role in this
 - Link with the Cumbria Safeguarding Children’s Board (CSCB) to make sure the organisation is receiving relevant updates on policies and implementation
 - Share any relevant information possessed on a young person with relevant agencies, so long as this does not impact ongoing investigations

Any allegation or concern involving the designated lead and/or named board member must be referred to Local Authority Designated Officer for which details can be found in section **4.4 “What to do if an allegation of abuse is made involving a staff member or volunteer”** of this document, “Managing allegations of abuse against staff and volunteers.

2.0 RECOGNISING ABUSE

In relation to child protection there are 4 kinds of abuse defined in “*Working Together*”, they are:

2.1 PHYSICAL ABUSE

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.

Indicators of this are;

- Unexplained recurrent injuries or burns
- Improbable explanations or refusal to explain injuries
- Wearing clothes to cover injuries, even in hot weather
- Absconding
- Fear of medical help or examination
- Self-destructive tendencies
- Aggression towards others
- Fear of physical contact - shrinking back if touched
- Admitting that they are punished, but the punishment is excessive (such as a child being beaten every night to 'make him study')
- Fear of suspected abuser being contacted

- Bruises seen on parts of the body not normally harmed through play, such as in or around the mouth
- Bruises that appear as a small 'grasp' or finger marks to a child's arm or legs
- Injuries that look like they have been caused by a belt or stick
- Bruises that appear to be of different ages (colour) in the same area
- Injuries that appear the same on both sides of the body, legs head or arms
- Injuries that appear as bite marks, especially when the marks appear to be of an adult or an older child (more than 3cm across)

It is a concern when a child is not taken for treatment if they are suffering pain, swelling or discolouration over a bone or joint. Although it may not always be possible to know whether a child has a fractured bone, it is difficult for a parent / carer to be unaware that the child has been hurt. It can be difficult to distinguish between a burn and scald that has been caused accidentally or non-accidentally. As with fractures, all burns and scalds should receive medical attention.

2.2 EMOTIONAL ABUSE

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

Indicators of this are;

- Very low self-esteem, often with an inability to accept praise or trust in adults
- Excessive clinging and attention seeking behaviour
- Over anxious – being excessively 'watchful' (hyper vigilant), constantly checking or being over anxious to please
- Withdrawn / socially isolated
- Physical, mental and emotional development lags
- Sudden speech disorders
- Continual self-depreciation ('I'm stupid, ugly, worthless, etc.')
- Overreaction to mistakes
- Extreme fear of any new situation
- Inappropriate response to pain ('I deserve this')
- Neurotic behaviour (rocking, hair twisting, self-mutilation)
- Extremes of passivity or aggression

2.3 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 or not accessing appropriate antenatal care. 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.

Indicators of this are;

- Constant hunger and complaints of tiredness
- Poor personal hygiene
- Poor state of clothing
- Untreated medical problems
- No social relationships
- Compulsive scavenging
- Destructive tendencies
- Below average weight / height
- Reluctant to go home, particularly at weekends / holiday

2.4 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.

Indicators of this are;

- Being overly affectionate or knowledgeable in a sexual way inappropriate to their age, or acting out precocious sexual behaviour with others
- Medical problems such as chronic itching, pain in the genitals, venereal diseases
- Other extreme reactions, such as depression, self-harm, suicide attempts, running away, overdoses, anorexia
- Personality changes such as becoming insecure or clinging
- Regressing to younger behaviour patterns such as thumb sucking or bringing out discarded cuddly toys
- Sudden loss of appetite or compulsive eating

- Being isolated or withdrawn
- Inability to concentrate
- Lack of trust or fear of someone they know well, such as not wanting to be alone with a specific person
- Starting to wet again, day or night/nightmares
- Become worried about clothing being removed
- Suddenly drawing sexually explicit pictures
- Trying to be 'ultra-good' or perfect; oversensitive or overreacting to criticism
- Reluctant to go home

2.5 TYPICAL VULNERABILITIES IN CHILDREN PRIOR TO ABUSE AND RECOGNISING ABUSE

There is no definitive list of vulnerabilities

- Living in a chaotic or dysfunctional household (including parental substance use, domestic violence, parental mental health issues, parental criminality).
- History of abuse (including familial child sexual abuse, risk of forced marriage, risk of 'honour'-based violence, physical and emotional abuse and neglect).
- Recent bereavement or loss.
- Gang association either through relatives, peers or intimate relationships
- Attending school with young people who are sexually exploited.
- Learning disabilities.
- Unsure about their sexual orientation or unable to disclose sexual orientation to their families.
- Friends with young people who are sexually exploited.
- Homeless.
- Lacking friends from the same age group.
- Living in a gang neighbourhood.
- Living in residential care.
- Living in hostel, bed and breakfast accommodation or a foyer.
- Low self-esteem or self-confidence.
- Young carer
- Isolated, with little or no friendship or peer group

This is not an exhaustive list

A child may be subjected to a combination of different kinds of abuse. It is also possible that a child may show no outward signs of abuse and hide what is happening from everyone. Many learn to 'manage' their problems, making it hard for others to help. We may observe behaviours/physical presentations that cause concern, however, it is important to remember that the causes of these may not be abuse, but due to other issues such as bereavement, homesickness etc. Information related to events of this nature should be logged onto a Cause for Concern form. As a result, staff should be cautious before assuming abuse is the cause. Staff should ensure that they discuss their concerns with the Designated Person for advice.

3.0 OTHER TYPES OF ABUSE AND SAFEGUARDING ISSUES

In addition to these four types of abuse there are the following commonly recognised types of abuse and safeguarding issues

3.1 CHILD SEXUAL EXPLOITATION

On February 16th 2017 the government launched the revised definition of Child Sexual Exploitation as detailed below:

“Child sexual exploitation 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. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology “a form of sexual abuse where children are sexually exploited for money, power or status. It can involve violent, humiliating and degrading sexual assaults. In some cases, young people are persuaded or forced into exchanging sexual activity for money, drugs, gifts, affection or status. Consent cannot be given, even where a child may believe they are voluntarily engaging in sexual activity with the person who is exploiting them. Child sexual exploitation doesn't always involve physical contact and can happen online. A significant number of children who are victims of sexual exploitation go missing from home, care and education at some point.”

The following signs and behaviour are generally seen in children who are already being sexually exploited:

- Missing from home or care
- Becoming especially secretive and disengaging with their usual friends
- Personality and behaviour change (whilst mood swings are common to all adolescents, it is the severity of behaviour change that is most indicative)
- Physical injuries
- Drug or alcohol misuse
- Involvement in offending
- Repeat sexually-transmitted infections, pregnancy and terminations
- Absent from school
- Change in physical appearance
- Evidence of sexual bullying and/or vulnerability through the internet and/or social networking sites
- Estranged from their family
- Receipt of gifts from unknown source (which could include expensive which they couldn't normally afford, such as mobile phones or jewellery)
- Recruiting others into exploitative situations
- Poor mental health
- Self-harm
- Thoughts of or attempts at suicide

- They may receive odd calls and messages on their mobiles or social media pages from unknown, possibly much older associates from outside their normal social network

Research highlights that children and young people who identify as lesbian, gay, bisexual, transgender, questioning, plus (LGBTQ+) face numerous factors that may result in them being vulnerable to, or victims of, child sexual exploitation (CSE).

Young people identifying as LGBTQ+ often experience additional challenges as a result of their sexual orientation or gender identity or questioning process. Given that, in some parts of society, there is still a lack of acceptance and understanding, children and young people who identify as anything other than heterosexual, often feel limited or constrained in their ability to explore their identity or gain appropriate information and advice as their heterosexual or heteronormative peers. That is not to say that young people who identify as LGBTQ+ are more at risk of CSE, or that they are abused through CSE because of their sexuality or gender identity, however they may face additional vulnerabilities, barriers to disclosure and a lack of access to appropriate advice and support.

3.2 CHILD TRAFFICKING

Child trafficking is a very serious issue which can have a devastating and lasting impact on its victims. Children can be trafficked into, within and out of the UK. 'Trafficking of persons means the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.

3.3 DOMESTIC VIOLENCE

The cross-government definition of domestic violence and abuse is any incident or pattern of incidents of controlling, coercive, 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. The abuse can encompass, but is not limited to:

- Psychological
- Physical
- Sexual
- Financial
- Emotional

Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour. Coercive behaviour is an act or a pattern of acts of assault,

threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim. Staff can also refer to the DfE guidance Domestic violence and abuse.

Exposure to domestic abuse and/or violence can have a serious, long lasting emotional and psychological impact on children and young people. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result. Domestic abuse affecting young people can also occur within their personal relationships, as well as in the context of their home life.

3.4 FEMALE GENITAL MUTILATION (FGM)

Comprises all procedures involving the partial or total removal of the female external genitalia or other injury to the female genital organs for non-medical reasons. FGM is also sometimes known as 'female genital cutting' or 'female circumcision'. However, circumcision is not an appropriate term. Communities tend to use local names for referring to this practice including 'sunna'. FGM is considered child abuse in the UK and a grave violation of the human rights of girls and women. In all circumstances where FGM is practised on a child it is a violation of the child's right to life, their right to their bodily integrity, as well as their right to health. The UK Government has signed a number of international human rights laws against FGM, including the Convention on the Rights of the Child. If you have concerns relating to young people possibly affected by FGM, this should be referred using the Child Protection procedures.

3.5 FORCED MARRIAGE

Forced Marriage is where one or both people do not (or in cases of people with learning disabilities, cannot) consent to the marriage and pressure or abuse is used. The pressure put on people to marry against their will can be physical (including threats, actual physical violence and sexual violence) or emotional and psychological (for example, when someone is made to feel like they're bringing shame on their family). Financial abuse can also be a factor.

Staff can also refer to <https://www.gov.uk/government/publications/what-is-a-forced-marriage>

3.6 SO-CALLED 'HONOUR-BASED' VIOLENCE

So-called 'honour-based' violence (HBV) encompasses incidents or crimes which have been committed to protect or defend the honour of the family and/or the community, including female genital mutilation (FGM), forced marriage, and practices such as breast ironing. Abuse committed in the context of preserving "honour" often involves a wider network of family or community pressure and can include multiple perpetrators. It is important to be aware of this dynamic and additional risk factors when deciding what form of safeguarding action to take. All forms of HBV are abuse (regardless of the motivation) and should be handled and escalated as such. Staff and volunteers need to be alert to the possibility of a child/young person being at risk of HBV, or already having suffered HBV.

3.7 CHILD CRIMINAL EXPLOITATION: COUNTY LINES

Criminal exploitation of children 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.

Like other forms of abuse and exploitation, county lines exploitation:

- Can affect any child or young person (male or female) under the age of 18 years;
- Can affect any vulnerable adult over 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 young people or 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 gender, cognitive ability, physical strength, status, and access to economic or other resources.

3.8 RADICALISM AND INVOLVEMENT IN TERRORISM

Terrorism can involve the exploitation of young people and vulnerable adults.

Terrorism is defined by the Terrorism Act 2000 as:

“An action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.”

Extremism is defined in the national Counter-Terrorism Strategy (CONTEST) as:

“A 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. It also includes calls for the death of members of our armed forces, whether in this country or overseas.”

Radicalisation is defined in the CONTEST Strategy as:

“The process by which a person comes to support terrorism and forms of extremism leading to terrorism.”

The following are examples of recognised offences in relation to terrorism, extremism and radicalisation:

- Murder or soliciting murder.

- Committing, preparing or instigating acts of terrorism.
- Incitement to commit acts of terrorism overseas.
- Encouragement of terrorism.
- Inciting racial or religious hatred or hatred because of sexual orientation.
- Inviting support for a proscribed organisation.
- Terrorist financing offences.
- Dissemination of terrorist publications.
- Offences of encouragement and dissemination using the internet.

The CONTEST strategy focuses on 4 strands: Pursue, Prevent, Protect and Prepare, it is the Prevent strategy that is of relevance in safeguarding young people and vulnerable adults. The Prevent strategy has three key objectives:

- Ideology - Challenging the ideology that supports terrorism and those who promote it;
- Individuals – Protect vulnerable people from being drawn into terrorism and ensure they are given appropriate advice and support; and
- Institutions – Supporting sectors and institutions where there are risks of radicalisation.

Challenging the ideology includes being proactive in promoting values such as: democracy, the rule of law, equality of opportunity, freedom of speech, and the universal right to freedom from persecution. There is a need for local communities and organisation to support this by focusing focus on those most susceptible to terrorist propaganda; it should not be assumed that Muslims are any more vulnerable to radicalisation than other faith or ethnic groups.

In terms of protecting individuals key points made are:

- Radicalisation is a process not an event, and it is possible to intervene in this to prevent vulnerable people being radicalised
- There is a need to ensure that activities are proportionate, and focused upon people at risk.
- Activity needs to address all forms of terrorism. It is not just the responsibility of the police, but also local authorities and other partners.
- Programmes relating to this are comparatively new, and evidence of impact is limited. The Government is committed to research and evaluation to demonstrate what works and inform the development of best practice.

Channel is a multi-agency process that evaluates referrals of individuals at risk of radicalisation and decides on the most appropriate action. It involves assessing the nature and the extent of the potential risk and, where necessary, providing an appropriate support package tailored to the individual's needs. Supporting those most at risk of being radicalised is about diverting people away from potential risk at an early stage which prevents them from being drawn into criminal activity linked to terrorism not about prosecution.

3.9 SELF-INJURY AND SELF HARM

Self-injury can take many different forms but in general terms is the act of deliberately causing harm to oneself either by causing a physical injury or by putting oneself in dangerous situations and/or self-neglect. Self-injury is generally a coping mechanism; there can be many reasons why a person chooses to self-injure but it is important that staff consider the possibility of a link between self-injury and trauma/abuse.

When dealing with self-injury and self-harm staff should:

- Show that they care about the person behind the self-injury
- Show concern for the injuries themselves and ensure any needed first aid is provided
- Make it clear it is OK to talk about
- Acknowledge how scary the thought of not self-harming may be
- Explore what are their support networks?
- Report to designated leads and seek further advice

3.10 SERIOUS VIOLENCE AND GANG RELATED BEHAVIOUR

All staff/volunteers should be aware of indicators, which may signal that children/young people are at risk from, or are involved with serious violent crime, gang related behaviour or associations. It's not illegal for a young person to be in a gang as there are different types of "gangs" and not all "gangs are dangerous. However, some children and young people that are involved with gangs may need help and support as the gang membership can be linked to illegal activity. Particularly organised criminal gangs that are involved in trafficking, drug dealing and serious violence. Young people might be victims of violence or pressured into doing things like stealing or carrying drugs or weapons.

Indicators may include a change in friendships or relationships with older individuals or groups, signs of self-harm or a significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs.

How are young people recruited?

A child or young person might be recruited into a gang because of where they live or because of who their family is. They might join because they don't see another option or because they feel like they need protection. Children and may become involved in gangs for many reasons, including:

- Peer pressure and wanting to fit in with their friends.
- They feel respected and important.
- They feel protected from other gangs or bullies.
- They want to make money and are promised rewards.
- They want to gain status and feel powerful.
- They have been excluded from school and feel they don't have a future or any other option.
- To support their family.

Organised criminal gangs groom children and young people because they are less suspicious and are given lighter than adults.

Studies show that a child/young person is more at risk of being recruited if:

- They have been excluded from school.
- They have special education needs.
- There are problems at home like neglect, domestic abuse or sexual abuse.
- They have problems with their mental health.
- They live in existing gang territory.

All staff/volunteers must be aware of the associated risks and report any concerns to the Designated Safeguarding Lead.

3.11 CHILDREN AND YOUNG PEOPLE WITH A DISABILITY OR ADDITIONAL HEALTH NEEDS

This is a particularly vulnerable group as signs of abuse and neglect may be masked or misinterpreted as being due to underlying impairments. Disabled young people are much more likely than non-disabled children to experience abuse as:

- They have fewer outside contacts than other young people;
- May receive personal care, possibly from several carers;
- Have limited capacity to resist or avoid abuse;
- Have communication difficulties that may make it difficult to tell others what is happening
- Be inhibited about complaining because of a fear of losing services;
- Be especially vulnerable to bullying and intimidation and /or, abuse by their peers.

4.0 PROCEDURE

“Safeguarding is everybody responsibility and managing safeguarding and everyone who comes into contact with children and their families has a role to play in safeguarding children, therefore child protection should take priority over all other work”

4.1 WHAT TO DO IF YOU SUSPECT ABUSE

A young person may choose to disclose concerning information to a member of staff/volunteer, or may be observed carrying out concerning behaviour that raises concerns around possible abuse. It is not the duty of staff and volunteers to investigate the issue themselves, however it is their responsibility to gather as much information as possible. Where you suspect a child or vulnerable adult is being abused or there is potential for harm you should discuss your concerns with designated safeguarding lead or deputies who will help decide what action should be taken.

If there is a real concern the safeguarding lead or deputies will contact children's services and/or the Police. They will need your support in referring it to ensure the details are recorded correctly.

If you're not sure or have any concerns, speak to the safeguarding lead or deputies, remember that is what they are there for, to deal with any concerns and offer advice and support.

4.2 WHAT TO DO IF A YOUNG PERSON TELLS YOU ABOUT ABUSE

If a young person makes a disclosure about abuse or you suspect they may be about to it is imperative they understand you cannot keep this 'secret' but that you have a duty to report it to other professionals who will help keep them safe. Be honest and open about who you will speak to and why.

You should find a quiet place to talk where they feel comfortable. Ensure you give them the time they need to talk but be aware they may need to give a full account to Children's Social Care so avoid subjecting them to lengthy or multiple 'interviews' as it can confuse and jeopardise evidence. Try to keep eye level equal or lower than theirs.

Staff and volunteers must:

- Listen, but do not press for information
- Stay calm and be reassuring
- Find a quiet place to talk
- Believe what you are being told
- Listen to the young person, if you are shocked by what is being said, try not to show it
- It is acceptable to observe injuries such as; bruises, but not to ask a child to remove or adjust their clothing to observe them. Do not question the child in a way that will introduce new words, phrases or concepts into their minds (leading questions)
- Do not challenge, confront or criticise their information, even if it seems unlikely or if there are obvious errors. They may be unable to give accurate timescales or dates.
- If a disclosure is made the pace should be dictated by the child without their being pressed for detail by being asked such questions as 'what did they do next?' or 'where were you when this happened?' The staff or volunteers role is to listen not to investigate.
- Use open questions
- Acknowledge how hard it was for them to tell you this
- Do not criticise the perpetrator, this may be someone they love
- Do not promise confidentiality, reassure the young person that they have done the right thing, explain whom you will have to tell and why. It is important that you don't make promises that you cannot

Non-recent historic abuse

Non-recent child abuse, sometimes called historical abuse, is when an adult was abused as a child or young person under the age of 18. Non-recent historic abuse refers to one of 3 situations:

1. An adult making an allegation of abuse when they were under 18 years of age, that occurred at least 1 year before it was reported.
2. A child making an allegation of abuse that occurred at least 1 year before it was reported.
3. Someone reports an allegation, on behalf of someone else, relating to an offence committed over a year ago. NSPCC (2018).

Such disclosures can occur after long periods of time as the complainant may now feel comfortable that they are no longer at risk, have the confidence to make an allegation that will be believed, become aware that there have been other reports, or feel they need closure to move on. Whatever the motive, and however long ago the allegation, action must be taken because:

1. The alleged may not have been an isolated incident.
2. It may be part of a wider abuse situation.
3. The person(s) may still be abusing individuals and/or working with children.
4. There may be ongoing legal action.

Should an allegation or disclosure be made it is important to record and report such information as you would if it were a current situation. This includes allegations about staff or volunteers that no longer works/volunteers at Anti Racist Cumbria and incidents that involved young people that no longer attend Anti Racist Cumbria.

Remember it is a huge step for a young person to make a disclosure

Inform the safeguarding lead or deputies immediately who will work with you to contact the Child Protection Social Work team and/or the Police and complete all necessary paperwork. If the situation is an emergency and neither safeguarding lead or deputies available you should telephone Children's Social Care directly or, if out of hours, the Emergency Duty Social Work team or Police Child Protection Team.

4.3 RECORDING INFORMATION

- Make some notes immediately afterwards (being aware that note taking during a disclosure may inhibit that disclosure making it harder for the young person to be open and honest); record the date, time, place and context of the disclosure or concern, recording facts and not assumption and interpretation. Any notes must be added to a completed cause for concern form and handed to the safeguarding lead or deputies (not left on a desk marked for their attention), do not be afraid to interrupt meetings if you need to speak to someone.
- Note any non-verbal behaviour and ensure that that the language used by the young person (do not translate into correct terminology) is recorded

4.4 WHAT TO DO IF AN ALLEGATION OF ABUSE IS MADE INVOLVING STAFF OR A VOLUNTEER

If a young person makes an allegation of abuse against a staff member or volunteer, you should report this immediately to their line manager (or Volunteer Co-ordinator) and the Safeguarding Lead. If the volunteer or member of staff against which the allegation is made is onsite and you cannot contact the Safeguarding Lead speak immediately to the manager in charge.

If it is against a member of staff from another organisation report it directly to the Safeguarding Lead.

You should assure the young person who made the allegation that this is a serious matter and you will follow it up with the Safeguarding Lead. Update the young person of what action has been taken.

The Safeguarding Lead will make a referral directly to the Local Authority Designated Officer who will advise on the most appropriate course of action. This referral will usually be made immediately, but must be made within 24 hours.

(Local Area LADO (Local Authority Designated Officer): Steph Smithson – 01768 812090

4.5 WHAT TO DO IF YOU SUSPECT RADICALISATION

If you have concerns that a young person or vulnerable adult is at risk of radicalisation or involvement in terrorism speak to the Safeguarding Lead who will help you decide whether it is appropriate to make a referral to the Channel lead and complete all necessary paperwork.

http://cumbrialscb.proceduresonline.com/chapters/p_support_ch_radical.html

Local Police have a dedicated Prevent team who can be contacted for advice:

Telephone: 101

email prevent@cumbria.Police.uk

4.6 INFORMING PARENTS

The Safeguarding Lead will inform the young person's family/carer that an incident has taken place and/or a referral is being made unless: that would either place the young person at greater risk, place the member of staff or public at risk or impede the investigation; sexual abuse or fabricated illness is suspected; or multiple abuse is suspected. In these cases Social Services or the Police will decide whether or not to inform the parents. An inability to inform parents should not delay or prevent a referral being made.

5.0 CONFIDENTIALITY, INFORMATION SHARING AND STORING

Staff and volunteers have professional responsibility to share relevant information about the protection of children with other professionals, particularly investigating agencies. If a young person confides in a member of staff and requests that the information is kept secret, it is important that the member of staff tells the young person sensitively that he/she has a responsibility to refer the matter for their own sake. At the same time, the young person should be reassured that the matter will be only be disclosed to the relevant person/s who will then decide on an appropriate course of action. Staff and volunteers who receive information about children and families in the course of their work should have the information only within a professional context. Personal information about all young people and their families is regarded by those who work in this building as confidential. All records relating to child protection incidents will be maintained by the Safeguarding Officer and only shared as is consistent with the protection of children. If staff are unsure whether or not to share information support can be sought from the Safeguarding Lead or Chief Executive.

5.1 SEVEN GOLDEN RULES FOR INFORMATION SHARING

The '7 Golden Rules' for information sharing are listed as good practice for how Anti Racist Cumbria will manage issues relating to confidentiality;

- 1.** Remember that the GDPR is not a barrier to sharing information but provides a framework to ensure that personal information about living persons is shared appropriately.
- 2.** Be open and honest with the person (and/or their family where appropriate) from the outset and why, what, how and with whom information will, or could be shared, and seek their agreement, unless it is unsafe or inappropriate to do so.
- 3.** Seek advice if there is any doubt, without disclosing the identity of the person where possible.
- 4.** Share with consent where appropriate and, where possible, respect the wishes of those who do not consent to share confidential information. Professionals may still share information without consent if, in their judgement, that lack of consent can be overridden if there is a safeguarding concern. Judgment will need to be made on the facts of the case.
- 5.** Consider safety and wellbeing: Base information sharing decisions on considerations of the safety and wellbeing of the person and others who may be affected by their actions.
- 6.** Necessary, proportionate, relevant, accurate, timely and secure: Ensure that the information shared is necessary for the purpose for which it is being shared, it is shared only with those people who need to have it, is accurate and up-to-date, it is shared in a timely fashion, and is shared effectively.

7. Keep a record: of the decision and the reasons for it – whether it is to share information or not. If it is decided to share, then record what has been shared, with whom and for what purpose.

5.2 STORING INFORMATION

Once information has been passed to the relevant staff it is then forwarded to the Safeguarding Lead or Deputy who has been dealing with the incident. They are responsible for adding a copy of the Cause for Concern Referral Form and recording relevant details. Information relating to child protection/welfare is required to be kept for a minimum 15 years, according to NSPCC guidance

Anti Racist Cumbria will keep a clear and comprehensive summary of;

- Any allegations made
- Details of how the allegations were followed up and resolved
- Any action taken
- Decisions reached

5.3 SUPPORTING THOSE INVOLVED

Support should be provided for the parents/carer and child as well as the person who is the subject of the allegation.

Parents/carers should be kept constantly apprised of the situation and of any developments. They should also be informed of the outcome (if there is not a criminal investigation), including the result of any disciplinary procedures.

5.4 SUPPORTING STAFF WHO RECEIVE DISCLOSURES

Receiving a disclosure or observing signs of abuse can be very distressing. Staff should discuss their feelings with their line manager if they feel affected.

Safeguarding children and young people can entail making difficult professional judgements and decisions. All staff and volunteers have access to advice and support through formal and informal supervision from their peers and managers. Incidents of a child protection nature can affect staff not directly involved and staff affected can access support as above. Members of staff may be asked to attend a Strategy Meeting or Child Protection Case Conference. Staff should seek guidance and advice from the Designated Person on these meetings and further advice can be provided by the Local Safeguarding Children's Board

5.5 STAFF RIGHTS AND SOURCES OF SUPPORT WHEN FACING AN ALLEGATION

The member of staff who is the subject of the allegations will be kept informed of the progress of the case, and will receive appropriate support whilst the case is ongoing. Sources of support and advice for staff going through the Disciplinary Procedure include:

- Line manager or CEO if more appropriate
- Trade union
- Citizens Advice Bureau
- ACAS – This provides help and support for employers and employees, they have a helpline adviser available 8am-8pm, Monday – Friday.

Every effort will be made to maintain confidentiality and guard against publicity whilst the allegation is being investigated and considered.

Appendix 1

Cause for concern form

Please speak to your Designated Safeguarding Lead or Deputy as soon possible following the incident/concern and then complete the Cause for Concern form. Please complete the form completing all of the sections.

Description of Concern

Please provide a factual overview of the incident/concern.

- Please give a full, but to the point, description of what happened or what you are concerned/worried about.
- Please only include facts, not opinions.
- Recording should be impartial, so write down what you see, what you heard and not what you feel.
- Use bullet points - Use clear and straight forward language - make your report factually accurate, i.e. not opinion (any interpretation or assumptions should be clearly recorded as such).
- Remember to record in chronological order (times and dates)

Cause for Concern Categories for Safeguarding Team

Physical abuse

Emotional Abuse

Sexual Abuse

Online Abuse

Bullying

Modern Slavery- Forced labour, Child trafficking

Exploitation- CSE, Grooming, Gang related activity, Criminal exploitation, Radicalisation

Domestic Abuse

FGM

Neglect

Non recent abuse

Financial abuse

Self-neglect- Alcohol/drug use, medical related, personal hygiene, risk taking behaviours.

Mental health- Eating disorders, self-harm, suicidal feelings/attempts.

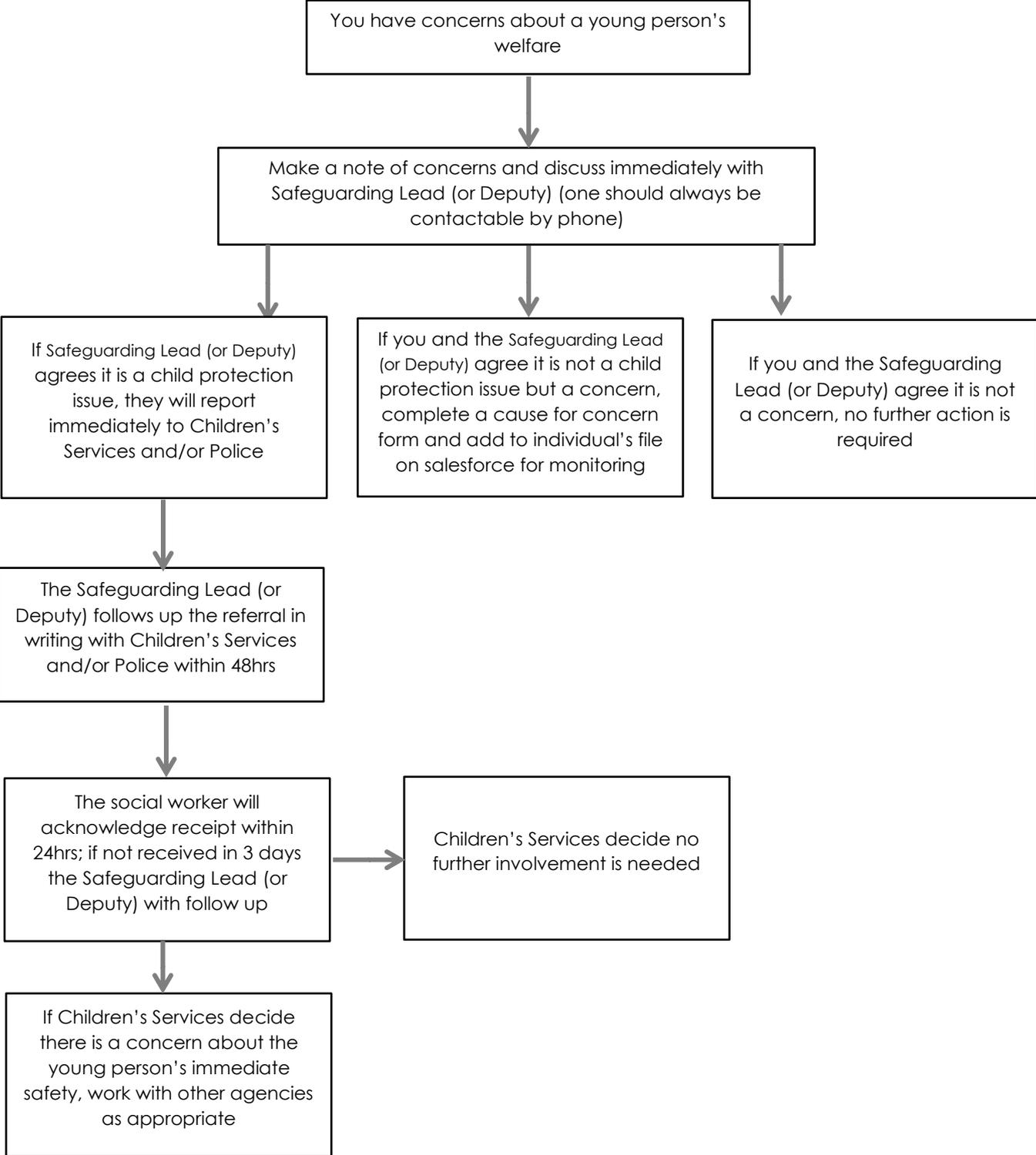
Hate abuse- Discrimination-racism, sexism, ableism, hate crime.

Spiritual abuse- Forced marriage, honour-based violence.

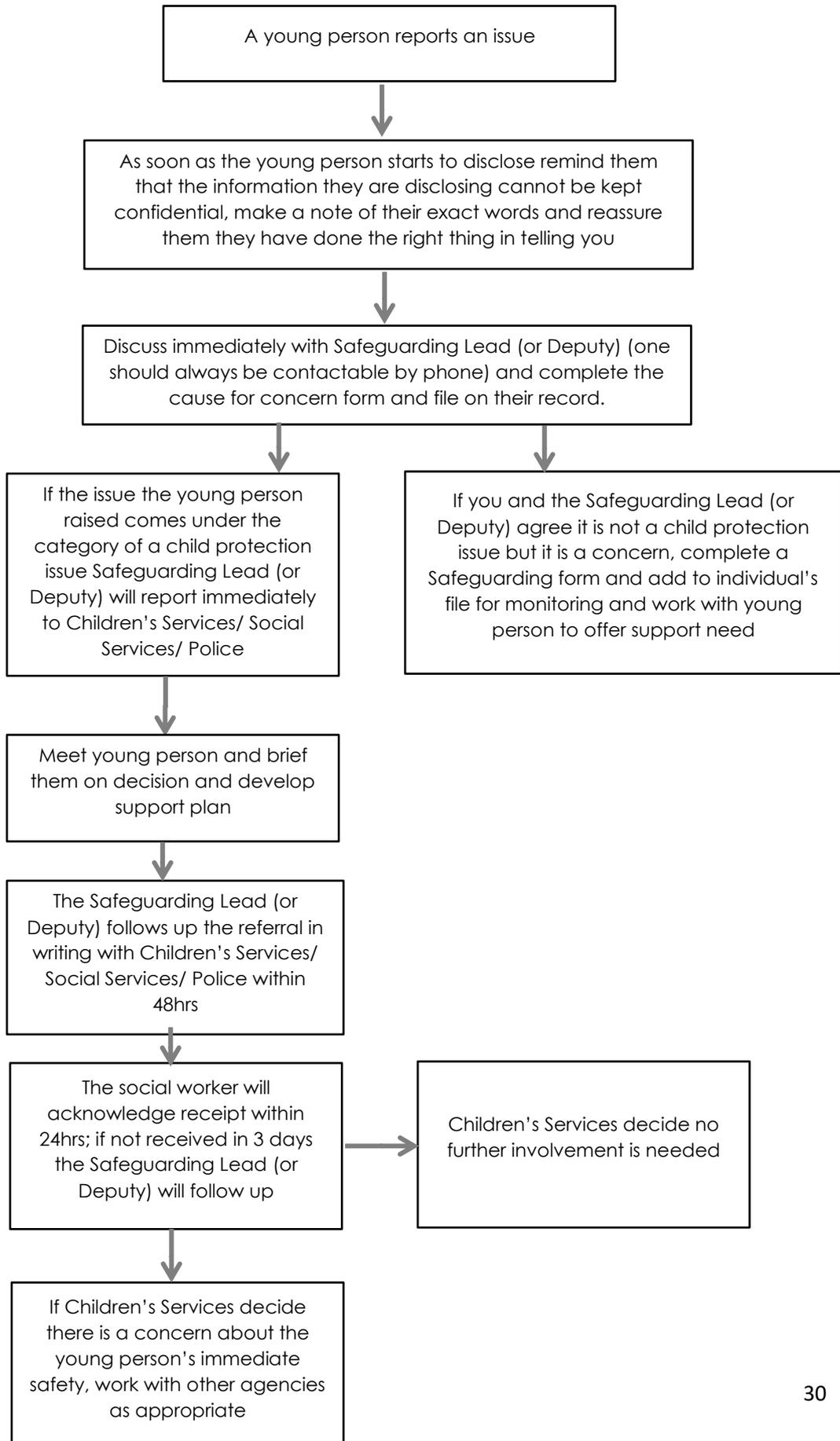
Other- Homelessness, pregnancy, young carer support, bereavement support.

Appendix 2 - Safeguarding Flow Charts

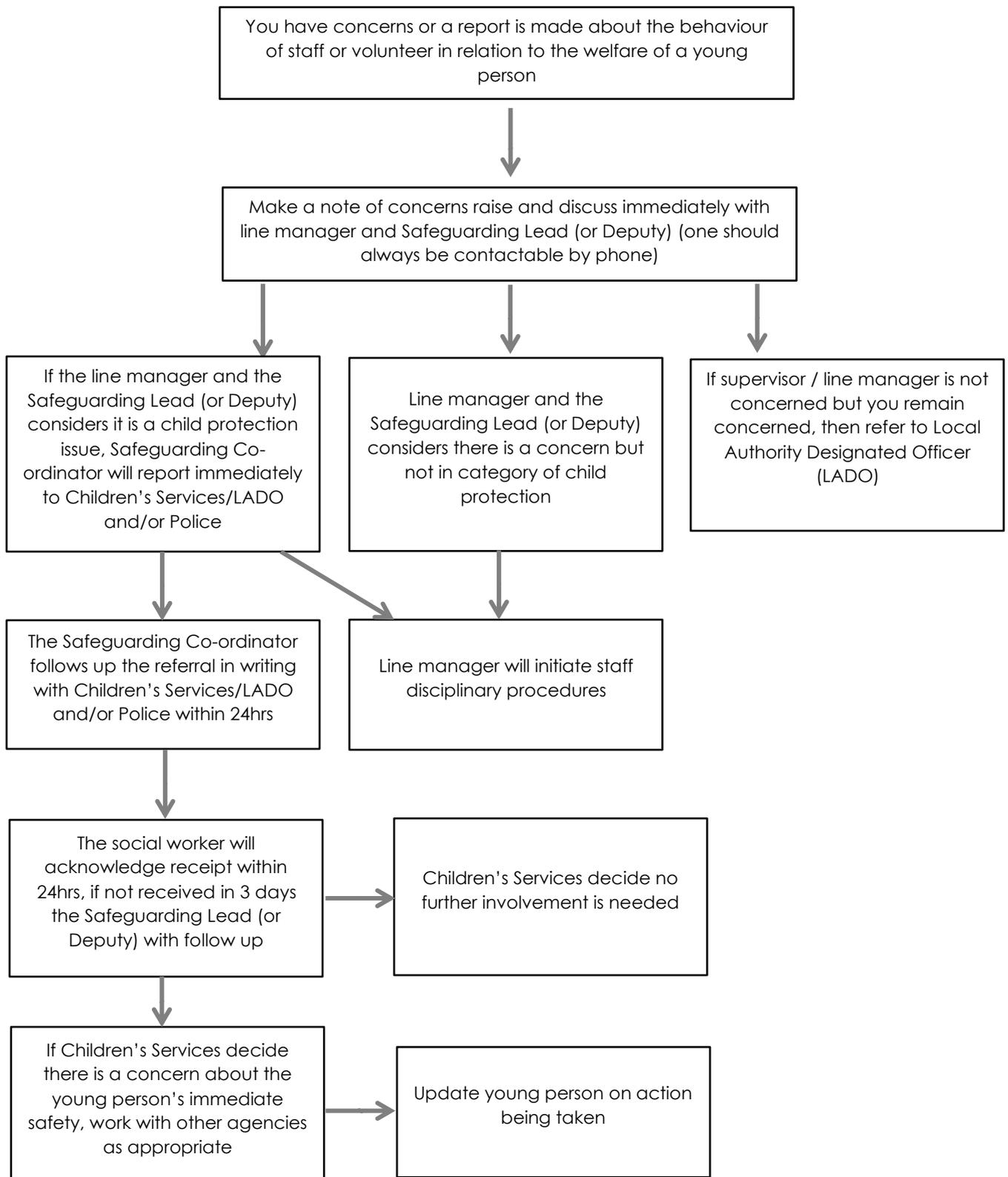
What to do if you suspect abuse



What to do if a young person tells you about abuse



What to do if an allegation of abuse involves staff or volunteers



Appendix 3 -Quick Reference Emergency Contact Sheets

Anti Racist Cumbria

Designated Safeguarding Lead, Jess Butler 07858371605 jess@antiracistcumbria.org

Deputy Safeguarding Lead Laura Goad 07986921096 laura@cdec.org.uk

Cumbria – Children and Young People

Safeguarding Hub – 0333 240 1727

In an emergency always call the police on 999.

If you think there has been a crime but it is not an emergency call 101

Cumbria Social Care - LADO

The Local Authority Designated Officer for Allegations (LADO) contact details are :-

- Email: lado@cumbria.gov.uk
- Fax: 01768 812090
- EFax: lado@cumbria.gov.uk
- Post: LADO, Cumbria Safeguarding Hub, Skirsgill Depot, Penrith, Cumbria, CA10 2BQ

LADO working hours are Monday to Thursday 9am to 5pm and Friday 9am to 4.30pm.

In case of emergency outside of the above hours please contact the **Emergency Duty Team** on **0333 240 1727**.

Cumbria Social Care - Adult

If you are concerned that an Adult is experiencing or at risk of harm, abuse or neglect please report it to Cumbria Adult Social Care on 0300 303 3249. Other contact details are :-

Adult Social Care, 3rd Floor, Cumbria House, 117 Botchergate, Carlisle, CA1 1RD

Fax: 01228 226655

Email: carlisleasd@cumbria.gov.uk

<http://www.cumbria.gov.uk/healthsocialcare/contact.asp>

Channel (Preventing Violent Extremism)

Cumbria Police have a dedicated Prevent team who can be contacted for advice:

Telephone: 101 or email: prevent@cumbria.police.uk

<https://www.cumbria.police.uk/About-Us/Department-Information/Counter-Terrorism-Branch/Prevent.aspx>