



Safeguarding and Child Protection – Chadersley

RESIDENTIAL POLICY & PROCEDURE

Document Revised:	August 2023
Ratified by Trustees:	August 2023
Next Review Date:	August 2024

This is a Residential only Policy

Contents

Statement of Intent

The following sections are included in this policy document:

1. The Legal Framework
2. Providing a Safe and Supportive Environment
3. Roles and Responsibilities
4. Identifying Children and Young People who may be Suffering Harm
5. Taking Action to ensure that Children are Safe
6. Allegations Regarding Person(s) Working in or on Behalf of Chadersley
7. Support, Advice and Guidance for Staff
8. Review

Appendix 1 - Recognising Signs of Child Abuse

Appendix 2 - Indicators of Vulnerability to Radicalisation

Appendix 3 - Domestic Abuse

Appendix 4 - Child Sexual Exploitation

Appendix 5 - Female Genital Mutilation

Appendix 6 - Chadersley Safeguarding Flowchart

Statement of Intent

We ensure the safeguarding of our children and young people by providing safe premises, safe people, safe children, and safe facilities.

Chadersley children's home is part of Talbot House Children's Charity. We are located in Walbottle, West Newcastle. The home has five bedrooms for children and young people (one of which can be used for an adult, allowing an 18-year-old to stay until their school or college year is over), and two additional rooms for sleeping staff. The building is on the first floor of the property and occupies a self-contained wing of the premises with its own entrance.

The site is secured by a fence with electronically operated gates and is situated on just under 8 acres of land. There is also a non-maintained special school on site, in the same building although it operates independently of the home. The site facilities are offered to all of the children who are cared for by Talbot House Children's Charity.

This allows us to fulfil our obligation in **“PROTECTING CHILDREN AND YOUNG PEOPLE FROM HARM.”**

Our aim is to ensure that a safe and caring environment is provided at all times for the children and young people entrusted to our care, and to protect them from significant harm (Section 17 of the Children Act 1989). Chadersley is committed to ensuring that all children and young people attending our services are kept safe and that any concerns about a child or young person are followed up in the right way; ensuring that everyone including parents/ carers, staff, consultants/ visiting professionals, and children/ young people know what should happen and what is expected of them.

We recognise that some children and young people who are living in care may be especially vulnerable to abuse and that children who have been abused or neglected may find it difficult to develop a healthy sense of self-worth. They may struggle to view the world in a positive way and their behaviour may be challenging. Some children and young people who have experienced abuse may harm others. We will always take a considered and sensitive approach in order to support all of our children and young people and to that end work inclusively with local authorities, schools, families, mental health services and other provisions as well as the children themselves.

Failure to follow the Safeguarding and Child Protection procedure is serious and may result in disciplinary action being taken.

We ensure that our trustees, senior management team, all employees, agency staff and volunteers are aware of their responsibilities to safeguarding children and young people before they begin to work with them. Everyone working at Chadersley, and associated services shares an objective to help keep children and young people safe by contributing to:

- Providing a safe environment for children and young people to live, learn and develop in our care home setting.
- Identifying young people who are suffering or likely to suffer significant

Safeguarding and Child Protection – Chadersley

harm, and taking appropriate action with the aim of making sure they are kept safe both at home and in our environment.

1. The Legal Framework

- “A child-centred approach is fundamental to safeguarding and promoting the welfare of every child. A child-centred approach means keeping the child in focus when making decisions about their lives and working in partnership with them and their families.”
- “Everyone who works with children has a responsibility for keeping them safe. No single practitioners can have a full picture of a child’s needs and circumstances and, if children and families are to receive the right help at the right time, everyone who comes into contact with them has a role to play in identifying concerns, sharing information and taking prompt action”.
- Our policy is to follow the guidance set out in the following publications in order to maintain the safety of our children:
 - Working Together to Safeguard Children 2018
 - Keeping Children Safe in Education 2023
 - Safeguarding Children
 - The Children’s Homes (England) Regulations 2015
 - Prevent Strategy 2011
- This is in line with the North and South of Tyne Safeguarding Children Partnership child protection procedures:
 - “Working Together to Safeguard Children” (2018) and
 - ‘What to do if you are worried a child is being abused’ (2015).
- This policy applies to all adults, working in or on behalf of Talbot House Children’s Charity and in particular within Chadersley.

1.1 How we implement this

Our commitment to safeguarding children and young people who live with us is paramount. Safety and safeguarding comes first, the principles of which are underpinned by:



Safeguarding and Child Protection – Chadersley

- Adhering to Safeguarding Children and Safer Recruitment – including the training of those who recruit staff to work with children and young people.
- Clear expectations of staff with regard to personal conduct and promoting the well-being of children and young people.
- Good induction systems and ongoing training and updates for staff to required standards in child protection and safeguarding children.
- Clear access to guidance/procedures for child protection and awareness of local protocols and systems for information sharing and referral, with regular audits to ensure compliance.
- Listening to the concerns of children and young people with an open mind, promoting a policy/culture of safeguarding young people and the vulnerable as paramount.
- Through monthly supervision of staff, team meetings and young person's meetings.
- Clear and accessible complaints and whistle blowing procedures.
- Adherence to agreed procedures for investigating allegations of harm to children and young people by persons in positions of trust – including independent advice and referral to the police as necessary.
- Leadership/accountability in a named senior manager and clear access to specialist advice about child protection or the protection of those that may be vulnerable.

2. Providing a Safe and Supportive Environment

In accordance with “Keeping Children Safe in Education (2022)” and “Working Together to Safeguard Children 2018.” Talbot House Children’s Charity is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment.

2.1 Safer recruitment and selection

- Chadersley requires candidates to fill out a job application form outlining current and previous employment, education, qualifications, training, skills, knowledge and experience. All candidates are also required to provide a minimum of two references. Candidates will also receive a copy of the job description and personal specification, which detail the skills, experience, abilities and expertise that are required to do the job. Once a candidate is shortlisted, we would then ask them to complete a safer recruitment form disclosing any cautions, convictions and barred lists and a social media check will be conducted, usually ahead of the first interview. *Please note if the candidate is unsuccessful, the disclosure form will be securely destroyed within 6 months of the application.*
- Safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. We will obtain two verified references from the candidate’s current employer and previous employment. We will seek to obtain any additional references from employment where the candidate has worked with children and vulnerable adults. Chadersley is committed to keeping an up to date Single Central Record detailing all checks carried out. All new appointments to Chadersley

Safeguarding and Child Protection – Chadersley

who have lived outside the UK will be subject to additional checks as appropriate. Chadersley ensures that all agency staff have undergone the necessary checks and will keep a record of all agency staff who work in the home.

2.2 Partnership with parents/carers and others

Chadersley shares a purpose with parents/carers to care for and keep young people safe from harm and to have their welfare promoted.

- We are committed to working with parents/carers positively, openly, and honestly.
- We ensure that all parents are treated with dignity and courtesy, respecting their rights to privacy and confidentiality.
- We will not share sensitive information unless we have permission, or it is necessary to do so to protect a young person.
- We encourage parents/carers to discuss any concerns they may have with staff at Chadersley and encourage all staff to build relationships with the young people's parents/carers so that parents/carers feel they can speak to all staff.
- Chadersley recognises that it is essential to establish positive and effective working relationships with other agencies and professionals who form part of the young person's care team.
- We will work closely with social workers to establish positive working relationships in order to help support the child or young person to the best of our ability. There is a joint responsibility on all these agencies and professionals to share information to ensure the safeguarding of all children and young people.

2.3 Chadersley training and staff induction

- All Chadersley staff undertake appropriate induction training to equip them to carry out their duties and responsibilities.
- Staff need to complete a 6-month probation workbook before being signed off on probation and allowed to undertake any shift leading duties.
- Staff are all asked to read and sign the **Safeguarding and Child Protection Policy** and will have regular discussions during supervisions and team meetings in relation to any safeguarding concerns.
- Staff will be trained in safeguarding children and safeguarding vulnerable adults. Safer recruitment training is undertaken by staff regularly involved in recruitment.
- Children and young people who sometimes live away from Chadersley should be provided with the same basic safeguards against abuse, founded on an approach that promotes their general welfare, protects them from harm of all kinds and treats them with dignity and respect.
- All young people have an individual risk assessments and behaviour management plans to ensure that all reasonable action has been taken to ensure their safety. All staff read and sign these risk assessments and behaviour management plans when they are updated.

Safeguarding and Child Protection – Chadersley

2.4 Confidentiality

- *“Where there is a concern that the child or young person may be suffering or is at risk of suffering significant harm, their safety and welfare must be the overriding consideration.”*
- Chadersley recognises that in order to effectively meet a child or young person’s needs, safeguard their welfare and protect them from harm, they must contribute to inter-agency working in line with Working Together to Safeguard Children (2018), and share information between professionals and agencies where there are concerns. All staff are aware that they have a professional responsibility to share information with other agencies in order to safeguard children and young people and that the Data Protection Act 1998 is not a barrier to sharing information where the failure to do so would place a child or young person at risk of harm.
- All staff are aware that they cannot promise a child or young person to keep secrets that might compromise their safety or wellbeing. However, we also recognise that all matters relating to child protection are personal to children, young people, and families. Therefore, in this respect, they are confidential and the Registered Manager and/or Designated Safeguarding Lead will only disclose information to other members of staff on a need to know basis.

2.5 Young people’s personal information

To ensure the safety and provision of appropriate care, Chadersley endeavours to maintain accurate up-to-date records for each child or young person. Chadersley requires accurate and up-to-date information relating to:

- Names and contact details of all persons with parental responsibility.
- Names and contact details of any parents/carers who have planned contact with the child/young person.
- Emergency contact details.
- Any relevant court orders in place including those that affect any person’s access to the child/young person (e.g., Residence Order, Contact Order, Care Order, Injunctions etc.)
- If the child is or has been on the Child Protection Register or subject to a care plan
- Name and contact details of GP/opticians/dentist, and any other professionals currently involved.
- Any other factors that may impact on the safety and welfare of the child/young person.

3. Roles and Responsibilities

3.1 Our Trustees will ensure that:

- Chadersley has a safeguarding and child protection policy and procedures in place that are in accordance with local authority guidance and locally agreed inter-agency procedures.
- Chadersley operates safe recruitment procedures and makes sure that all appropriate checks are carried out on staff and volunteers who work with children; and that any panel involved in the recruitment of staff has at least one member who has undertaken Safer Recruitment Training.

Safeguarding and Child Protection – Chadersley

- Chadersley has procedures for dealing with allegations of abuse against staff and volunteers that comply with national guidance and information from the local authority and locally agreed inter-agency procedures.
 - A senior member of the Talbot House Children's Charity leadership team is designated to take lead responsibility for child protection issues, providing advice and support to other staff, liaising with the local authorities and working with other agencies.
 - Staff undertake appropriate safeguarding training, which is updated annually.
 - A trustee is nominated to be responsible for liaising with the local authority and /or partner agencies in the event of allegations of abuse being made against staff.
 - Where services or activities are provided on Talbot House Children's Charity premises by another body, the body concerned has appropriate policies and procedures in place regarding safeguarding children and child protection. They liaise with Talbot House Children's Charity on these matters where appropriate.
 - The review of all policies and procedures are discussed and agreed annually at a Trustee/Governor's meeting.
- 3.2 The Senior Management Team for the Charity will ensure that:
- The policies and procedures adopted by the Trustees/Governing Body are fully implemented and followed by all staff.
 - Sufficient resources and time are allocated to enable the designated person(s) and other staff to discharge their responsibilities including taking part in strategy discussions and other inter-agency meetings and contributing to the assessments of children.
 - All staff feel able to raise concerns about poor or unsafe practice in regard to children and young people, and such concerns are addressed sensitively and effectively in a timely manner, in accordance with our agreed **Whistle Blowing Policy**.
- 3.3 Senior members of staff with designated responsibility for child protection will, in respect of the following:
- Referrals:
 - Refer cases of suspected abuse or allegations to the relevant authorities and liaise with other agencies.
 - Act as a source of support, advice and expertise within the establishment.
 - Liaise with the Senior Management Team to inform them of any issues and ongoing investigations.
 - Training:
 - Recognise how to identify signs of abuse and when it is appropriate to make a referral.
 - Have a working knowledge of how Local Authority Safeguarding Children's Boards operate, the conduct of a child protection case conference and be able to attend and contribute to these and ongoing child protection plans.

Safeguarding and Child Protection – Chadersley

- Ensure that all staff have access to and understand the Chadersley safeguarding and child protection policy.
- Ensure that all staff have safeguarding training as part of their induction.
- Keep detailed accurate secure written records of referrals, discussions with other agencies and/or concerns.
- Obtain access to resources and attend any relevant or refresher training courses as required.
- Raising Awareness:
 - Ensure the safeguarding policy is updated and reviewed annually and work with the Trustees regarding this.
 - Where a child or young person leaves the placement, ensure the child protection file is copied for the new establishment and transferred to the new placement separately from the main file.

3.4 All staff should:

- Fully comply with Chadersley/Talbot House Children's Charity policies and procedures.
- Attend appropriate training.
- Inform the designated person(s) of any concerns.
- Comply with the **Staff Code of Conduct with Young People**.
- Always supervise the young people as per their individual supervision level.
- Inform another staff member if they plan to enter a child or young person's bedroom, staff should not be in a child or young person's bedroom alone with the door shut unless a member of staff is outside the door and if it is absolutely necessary to do so.
- Ensure that children and young people do not enter each other's bedrooms. All doors are locked when shut and only people with a key card to open that door can open it.
- Not use a child or young person's private bathroom.
- Ensure they wear appropriate clothing and be aware of the effect of their appearance on children and young people.
- Treat all children and young people with dignity and respect.
- Respect a child/young person's right to personal privacy.
- Treat all children and young people equally.
- Challenge unacceptable behaviour and report all allegations/suspensions of abuse or bad behaviour (e.g., bullying, alcohol/solvent/drug abuse, smoking).
- Not have inappropriate physical, verbal, or sexual contact with the children and young people.
- Not allow themselves to be drawn into any inappropriate behaviour or make suggestive or derogatory remarks or gestures in front of children or young people.
- Not show favouritism to any individual or group.
- Not swear or make racist, sexist, or blasphemous remarks.
- Not smoke or consume alcohol in front of, or in the company of, children and young people, or allow any effects of these practices to affect them in any way.

Safeguarding and Child Protection – Chadersley

- Not endanger the well-being of the children and young people through action or inaction, whether intentional or not.
- Not reply if a child or young person tries to make contact with them on their personal email, phone or social media and report this immediately to the Registered Manager.
- Only take photographs of children and young people who have written consent. Staff must upload pictures directly onto Chadersley drive and delete images from their phones. Where possible staff should use the Chadersley mobile to take photographs.

3.5 Other people involved with Chadersley who are not staff.

- It is recognised that various contractors may come into contact with the children and young people at Chadersley. All contractors who come on site are required to sign in and wear a lanyard. All contractors will be accompanied at all times and the children and young people will never be left alone with any contractors.

4. Identifying Children and Young People who may be Suffering Harm

Recognising signs of child abuse (see Appendix 1)

Categories of Abuse:

- Physical abuse
- Emotional abuse (including domestic abuse)
- Sexual abuse (including child sexual exploitation)
- Neglect

4.1 Anti-Bullying/Cyberbullying

We are committed to providing a caring, friendly, and safe environment for all of our children and young people. Bullying of any kind is unacceptable at Chadersley. We recognise that children and young people are capable of abusing their peers. If bullying does occur at Chadersley, the incidents will be dealt with promptly and effectively and staff will always challenge any form of bullying. We also encourage other young people to inform us if they know that bullying is happening. We expect our young people to inform us if they are being bullied outside of Chadersley, and staff will respond and support them with this. All staff must make themselves fully aware of what constitutes bullying, and what actions are necessary.

4.1.1 What is Bullying?

Bullying is the use of aggression with the intent of hurting another person. Bullying results in pain and distress to the victim. Bullying includes but is not limited to:

- Emotional - being unfriendly, excluding, and tormenting (e.g., hiding belongings, threatening gestures).
- Verbal - name-calling, sarcasm, spreading rumours, teasing.
- Physical - pushing, kicking, hitting, punching or any other use of violence
- Racist - racial taunts, graffiti, gestures, etc.
- Sexual - unwanted physical contact or sexually abusive comments.
- Homophobic - because of/focusing on the issue of sexuality.

Safeguarding and Child Protection – Chadersley

4.1.2 Signs and Symptoms (this list is not exhaustive)

A child or young person may indicate by their behaviour that they are being bullied. Adults should be aware of these possible signs and that they should investigate if a child or young person:

- Changes their usual routine.
- Is unwilling to go to school or activities.
- Becomes withdrawn, anxious, or lacking in confidence.
- Cries themselves to sleep at night or has nightmares.
- Stops eating.
- Comes back with clothes torn or books damaged.
- Has possessions or money go 'missing.'
- Has unexplained cuts or bruises.
- Is frightened to say what's wrong.
- Is bullying other children/young people or siblings.
- Becomes aggressive, disruptive, or unreasonable.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

4.1.3 Procedures to reduce bullying

- Bullying behaviour must be investigated and the bullying stopped quickly. Staff will challenge bullying behaviour and support the victim.
- Incidents of bullying or threats of bullying will be recorded and passed on to the social worker and parents/carers where appropriate.
- Robust risk assessments are implemented providing targeted work for children and young people identified as being a potential risk to others and those identified as being at risk.
- Attempts will be made to help change their behaviour through direct work such as keywork sessions, counselling etc.
- We aim to provide developmentally appropriate learning opportunities which develop children and young people's understanding of healthy relationships, acceptable behaviour, consent and keeping themselves safe.
- We encourage all children and young people to apologise for negative.
- We encourage positive group interactions.
- Consequences may be necessary for unacceptable behaviour, such as loss of activity and loss of incentives.
- We educate children and young people to support their friends if they are concerned about them, and encourage them to talk to a trusted adult at Chadersley or in school and what services they can contact for further advice, if necessary,
- If the incident is happening at school/college, we will contact the school/college and social worker and support the process.
- Any concerns, disclosures, or allegations of peer-on-peer abuse in any form will be referred to the Registered Manager and/or Designated Safeguarding Lead using our child protection procedures as set out in this policy. Where a concern regarding peer-on-peer abuse has been disclosed, advice and guidance will be sought from Children's Social Care and, where it is clear a crime has been committed or there is a risk of crime being committed, the police will be contacted.

Safeguarding and Child Protection – Chadersley

- If a child or young person's behaviour negatively impacts on the safety and welfare of others at Chadersley, safeguards will be put in place to promote the well-being of all.
- As a last resort we may end a young person's placement.
- The case will be monitored, and a written report kept ensuring further bullying does not take place.
- Some forms of bullying may be of such a serious nature that they may raise safeguarding concerns.

4.2 Radicalisation and Extremism

- The Prevent Duty for England and Wales (2015) under section 26 of the Counter-Terrorism and Security Act 2015 places a duty on children's services to have due regard to the need to prevent people from being drawn into terrorism. We are clear that exploitation of vulnerable children and young people and radicalisation should be viewed as a safeguarding concern.
- Staff receive training to help identify early signs of radicalisation and extremism. **(see Appendix 2)**.
- When any member of staff has concerns that a child/young person may be at risk of radicalisation or involvement in terrorism, they should speak with the Registered Manager and/or Designated Safeguarding Lead. If the matter is urgent, the police must be contacted by dialling 999. In non-urgent cases where police advice is sought then dial 101.
- Staff should follow the **PREVENT, Radicalisation and Channel Policy**.

4.3 Domestic Abuse

- Domestic abuse is actual or threatened physical, emotional, psychological, or sexual abuse. It involves the use of power and control by one person over another. It occurs regardless of race, ethnicity, gender, class, sexuality, age, religion, mental or physical ability.
- Living in a home where domestic abuse takes place is harmful to children and young people, and can have a serious impact on their behaviour, wellbeing and understanding of healthy, positive relationships. Children and young people who witness domestic abuse are at risk of significant harm. Staff are alert to the signs and symptoms of a child/young person suffering or witnessing domestic abuse **(see Appendix 3)**. Staff will report all concerns to the Registered Manager and/or Designated Safeguarding Lead and appropriate action will be taken.

4.4 Child Sexual Exploitation (CSE)

- Child Sexual Exploitation (CSE) is a type of sexual abuse. When a child or young person is exploited, they are given things such as gifts, drugs, money, status, and affection, in exchange for performing sexual activities. Children and young people are often tricked into believing they are in a loving and consensual relationship. This is called grooming. They may trust their abuser and not understand that they are being abused.

Safeguarding and Child Protection – Chadersley

- Children and young people involved in any form of sexual exploitation should be treated primarily as the victims of abuse and their needs carefully assessed. The aim should be to protect them from further harm, and they should not be treated as criminals.
- All staff are alert to the signs and symptoms of a child or young person who may be a victim of CSE (**see Appendix 4**) and will report all concerns to the Registered Manager and/or Designated Safeguarding Lead and appropriate action will be taken. Staff should follow the **Child Sexual Exploitation Policy**.

4.5 Female Genital Mutilation (FGM)

- Female Genital Mutilation (FGM) is a collective term for procedures, which include the partial or total removal of the external female genital organs for cultural or other nontherapeutic reasons. It is an extremely harmful practice that violates the most basic human rights. Female circumcision, excision or infibulation was made illegal in this country by the Prohibition of Female Circumcision Act 1985, except on specific physical and mental health grounds. The Female Genital Mutilation Act 2003 strengthens and amends the 1985 legislation. It makes it an offence for the first time for UK nationals or permanent UK residents to carry out FGM abroad, or to aid, abet, counsel, or procure the carrying out of FGM abroad, even in countries where the practice is legal.
- A child or young person may be considered at risk if it is known that older girls in the family have been subject to the procedure. FGM is typically performed on girls aged between 4 and 13, although in some cases it is performed on newborn babies or young women prior to marriage or pregnancy. Staff are made aware of what FGM is and the signs to look out for (**see Appendix 5**).
- If a staff member is informed that a girl has been or may be subject to these practices, they must report this to the Registered Manager and/or Designated Safeguarding Lead and appropriate action will be taken including informing social services and the police.

4.6 Missing from Home

A child or young person going missing from home or education is a potential indicator of abuse and neglect, including sexual abuse and sexual exploitation. Staff must follow the protocol for each child or young person at Chadersley **Missing From Home Policy**. Staff must be alert to signs or indicators that the child or young person is at risk when going missing. Social services and police will be informed of any missing from home incidents.

4.7 Online/eSafety

- Children and young people increasingly use electronic equipment on a daily basis to access the internet and share content and images via social media sites such as Facebook, Twitter, Instagram and Snapchat. Whilst Chadersley can put safeguards in place, such as restricting access to potentially harmful sites and media through directly supervising internet use and managing Wi-Fi access (via the home's Wi-Fi).

Safeguarding and Child Protection – Chadersley

- It is important to realise that children and young people can access the internet in many ways through a variety of devices that are not always easy to monitor or supervise. Wi-Fi is only available in the home between the hours of 7am and 11pm.
- Unfortunately, some, including adults and other children and young people use these technologies to harm others. The harm might range from sending hurtful and abusive texts or emails, to grooming and enticing children and young people to engage in sexual behaviour such as webcam photography or face-to-face meetings. Children and young people may also be distressed or harmed by accessing inappropriate material such as pornographic websites or those that promote extremist behaviour, criminal activity, suicide or eating disorders.
- The children and young people are taught about online safety and all staff receive internet safety training. Staff should follow the **Internet Safety Policy**, which explains how we try to keep children and young people safe at Chadersley.

4.8 Physical Intervention

Regulation 20 Use of Restraint - legally defines when restraint may be used. A measure of restraint may only be used on a child or young person accommodated in a children's home for the purpose of:

- Preventing injury to any person, including the young person who is being restrained.
- Preventing serious damage to the property of any person, including the young person who is being restrained.
- Preventing a child or young person who is accommodated in a secure children's home from absconding from the home.
- Where a measure of restraint is used on a child or young person accommodated in a children's home, the measure of restraint must be proportionate and no more force than is necessary should be used.

We acknowledge that staff must only ever use physical intervention as a last resort and that at all times it must be the minimal force necessary to prevent injury to another person. If a physical intervention occurs, this will be recorded and signed by all staff involved. This will then be checked by the manager and sent to the child or young person's social worker. All staff need to use physical intervention and will be appropriately trained in positive handling. Staff will follow the **Behaviour Management and Restraint Policy**. We understand that physical intervention of a nature which causes injury or distress to a child or young person may be considered under child protection or disciplinary procedures. Staff must report to the Registered Manager and/or Designated Safeguarding lead if they are concerned following a physical intervention.

4.9 Safeguarding Children and Young People with Disabilities

Young people with disabilities may be especially vulnerable to abuse for a number of reasons. Some may:

- Receive intimate personal care, possibly from a number of carers, which may both increase the risk of exposure to abusive behaviour and make it more difficult to set and maintain physical boundaries.
- Have an impaired capacity to resist or avoid abuse.

Safeguarding and Child Protection – Chadersley

- 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 more vulnerable than others to abuse by their peers.

Staff at Chadersley will supervise and observe all children and young people in their care and will report instances where they have cause for concern about colleagues, other young people, or external agencies to the Registered Manager and/or Designated Safeguarding Lead.

4.10 Staff should consider who may be particularly vulnerable to abuse and may require early help. At Talbot House Children's Charity we recognise that certain factors can increase vulnerabilities, including:

- Children facing housing issues such as frequent moves and homelessness.
- Those living in families with chaotic lifestyles.
- Families with increased stress, parental mental health and/or drug and alcohol dependency.
- Those children living elsewhere, with friends, relatives, are in care, or leaving care.
- Asylum seekers/refugees.
- Those vulnerable to discrimination on the basis of their sexuality, race, religion, ethnicity or disability.
- Children at risk from neglect or abuse including specific issues such as FGM, CSE, forced marriage, radicalisation and living in households with domestic abuse.
- Children with communication difficulties.
- Children without adequate parenting supervision which could lead to abuse, risk-related behaviour, and exploitation.

This is not an exhaustive list but merely an example of vulnerabilities that staff must consider when identifying safeguarding concerns.

5. Taking Action to Ensure that Children are Safe

- All staff follow the Newcastle Safeguarding Children Board Procedures, which are consistent with 'Working Together to Safeguard Children 2018' and 'what to do if you are worried a child is being abused'.
- It is *not* the responsibility of staff at Chadersley to investigate welfare concerns or determine the truth of any disclosure or allegation. However, all staff have a duty to recognise concerns and maintain an open mind. All concerns regarding the welfare of children and young people will be recorded and discussed with the Registered Manager and/or Designated Safeguarding Lead.

5.1 Staff must immediately report:

- Any suspicion that a child or young person is injured, marked, or bruised in a way which is not readily attributable to the normal knocks or scrapes received in play or everyday activities.
- Any explanation for an injury given which appears inconsistent or suspicious.

Safeguarding and Child Protection – Chadersley

- Any behaviours which give rise to suspicions that a child or young person may have suffered harm (e.g., worrying drawings or play).
- Any concerns that a child young person may be suffering from inadequate care, ill treatment, or emotional maltreatment.
- Any concerns that a child or young person is presenting signs or symptoms of abuse or neglect.
- Any significant changes in a child or young person's presentation, mood and behaviour including disengaging from education, family contact etc.
- Any hint or disclosure of abuse from any person.
- Any concerns regarding person(s) who may pose a risk to children and young people (e.g., living in a household with children present).

It is vitally important that staff report concerns about the welfare or safety of a person quickly to the appropriate authorities.

- If you cannot contact the Registered Manager or a Designated Safeguarding Lead or you can contact Police, 999 or 101 if not an emergency; Ofsted 0300 123 1231 or enquiries@ofsted.co.uk; NSPCC 0800 800 500 or report a concern online at help@nspcc.org.uk.

5.2 Responding to Disclosure

Disclosures or information may be received from children, young people, parents, or other members of the public. Chadersley recognise that those who may have difficulties in communicating may seek out a staff member they are most comfortable sharing with or talking to and may choose to communicate through talking or through pictures. Staff will always ensure that they do not ask leading questions at any point or make assumptions. Such information cannot remain confidential, and staff will immediately communicate what they have been told to the Registered Manager who will inform the Designated Safeguarding Lead.

5.3 Principles

Staff will not investigate but will, wherever possible, elicit enough information to pass on to the Registered Manager and/or Designated Safeguarding Lead to ensure an informed decision of what to do next. Staff will:

- Listen to and take seriously any disclosure or information that a child or young person may be at risk of harm.
- Clarify the information.
- Try to keep questions to a minimum and of an 'open' nature.
- Not express feelings or judgments regarding any person alleged to have harmed the child or young person.
- Explain sensitively that they have a responsibility to refer the information to the senior designated person.
- Reassure and support the person as far as possible.
- Explain that only those who 'need to know' will be told.
- Explain what will happen next and that the person will be involved as appropriate.

Safeguarding and Child Protection – Chadersley

5.4 Action by the Registered Manager and/or Designated Safeguarding Lead
Following any information raising concern, the Registered Manager and/or Designated Safeguarding Lead will:

- Consider if any urgent medical attention is required.
- Consider if the police need to be called.
- Inform the social worker, duty social worker or Local Authority Designated Officer (LADO) if necessary.
- Consider the child/young person's wishes and keep them informed of what steps are going to be taken.

All information and actions taken, including the reasons for any decisions made, will be fully documented.

5.5 Action following a child protection referral

The Registered manager and/or designated safeguarding lead or other appropriate senior staff will:

- Make regular contact with the social worker involved to stay informed.
- Contribute to the strategy discussion.
- Provide a report for, attend, and contribute to any subsequent child protection conference.
- If the young person(s) are made the subject of a child protection plan, contribute to the child protection plan and attend core group meetings and review conferences.

5.6 Recording and Monitoring

Accurate records will be made as soon as possible and will clearly distinguish between observation, fact, opinion, and hypothesis. All records will be signed and dated. The Registered Manager will determine if Ofsted need to be notified. The Children's Homes (England) Regulations 2015 state you must notify us:

- About the death of a child/young person.
- About the referral of someone working in the home to your Local Safeguarding Children Board.
- If you know or suspect that a child or young person has been involved in or subject to sexual exploitation (you should be able to provide evidence).
- About a serious incident with a child or young person that required police involvement.
- About an abuse allegation against the home or someone working there.
- If a child protection enquiry has begun or finished.

We will endeavour always to preserve the privacy, dignity and right to confidentiality of the child or young person. The Registered Manager and/or Designated Safeguarding Lead will determine which members of staff need to know personal information and what they need to know for the purpose of supporting and protecting the child/young person.

6. Allegations Regarding Person(s) Working in or on Behalf of Chadersley

Where an allegation is made against any person working in or on behalf of Chadersley that they have:

- Behaved in a way that has harmed a child or young person or may have harmed a child or young person.

Safeguarding and Child Protection – Chadersley

- Possibly committed a criminal offence against or related to a child or young person.
- Has behaved towards children and young people in a way that indicates they are unsuitable to work with children and young people.

We will apply the same principles as in the rest of this document and we will always follow the Newcastle Safeguarding Children Board procedures. Detailed records will be made to include decisions, actions taken, and reasons for these. All records will be retained securely. Whilst we acknowledge such allegations, as all others, may be false, malicious, or misplaced, we also acknowledge they may be founded. It is, therefore, essential that all allegations are investigated properly and in line with agreed procedures.

6.1 Initial Action

- The person who has received an allegation or witnessed an event will immediately inform the Registered Manager and make a record.
- In the event that an allegation is made against the Registered Manager, the matter will be reported to the Chief Executive, Deirdre Pearson. If this is related to Deirdre Pearson, the Chair of Trustees will be contacted.
- The Registered Manager will take steps, where necessary, to secure the immediate safety of children and young people and any urgent medical needs.
- The member of staff will not be approached at this stage unless it is necessary to address the immediate safety of children and young people.
- The Registered Manager and/or Designated Safeguarding Lead may need to clarify any information regarding the allegation, however, no person will be interviewed at this stage.
- The registered manager and/or Designated Safeguarding Lead will consult with the Local Authority Designated Officer (LADO) in order to determine if it is appropriate for the allegation to be dealt with by the home or if there needs to be a referral to social care and/or the police for investigation.
- Consideration will be given throughout to the support and information needs of children and young people, parents, and staff.
- The Residential Manager will consider, with the Senior Management Team, whether other procedures/policies should be followed in relation to the conduct of a member of staff. This could involve following grievance and disciplinary procedures.
- Any member of staff who believes that allegations or suspicions, which have been reported to their line manager, have not been passed on to the relevant local authority properly has a responsibility to report it to a higher level in the organisation.

7. Support, Advice and Guidance for Staff

CONTACTS

Registered Manager

Jo Reiling- jo.reiling@talbothousecc.org.uk

Tel- 07970836322

Safeguarding and Child Protection – Chadersley

Designated Safeguarding Leads

Deirdre Pearson- deirdre.pearson@talbothousecc.org.uk

Tel- 07926437837

Jo Reiling- jo.reiling@talbothousecc.org.uk

Tel- 07970836322

Local Authority Designated Officer (LADO) – Melanie Scott 0191 2116730

Email: melanie.scott@newcastle.gov.uk

[Report a Concern - Newcastle Safeguarding](#)

If you are worried about a child or young person

- Initial Response Service- 0191 277 2500
- Emergency Duty Team- 0191 278 7878
- Northumbria Police-101 (in an emergency always dial 999)
- NSPCC Helpline- 0808 800 5000
- NYAS advocacy service- 0808 808 1001
- Designated doctor safeguarding children- 0191 2824753

In cases where a child or young person is placed by another authority the above professionals will be contacted for that authority using the appropriate contact numbers, which can be found in the child or young person's file.

8. Review

This policy will be reviewed in line with changes to legislation. This policy may be subject for review prior to the date shown if deemed necessary. The Registered Manager will be responsible for reviewing this policy.

Safeguarding and Child Protection – Chadersley

Appendix 1- Recognising Signs of Child Abuse

The following information covers all areas child abuse, not all necessarily relate to our setting.

Categories of Abuse:

- Physical Abuse
- Emotional Abuse (including domestic abuse)
- Sexual Abuse (including child sexual exploitation)
- Neglect

Signs of Abuse in Children:

The following non-specific signs may indicate something is wrong:

- Significant change in behaviour
- Extreme anger or sadness
- Aggressive and attention-seeking behaviour
- Suspicious bruises with unsatisfactory explanations
- Lack of self-esteem
- Self-injury
- Depression
- Age inappropriate sexual behaviour
- Child sexual exploitation.

Risk Indicators:

The factors described in this section are frequently found in cases of child abuse. Their presence is not proof that abuse has occurred, but:

- Must be regarded as indicators of the possibility of significant harm
- Justifies the need for careful assessment and discussion with designated/named / lead person, manager, (or in the absence of all those individuals, an experienced colleague)
- May require consultation with and/or referral to Children's Services.

The absence of such indicators does not mean that abuse or neglect has not occurred. In an abusive relationship, the child/young person may:

- Appear frightened of the parent/s.
- Act in a way that is inappropriate to their age and development (though full account needs to be taken of different patterns of development and different ethnic groups).

The parent or carer may:

- Persistently avoid child health promotion services and treatment of the child/young person's episodic illnesses.
- Have unrealistic expectations of the child/young person.
- Frequently complain about/to the child/young person and may fail to provide attention or praise (high criticism/low warmth environment).
- Be absent or misusing substances.
- Persistently refuse to allow access on home visits.
- Be involved in domestic abuse.

Safeguarding and Child Protection – Chadersley

Staff should be aware of the potential risk to children and young people when individuals, previously known or suspected to have abused children, move into the household.

Recognising Physical Abuse

The following are often regarded as indicators of concern:

- An explanation which is inconsistent with an injury.
- Several different explanations provided for an injury.
- Unexplained delay in seeking treatment.
- The parents/carers are uninterested or undisturbed by an accident or injury.
- Parents/carers are absent without good reason when their child is presented for treatment.
- Repeated presentation of minor injuries (which may represent a “cry for help” and if ignored could lead to a more serious injury).
- Family use of different doctors and A&E departments.
- Reluctance to give information or mention previous injuries.

Bruising

Children and young people can have accidental bruising, but the following must be considered as non-accidental unless there is evidence, or an adequate explanation provided:

- Any bruising to a pre-crawling or pre-walking baby
- Bruising in or around the mouth, particularly in small babies which may indicate force feeding.
- Two simultaneous bruised eyes, without bruising to the forehead, (rarely accidental, though a single bruised eye can be accidental or abusive).
- Repeated or multiple bruising on the head or on sites unlikely to be injured accidentally.
- Variation in colour possibly indicating injuries caused at different times.
- The outline of an object used e.g., belt marks, hand prints or a hair brush.
- Bruising or tears around, or behind, the earlobe/s indicating injury by pulling or twisting.
- Bruising around the face.
- Grasp marks on small children.
- Bruising on the arms, buttocks and thighs may be an indicator of sexual abuse.

Bite Marks

Bite marks can leave clear impressions of the teeth. Human bite marks are oval or crescent shaped. Those over 3 cm in diameter are more likely to have been caused by an adult or older child. A medical opinion should be sought where there is any doubt over the origin of the bite.

Burns and Scalds

It can be difficult to distinguish between accidental and non-accidental burns and scalds and will always require experienced medical opinion. Any burn with a clear outline may be suspicious. For example:

- Circular burns from cigarettes (but may be friction burns if along the bony protuberance of the spine).

Safeguarding and Child Protection – Chadersley

- Linear burns from hot metal rods or electrical fire elements.
- Burns of uniform depth over a large area.
- Scalds that have a line indicating immersion or poured liquid (a child getting into hot water of their own accord will struggle to get out and cause splash marks).
- Old scars indicating previous burns/scalds which did not have appropriate treatment or adequate explanation.
- Scalds to the buttocks of a small child, particularly in the absence of burns to the feet, are indicative of dipping into a hot liquid or bath.

Fractures

Fractures may cause pain, swelling and discolouration over a bone or joint. Non-mobile children rarely sustain fractures. There are grounds for concern if:

- The history provided is vague, non-existent, or inconsistent with the fracture type.
- There are associated old fractures.
- Medical attention is sought after a period of delay when the fracture has caused symptoms such as swelling, pain or loss of movement.
- There is an unexplained fracture in the first year of life.

Scars

A large number of scars or scars of different sizes or ages, or on different parts of the body, may suggest abuse.

Recognising Emotional Abuse

Emotional abuse may be difficult to recognise, as the signs are usually behavioural rather than physical. The manifestations of emotional abuse might also indicate the presence of other kinds of abuse. The indicators of emotional abuse are often also associated with other forms of abuse. Indicators of emotional abuse can include:

- Developmental delay.
- Abnormal attachment between a child/young person and parent/carer e.g., anxious, indiscriminate, or not attachment.
- Indiscriminate attachment or failure to attach.
- Aggressive behaviour towards others.
- Scapegoated within the family.
- Frozen watchfulness, particularly in pre-school children.
- Low self-esteem and lack of confidence.
- Withdrawn or seen as a “loner” – difficulty relating to others.

Recognising Signs of Sexual Abuse

Children and young people of all ages may be sexually abused and are frequently scared to say anything due to guilt and/or fear. This is particularly difficult for a child/young person to talk about, and full account should be taken of the cultural sensitivities of any individual child/family. Recognition can be difficult unless the child/young person discloses and is believed. There may be no physical signs and indications are likely to be emotional/behavioural.

Some behavioural indicators associated with this form of abuse are:

- Inappropriate sexualised conduct.

Safeguarding and Child Protection – Chadersley

- Sexually explicit behaviour, play or conversation, inappropriate to the child/young person's age.
- Continual and inappropriate or excessive masturbation.
- Self-harm, including eating disorder, self-mutilation, and suicide attempts.
- Involvement in prostitution or indiscriminate choice of sexual partners.
- An anxious unwillingness to remove clothes e.g., for sports events (but this may be related to cultural norms or physical difficulties).

Some physical indicators associated with this form of abuse are:

- Pain or itching of genital area.
- Blood on underclothes.
- Pregnancy in a younger girl where the identity of the father is not disclosed.
- Physical symptoms such as injuries to the genital or anal area, bruising to buttocks, abdomen and thighs, sexually transmitted disease, presence of semen on the vagina, anus, external genitalia, or clothing.

Recognising Neglect

Evidence of neglect is built up over a period of time and can cover different aspects of parenting. Indicators include:

- Failure by parents or carers to meet the basic essential needs e.g., adequate food, clothes, warmth, hygiene, and medical care.
- A child/young person seen to be listless, apathetic, and unresponsive with no apparent medical cause.
- Failure of child/young person to grow within the normal expected pattern, with accompanying weight loss.
- Child/young person thrives away from home environment.
- Child/young person frequently absent from school.
- Child/young person left with adults who are intoxicated or violent.
- Child/young person abandoned or left alone for excessive periods.

Appendix 2 – Indicators of Vulnerability to Radicalisation

Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.

Extremism is defined by the Government in the Prevent Strategy as:

“Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.”

Extremism is defined by the Crown Prosecution Service as:

The demonstration of unacceptable behaviour by using any means or medium to express views which:

- Encourage, justify, or glorify terrorist violence in furtherance of particular beliefs.
- Seek to provoke others to terrorist acts.
- Encourage other serious criminal activity or seek to provoke others to serious criminal acts.

Safeguarding and Child Protection – Chadersley

- Foster hatred, which might lead to inter-community violence in the UK.

There is no such thing as a “typical extremist”. Those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity.

Children and young people may become susceptible to radicalisation through a range of social, personal, and environmental factors - it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities. It is vital that staff are able to recognise those vulnerabilities.

Indicators of vulnerability include:

- Identity Crisis – child/young person is distanced from their cultural / religious heritage and experiences discomfort about their place in society.
- Personal Crisis – child/young person may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging.
- Personal Circumstances – migration; local community tensions; and events affecting the child/young person’s country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy.
- Unmet Aspirations – child/young person may have perceptions of injustice; a feeling of failure; rejection of civic life.
- Experiences of Criminality – which may include involvement with criminal groups, imprisonment, and poor resettlement/reintegration.
- Special Educational Need – children and young people may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

However, this list is not exhaustive, nor does it mean that all children and young people experiencing the above are at risk of radicalisation for the purposes of violent extremism.

More critical risk factors could include:

- Being in contact with extremist recruiters.
- Accessing violent extremist websites, especially those with a social networking element.
- Possessing or accessing violent extremist literature.
- Using extremist narratives and a global ideology to explain personal disadvantage.
- Justifying the use of violence to solve societal issues.
- Joining or seeking to join extremist organisations.
- Significant changes to appearance and / or behaviour.
- Experiencing a high level of social isolation resulting in issues of identity crisis and / or personal crisis.

Appendix 3 – Domestic Abuse

Domestic Abuse

How does it affect children and young people?

Children and young people can be traumatised by seeing and hearing violence and abuse. They may also be directly targeted by the abuser or take on a protective role and get caught in the middle. In the long term this can lead to mental health issues such as depression, self-harm, and anxiety.

What are the signs to look out for?

Children and young people affected by domestic abuse reflect their distress in a variety of ways. They may change their usual behaviour and become withdrawn, tired, start to wet the bed, and have behavioural difficulties. They may not want to leave their house or may become reluctant to return. Others will excel, using their time in your care as a way to escape from their home life. None of these signs are exclusive to domestic abuse so when you are considering changes in behaviours and concerns about a child/young person, think about whether domestic abuse may be a factor.

Appendix 4 – Child Sexual Exploitation

The following list of indicators is not exhaustive or definitive, but it does highlight common signs which can assist professionals in identifying children or young people who may be victims of sexual exploitation. Signs include:

- Going missing from home or school.
- Regular school absence/truancy.
- Underage sexual activity.
- Inappropriate sexual or sexualised behaviour.
- Sexually risky behaviour, 'swapping' sex.
- Repeat sexually transmitted infections.
- In girls, repeat pregnancy, abortions, miscarriage.
- Receiving unexplained gifts or gifts from unknown sources.
- Having multiple mobile phones and worrying about losing contact via mobile.
- Online safety concerns such as youth produced sexual imagery or being coerced into sharing explicit images.
- Having unaffordable new things (clothes, mobile) or expensive habits (alcohol, drugs).
- Changes in the way they dress.
- Going to hotels or other unusual locations to meet friends.
- Seen at known places of concern.
- Moving around the country, appearing in new towns or cities, not knowing where they are.
- Getting in/out of different cars driven by unknown adults.
- Having older boyfriends or girlfriends.
- Contact with known perpetrators.
- Involved in abusive relationships, intimidated and fearful of certain people or situations.
- Hanging out with groups of older people, or anti-social groups, or with other vulnerable peers.

Safeguarding and Child Protection – Chadersley

- Associating with other young people involved in sexual exploitation.
- Recruiting other young people to exploitative situations.
- Truancy, exclusion, disengagement with school, opting out of education altogether.
- Unexplained changes in behaviour or personality (chaotic, aggressive, sexual).
- Mood swings, volatile behaviour, emotional distress.
- Self-harming, suicidal thoughts, suicide attempts, overdosing, eating disorders.
- Drug or alcohol misuse.
- Getting involved in crime.
- Police involvement, police records.
- Involved in gangs, gang fights, gang membership.
- Injuries from physical assault, physical restraint, sexual assault.

Appendix 5 – Female Genital Mutilation

Female Genital Mutilation (FGM)

It is essential that staff are aware of FGM practices and the need to look for signs, symptoms, and other indicators of FGM.

What is FGM?

It involves procedures that intentionally alter/injure the female genital organs for non-medical reasons.

There are 4 types of procedures:

- Type 1 Clitoridectomy – partial/total removal of clitoris.
- Type 2 Excision – partial/total removal of clitoris and labia minora.
- Type 3 Infibulation entrance to vagina is narrowed by repositioning the inner/outer labia.
- Type 4 all other procedures that may include: pricking, piercing, incising, cauterising, and scraping the genital area.

Why is it carried out?

Belief that:

- FGM brings status/respect to the girl – social acceptance for marriage.
- Preserves a girl's virginity.
- Part of being a woman / rite of passage.
- Upholds family honour.
- Cleanses and purifies the girl.
- Gives a sense of belonging to the community.
- Fulfils a religious requirement.
- Perpetuates a custom/tradition.
- Helps girls be clean / hygienic.
- Is cosmetically desirable.
- Mistakenly believed to make childbirth easier.

Is FGM legal?

FGM is internationally recognised as a violation of human rights of girls and women. It is illegal in most countries including the UK.

Safeguarding and Child Protection – Chadersley

Circumstances and occurrences that may point to FGM happening are:

- Talking about getting ready for a special ceremony.
- Family taking a long trip abroad.
- Child's family being from one of the 'at risk' communities for FGM (Kenya, Somalia, Sudan, Sierra Leon, Egypt, Nigeria, Eritrea as well as non-African communities including Yemeni, Afghani, Kurdistan, Indonesia, and Pakistan).
- Knowledge that the sibling has undergone FGM.
- Talks about going abroad to be 'cut' or to prepare for marriage.

Signs that may indicate a child has undergone FGM:

- Prolonged absence from school and other activities.
- Behaviour changes on return from a holiday abroad, such as being withdrawn and appearing subdued.
- Bladder or menstrual problems.
- Finding it difficult to sit still and looking uncomfortable.
- Complaining about pain between the legs.
- Mentioning something somebody did to them that they are not allowed to talk about.
- Secretive behaviour, including isolating themselves from the group.
- Reluctance to take part in physical activity.
- Repeated urinal tract infection.
- Disclosure.

Safeguarding and Child Protection – Chadersley

Appendix 6- Chadersley safeguarding flowchart

