

Clearsprings Group
Child and Vulnerable Adult Safeguarding Framework

Safeguarding Statement

Clearsprings Group recognises the importance of our work with children, young people and adults in need of protection, and our responsibility to protect everyone entrusted to our care.

We are committed to the safeguarding of children and vulnerable adults and ensuring their wellbeing.

Specifically;

Clearsprings Group recognises that we all have a responsibility to help prevent the physical, sexual, emotional abuse and neglect of Service Users and to report any such abuse that we discover or suspect.

- We believe every Service User should be valued, safe and happy. We undertake to make sure that Service Users we have contact with know this and are empowered to tell us if they are suffering harm.
- All Service Users have the right to be treated with respect, to be listened to, and to be protected from all forms of abuse.
- We recognise that we all have a responsibility to help prevent the physical, sexual, psychological, financial, and discriminatory abuse and neglect of Service Users, and to report any such abuse that we discover or suspect.
- We recognise the personal dignity and rights of Service Users and will ensure all our policies and procedures reflect this.
- We undertake to exercise proper care in the appointment and selection of all those who will work with children and vulnerable adults.

Clearsprings Group is committed to:

- Following the requirements for UK legislation in relation to safeguarding children and vulnerable adults and good practice recommendations.
- Respecting the rights of children as described in the UN Convention on the Rights of the Child.
- Implementing the requirements of legislation in regard to people with disabilities.
- Ensuring that workers adhere to the agreed procedures of our safeguarding policy.
- Keeping up to date with national, regional and local developments relating to safeguarding.
- Supporting the Safeguarding Manager and Regional Safeguarding Officers in their work, and in any action they may need to take in order to protect children/vulnerable adults.
- Ensuring that everyone agrees to abide by these recommendations and the guidelines established by Clearsprings Group.
- Supporting Service Users, Parents and Families.
- Nurturing, protecting and safeguarding Service Users.
- The Provider shall ensure that guidance and training provided to staff regarding the identification and management of vulnerable Service Users with specific needs, or at risk Service Users, is kept up to date and aligns with accepted good practice, and that the Provider has sought input from the Authority to ensure that their guidance and materials align with the Authority's safeguarding strategy. This will be achieved by undertaking a

rolling programme of training that identifies training requirements for all staff, safer recruitment in accordance with the NSPCC Safe Recruitment guidelines and periodic staff supervision and support with Line Management.

- Supporting all in Clearsprings Ready Homes accommodation affected by abuse.

Clearsprings Group further recognises:

- Children's Social Services (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a child.
- Adult Social Care (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a vulnerable adult.
- HM Government and HMCS reflect the differences in each area of law with the existence of separate Court structures and Acts of Parliament to Safeguard Children and Vulnerable Adults.
- The referral pathways for both Children's Services and Adult Services differ, as do the overarching ideologies of consent and capacity. CRH acknowledge and reflect such differences in the existence of distinct safeguarding policies for each area.
- Where an allegation suggests that a criminal offence may have been committed then the police should be contacted as a matter of urgency.
- Safeguarding is everyone's responsibility.

Clearsprings Ready Homes expressly undertakes to appropriately respond to the needs of 'at risk' Service Users or Service Users with specific needs in their service delivery, to assure their safety and wellbeing. This will include, but may not be limited to:

- Providing Accommodation which is safe, habitable and fit-for-purpose, with appropriate adaptations to meet the needs of Service Users, as required;
- Ensuring that Service Users in need of care or medical treatment have access to appropriate healthcare.
- Operating in accordance with room sharing and relocation guidelines as laid down by the Authority
- Referring Service Users 'at risk' or with 'specific needs' to relevant Local Authority teams for an appropriate assessment in accordance with current legislation.
- Liaising with relevant Local Authority teams to facilitate the transfer of Service Users into Local Authority care, where this has been determined by the Local Authority as the most appropriate course of action following the care and support assessment for the Service User, including transporting the Service User to their Local Authority operated Accommodation in a safe, secure and sensitive manner;
- Liaising with relevant Local Authority teams to help facilitate the provision of Local Authority care and support services to Service Users within Provider Accommodation, for whom such care and support has been deemed appropriate and necessary by the Local Authority, including providing access to the Service User's Accommodation to relevant Local Authority or health provider staff;
- Participating in multi-agency forums, as required, to support the safeguarding and wellbeing of Service Users with specific needs, or at risk Service Users;
- Implementing appropriate inspection and reporting procedures necessary to assure the safeguarding and wellbeing of Service Users with specific needs, or at risk Service Users; *and*

- Maintaining complete and auditable records demonstrating how the Provider has considered and responded to the circumstances and needs of Service Users with specific needs, or at risk Service Users.
- To proactively monitor the Service Users within their care to identify Service Users who may have specific needs or be at risk, and to notify the Authority if the Clearsprings Ready Homes believes or suspects that a Service User may have specific needs or be at risk, or is demonstrating indicators of being at risk, in accordance with guidance provided by the Authority.

Clearsprings Ready Homes acknowledges that;

- Where the Authority is aware that a Service User has specific needs or is at risk, and requires referral to a Local Authority team for a care and support assessment, the Authority shall make the relevant referral, and shall provide instructions to the Clearsprings Ready Homes setting out their requirements in support of the referral process and its outcomes.

This Safeguarding Statement, Framework and associated Policies are not exhaustive. CRH undertakes to review this statement and our policy and procedures annually.

If you have any concerns for a child or vulnerable adult then please contact our Customer Support Team on

The Clearsprings Group Safeguarding Manager / Designated Safeguarding Officer is;

This Framework is current as of 20/04/2019 and will be reviewed annually.

Safeguarding Policy & Procedure

Contents

1. Purpose of the Policy
2. Home Office 'Code of Practice'; keeping children safe from harm
3. Equalities Statement
4. Safeguarding Key Principles
5. Definitions of Abuse
6. Safeguarding children is the responsibility of all
7. Other responsibilities
8. Other Specific circumstances
9. Professional abuse
10. Policies and Procedures
11. Legislation and Policy
12. Terminology & Acronyms
13. Appendices

1. Purpose

Asylum Seekers can be particularly vulnerable. Clearsprings Ready Homes acknowledges that some Service users may have specific needs or be at risk whilst being accommodated. This policy is designed to ensure that employees of Clearsprings are aware of how to respond if they have concerns about any Service User that may need to be safeguarded.

This Policy applies to all Clearsprings Staff, Agency Staff, Contractors and Casual Staff (this list is not exhaustive).

This policy will enable Clearsprings Group to demonstrate its commitment to keeping safe adults at risk with whom it works alongside. Clearsprings Group acknowledges its duty to act appropriately to any allegations, reports or suspicions of abuse.

Clearsprings Ready Homes acknowledges the need to have policy and procedures in place so that all Managers, Staff and Contractors* can work to prevent abuse and know what to do should a concern arise.

*This list is not exhaustive

The policy demonstrates Clearsprings Group commitment to:

- promote good practice and work in a way that can prevent harm and abuse occurring;
- ensure that any allegations of abuse or suspicions are dealt with appropriately and the person experiencing abuse is supported; and
- stop abuse occurring.

This Policy applies to all Service Users whether they are in Initial or Dispersal Accommodation.

Clearsprings Ready Homes acknowledges an overarching duty of care to both children and adults accommodated by them on behalf of the provider. This Policy applies to all Service Users regardless of age.

- For the purposes of this Policy, a 'child' is taken to define a person who has not yet reached their 18th birthday.

- For the purposes of this Policy, an ‘adult’ is taken to define a person over the age of 18. The determination that a Service user is aged 18 (or over) can be by self-disclosure, or by an age assessment by a Local Authority.

2. Home Office (HO) Code of Practice

In January 2008, HO undertook a consultation on their Code of Practice for keeping children safe from harm. The Code of Practice outlines the safeguarding duties which apply to HO in its interaction with children in the United Kingdom, and will be equivalent to the duty contained in Section 11 of the Children Act 2004, which places a statutory duty on key people and bodies to make arrangements to safeguard and promote the welfare of children and that this must be a primary consideration in all HO’s dealings with children.

The Borders, Citizenship and Immigration Act 2009 (s.55) outlines this duty relating to the welfare of children i.e. those under the age of 18. Furthermore, it states that any function of the Secretary of State (or designated official) in relation to immigration or nationality must have “regard to the need to safeguard and promote the welfare of children who are in the United Kingdom”. This also applies to any related service providers – generally those under contract (s.55(1)(b)).

3. Equalities Statement

Clearsprings Group is committed to providing equal opportunities and encouraging diversity and eliminating discrimination in both its role as an employer and as a provider of services.

Clearsprings Group aims to create a culture that respects and values each other’s differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential. We are committed wherever practicable to achieving and maintaining a workforce that broadly reflects the local community in which we operate.

4. Key Principles

The key principles that underpin work with children and young people are found in the Children Act 1989 and 2004, and the UN convention on the Rights of the Child.

‘Safeguarding’ is a descriptive term which is broader than ‘Child Protection’, and reflects actions required to both ‘promote the welfare of children’ and to ‘protect them from harm’.

‘Working Together to Safeguard Children (HM Government 2015 and 2018)’ defines Safeguarding as;

- protecting children from maltreatment;
- preventing impairment of children’s health or development;
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and
- taking action to enable all children to have the best outcomes

The six key principles that underpin the safeguarding adults are found in the Care Act 2014, namely;

- **EMPOWERMENT** – People are supported and encouraged to make their own decisions and informed consent.
- **PREVENTION** – It s better to take action before harm occurs.
- **PROPORTIONALITY** – The least intrusive response to the risk presented.
- **PROTECTION** – Support and Representation for those in greatest need.
- **PARTNERSHIP** – Services offer local solutions through working closely with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse.

- ACCOUNTABILITY – Accountability and Transparency in delivering safeguarding.

5. Definitions of Abuse

Type Of Abuse	Definition
Physical Abuse	<p>Physical abuse may involve hitting, slapping, pushing, burning, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a Service User.</p> <p>Physical harm may be caused by misuse of medication, restraint or inappropriate physical sanctions.</p> <p>Physical harm may also be caused when a parent or caregiver fabricates or induces illness in a service user whom they are looking after.</p>
Emotional Abuse	<p>Emotional abuse is the persistent emotional ill treatment of a Service User such as to cause severe and persistent adverse effects on the Service User’s emotional development or wellbeing. It may involve conveying to a Service User that they are worthless or unloved, inadequate or valued only in so far as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children or young people. It may involve causing children frequently to feel frightened or in danger, for example by witnessing domestic abuse within the home or being bullied, or, the exploitation or corruption of children. Some level of emotional abuse is involved in all types of ill treatment of a child, though it may occur alone. Emotional abuse includes threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber-bullying, isolation or unreasonable and unjustified withdrawal of services or support networks.</p>
Sexual Abuse	<p><u>Children</u></p> <p>Sexual abuse involves forcing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.</p> <p><u>Adults</u></p> <p>Including rape, indecent exposure, sexual assault, sexual acts, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts to which the adult has not consented or was pressured into consenting. It also includes sexual exploitation which is exploitative situations, contexts and relationships where the person receives “something” (e.g. food, accommodation, drugs, alcohol, mobile phones, cigarettes, gifts, money) or perceived friendship/relationship as a result of them performing, and/or another or others performing sexual acts.</p>
Neglect	<u>Child</u>

	<p>Neglect is the persistent failure to meet a child’s basic physical and/or psychological needs, likely to result in the serious impairment of the child’s health or development. It may involve a parent or caregiver failing to provide adequate food, shelter and clothing, failing to protect a child from physical harm or danger, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child’s basic emotional needs. Neglect may occur during pregnancy as a result of parental substance misuse.</p> <p><u>Adult</u></p> <p>Neglect includes a person neglecting a duty to care for a Service Users personal hygiene, health or surroundings; or an inability to provide essential food, clothing, shelter or medical care necessary to maintain their physical and mental health, emotional wellbeing and general safety. It includes behaviour such as hoarding.</p>
Domestic Abuse or Violence	<p>Including an incident or a pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse, by someone who is, or has been, an intimate partner or family member regardless of gender or sexual orientation. This includes psychological/emotional, physical, sexual, financial abuse; so called ‘honour’ based violence, forced marriage or Female Genital Mutilation (FGM).</p>
Discriminatory	<p>Including forms of harassment, bullying, slurs, isolation, neglect, denial of access to services or similar treatment; because of race, gender and gender identity, age, disability, religion or because someone is lesbian, gay, bisexual or transgender. This includes racism, sexism, ageism, homophobia or any other form of hate incident or crime.</p>
Financial or Material	<p>Including theft, fraud, internet scamming, exploitation, 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.</p>
Modern Slavery	<p>Encompasses slavery, human trafficking, 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.</p>

Abuse may be carried out deliberately or unknowingly.

Abuse may be a single act or repeated acts.

People who behave abusively come from all backgrounds and walks of life. They may be doctors, nurses, social workers, advocates, staff members, volunteers or others in a position of trust. They may also be relatives, friends, neighbours or people who use the same services as the person experiencing abuse.

6. Safeguarding is the responsibility of all Children

Clearsprings Ready Homes has adopted the principles enshrined in s.11 of the Children Act 2004 and has appointed a Designated Safeguarding Officer (DSO). The DSO is wholly responsible for collating information, assessing risk, making referrals and signposting to other agencies. The DSO should be the first point of contact in any safeguarding matters and will offer assistance and advice relating to safeguarding matters.

Reporting (See Appendix A and Appendix B)

The suspected abuse of a Child must be reported to Local Authority or the Police who are the agencies with statutory powers to investigate suspected abuse. Agencies must not undertake their own internal child protection enquiries, but refer their concerns as follows:

- Where a staff member has concerns, but wishes for further advice, this should be available from the Designated Safeguarding Officer or from Children's Services.
- Any discussion about a child's welfare should be recorded in writing, including a note of the date and time, and the people who took part in the discussion.
- At the end of any discussion there should be clear agreement about what actions will be taken and by whom.
- If the decision is that no further action is taken, this should also be recorded in writing with the reasons for that decision.
- Any member of staff with concerns about a child's welfare should document their concerns, whether or not further action is taken.
- The need to seek advice, however, should not delay any emergency action needed to protect a child, so if in doubt refer to your line manager, Designated Safeguarding Officer, Children's Services and Police.
- Referral to Children's Services should be made as soon as a problem, suspicion or concern becomes apparent, and certainly within 24 hours.
- During office hours referrals may be made by phone to your local social services office. Outside office hours a referral may be made to the Emergency Duty Team.
- All telephone referrals or referrals made in person should be confirmed in writing within 2 working days using the Multi-agency referral form.
- Children's Services should acknowledge your written referral within one working day of receiving it, so if you have heard nothing within 3 working days, contact social services again.
- You may feel that your concerns are relatively unimportant, or that you might have misunderstood the cultural context, but it is important to refer your concerns. The information that you provide could be crucial, and a part of a much bigger picture.
- The Authority (the Home Office) should be notified of all referrals made.

Information sharing

Children's Services may require information about a child or family with whom you have contact in order to complete an assessment.

- Effective sharing and exchange of relevant information between professionals is essential in order to safeguard information.
- This would include sharing information with an appropriate health professional.
- There is no restriction in the General Data Protection Regulations or other legislation that prevents concerns being shared for the purpose of protecting children.
- Wherever possible, consent should be obtained, but the public interest in child protection always overrides the public interest in maintaining confidentiality or obtaining consent. A child's safety is always of paramount consideration.

Follow-up

- You may be asked to provide help or a specific service to the child or a family member as part of an agreed plan and contribute to the reviewing of the child's progress.

Adults

Clearsprings Ready Homes have adopted the overarching principles as held in the Care Act 2014, Social Services and Wellbeing Act 2014 and Social Care (Self Directed Support)(Scotland) Act 2013 in that we acknowledge and recognise that the Local Authorities have a statutory responsibility for Safeguarding working in a multi-disciplinary format with other statutory agencies and partner organisations.

Reporting (See Appendix A and Appendix C)

Clearsprings Ready Homes Staff should adopt the following protocol if they have any Adult Safeguarding concerns;

- Ensure the safety and wellbeing of the individual
- Establish what the individual's views and wishes are about the safeguarding issue and procedure
- Maintain any evidence
- Remain calm and try not to show any shock or disbelief
- Listen carefully and demonstrate understanding by acknowledging regret and concern that this has happened
- DO NOT promise to keep a secret
- Inform the Clearsprings Ready Homes Safeguarding Team, explaining what information will be shared and why
- Make a written record of what the Service User has told you, using their words, what you have seen and your actions.
- The Clearsprings Ready Homes Safeguarding Team will case manage all referrals and share information with the Local Authority, Police and Authority.

If Staff witness abuse, or abuse has just taken place, the priorities will be

- To call an ambulance if required.
- To call the Police if a crime has been committed.
- To preserve evidence.
- To keep yourself and others safe.
- To inform your line manager or the Designated Adult Safeguarding Manager.
- To record what happened in name of place/file/log where safeguarding adults concerns will be recorded.

All situations of abuse or alleged abuse will be discussed with a Line Manager and/or the Safeguarding Manager / Designated Safeguarding Officer.

If any Clearsprings Group Staff feels unable to raise their concern with their Line Manager and/or the Safeguarding Manager / Designated Safeguarding Officer then concerns can be raised directly with Community Health and Social Care Direct in their Dispersal Area. This referral should be shared with the Safeguarding Manager / Designated Safeguarding Officer, who will in turn share with the Authority.

If it is appropriate and there is consent from the individual, or there is a good reason to override consent, such as risk to others, a referral will be made to Community Health and Social Care Direct team. If the individual experiencing abuse does not have mental capacity to consent to a referral, a best interest decision will be made on their behalf.

In line with Making Safeguarding Personal (MSP) principles, the Safeguarding Manager / Designated Safeguarding Officer should try to seek the views from the adult (or an appropriate representative)

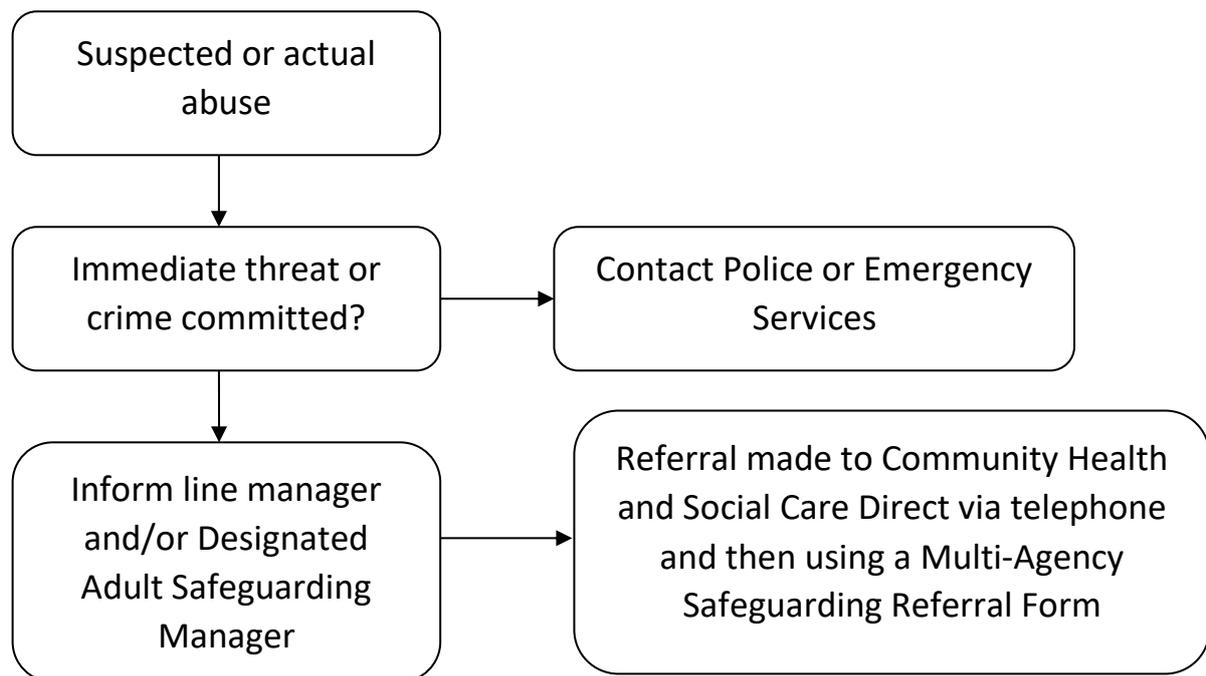
about what they would like to happen as result of the concern. This will help to inform the multi-agency Safeguarding Adults Enquiry.

Making a Safeguarding Adults Referral

All safeguarding adults referrals should be made by telephone initially to the appropriate Local Authority Adult Safeguarding Team during Office Hours.

In emergency situations, it may be necessary to make a Safeguarding Adults Referral to the Local Authority Emergency Duty Team. In such cases, this EDT referral should be followed up with a referral to the appropriate Local Authority Adult Safeguarding Team during Office Hours.

In all cases, Safeguarding Adult Referrals should also be shared with the Authority.



A Safeguarding Adults Manager (a Team Manager from Adult Social Care) will then decide what enquiries need to be undertaken. Feedback will be given to the person who made the safeguarding adults referral.

If the concern relates to a significant risk of (or actual) harm the concern will progress to Stage 2 of the Safeguarding Adults Enquiry and further information will be gathered.

The Safeguarding Manager / Designated Safeguarding Officer will have an understanding of the multi-agency safeguarding adults process so they can explain it to the person concerned and offer all relevant support to the person and process. This could be practical support e.g. providing a venue, or information and reports and emotional support.

Information should be provided to the individual. This could be about other sources of help or information that could enable them to decide what to do about their experience, enable them to recover from their experience and enable them to seek justice.

Information sharing

The Local Authority may require information about a Service User with whom you have contact in order to complete an assessment.

- Effective sharing and exchange of relevant information between professionals is essential in order to safeguard information.
- This would include sharing information with appropriate professionals.
- There is no restriction in the General Data Protection Regulations or other legislation that prevents concerns being shared for the purpose of safeguarding.
- Wherever possible, consent should be obtained. However in cases where capacity to consent may be of issue, consent to share information under the 'best interest principle' in safeguarding cases may apply

Follow-up

- You may be asked to provide help or a specific service to the Service User as part of an agreed plan and contribute to the reviewing of the Service User's progress.

7. Other Responsibilities

Every person in contact with or working with Service Users should:

- Understand their role and responsibilities to safeguard and promote the welfare of children
- Be alert to the indicators of abuse and neglect
- Be familiar with and follow their organisation's safeguarding protocol
- Have received Safeguarding training commensurate with their role
- Employers should ensure that members of staff are subject to, and cleared by, an in-date
- Disclosure and Barring (DBS) Service check. Dependant on role within the organisation, this will include;
 - Standard
 - Enhanced (excluding Barred List)
 - Enhanced (including Barred List)
 - Some Roles within the Organisation may also require a Counter Terrorism Check (CTC)

8. Other Specific Circumstances

Finding young children left without appropriate adult supervision

There may be occasions where either a child has been left on its own, or with another child who is too young to take responsibility. The NSPCC states that most children under 13 are not mature enough to cope with an emergency and should not be left alone for more than a very short time. There is no set age at which it is OK to leave children home alone. It depends on whether the child is mature enough to cope in an emergency and feels happy about being left. Children mature at different ages and every child is an individual. A child or young person under at least 16 should not be left alone overnight and the NSPCC does not recommend asking anyone under 16 to look after a young child.

All incidents where a child has been left alone must be reported to the Designated Safeguarding Officer.

Children left with an adult about whom, little is known, and you may have concerns about the adult in terms of their suitability to look after the child(ren)

If you have any reason for concern you must contact the Designated Safeguarding Officer. If required, the DSO will summon assistance from Police and/or Childrens Services. Where possible, contact the parents to establish their whereabouts and tell them to return home immediately. If the matter has

been referred to the Police, the Police officers will speak to the parents, where possible, and they will refer to Children's Services. It is important that you stay with the child until the Police arrive to ensure their safety.

Children & Families who go missing

You may become aware of families who move unexpectedly, without giving notice and for whom therefore there might be concerns (including trafficking). In these circumstances a referral should be made to the DSO, who will in turn make a referral to Children's Services and Police, in addition to notifying the Authority.

Private Fostering

A private fostering arrangement is a private agreement without the involvement of a local authority for the care of a child under the age of 16 (under 18, if disabled) with someone other than a parent or close relative with the intention of it lasting for 28 days or more.

A private foster carer may be a friend of the family, the parent of a friend of the child, or someone previously unknown to the child or their family but who is willing to privately foster the child. Both the private foster carers and the persons with parental responsibility are required to notify the local authority of the arrangement.

Children who are privately fostered may be more vulnerable to abuse due to being 'invisible'.

All professionals have a duty to notify the Designated Safeguarding Officer, who will in turn refer to the Local Authority if they become aware of a private fostering arrangement.

Domestic Abuse

Research shows that children experiencing domestic abuse can be affected in every aspect of their functioning - safety, health, school attendance, educational achievement, economic well-being and emotional and social development. In the most extreme cases children are at risk of serious injury or death.

For some women, immigration status is related to their marital status, hence when violence in a marriage is experienced women's choices and responses to the situation are severely constrained by immigration considerations. The effect of this is to place certain women in extreme danger by restricting their choices and ability to leave the violent marriage.

Asylum seekers and refugees may have a lack of access to information about their rights and entitlements and sources of help and advice. Partners maybe fearful of jeopardising their asylum claims.

Risk indicators for Domestic Abuse

- Assailants criminal record
- Use of Weapons
- Injuries inflicted
- Financial problems
- Assailant's problems with alcohol, drugs or mental health.
- Victim is pregnant
- Assailant expressing/behaving in a jealous or controlling way.

- Has been/going to be a separation between victim and assailant
- Conflict over child contact
- Threats to kill
- Attempts made to strangle/choke
- Abuse becoming more severe or frequent
- Assailant threatens/attempts suicide
- Sexual abuse i.e. rape, indecent assault
- Victim's own assessment of level of fear
- Fearful for children
- Stalking
- Is victim isolated

Spirit Possession

The term 'belief in spirit possession' is defined here as the belief that an evil force has entered a child and is controlling him or her. Sometimes the term 'witch' is used and is defined here as the belief that a child is able to use an evil force to harm others.

Possible indicators of abuse, most of which may occur in other forms of abuse or neglect, include:

- a child's body showing signs or marks, such as bruises or burns, from physical abuse;
- a child becoming noticeably confused, withdrawn, disorientated or isolated and appearing alone amongst other children.;
- a child's personal care deteriorating, for example through a loss of weight, being hungry, turning up to school without food or food money or being unkempt with dirty clothes and even faeces smeared on to them;
- it may also be directly evident that the child's parent or carer does not show concern for a close bond with the child;
- a child's attendance at school becoming irregular or being taken out of school all together without another school place having been organised;
- a child reporting that they are or have been accused of being 'evil', and/or that they are having the 'devil beaten out of them'.

Modern Slavery / Human Trafficking

Definition of Trafficking

The Palermo Protocol to Prevent, Suppress and Punish Trafficking In Persons, Especially Women and Children, Supplementing the United Nations Convention against Transnational Organised Crime to the UN Convention (2000)

The Palermo Protocol (ratified by the UK on 6 February 2006) defines trafficking as:

"Trafficking in persons "shall mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs"

The two most common terms for the illegal movement of people – ‘trafficking’ and ‘smuggling’, are very different.

In human smuggling, immigrants and asylum seekers pay people to help them enter the country illegally, after which there is no longer a relationship.

Trafficked victims are coerced or deceived by the person arranging their relocation. However, there is a difference between adult and child trafficking – where the victim is a child neither coercion nor deception need to be present for the child to be considered trafficked. On arrival in the country of destination the trafficked child or person is denied their human rights and is forced into exploitation by the trafficker or person into whose control they are delivered or sold.

Why Do People Traffic Children?

- 1) Most children are trafficked for financial gain. This can take the form of payment from or to the child’s parents and, in most cases, the trafficker also receives payment from those wanting to exploit the child once in the UK. Some trafficking is by organised gangs, in other cases individual adults or agents traffic children to the UK for their own personal gain. Children may be used for:
 - Sex work
 - Domestic servitude
 - Sweatshop and restaurant work
 - Credit card fraud
 - Begging or pick pocketing
 - Tending plants in illegal cannabis farms
 - Benefit fraud
 - Drug mules, drug dealing or decoys for adult drug traffickers

In some instances, children may be trafficked for the purposes of adoption outside their country of origin. Those involved in facilitating these arrangements may deceive the authorities responsible for the adoption process, and often benefit from significant financial gain through payments by prospective adopters who may be unaware of the true circumstances of a child's availability for adoption. This can include payment, coercion or the deception of birth parents into relinquishing a child as well as abducting children. Practitioners who suspect that a child may have been trafficked for the purposes of adoption are encouraged to notify the Police and may wish to refer to the Statutory Guidance for the Adoption and Children Act 2002.

There are a number of risk factors which could indicate that a child may have been trafficked to the UK and may still be controlled by the traffickers or receiving adults. These include situations in which the child:

- Has entered the country illegally
- Has no passport or other means of identification
- Has false documentation
- Is unable to confirm the name and address of the person meeting them on arrival
- Does not appear to have money but does have a mobile phone
- Possesses money and goods not accounted for
- Receives unexplained/unidentified phone calls whilst in placement/temporary accommodation

- Is driven around by an older male or ‘boyfriend’
- Is withdrawn and refuses to talk
- Shows signs of sexual behaviour or language
- Shows signs of physical or sexual abuse, and/or has contracted a sexually transmitted disease
- Has a history with missing links and unexplained moves
- Has gone missing from local authority care
- Is required to earn a minimum amount of money every day
- Works in various locations
- Has limited freedom of movement
- Appears to be missing for periods
- Is known to beg for money
- Is being cared for by adult/s who are not their parents (see private fostering above). The quality of the relationship between the child and their adult carers is not good
- Has not been registered with or attended a GP practice
- Has not been enrolled in school
- Has to pay off an exorbitant debt, e.g. for travel costs, before having control over own earnings
- Is permanently deprived of a large part of their earnings by another person
- Is excessively afraid of being deported
- Has had their journey or visa arranged by someone other than themselves or their family
- Or the person in control of the child has previously made multiple visa applications for other children and/or has acted as the guarantor for other children’s visa applications
- Or is known to have acted as the guarantor on the visa applications for other visitors who have not returned to their countries of origin on the expiry of those visas

Practitioners should bear in mind that these indicators do not represent a comprehensive list.

While the first port of call for positively identified child trafficking cases should be the local Police force and the local authority, the NSPCC Child Trafficking Advice and Information helpline can also be used as an alternative first port of call. The helpline supports referrals to local forces and authorities.

Age disputed young people

If a member of staff has any concerns regarding the age of a young person living in adult accommodation they should contact the Designated Safeguarding Officer, who will in turn make referrals to Children’s Services, the Authority and AIRE Provider.

Child Sexual Exploitation

“Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity;

(a) in exchange for something the victim needs or wants, and/or

(b) for the financial advantage or increased status of the perpetrator or facilitator.

The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.” (Department of Education, 2017)

Online Abuse

The NSPCC defines ‘Online Abuse’ as any type of abuse that happens on the web;

- whether through social networks,
- playing online games or
- using mobile phones.

Children and young people may experience cyberbullying, grooming, sexual abuse, sexual exploitation or emotional abuse. Children can be at risk of online abuse from people they know, as well as from strangers. Online abuse may be part of abuse that is taking place in the real world (for example bullying or grooming), or it may be that the abuse only happens online (for example persuading children to take part in sexual activity online). Children can feel like there is no escape from online abuse – abusers can contact them at any time of the day or night, the abuse can come into safe places like their bedrooms, and images and videos can be stored and shared with other people.

Radicalisation / Extremism

HM Government 'Prevent Duty Guidance' (2018), re-affirms the Prevent 2011 definition of Radicalisation as;

- The process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

The NSPCC further identifies that Children who are at risk of Radicalisation may have low self-esteem or be victims of bullying or discrimination. Extremists might target them and tell them they can be part of something special, later brainwashing them into cutting themselves off from their friends and family.

Radicalisation can be difficult to spot. Signs that may indicate a child is being radicalised include:

- isolating themselves from family and friends;
- talking as if from a scripted speech;
- unwillingness or inability to discuss their views;
- a sudden disrespectful attitude towards others;
- increased levels of anger;
- increased secretiveness, especially around internet use.

The current UK definition of Terrorism is given in the Terrorism Act 2000, in which it is defined that 'Terrorism' is;

- An Action that endangers or causes serious violence to person / people;
- Causes serious damage to property, or;
- Seriously interferes or disrupts an electronic system.

The use or threat must be designed to influence the government or to intimidate the public and is made for advancing a political, religious or ideological cause.

Extremism is affirmed in the Prevent Duty Guidance (2018) as a vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. Also included is calls for the death of members of our armed forces, whether in this country or overseas.

Gang Involvement

The definition of a 'gang' is problematic, but can generally be categorised into three types

- Peer Groups

Children and Young Person's gathering together in public to socialise. May involve some low level anti-social behaviour and youth offending.

- Street Gangs
Engagement in criminal activity; border or boundary setting is also common. May involve an internal hierarchy based on age, physical prowess, propensity for violence.
- Organised Crime Gangs
Can be classed as an organised criminal group, normally led by adults for whom their involvement will be for gain (financial or otherwise) and may also involve the sexual exploitation of its members.

Asylum Seekers with Care Needs

Clearsprings Group undertakes to identify, report, refer and support any Service Users in our accommodation that present as being unable to live independently. The level of the aforementioned vulnerabilities cases may require a Referral to be made to the Local Authority Adult Services and a request for a formal Care Needs Assessment to be made under the Care Act 2014.

The Home Office 'Asylum Seekers With Care Needs Policy 2018' indicates that in cases where Care Needs are identified at Port of Entry, such referrals should be undertaken prior to routing to Initial Accommodation.

In cases where Care Needs have been identified, but not yet assessed on arrival, Clearsprings Group undertakes to request an urgent assessment is carried out, and if the Service User is not deemed capable of independent living, such cases should fall within the duty of care of the local authority in which the Service User is currently accommodated.

Any Service Users unable to live independently should be assessed for suitability for supported or assisted living by the Local Authority in the area in which the Service User is accommodated.

9. Professional Abuse

Clearsprings Group will ensure that any allegations made against members or member of staff will be dealt with swiftly.

Where a member of staff/volunteer is thought to have committed a criminal offence the Police will be informed. If a crime has been witnessed the Police should be contacted immediately.

The safety of the individual(s) concerned is paramount. A risk assessment must be undertaken immediately to assess the level of risk to all service users posed by the alleged perpetrator. This will include whether it is safe for them to continue in their role or any other role within the service whilst the investigation is undertaken.

The Staff Members Line Manager and Safeguarding Manager / Designated Safeguarding Officer will liaise with Community Health and Social Care Direct to discuss the best course of action and to ensure that the name of organisation's disciplinary procedures are coordinated with any other enquiries taking place as part of the ongoing management of the allegation.

Clearsprings Group has a whistle blowing policy and staff are aware of this policy. Staff will be supported to use this policy.

If the behaviour of a member of staff causes concern with regard to their relationship with a Service User:

- Do not dismiss your concerns or suspicions
- Discuss your concerns with the Safeguarding Manager, or Regional Safeguarding Officer with responsibility for safeguarding Service Users.
- If this is inappropriate, or you feel that your concern has not been taken seriously, contact Social Services.
- Social Services have a protocol for responding where there are allegations regarding a professional, and your organisation can expect to be involved in a subsequent strategy discussion.

10. Policies and Procedures

This Safeguarding Policy should not be considered as 'standalone'. This policy should be read in conjunction with the following documents;

- CSG037 Safeguarding Reporting protocol
- CSG035 Female Genital Mutilation Policy
- CSG033 Pregnant Service User Policy
- CSG301 Equality & Diversity Policy
- CSG322 Whistleblowing Policy & Procedures
- CSG600 Protection of Vulnerable Adults Policy
- CSG601 Domestic Violence Policy & Procedures
- CSG603 Human Rights Policy
- CSG615 Professional Boundaries Policy

*This list is not exhaustive

11. Legislation & Policy

This Safeguarding Policy should be read in conjunction with the following legislative instruments.

- Health & Safety at Work Act 1974
- Rehabilitation of Offenders Act 1974
- Human Rights Act 1998
- Data Protection Act(s) 1998 and 2018 (As Amended)
- Children Act 1989
- Terrorism Act 2000
- Adoption and Children Act 2002
- Female Genital Mutilation Act 2003
- Sexual Offences Act 2003
- Freedom of Information Act 2004
- Children Act 2004
- Domestic Violence Crime and Victims Act 2004
- Mental Capacity Act 2005
- Fraud Act 2006
- Safeguarding Vulnerable Groups Act 2006
- Borders, Citizenship and Immigration Act 2009
- Equality Act 2010
- Protection of Freedoms Act 2012
- Care Act 2014
- Children & Families Act 2014
- Anti-Social Behaviour, Crime and Policing Act 2014

- Counter Terrorism and Security Act 2015
- GDPR Regulations 2018
- Modern Slavery Act 2015
- Serious Crime Act 2015

*This list is not exhaustive.

This Safeguarding Policy should be read in conjunction with the following policy documents.

- Safeguarding Children Who May Have Been Trafficked (Home Office, 2011)
- Child Sexual Exploitation and the response to localised grooming (Home Affairs Committee, 2013)
- Office of the Children's Commissioner's Inquiry into Child Sexual Exploitation in Gangs and Groups (Office of the Children's Commissioner, 2013)
- Care of Unaccompanied and Trafficked Children (HM Government, 2014)
- Modern Slavery Strategy (Home Office 2014)
- Putting Children First (Department of Education, 2016)
- Female Genital Mutilation: Risk And Safeguarding (Department of Health 2016)
- Mandatory Reporting of Female Genital Mutilation (Home Office, 2016)
- Tackling Child Sexual Exploitation (HM Government, 2015 and 2017)
- Prevent Duty Guidance 2018

*This list is not exhaustive.

12. Terminology & Acronyms

ADASS – Association of Directors of Adult Social Services

CQC – Care Quality Commission

CSP – Community Safety Partnership

DBS – Disclosure and Barring Service

DoLS – Deprivation of Liberty Safeguards

FGM – Female Genital Mutilation

FMU – Forced Marriage Unit

IDVA – Independent Domestic Violence Advocate

LA – Local Authority

LADO – Local Authority Designated Officer

LPA – Lasting Power of Attorney

LSAB – Local Safeguarding Adults Board

MAPPA – Multi Agency Public Protection Arrangements

MASH – Multi Agency Safeguarding Hubs

MCA – Mental Capacity Act 2005

MHA – Mental Health Act 1983

MSP – Making Safeguarding Personal

IMCA – Independent Mental Capacity Advocate

IMHA – Independent Mental Health Advocate

OPG – Office of the Public Guardian

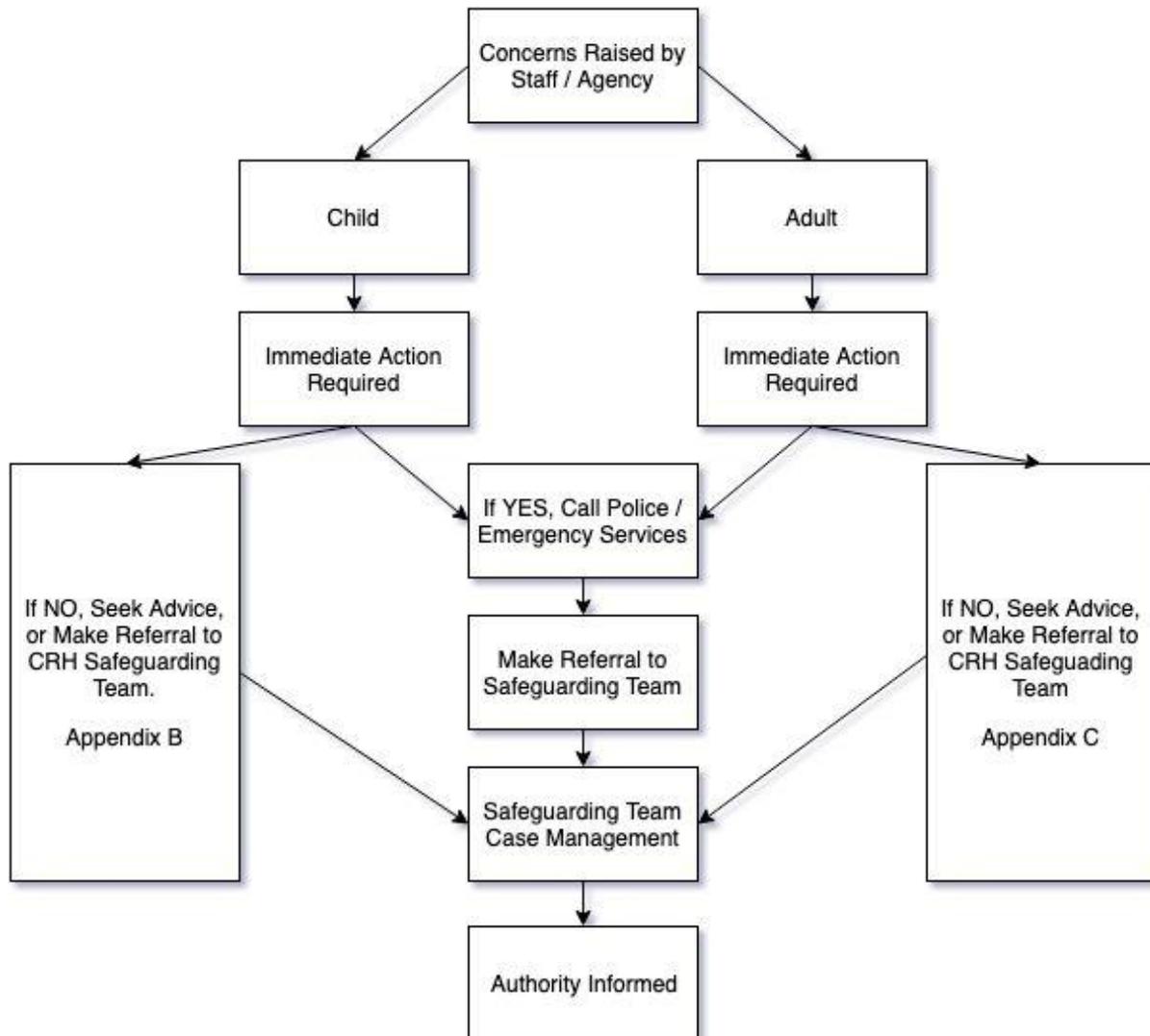
PoT – Position of Trust

SAAR – Safeguarding Adults at Risk

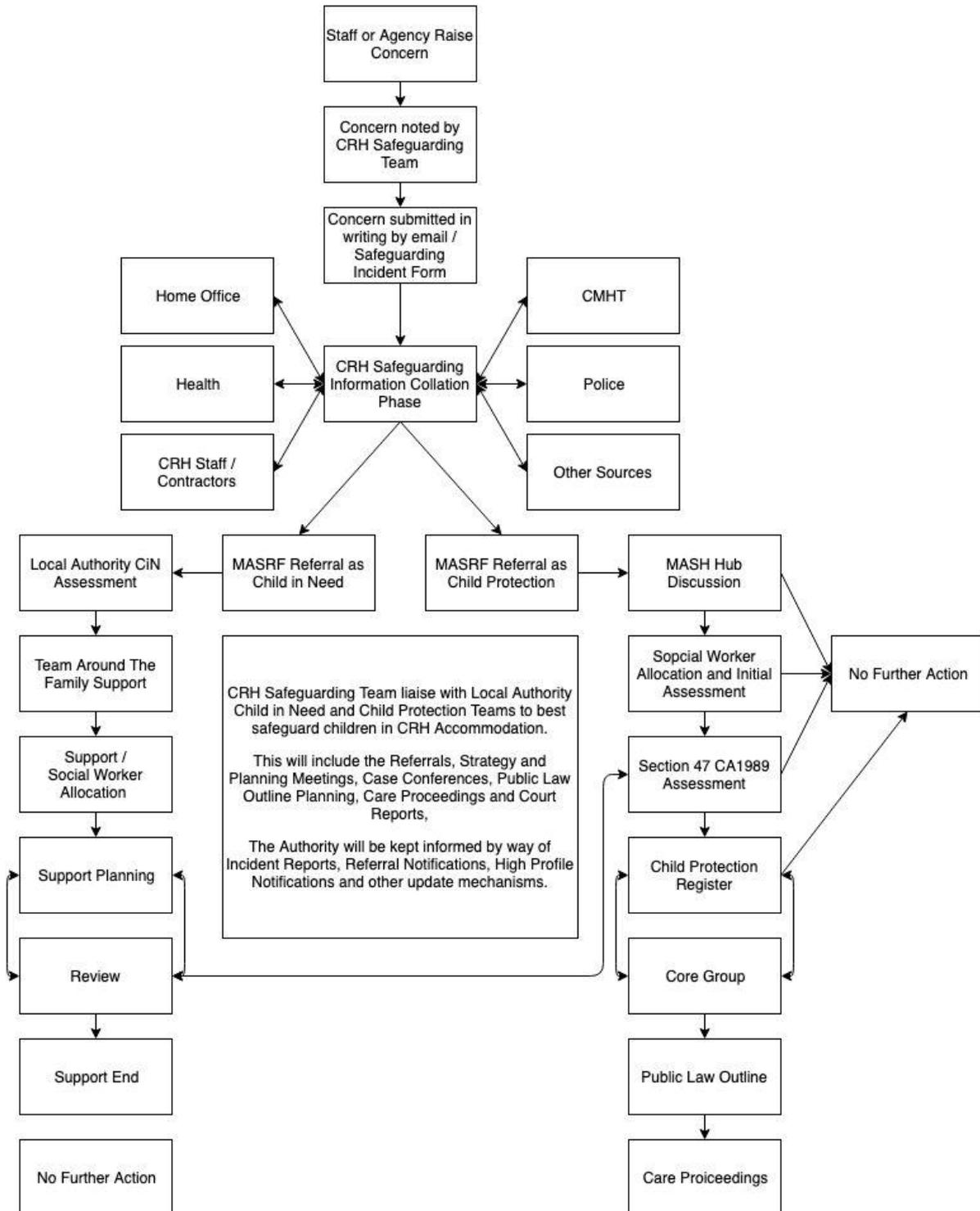
SAR – Safeguarding Adult Review

SIRI – Serious incident requiring investigation

Appendix A



Appendix B



Appendix C

