

2025

Safeguarding Policy



The Rock Youth Project

Children, Young People and
Vulnerable Adults
Safeguarding Policy v1.3

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1 Statement of intent

The policy exists to ensure that The Rock Youth Project implements appropriate arrangements, systems and procedures to ensure that the organisation has the right skills, means and resources to protect and safeguard children, young people and vulnerable adults.

This policy will be followed by all staff and volunteers of the organisation and followed and promoted by those in the position of leadership within the organisation.

2 Aim

We know that children, young people and adults can be vulnerable to abuse. The purpose of this policy is to make sure that the actions of anyone in the context of the work carried out by the organisation are transparent and safeguard and promote the welfare of all children, young people and vulnerable adults.

We aim to:

- Stop abuse or neglect wherever possible;
- Prevent harm and reduce the risk of abuse or neglect to children, young people and adults with care and support needs;
- Safeguard adults in a way that supports them in making choices and having control about how they want to live
- Promote an approach that concentrates on improving life;
- Raise public awareness so that communities, alongside professionals, play their part in preventing, identifying, and responding to abuse and neglect
- Provide information and support in accessible ways to help people understand the different types of abuse, how to stay safe and what to do to raise a concern about someone's safety or well-being
- Address what has caused the abuse or neglect.

3 Key principles

Principles upon which this policy is based:

- Children, young people and vulnerable adults have a right to be safe and should be protected from all forms of abuse and neglect
- Prevention – It is better to act before harm occurs
- Proportionality – The least intrusive response appropriate to the risk presented
- Protection – Support and representation for those in greatest need

- Partnership – Local solutions through services working with their communities. Communities have a part to play in preventing, detecting, and reporting neglect and abuse. Children and families are best supported and protected when there is a co-ordinated response from all relevant agencies
- Accountability – Accountability and transparency in delivering safeguarding
- Empowerment – People, and particularly adults, being supported and encouraged to make their own decisions and informed consent
- Safeguarding is everyone’s responsibility
- Voluntary organisations play an important role in delivering services to Children, young people and vulnerable adults
- Voluntary organisations working with Children, young people and vulnerable adults are in a unique position to be able to observe signs of abuse or neglect, or changes in behaviour which may indicate that someone may be being abused or neglected;
- Paid and volunteer staff in voluntary organisations need to be aware of their responsibilities for safeguarding and promoting welfare, how they should respond to safeguarding concerns and make a referral to a local authority or the police if necessary
- Paid and volunteer staff should make sure that they are alert to the signs of abuse and neglect, that they question the behaviour of children and parents/carers and don’t necessarily take what they are told at face value. They should make sure they know where to turn to if they need to ask for help, and refer to the local authority or to the police

4 Legislation and safeguarding duties towards adults - The Care Act 2014

The Care Act 2014 introduced statutory safeguarding duties. The safeguarding duties apply to an adult who:

- has needs for care and support (whether or not an authority is meeting any of those needs);
- is experiencing, or is at risk of, abuse or neglect; and
- as a result of those needs is unable to protect him or herself against the abuse or neglect or the risk of it.

5 Recognising the signs of abuse

Staff/volunteers may be particularly well placed to spot abuse and neglect - someone may say or do things that hint that all is not well. It may come in the form of a complaint, or an expression of concern. Everyone within the organisation should understand what to do, and where to go locally to get help, support and advice. It is vital that everyone within the organisation is vigilant on behalf of those unable to protect themselves, including:

- Knowing about different types of abuse and neglect and their signs;
- Supporting adults to keep safe;
- Knowing who to tell about suspected abuse or neglect; and
- Supporting adults to think and weigh up the risks and benefits of different options when exercising choice and control.

The Care Act 2014 defines the following areas of abuse and neglect; they are not exhaustive but are a guide to behaviour that may lead to a safeguarding enquiry. This includes (with more details in Appendix One):

- Physical
- Sexual
- Financial/material
- Psychological
- Emotional
- Neglect and acts of omission
- Self-neglect
- Discrimination
- Institutional or organisational
- Domestic
- Modern Slavery
- Radicalisation to terrorism

6 Who might abuse?

Abuse of children, young people and adults at risk may be perpetrated by a wide range of people including relatives, family members, professional staff, paid care workers, volunteers, other service users, neighbours, friends and associates, people who deliberately exploit vulnerable people and strangers.

Incidents of abuse may be one-off or multiple, and affect one person or more. Professionals and others should look beyond single incidents or individuals to identify patterns of harm. Patterns of abuse vary and include:

- Serial abusing in which the perpetrator seeks out and ‘grooms’ individuals. Sexual abuse sometimes falls into this pattern as do some forms of financial abuse;
- Long-term abuse in the context of an ongoing family relationship such as domestic violence between spouses or generations or persistent psychological abuse;
- Or opportunistic abuse such as theft occurring because money or jewellery has been left lying around.

7 Safeguarding Children and Young People

This section covers a collection of safeguarding measures which have been designed to safeguard children, young people and vulnerable adults from harm.

7.1 Safe Recruitment & Selection

The Rock Youth Project ensures that all potential new staff, volunteers and trustees;

- **Complete an application form or a letter of application.** This includes: address, evidence of relevant qualifications, the reasons why they want to work with children and young people paid work and voluntary work experience and all criminal convictions;

- **Provide two pieces of identification** which confirm both identity and address;
- **Undergo an interview** (formal or informal) involving at least two interviewers;
- **Provide at least two references** which are followed up before a post is offered. One reference is from the last employer or an organisation that has knowledge of the applicant's work or volunteering with children or young people. If the applicant has not worked with children or young people before, then they should confirm this and give an alternative referee
- Consent to a **Disclosure and Barring Service** check (DBS) at the appropriate level (standard or enhanced). Agree to sign up to the DBS update service.

The Rock Youth Project understands that:

- A person who is barred from working with children or vulnerable adults is breaking the law if they work or volunteer, or try to work or volunteer with these groups;
- An organisation which knowingly employs someone who is barred to work with those groups will also be breaking the law;
- If our organisation dismisses a member of staff or volunteer because they have harmed a child or vulnerable adult, or would have done so if they had not left, we must make referral to the Disclosure and Barring Service (<https://www.gov.uk/government/organisations/disclosure-and-barring-service/about>).

7.2 Management & Support of Paid Staff & Volunteers

The Rock Youth Project has the following in place for managing its staff and volunteers:

- All staff and volunteers are supported through an induction process during which safeguarding/child protection procedures are explained and training needs identified; and which includes information on all the organisation's policies and procedures.
- All paid staff are given supervision by their line manager/ Chair of the organisation
- All staff and volunteers are provided with a job description (paid staff) or a role description (volunteers) outlining their main responsibilities. This includes a requirement to comply with the safeguarding policies;
- All paid staff and volunteers complete a role review at the end of their induction period before being confirmed in post. Inductions will be completed within 6 months;
- All volunteers are provided with regular support sessions;
- The Rock Youth Project disciplinary and grievance procedures are implemented for all paid staff, which comply with the ACAS Code of Practice;
- All trustees, paid staff and volunteers attend regular ongoing safeguarding training appropriate to their role;

7.3 Providing Safer Activities and Trips

Necessary arrangements

- People whose suitability has not been checked, including through a DBS check must not be allowed to have unsupervised contact with children;

- All paid staff and volunteers undertaking specialist roles, (e.g. taking children and young people off site on trips) are provided with appropriate training.
- All activities are risk assessed to ensure that all reasonable steps are taken to prevent people being harmed whilst participating in the organisation's activities.
- Employer's liability and/or public liability insurance has been taken out to ensure that all activities and services and all people taking part, are covered;
- All activities being provided are properly planned and organised. Planning ensures that the activities are: age-appropriate, appropriately supervised, take account of staff ratio and use qualified instructors;
- The organisation has a photo consent process about taking and using photographs of children and young people and a consent form for the use of photographs and filming.

Transport

We ensure that our transport has:

- Appropriate insurance cover
- Tax
- MOT
- Appropriate seats (including booster seats and seatbelts)
- A first aid box
- Drivers who hold the correct driving license

7.4 Training

The Rock Youth Project will promote awareness of child protection and safeguarding issues, to its trustees, staff, volunteers, broader membership and services users as appropriate. Trustees, staff and volunteers, all receive training appropriate to their role.

For all staff who are working or volunteering with children, young people and adults at risk this requires them as a minimum to have awareness training that enables them to:

- Understand what safeguarding is and their role in safeguarding;
- Recognise anyone potentially in need of safeguarding and take action;
- Understand the procedures for making a safeguarding alert;
- Understand dignity and respect when working with individuals;
- Have knowledge of policy, procedures and legislation that supports safeguarding activity

Specific levels of training required are set out in the table below

Role	Level/type of training required	Other
CEO and Lead/Senior Youth Workers	Training at least to Level 3, plus 2-yearly refresher training	Up to date enhanced DBS required

Staff/volunteers with regular unsupervised access to children and vulnerable adults	Training to Level 2	Up to date enhanced DBS required
Staff/volunteers with occasional unsupervised/regular supervised access to children and vulnerable adults	Training to Level 2	Up to date enhanced DBS required
Trustees	Training to Level 2	Up to date enhanced DBS required
Other staff/volunteers	Training to Level 2	Enhanced DBS required

8 Reporting procedures

The following procedure refers to abuse or suspicion of abuse that staff and volunteers become aware of during their work with The Rock Youth Project. Immediate action may be necessary at any stage in involvement with children and families.

8.1 Immediate Action to Ensure Safety

In all cases it is vital to take whatever action is needed to safeguard the person i.e.

- If emergency medical attention is required this can be secured by calling an ambulance (dial 999) or taking a child to the nearest Accident and Emergency Department;
- If a person is in immediate danger the police should be contacted (dial 999) as they alone have the power to remove a person immediately if protection is necessary, via their powers to use police protection.

8.2 Recognition of Abuse or Neglect

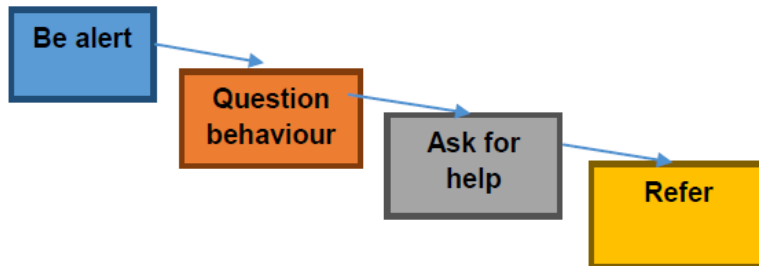
Abuse and neglect are forms of maltreatment of a child or vulnerable adult. Somebody may abuse or neglect them by inflicting harm, or by failing to act to prevent harm. They may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger. They may be abused by an adult or adults, or another child or children.

Individuals within the organisation need to be alert to potential abuse both within their families and also from other sources including abuse by members of that organisation.

The organisation should know how to recognise and act upon indicators of abuse or potential abuse and where there are concerns about a child or vulnerable adult's welfare. There is an expected responsibility for all members of the organisation to respond to any suspected or actual abuse in accordance with these procedures.

8.3 Taking Action

There are 4 key steps to follow to help you identify and respond appropriately to possible abuse and or neglect.



It may not always be appropriate to go through all 4 stages sequentially. **If someone is in immediate danger or is at harm or risk you should refer to social care and/or the police.** Before doing so, you should try to establish the basic facts. However, it will be the role of the social workers and the police to investigate cases and make a judgement on whether there is statutory intervention and/or a criminal investigation.

You should record, in writing, all concerns and discussions about welfare, the decisions made and the reasons behind those decisions.

The first step is to be alert to the signs of abuse and neglect, and to have read this policy.

8.4 When You Must Not Discuss Your Concerns with Parents/Carers

It is good practice to be as open and honest as possible with parents/carers about any concerns. However, you **MUST NOT** discuss your concerns with parents/carers in the following circumstances:

- Where sexual abuse or sexual exploitation is suspected;
- Where organised or multiple abuse is suspected;
- Where fabricated or Induced Illness (previously known as Munchausen Syndrome by proxy) is suspected;
- Where Female Genital Mutilation is the concern;
- In cases of suspect Forced Marriage;
- Where contacting parents/carers would place a child, yourself or others at immediate risk.

These decisions should not be taken in isolation. Consult with your senior manager/line manager/designated safeguarding lead.

8.5 What to do if someone talks to you about Abuse or Neglect

A person may seek you out to share information about abuse or neglect, or talk spontaneously individually or in groups when you are present. In these situations **YOU MUST**:

- Listen carefully. **DO NOT** directly question the child or vulnerable adult
- Give the person time and attention;

- Allow them to give a spontaneous account; do not stop someone who is freely recalling significant events;
- Make an accurate record of the information you have been given taking care to record the timing, setting and people present, the person's presentation as well as what was said. Do not throw this away as it may later be needed as evidence;
- Use the person's own words where possible;
- Explain that you cannot promise not to speak to others about the information they have shared - do not offer false confidentiality;
- Reassure them that:
 - they have done the right thing in telling you;
 - they have not done anything wrong;
- Tell them what you are going to do next and explain that you will need to get help to keep him/her safe;
- DO NOT ask them to repeat his or her account of events to anyone.

If a someone discloses information to you about abuse or neglect you must take action.

Contact your designated safeguarding person or if you cannot contact them go straight to the Cumbria Local Safeguarding Children Board <https://cumberlandsafeguardingchildren.co.uk/cumberland-safeguarding-children-partnership>

If someone is in immediate danger of being harmed, the police should be called on 999.

1.1. Consult about your concern

Because of your observations, or information received you may become concerned about a child or vulnerable adult who has not spoken to you.

Ask them why they are upset or how a cut or bruise was caused, or respond to someone wanting to talk to you. This practice can help clarify vague concerns and result in appropriate action.

If you are concerned you must share your concerns. Initially you should talk to one of the people designated as responsible for safeguarding within your organisation. In The Rock Youth Project the designated safeguarding people are:

DSL – Sam Mcwhan (CEO) Sam@therockyouthproject.co.uk
01228 549155

Gill Todd (safeguarding trustee) safeguarding@therockyouthproject.uk

If you are worried about a child and cannot contact a designated person, speak to another manager or go direct to Cumbria Local Safeguarding Children Board

<https://cumberlandsafeguardingchildren.co.uk/cumberland-safeguarding-children-partnership>

If someone is in immediate danger of being harmed, or if they are at home alone, the police should be called on 999.

If you believe there is a safeguarding concern which requires a social work response out of hours call the Emergency Duty Team (EDT) on 0333 240 1727.

If a caller rings out of office hours, facilities will be in place to divert the call so no alternative numbers need to be provided.

1.2. Make a Referral

A referral involves giving the Cumbria Local Safeguarding Children Board, the Police, or the Local Authority Designated Officer (LADO) information about concerns relating to an individual or family in order that enquiries can be undertaken by the appropriate agency followed by any necessary action.

Parents/carers should be informed if a referral is being made except in the circumstances outlined in Section 10.4.

However, inability to inform parents for any reason should not prevent a referral being made. It would then become a joint decision with the Cumbria Local Safeguarding Children Board about how and when the parents should be approached and by whom.

If your concern is about harm or risk of harm from a family member or someone known to the children, you should make a referral to the Cumbria Local Safeguarding Children Board.

If your concern is about harm or risk of harm from someone not known to the child or child's family, you should make a telephone referral directly to the Police and consult with the parents.

If your concern is about harm or risk of harm from an adult in a position of trust (see Section 10.8: Allegations against Adults Who Work with Children).

1.3. Information required when making a referral

Be prepared to give as much of the following information as possible (in emergency situations all of this information may not be available). Unavailability of some information should not stop you making a referral.

- Your name, telephone number, position and request the same of the person to whom you are speaking;
- Full name and address, telephone number of family, date of birth of child and siblings;
- Gender, ethnicity, first language, any special needs;
- Names, dates of birth and relationship of household members and any significant others;
- The names of professionals known to be involved with the child/vulnerable adult/family e.g. GP, Health Visitor, School;
- The nature of the concern; and foundation for the concern;
- An opinion on whether the person at risk may need urgent action to make them safe;
- Your view of what appears to be the needs of the person and family;
- Whether the consent of a parent with Parental Responsibility has been given to the referral being made.

1.4. Action to be taken following the referral

You must take the following action after making a referral:

- Ensure that you keep an accurate record of your concern(s) made at the time. Filling in our online reporting form which you access via QR codes in our office or in forms on share point.
- Or if you contacted The Bridge Partnership via phone, **fill out an online form at** <https://cumberlandsafeguardingchildren.co.uk/cumberland-safeguarding-children-partnership>
- Accurately record the action agreed or that no further action is to be taken and the reasons for this decision.

1.5. Allegations against Adults who work with Children or Vulnerable Adults

If you have information which suggests an adult who works with children or vulnerable adults (in a paid or unpaid capacity) has:

- Behaved in a way that has harmed, or may have harmed, a child, young person or vulnerable adult;
- Possibly committed a criminal offence against a child, young person or vulnerable adult, or related to a child, young person or vulnerable adult;
- Behaved towards a child, young person or vulnerable adult in a way that indicates s/he may pose a risk. (Working Together 2015).

You should speak immediately with your line manager or designated officer who has responsibility for managing allegations. The senior manager will consult with/make a referral to the Cumbria Local Safeguarding Children Board.

If one of those people is implicated in the concerns you should discuss your concerns directly with the Cumbria Local Safeguarding Children Board.

1.6. Confidentiality

The organisation should ensure that any records made in relation to a referral should be kept confidentially and in a secure place.

Information in relation to child protection concerns should be shared on a "need to know" basis. However, the sharing of information is vital to child protection and, therefore, the issue of confidentiality is secondary to a child's need for protection.

For further information refer to '**Information sharing advice for safeguarding practitioners**', which provides guidance on information sharing for people who provide safeguarding services to children, young people, parents and carers. (<https://www.gov.uk/government/publications/safeguarding-practitioners-information-sharing-advice>)

If in doubt, consult.

1.7. Useful Cumbria Contacts

Worried about a child? In Cumbria all reports or enquiries concerning the welfare or safety of a child must go straight to the Cumbria Local Safeguarding Children Board.

If a child is in immediate danger of being harmed, or if a child is home alone, the police should be called on 999.

Referrals to the Cumbria Local Safeguarding Children Board -
<https://cumberlandsafeguardingchildren.co.uk/cumberland-safeguarding-children-partnership>

The Area Contact will pass on reported concerns to the Cumbria Safeguarding Adults Team who will decide the best course of action. In certain circumstances another appropriate authority may need to be involved, e.g. Adult Social Care, Police, Health and Safety Executive, etc. If this is the case their involvement will be coordinated by the Cumbria Safeguarding Adults Team.

For emergencies **outside normal office hours**, please contact the **Emergency Duty Team (Adult Social Care) 01228 526690**.

9 Recording

A written record must be kept of any concern regarding to an adult with safeguarding needs. This must include details of the person involved, the nature of the concern and the actions taken.

The recordings must be signed and dated. All records must be securely and confidentially filed.

Name: Samantha Mcwhan

Role: CEO

Date: 26/2/26

Appendix 1 – Types and signs of abuse

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

Some of the following signs may be indicators of physical abuse:

- Frequent injuries;
- Unexplained or unusual fractures or broken bones; and
- People with unexplained:
 - Bruises or cuts;
 - Burns or scalds; or
 - Bite marks.

Emotional abuse - The persistent emotional maltreatment such as to cause severe and persistent adverse effects on emotional development. It may involve conveying to a person that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving people the 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 people 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, though it may occur alone.

Some of the following signs may be indicators of emotional abuse of children:

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

Neglect - The persistent failure to meet basic physical and/or psychological needs, likely to result in the serious impairment of health or development. Neglect may occur during pregnancy as a result of maternal substance abuse.

Neglect may involve a parent or carer failing to:

- provide adequate food, clothing and shelter (including exclusion from home or abandonment);
- protect 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 person's basic emotional needs.

Some of the following signs may be indicators of neglect:

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

Sexual abuse- Involves forcing or enticing a someone to take part in sexual activities, not necessarily involving a high level of violence, whether or not they are 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 people to behave in sexually inappropriate ways, or grooming 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.

Some of the following signs may be indicators of sexual abuse:

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

Financial or material abuse

Financial or material abuse – including theft, fraud, internet scamming, coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions, or benefits

Signs and indicators

This may include not allowing a person to access to their money, not spending allocated allowance on the individual, denying access to their money, theft from the individual, theft of property, misuse of benefits. There may be an over protection of money, money not available, forged signatures, disclosure, inability to pay bills, lack of money after payments of benefits or other, unexplained withdrawals. An abuser may be evasive when discussing finances, goods purchased may be in the possession of the abuser, there may be an over keenness in participating in activities involving individuals' money.

Self-neglect

This covers a wide range of behaviour neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding.

Discriminatory abuse

This includes forms of harassment, slurs or similar treatment; because of race, gender and gender identity, age, disability, sexual orientation, and religion or health status and may be the motivating factor in other forms of abuse. It can be personal, a hate crime or institutional.

Signs and indicators

There may be a withdrawal or rejection of culturally inappropriate services e.g. food, mixed gender groups or activities. Individual may simply agree with the abuser for an easier life, there may be disclosure, or someone may display low self-esteem. An abuser may react by saying “ I treat everyone the same”, have inappropriate nick names, be uncooperative, use derogatory language, or deny someone social and cultural contact.

Institutional or Organisational Abuse

Neglect and poor care practice within an institution or specific care setting such as a hospital or care home, for example, or in relation to care provided in one’s own home. This may range from one off incidents to on-going ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation.

Signs and indicators

This may include a system that condones poor practice, deprived environment, lack of procedures for staff, one commode used for a number of people, no or little evidence of training, lack of staff support/supervision, lack of privacy or personal care, repeated unaddressed incidents of poor practice, lack of homely environment, manager implicated in poor practice. There may be a lack of personal clothing, no support plan, lack of stimulation, repeated falls, repeated infections, unexplained bruises/burns, pressure ulcers, unauthorised deprivation of liberty. Abusers may have a lack of understanding of a person’s disability, misuse medication, use illegal controls and restraints, display undue/inappropriate physical intervention, and inappropriately use power/control.

Domestic abuse

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
- Sexual
- Financial
- Emotional

A new offence of coercive and controlling behaviour in intimate and familial relationships was introduced into the Serious Crime Act 2015. The offence will impose a maximum 5 years imprisonment, a fine or both.

Signs and indicators

May include many of those indicators listed under previous categories in this document, including unexplained bruising, withdrawal from activities, work or volunteering, not being in control of finances, or decision making.

Modern slavery

Encompasses slavery, human trafficking, and forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.

Signs and indicators

There may be signs of physical or psychological abuse, victims may look malnourished or unkempt, or appear withdrawn. Victims may rarely be allowed to travel on their own, seem under the control, influence of others, rarely interact or appear unfamiliar with their neighbourhood or where they work. They may be living in dirty, cramped or overcrowded accommodation, and/or living and working at the same address. Victims may have no identification documents, have few personal possessions, and always wear the same clothes day in day out. What clothes they do wear may not be suitable for their work. People may have little opportunity to move freely and may have had their travel documents retained, e.g. passports. They may be dropped off/collected for work on a regular basis either very early or late at night. Victims may avoid eye contact, appear frightened or hesitant to talk to strangers and fear law enforcers for many reasons, such as not knowing who to trust or where to get help, fear of deportation, fear of violence to them or their family.

Further information on Child Sexual Exploitation

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

Further information on Preventing Radicalisation

Protecting children from the risk of radicalisation should be seen as part of an organisation's wider safeguarding duties and is similar in nature to protecting children from other forms of harm and abuse. During the process of radicalisation it is possible to intervene to prevent vulnerable people being radicalised.

Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism. There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. It can happen in many different ways and settings. Specific background factors may contribute to vulnerability which are often combined with specific influences such as family, friends or online, and with specific needs for which an extremist or terrorist group may appear to provide an answer. The internet and the use of social media in particular has become a major factor in the radicalisation of young people. As with managing other safeguarding risks, staff/volunteers should be alert to changes in children's behaviour which could indicate that they may be in need of help or protection.