

# **NEWANGLE**

## **N3W ANGLE**

### **Child Protection and Safeguarding Policy**

July 2025

---

**Next review due by: July 2026**

## **1. Our safeguarding culture**

### **Why it is important**

- Safeguarding is everyone's responsibility and it is the duty of the N3W ANGLE to safeguard and promote the welfare of children and young people. This is our core safeguarding principle.
- In adhering to this principle we focus on providing a safe and welcoming environment for all of our children regardless of age, ability, culture, race, language, religion, gender identity or sexual identity. All of our children have equal rights to support and protection.
- One of the cornerstones of our safeguarding culture is this policy and the procedures contained within it. This policy applies to all staff and directors, all of whom are trained upon its contents and on their safeguarding duties. We update this policy at least annually to reflect changes to law and guidance and best practice.

### **What it means for the children and young people we work with**

- In line with Working Together to Safeguard Children (2023), we engage in multi-agency working, including working with our local safeguarding partners to promote the welfare of children and protect them from harm.
- All of our staff have an equal responsibility to act on any suspicion or disclosure that may indicate that a child or young person is at risk of harm. Any child, young person or staff member involved in child protection or safeguarding issues will receive appropriate support.
- Our safeguarding culture ensures that we treat all children and young people with respect and involve them in decisions that affect them. We encourage positive, respectful and safe behaviour and we set a good example by conducting ourselves appropriately.
- Identifying safeguarding and child protection concerns often begin with recognising changes in behaviour and knowing that these changes may be signs of abuse, neglect or exploitation. Challenging behaviour may be an indicator of abuse.
- All of our staff will reassure children and young people that their concerns and disclosures will be taken seriously and that they will be supported and kept safe.

## **2. Safeguarding legislation and guidance**

The following safeguarding legislation and guidance has been considered when drafting this policy:

- Working Together to Safeguard Children (2023)
- What to do if you're worried a child is being abused (2015)

### **3. Roles and responsibilities**

The Designated Safeguarding Officer (DSO) is:

**Thomas Jarvis**

Contact details: email:

**safeguarding@n3wangle.com**

Tel: 07572273325

The Deputy Designated Safeguarding Officer (DDSO) is:

**Simone Holder**

Contact details: email:

**safeguarding@n3wangle.com**

Tel: 07468315693

### **4. The Designated Safeguarding Officer (DSO) and Deputy Designated Safeguarding Officer (DDSO):**

The DSO holds overall lead responsibility for safeguarding and child protection within N3W ANGLE, supported by the DDSO who shares responsibility and acts in the DSO's absence. Together, their duties include:

- Ensuring child protection policies are known, understood, and used appropriately by staff.
- Working with directors to ensure that child protection policies are reviewed annually and procedures are updated regularly.
- Acting as points of liaison regarding child protection enquiries, including awareness of the requirement for children to have an Appropriate Adult in relevant circumstances.
- Acting as points of contact with safeguarding partners.
- Making and managing referrals to children's social care, the police, or other agencies.
- Taking part in inter-agency meetings as required.
- Liaising with the LADO at the local authority if allegations are made against staff.

- Ensuring all staff are appropriately trained in safeguarding and child protection and receive ongoing support.

The DSO and DDSO receive external safeguarding supervision and advice the whole staff team meet on a regular basis to discuss safeguarding issues and to agree steps to continuously improve safeguarding practices within N3W ANGLE.

All staff are made aware of the definitions and indicators of abuse and neglect as identified by statutory guidance: Working Together to Safeguard Children (2023). All staff will maintain an attitude of ‘it could happen here’ where safeguarding is concerned. When concerned about the welfare of a child, staff will always act in the best interests of the child or young person.

## **5. Children and young people who may be particularly vulnerable**

Some children and young people are at greater risk of abuse. This increased risk can be caused by many factors including social exclusion, isolation, discrimination and prejudice. To ensure that all of our children and young people receive equal protection, we give special consideration to children who:

- are vulnerable because of their race, ethnicity, religion, disability, gender identity or sexuality
- are vulnerable to being bullied, or becoming victims of child-on-child abuse, or who might engage in bullying or child on child abuse
- are at risk of sexual exploitation, forced marriage, female genital mutilation, or being drawn into extremism
- live in chaotic or unsupportive home situations
- have a parent in prison
- live transient lifestyles or live away from home or in temporary accommodation
- are affected by parental substance or alcohol abuse, domestic abuse or parental mental health needs
- do not have English as a first language

## **6. Mental health**

At N3W ANGLE we recognise we have an important role to play in supporting the mental health and wellbeing of children and young people we work with.

All staff are aware that mental health problems can be an indicator that a child or young person has suffered or is at risk of suffering abuse, neglect or exploitation. Staff are also aware that where children have suffered adverse childhood experiences those experiences can impact on their mental health, behaviour and education.

Where staff are concerned that a child or young person’s mental health is also a safeguarding concern, they will discuss it with the DSO.

## **7. Child-on-child abuse**

At N3W ANGLE, we take Child on child abuse seriously. This abuse can take many forms, including:

- physical abuse such as shaking, hitting, biting, kicking or hair pulling
- bullying, including cyberbullying, prejudice-based and discriminatory bullying
- sexual violence and harassment such as rape and sexual assault or sexual comments and inappropriate sexual language, remarks or jokes
- causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party
- upskirting, which involves taking a picture under a person's clothing without their knowledge for the purposes of sexual gratification or to cause humiliation, distress or alarm
- consensual and non-consensual sharing of nude and semi-nude images and/or videos (also known as sexting or youth produced sexual imagery) including pressuring others to share sexual content
- abuse in intimate personal relationships between peers (also known as teenage relationship abuse) - such as a pattern of actual or threatened acts of physical, sexual or emotional abuse
- initiation/hazing – used to induct newcomers into groups by subjecting them to potentially humiliating or abusing trials with the aim of creating a bond

All staff recognise that that even if there are no reported cases of child-on-child abuse, such abuse may still be taking place but is not being reported. Staff will remain aware of changes to children's behaviour and will ensure they are given every opportunity to discuss any concerns.

### **Minimising risk**

We take the following steps to minimise or prevent the risk of child-on-child abuse:

- Promoting an open and honest environment where children and young people feel safe and confident to share their concerns
- Using mentoring to educate and reinforce our messages
- Ensuring the provision and activities are well supervised, especially in areas where children and young people might be vulnerable.

## **8. Serious violence**

All staff are made aware of indicators that children and young people are at risk from or are involved with serious violent crime. These include increased lack of engagement, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs of self-harm or a significant change in wellbeing, or signs of assault or

unexplained injuries. Unexplained gifts could also indicate that children have been approached by or are involved with individuals associated with criminal gangs.

All staff are aware of the range of risk factors which increase the likelihood of involvement in serious violence, such as being male, having been frequently absent or permanently excluded from school, having experienced maltreatment and having been involved in offending, such as theft or robbery.

## **9. Child Criminal Exploitation (CCE) and Child Sexual Exploitation (CSE)**

Both CCE and CSE are forms of abuse and both occur where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child into taking part in sexual or criminal activity in exchange for something the victim needs or wants, and/or for the financial advantage or increased status of the perpetrator or facilitator and/or through violence or the threat of violence. This power imbalance can be due to a range of factors, including:

- Age
- Gender
- Sexual identity
- Cognitive ability
- Physical strength
- Status
- Access to economic or other resources

The abuse can be perpetrated by individuals or groups, males or females, and children or adults. They can be one-off occurrences or a series of incidents over time and may or may not involve force or violence. Exploitation can be physical and take place online.

### **Child Criminal Exploitation (CCE)**

CCE can include children and young people being forced or manipulated into transporting drugs or money through county lines, working in cannabis factories, shoplifting or pickpocketing, being forced or manipulated into committing vehicle crime or threatening/committing serious violence to others.

Children can become trapped by this exploitation as perpetrators can threaten victims (and their families) with violence or entrap and coerce them into debt. They may be coerced into carrying weapons such as knives or carry a knife for a sense of protection.

Children involved in criminal exploitation often commit crimes themselves. They may still have been criminally exploited even if the activity appears to be something they have agreed or consented to.

It is important to note that the experience of girls who are criminally exploited can be very different to that of boys and both boys and girls being criminally exploited may be at higher risk of sexual exploitation.

### **CCE Indicators**

CCE indicators can include children and young people who:

- appear with unexplained gifts or new possessions
- associate with other young people involved in exploitation
- suffer from changes in emotional well-being
- misuse drugs or alcohol
- go missing for periods of time or regularly return home late
- regularly miss school or education or do not take part in education

### **Child Sexual Exploitation (CSE)**

CSE is a form of child sexual abuse which 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 clothing. It may include non-contact activities, such as involving children in the production of sexual images, forcing children to look at sexual images or watch sexual activities, encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse.

CSE can occur over time or be a one-off occurrence and may happen without the child's immediate knowledge e.g. through others sharing videos or images of them on social media.

CSE can affect any child who has been coerced into engaging in sexual activities. This includes 16 and 17 year olds who can legally consent to have sex. Some children may not realise they are being exploited e.g. they believe they are in a genuine romantic relationship.

Sexual exploitation is a serious crime and can have a long-lasting adverse impact on a child's physical and emotional health. It may also be linked to child trafficking.

### **CSE Indicators**

The above indicators can also be indicators of CSE, as can children who:

- have older boyfriends
- suffer sexually transmitted infections or become pregnant

It is often the case that the child does not recognise the coercive nature of the exploitative relationship and does not recognise themselves as a victim.

Victims of criminal and sexual exploitation can be boys or girls and it can have an adverse impact on a child's physical and emotional health.

All staff are aware of the indicators that children or young people who are at risk of or are experiencing CCE or CSE may present.

Due to the specialist nature of the work at N3W ANGLE, staff are likely to be working with children and young people involved in exploitation. However, all concerns must be shared with other agencies involved and staff must always act on any new concerns that a child is suffering from or is at risk of criminal or sexual exploitation.

## County Lines

County lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs around the country using dedicated mobile phone lines. Children, young people and vulnerable adults are exploited to move, store and sell drugs and money, with offenders often using coercion, intimidation, violence and weapons to ensure compliance of victims.

County lines exploitation can occur where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child.

Children can be targeted and recruited into county lines in a number of locations, including schools and colleges. Indicators of county lines include those indicators set out in section 9 of this policy, with the main indicator being missing episodes from home and/or education settings.

Additional specific indicators that may be present where a child or young person is criminally exploited include children who:

- go missing and are subsequently found in areas away from home
- have been the victim or perpetrator of serious violence (e.g. knife crime)
- are involved in receiving requests for drugs via a phone line, moving drugs, handing over and collecting money for drugs
- are exposed to techniques such as ‘plugging’, where drugs are concealed internally to avoid detection
- are found in accommodation with which they have no connection or in a hotel room where there is drug activity
- owe a ‘debt bond’ to their exploiters
- have their bank accounts used to facilitate drug dealing.

All staff are aware of indicators that children or young people are at risk from or experiencing criminal exploitation. The main indicator is increased absence during which time the child may have been trafficked for the purpose of transporting drugs or money.

## Sharing nudes and semi-nudes

Sharing photos, videos and live streams online is part of daily life for many children and young people, enabling them to share their experiences, connect with friends and record their lives. Sharing nudes and semi-nudes means the sending or posting online of nude or semi-nude images, videos or live streams by young people under the age of 18. This could be via social media, gaming platforms, chat apps or forums, or carried out offline between devices via services like Apple’s AirDrop.

The term ‘nudes’ is used as it is most commonly recognised by young people and more appropriately covers all types of image sharing incidents. Alternative terms used by children and young people may include ‘dick pics’ or ‘pics’. Other terms used in education include ‘sexting’, youth produced sexual imagery’ and ‘youth involved sexual imagery’.

he motivations for taking and sharing nudes and semi-nudes are not always sexually or criminally motivated. Such images may be created and shared consensually by young people who are in relationships, as well as between those who are not in a relationship. It is also possible for a young person in a consensual relationship to be coerced into sharing an image with their partner. Incidents may also occur where:

- children and young people find nudes and semi-nudes online and share them claiming to be from a peer
- children and young people digitally manipulate an image of a young person into an existing nude online
- images created or shared are used to abuse peers e.g. by selling images online or obtaining images to share more widely without consent to publicly shame

The UK Council for Internet Safety updated its advice for managing incidences of sharing nudes and semi-nudes in December 2020 - [UKCIS advice 2020](#) . N3W ANGLE will have regard to this advice when managing these issues.

## 10. Online safety

It is essential that children are safeguarded from potentially harmful and inappropriate online material.

Online safety risks can be categorised into four areas of risk:

- **Content:** being exposed to illegal, inappropriate or harmful content such as pornography, fake news, misogyny, self-harm, suicide, radicalisation and extremism
- **Contact:** being subjected to harmful online interaction with other users such as peer to peer pressure and adults posing as children or young adults to groom or exploit children
- **Conduct:** personal online behaviour that increases the likelihood of, or causes, harm such as making, sending and receiving explicit images, sharing other explicit images and online bullying
- **Commerce:** risks such as online gambling, inappropriate advertising, phishing or financial scams.

All staff are aware of these risk areas and will report any concerns to the DSO.

## 11. Domestic abuse

Domestic 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. It includes people who have

been or are married, are or have been civil partners, have agreed to marry one another or each have or have had a parental relationship in relation to the same child. It can include psychological, physical, sexual, financial and emotional abuse.

Anyone can be a victim of domestic abuse, regardless of sexual identity, age, ethnicity, socioeconomic status, sexuality or background and domestic abuse can take place inside or outside of the home. This means children can also be victims of domestic abuse.

Children can witness and be adversely affected by domestic violence in their home life. Experiencing domestic abuse and exposure to it can have a serious emotional and psychological impact on children, and in some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result. All of which can have a detrimental and long term impact on their health, well-being, development, and ability to learn.

All staff are aware of the impact domestic abuse can have on a child. If any of our staff are concerned that a child or young person has witnessed or heard domestic abuse, they will report their concerns immediately to the DSO.

## **12. Honour-Based abuse**

So-called 'honour-based' abuse (HBA) encompasses actions taken 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. Our staff are aware of this dynamic and additional risk factors and we take them into consideration when deciding what safeguarding action to take.

If staff are concerned that a child may be at risk of HBA or who has suffered from HBA, they will speak to the designated safeguarding Officer.

### **Female Genital Mutilation**

FGM comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal and a form of child abuse with long-lasting harmful consequences.

FGM is carried out on females of any age, from babies to teenagers to women. Our staff are trained to be aware of risk indicators, including concerns expressed by girls about going on a long holiday during the summer break. If staff are concerned that a child may be at risk of FGM or who has suffered FGM, they should speak to the designated safeguarding officer.

### **Forced Marriage**

A forced marriage is one entered into without the full and free consent of one or both parties and where violence, threats or any other form of coercion is used to cause a person to enter into a marriage. Coercion may include physical, psychological, financial, sexual and emotional pressure or abuse.

Forced marriage is illegal. It is also illegal to carry out any conduct where the purpose is to cause a child to marry before their eighteenth birthday, even if violence, threats or another form of coercion are not used. As with the existing forced marriage law, this applies to non-binding, unofficial ‘marriages’ as well as legal marriages.

Our staff are trained to be aware of risk indicators, which may include being taken abroad and not being allowed to return to the UK.

Forced marriage is not the same as arranged marriage, which is common in many cultures.

If staff are concerned that a child may be at risk of forced marriage, they should speak to the designated safeguarding officer.

### **13. Radicalisation and Extremism**

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

Children and young people are vulnerable to extremist ideology and radicalisation. Whilst Islamic fundamentalism is the most widely publicised, extremism and radicalisation can occur in other cultures, religions and beliefs, including the far right and white supremacy. Our staff are trained to identify those at risk of being radicalised or drawn into extremism.

If staff are concerned that a child may be at risk of radicalisation or being drawn into extremism, they should speak to the designated safeguarding officer. Information and support about radicalisation and the PREVENT duty is available in partnership with the Home Office at <https://actearly.uk/>

### **14. Safeguarding concerns, including allegations and low level concerns about staff and directors**

If a safeguarding concern is raised or allegation made about a member of staff or a director our set procedures must be followed. These can be found on Appendix 1 of this policy.

The term ‘low-level’ concern is any concern – no matter how small, and even if no more than causing a sense of unease or a ‘nagging doubt’ that an adult working with children may have acted in a way that:

- Is inconsistent with the staff code of conduct, including inappropriate conduct outside of work, and
- Does not meet the allegations threshold or is otherwise not considered serious enough to consider a referral to the LADO (Local Authority Designated Officer)

The staff code of conduct can be found here:

<https://www.n3wangle.com/policies-and-documents>

## 15. The Role of the LADO (Local Authority Designated Officer)

The LADO is responsible for:

- Providing advice, information, and guidance to employers and voluntary organisations around allegations and concerns regarding paid and unpaid workers.
- Managing and overseeing individual cases from all partner agencies.
- Ensuring the child's voice is heard and that they are safeguarded.
- Ensuring there is a consistent, fair and thorough process for all adults working with children and young people against whom an allegation is made.
- Monitoring the progress of cases to ensure they are dealt with as quickly as possible.
- Recommending a referral and chairing the strategy meeting in cases where the allegation requires investigation by police and social care.

The Reading LADO can be contacted via email on 0118 937 2684 or [LADO@brighterfuturesforchildren.org](mailto:LADO@brighterfuturesforchildren.org)

## 16. Whistle blowing if you have concerns about a colleague

It is important that all staff and volunteers feel able to raise concerns about a colleague's practice. All such concerns should be reported to the designated safeguarding officer unless it is a concern about the DSO, in which case this should be reported to one of the other directors.

Staff may also report their concerns directly to children's social care, the Local Authority Designated Officer (LADO), or the police if they believe direct reporting is necessary to secure action.

The N3W ANGLE Whistleblowing Policy allows staff to raise concerns or make allegations and for an appropriate enquiry to take place. The policy can be found here: <https://www.n3wangle.com/policies-and-documents>

### Staff training

Our staff receive appropriate safeguarding and child protection training which is regularly updated. In addition, all staff receive safeguarding and child protection updates on a regular basis to ensure they are up to date. This is provided through an externally commissioned safeguarding consultant, Ann Marie Christian <https://annmariechristian.com/>

New staff receive a briefing during their induction which covers this Child Protection and Safeguarding policy, our code of conduct and how to report and record concerns and information about our Designated Safeguarding Officer.

The Designated Safeguarding Officer has undertaken specialist DSO training with the NSPCC and this training is renewed every two years.

## **17. Safer Recruitment**

The directors of N3W ANGLE are responsible for ensuring we follow recruitment procedures that help to deter, reject or identify people who might harm children. When doing so we check and verify the applicant's identity, qualifications and work history.

Due to the bespoke nature of our work, many of our staff have lived experience and this may involve criminal history. However, an enhanced DBS check is carried out on all staff and where concerns may have been raised, a robust risk assessment is undertaken to consider these risks and whether they can be mitigated.

## **18. Child protection procedures**

### **Recognising abuse**

Abuse and neglect are forms of maltreatment. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Abuse may be committed by adult men or women and by other children and young people.

Working Together to Safeguard Children 2023 refers to four categories of abuse. These are set out in Appendix One along with indicators of abuse.

### **Taking action**

Any child or young person could become a victim of abuse. Key points for staff to remember for taking action:

#### **When in a N3W ANGLE setting:**

- in an emergency take the action necessary to help the child, if necessary call 999
- complete a record of concern form and report your concern to the DSO as soon as possible. The DSO will liaise as appropriate with the safeguarding lead from the referring agency of the child (eg School, PRU etc)
- share information on a need-to-know basis only and do not discuss the issue with colleagues, friends or family

#### **When in a school or PRU setting:**

- complete a N3W ANGLE record of concern form and pass to the setting safeguarding lead.
- Keep a copy of the concern and sent to the N3W ANGLE DSO.
- share information on a need-to-know basis only and do not discuss the issue with colleagues, friends or family

#### **If you are concerned about a child's welfare**

Staff may suspect that a child or young person may be at risk. This may be because the child's behaviour has changed, their appearance has changed or physical signs are noticed. In these circumstances, staff will give the child the opportunity to talk and ask if they are OK.

If the child does reveal that they are being harmed, staff should follow the advice below.

Staff are aware that children may not feel ready or know how to tell someone that they are being abused, exploited, or neglected, and/or they may not recognise their experiences as harmful. Children may feel embarrassed, humiliated, or being threatened, which could be due to their vulnerability, disability and/or sexual orientation or language barriers. This will not prevent our staff from having a professional curiosity and speaking to our DSO if they have concerns about a child.

**a. If a child discloses to you**

If a child tells a member of staff about a risk to their safety or wellbeing, the staff member will:

- remain calm and not overreact
- allow them to speak freely
- not be afraid of silences
- not ask investigative questions
- ask open questions such as: tell me, explain to me, describe to me
- give reassuring nods or words of comfort – 'I'm so sorry this has happened', 'I want to help', 'This isn't your fault', 'You are doing the right thing in talking to me'
- not automatically offer physical touch as comfort
- let the child know that in order to help them they must pass the information on to the DSO immediately, or as soon as possible within the same day
- tell the child what will happen next
- complete the **concern form** and pass it to the DSO as soon as possible
- report verbally to the DSO even if the child has promised to do it by themselves

**b. Notifying parents**

N3W ANGLE will normally seek to discuss any concerns about a child with their parents, unless to do so would place the child at an additional risk of harm. If N3W ANGLE believes that notifying parents could increase the risk to the child or exacerbate the problem, advice will first be sought from children's social care and/or the police before parents are notified.

## **19. Referral to children's social care**

The DSO will make a referral to children's social care if it is believed that a child or young person is suffering or is at risk of suffering significant harm. The child (subject to their age and understanding) and the parents will be told that a referral is being made, unless to do so would increase the risk to the child.

## **20. Reporting directly to child protection agencies**

Staff should follow the reporting procedures outlined in this policy. However, they may also share information directly with children's social care or the police if they are convinced that a direct report is required or if the Designated Safeguarding Officer is not available and a referral is required immediately. Where a member of staff disagrees with the decision of a DSO and is concerned about their practice, the concern should be reported to another director.

## **21. Confidentiality and sharing information**

Child protection issues necessitate a high level of confidentiality. Staff should only discuss concerns with the Designated Safeguarding Officer at N3W ANGLE, or the DSL when working in a school or PRU, or as where necessary, children's social care.

### **Sharing information**

The DSO will normally obtain consent from the child, young person and/or parents to share child protection information. Where there is good reason to do so, the DSO may share information *without* consent, and will record the reason for deciding to do so.

Information sharing will take place in a timely and secure manner and only when it is necessary and proportionate to do so and the information to be shared is relevant, adequate and accurate.

Information sharing decisions will be recorded, whether or not the decision is taken to share.

The UK GDPR and the Data Protection Act 2018 do not prevent staff from sharing information with relevant agencies, where that information may help to protect a child

## **22. Special Circumstances**

### **Looked after children**

The most common reason for children becoming looked after is as a result of abuse or neglect. N3W ANGLE ensures that staff have the necessary skills and understanding to keep looked after children safe. Appropriate staff have information about a child's looked after status and care arrangements, including the level of authority delegated to the carer by the authority looking after the child. The DSO has details of the child's social worker.

### **Children and young people who have a social worker**

Children may need a social worker due to safeguarding or welfare needs. Schools and referrers should share this information with us, and the DSO will hold and use this information to inform decision about safeguarding and promoting the child's welfare.

### **Private fostering arrangements**

A private fostering arrangement occurs when someone other than a parent or a close relative cares for, or is expected to care for, a child for a period of 28 days or more, with the agreement of the child's parents. It applies to children under the age of 16, or aged under 18 if the child is disabled. By law, a parent, private foster carer or other persons involved in making a private fostering arrangement must notify children's services as soon as possible.

Where a member of staff becomes aware that a child or young person may be in a private fostering arrangement they will tell the DSO who will notify the local authority of the circumstances.

## **Appendix One - Four categories of abuse**

It is vital that staff are also aware of the range of behavioural indicators of abuse and report any concerns to the designated safeguarding lead. It is the responsibility of staff to report their concerns.

All staff should be aware that abuse, neglect and safeguarding issues are rarely stand-alone events that can be covered by one definition or label. In most cases, multiple issues will overlap with one another.

### **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. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Indicators of physical abuse

The following may be indicators of physical abuse:

- Have bruises, bleeding, burns, bites, fractures or other injuries
- Show signs of pain or discomfort
- Keep arms and legs covered, even in warm weather
- Be concerned about changing for PE or swimming
- An injury that is not consistent with the account given
- Symptoms of drug or alcohol intoxication or poisoning
- Inexplicable fear of adults or over-compliance
- Violence or aggression towards others including bullying
- Isolation from peers

### **Emotional abuse**

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

Indicators of emotional abuse

The following may be indicators of emotional abuse:

- The child consistently describes him/herself in negative ways

- Over-reaction to mistakes
- Delayed physical, mental or emotional development
- Inappropriate emotional responses, fantasies
- Self-harm
- Drug or solvent abuse
- Running away
- Appetite disorders – anorexia nervosa, bulimia; or
- Soiling, smearing faeces, enuresis

## **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 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. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Indicators of sexual abuse

The following may be indicators of sexual abuse:

- Sexually explicit play or behaviour or age-inappropriate knowledge
- Aggressive behaviour including sexual harassment or molestation
- Reluctance to undress for PE or swimming
- Anal or vaginal discharge, soreness or scratching
- Bruises or scratches in the genital area
- Reluctance to go home
- Refusal to communicate
- Depression or withdrawal
- Isolation from peer group
- Eating disorders, for example anorexia nervosa and bulimia
- Self-harm
- Substance abuse
- Acquire gifts such as money or a mobile phone from new 'friends'

## **Neglect**

Neglect is 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, for example, as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- provide adequate food, clothing and shelter (including exclusion from home or abandonment);
- protect a child from physical and emotional harm or danger;
- ensure adequate supervision (including the use of inadequate care-givers); or

- ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

#### Indicators of neglect

The following may be indicators of neglect:

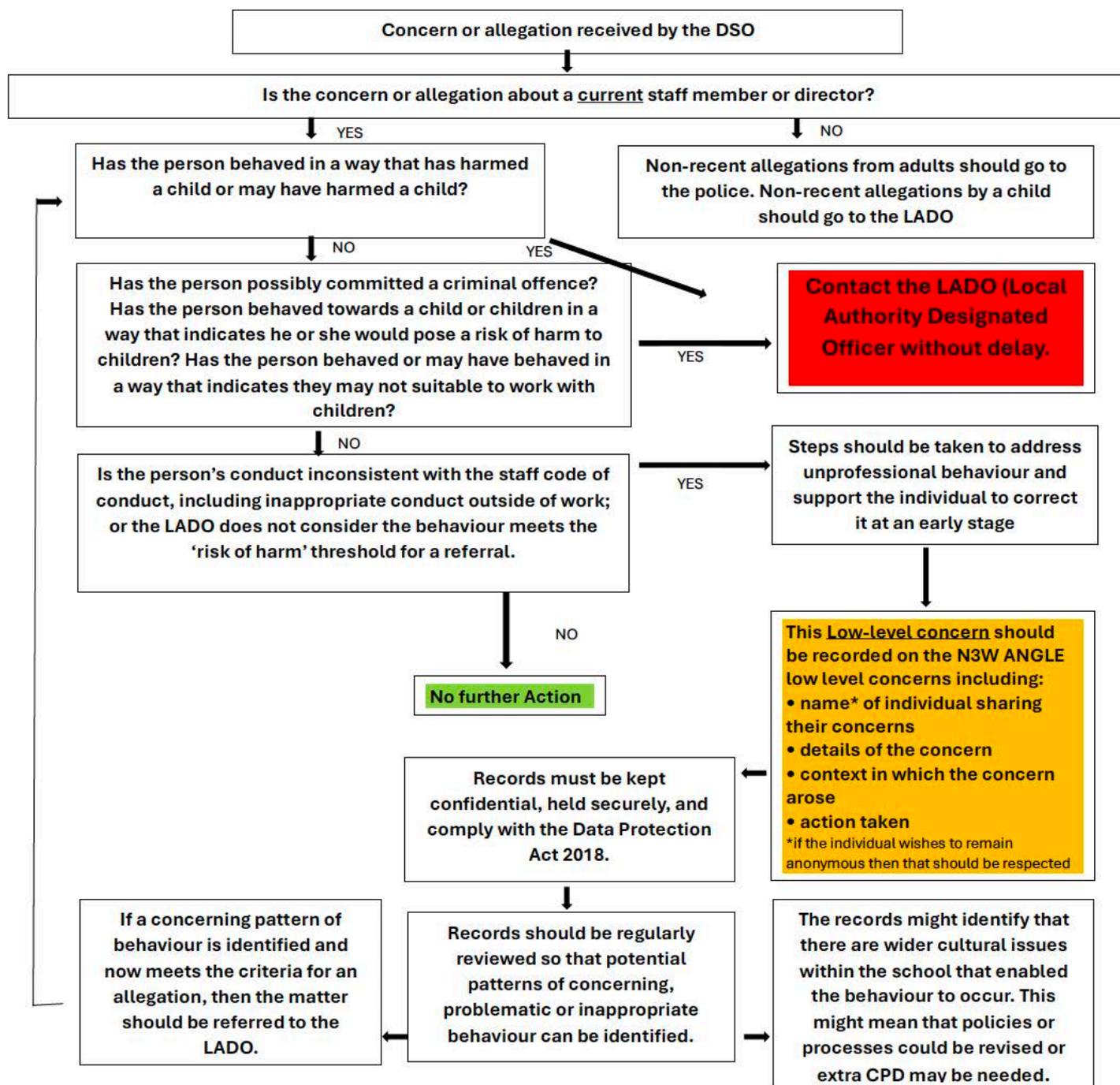
- Constant hunger or stealing, scavenging and/or hoarding food
- Frequent tiredness
- Frequently dirty or unkempt
- Poor attendance or often late
- Poor concentration
- Illnesses or injuries that are left untreated
- Failure to achieve developmental milestones or to develop intellectually or socially
- Responsibility for activity that is not age appropriate such as cooking, ironing, caring for siblings
- The child is left at home alone or with inappropriate carers

# Appendix One – Allegation and Low Level Concerns

## Allegation and Low-Level Concern Procedure Flowchart

Managing Low Level concerns in relation to all staff and the N3W ANGLE Code of Conduct

All concerns MUST be managed by the DSO or in the case of a concern regarding the DSO, by another Director.



### What is a low-level concern?

The term 'low-level' concern does not mean that it is insignificant, it means that the behaviour towards a child does not meet the threshold set out at KCSIE 2025 paragraph 428. A low-level concern is any concern - no matter how small, and even if no more than causing a sense of unease or a 'nagging doubt' - that an adult working in or on behalf of the school or college may have acted in a way that:

- is inconsistent with the staff code of conduct, including inappropriate conduct outside of work; and
- the LADO does not consider the behaviour meets the 'risk of harm' threshold for a referral.