



Policy for Safeguarding - Incorporating Child Protection at Your Emotional Support Service (YESS)

Your Emotional Support Service
www.yess.uk

This policy is available on our website and is available on request from the YESS office. We inform parents, and carers about this policy when their child is seen at YESS. We also inform older clients about this policy.

The policy is provided to all staff and Trustees (including temporary staff and volunteers) at induction.

This policy will be reviewed in full by the Board of Trustees on an annual basis. This policy was last reviewed and agreed by the Board of Trustees on January 26th 2021. It is due for review January 2023.

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Staffordshire Children's Advice and Support (SCAS)

0300 111 8007

Emergency Duty Service (out of hours) Tel No. 0345 604 2886

Or email: eds.team.manager@staffordshire.gov.uk

Police

Emergency – 999

Non-emergency – 101

NSPCC Helpline

0808 800 5000

Purpose & Aims

We follow National and Local guidance; Working Together to Safeguard Children 2018 (WT 2018); Staffordshire Safeguarding Children Board (SSCB) Child Protection Procedures at www.staffsscb.org.uk for young people residing in Staffordshire and the Stoke-on-Trent Safeguarding Children Board (SCB) Child Protection Procedures at: www.safeguardingchildren.stoke.gov.uk for young people residing in Stoke-on-Trent.

The purpose of YESS's safeguarding policy is to ensure we:

- Are committed to developing a robust culture of vigilance
- Build resilience by raising awareness of safeguarding and child protection issues to all who work or volunteer at YESS including the Board of Trustees
- Establish a safe environment – in which all clients feel safe and are listened to
- Prevent unsuitable people – from working at YESS by ensuring we practice safe recruitment in checking the suitability of all staff, volunteers and Trustees. And to maintain an active vigilance thereafter
- Knowing that safeguarding and promoting the welfare of all clients at YESS is everyone's responsibility, and the voice of the client is evident
- Understanding that no single professional can have the full picture of a client's needs and circumstances. Everyone who comes into contact with children and adults and their family has a role to play in identifying concerns, sharing information and taking prompt action.
- Ensuring as an organisation we have a clear understanding of our staff's knowledge and understanding and embedding safeguarding through clear systems of communication and Continuous Professional Development (CPD) so that safeguarding is a robust element of our organisation.
- Everyone at YESS has a responsibility to act without delay to protect clients by reporting anything that might suggest an individual is being abused or neglected. It is our willingness to work safely and challenge inappropriate behaviours that underpins this commitment.
- All involved at YESS have a responsibility to report concerns relating to radicalisation to the Designated Safeguarding Lead (DSL) or the Designated Safeguarding Trustee (DST) (see 'Roles and Responsibilities' below and appendix 3)

YESS seeks to work in partnership with families and other agencies to improve the outcomes for its clients who are vulnerable or in need. All staff are encouraged to report any concerns that they have and not see these as insignificant. On occasions, a referral is justified by a single incident such as an injury or disclosure of abuse. More often however, concerns accumulate over a period of time and are evidenced by building up a picture of harm over time; this is particularly true in cases of emotional abuse and neglect. In these circumstances, it is crucial that staff record and pass on concerns in accordance with this policy to allow the Designated Safeguarding Lead to build up a picture and access support for the client at the earliest opportunity. All working and volunteering at YESS maintain a professional attitude of 'it could happen here' where safeguarding is concerned.

Training

At YESS we have a robust Safeguarding training schedule for all staff, which is monitored by the DSL (Julie Bird: Service Lead) and the DST (Simon Wright: Chair of Trustees). See below under 'Roles and Responsibilities'.

- All staff and volunteers receive Level 2 Safeguarding training and receive regular updates through staff meetings, emails etc. to develop and support robust safeguarding practices amongst all staff.
- YESS has a clear induction process for all staff, volunteers and Trustees, and all required documents and policies are provided both at induction of new staff, volunteers and Trustees. These documents include (WT 2018) and this Safeguarding Policy including appendices.
- All staff, volunteers and Trustees will be aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases, multiple issues will overlap with one another.
- YESS is committed to training staff to work with other agencies to provide early help for children and vulnerable adults before they become at risk of harm or require a 'child in need' statutory assessment. 'Early Help means providing support as soon as a problem emerges, at any point in a child's life, from the foundation years through to the teenage years.' (WT 2018)
- All staff are trained to have equal responsibility to report their concerns about a child or the behaviour of any adult without delay to the DSL. Whilst the DSL will normally make referrals to Children's Services, any staff member or volunteer can refer their concerns to children's social care directly in emergencies or if they feel they need to do so. (Staffordshire First Response 0800 1313126)

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- Everyone at YESS is trained to have responsibility to escalate their concerns and 'press for reconsideration' if they believe a child or vulnerable adult's needs remain unmet.
- All at YESS are trained to understand their responsibility to request a statutory assessment lead by a social worker for any child in need, as defined under the Children Act 1989, who is unlikely to achieve or maintain a satisfactory level of health or development, or their health and development will be significantly impaired, without the provision of services.

Roles & Responsibilities

Our Designated Safeguarding Lead (DSL) is Julie Bird (Tel: 07849169046 email: Julie.bird@yes-s.org.uk) and the Designated Safeguarding Trustee (DST) is Simon Wright (Chair of Trustees: Tel 079311 70311 email: wright@tahs.org.uk)

- The DSL and DST will undergo appropriate Safeguarding Training to provide them with the knowledge and skills to carry out their role. This training should be updated at least every 2 years, in line with Stoke-on-Trent and Staffordshire Safeguarding Children's Board requirements. The training should provide the DSL with a good understanding of their own role, and the processes, procedures, and responsibilities of other agencies, particularly children's social care.
- The DSL will advise those who represent YESS at child protection conferences and core group meetings. The DSL will be the expert within YESS to support staff and volunteers in liaising with other agencies and making assessments and referrals. Any staff member may be required to be part of strategy discussions with other interagency meetings and contribute to the assessment of the child/ren.
- The DSL will support staff that make referrals to First Response
- The DSL will refer cases to the Channel programme where there is a radicalisation concern as required, and support staff making referrals to the Channel programme
- The DSL will refer cases where a person is dismissed or left due to risk/harm to a child to the Disclosure and Barring Service as required.
- The DSL will refer cases where a crime may have been committed to the Police as required.
- The DSL will maintain robust systems to monitor and record the training of all staff, and volunteers.
- The DSL will ensure all staff and volunteers have training on how to recognise indicators of concern, how to respond to a disclosure from a child or vulnerable adult, and how to record and report this information accurately.

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- During the working week both Julie Bird and Simon Wright are available for staff, volunteers, and Trustees to discuss any safeguarding concerns.
- The Trustee Board ensures Safer Recruitment Procedures, which include the requirement for appropriate checks in line with national guidance, are followed.
- The Trustee Board has an overview of the training schedule and future training requirements and this is to be updated annually.
- Regular supervision will be offered to the DSL and DST, usually quarterly and may be extended to other members of staff as deemed appropriate by the DSL/DST.

Working with Parents/Carers at YESS

YESS is committed to working in partnership with parents/carers to safeguard and promote the welfare of children, and to support them to understand our statutory responsibilities in this area.

- A copy of our safeguarding policy will be provided to parents on request and is available on our website.
- When necessary, parents and carers will be informed of our legal duty to assist our colleagues in other agencies with child protection enquiries and what happens should we have cause to make a referral to Families First Services or other agencies.
- YESS is committed to working with parents positively, openly, and honestly. We ensure that all parents are treated with respect, dignity, and courtesy. We respect parents' rights to privacy and confidentiality and will not share sensitive information unless we have permission or if it is necessary to do so in order to safeguard a child from harm. We will seek to share with parents any concerns we may have about their child before making a referral, unless doing so may place a child at increased risk of harm. A lack of parental engagement or agreement regarding the concerns YESS has about a child will not prevent the DSL from making a referral to Families First in those circumstances where it is appropriate to do so.
- YESS will only share information about clients with adults who have parental responsibility for a child or where a parent has given permission and YESS has been supplied with the adult's full details in writing.
- YESS will work in an open and honest way with any parent whose child has been referred to First Response or whose child is subject to a child protection plan. Our responsibility is to promote the protection and welfare of all children and our aim is to achieve this in partnership with the parent.

Safer Recruitment and Selection

- Safer Recruitment practice includes scrutinising applicants, verifying identity, academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking interviews and appropriate checks including criminal record checks (DBS checks), barred list checks and prohibition checks. Evidence of these checks must be recorded.
- All recruitment materials will include reference to YESS's commitment to safeguarding and promoting the wellbeing of clients.
- YESS's DSL and DST must have undertaken appropriate training in Safer Recruitment and one of these must sit on a recruitment panel.

Managing Allegation Against Staff and Volunteers

- The Trustee Board at YESS ensures there are procedures in place to manage allegations of abuse against staff and volunteers.
- Our aim at YESS is to provide a safe and supportive environment which secures the wellbeing and best outcomes for all clients at YESS. We do, however, recognise that sometimes the behaviour of adults may lead to an allegation of abuse being made.
- As indicated under 'Safer Recruitment and Selection' we will take all possible steps to safeguard our clients by ensuring that the adults at YESS are safe to work with children and vulnerable adults. We will always ensure that the procedures outlined in Stoke-on-Trent and Staffordshire Safeguarding Children's Board Protocol: Managing Allegations of abuse Against Persons who work with Children and role of The Local Authority Designated Officer (LADO) are adhered to.
- Allegations against a former staff/volunteer at YESS will be referred to the police.
- Any member of staff/volunteer/Trustee who receives information indicating possible abuse or someone's possible unsuitability to work with children or vulnerable adults must report this immediately to the DSL/DST
- Should an allegation be made about the DSL then Simon Wright (DST) is to be immediately informed.
- Any member of staff or volunteer who does not feel confident to raise their concerns with the either the DSL/DST should contact the LADO directly on 0800 1313126.

- No member of staff/volunteer/Trustee will undertake further investigations before receiving advice from the LADO.
- General guidance on whistle blowing can be found at this link. The NSPCC whistleblowing helpline is available for staff/volunteers/Trustees who do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 – line is available from 8:00 AM to 8:00 PM, Monday to Friday and Email: help@nspcc.org.uk.
- YESS has a legal duty to refer to the Disclosure and Barring Service (DBS) anyone who has harmed, or poses a risk of harm, to a child, or if there is reason to believe the member of staff/volunteer/Trustee has committed one of several listed offences, and who has been removed from working (paid or unpaid) in regulated activity or would have been removed had they not left. The DBS will consider whether to bar the person.

Information Sharing

- At all times YESS will work in partnership and endeavour to establish effective working relationships with parents, carers and colleagues from other agencies in line with Working Together to Safeguard Children (2018).
- Information sharing is vital in identifying and tackling all forms of abuse and neglect. As part of meeting a child's needs, it is important for all staff/volunteers and Trustees to recognise the importance of information sharing between practitioners and local agencies. All should be proactive in sharing information as early as possible to help identify, assess and respond to risks or concerns about the safety and welfare of children, whether this is when problems are first emerging, or where a child is already known to the local authority children's social care.
- YESS is aware that among other obligations, the Data Protection Act 2018 and the GDPR place duties on us to process personal information fairly and lawfully and to keep the information we hold safe and secure.
- YESS ensures that relevant staff have due regard to the relevant data protection principles, which allow them to share (and withhold) personal information, as provided for in the Data Protection Act 2018 and the GDPR. This includes:
 - being confident of the processing conditions which allow them to store and share information for safeguarding purposes, including information, which is sensitive and personal, and should be treated as 'special category personal data'.

- understanding that 'safeguarding of children and individuals at risk' is a processing condition that allows practitioners to share special category personal data. This includes allowing practitioners to share information without consent where there is good reason to do so, and that the sharing of information will enhance the safeguarding of a child in a timely manner, but it is not possible to gain consent, it cannot be reasonably expected that a practitioner gains consent, or if to gain consent would place a child at risk.
- YESS understands that fears about sharing information must not be allowed to stand in the way of the need to safeguard and promote the welfare and protect the safety of children. When the DSL is considering whether, or not, to share safeguarding information (especially with other agencies) it is considered best practice for us to record who we are sharing that information with and for what reason. If we have taken a decision not to seek consent from the client and/or parent/carer that should also be recorded within the safeguarding file.

Office/Centre Security

- YESS provides a secure centre for staff/volunteers and clients but is only as secure as the people who use it.
 - All people on the site must adhere to the rules which govern it in terms of locking entrance doors and only opening to those who have identified themselves via the radio intercom.
 - Visitors to the YESS office must always be accompanied by a member of staff.
 - Young clients will only be allowed home with adults with parental responsibility or confirmed permission.
 - Empty therapy rooms should have closed windows and doors when not in use.
- YESS will adhere to ICO legislation regarding GDPR restrictions as set in our Privacy Policy.
- All client data is protected regarding GDPR when working off site where necessary.

Good Practice when Dealing with a Disclosure of Abuse

When a child or vulnerable adult tells me about abuse, they have suffered, what should I remember?

- Stay calm
- Do not communicate shock, anger or embarrassment
- Reassure the client. Tell her/him you are pleased that s/he is speaking to you.
- Never agree or promise to keep it a secret. Assure her/him that you will try to help but let the client know that you will have to tell other people in order to do this. State who this will be and why.
- Tell her/him that you believe them. Children very rarely lie about abuse; but s/he may have tried to tell others and not been heard or believed.
- Tell the client that it is not her/his fault
- Encourage the client to talk but do not ask "leading questions" or press for information
- Use the acronym T.E.D: Tell me. Explain. Describe
- Listen and remember
- Check that you have understood correctly, what the client is trying to tell you
- Communicate that s/he has a right to be safe and protected
- It is inappropriate to make any comments about the alleged offender
- Be aware that the client may retract what s/he has told you. It is essential to record in writing, all you have heard, though not necessarily at the time of disclosure.
- At the end of the conversation, tell the client again whom you are going to tell and why that person or those people need to know
- As soon as you can afterwards, make a detailed record of the conversation using the client's own language. Include any questions you may have asked. Do not add any opinions or interpretations. (date, time, names mentioned and to whom the information was passed need to be clearly recorded)
- If the disclosure relates to a physical injury do not photograph the injury, but record in writing as much detail as possible
- The information should then be passed, in a timely way, to the DSL/DST. Immediately if the child discloses any abuse, they have suffered or may be at risk of suffering. If DSL/DST is not available, it is the staff member's responsibility to make a referral to First Response, and then inform the DSL/DST at the earliest opportunity. (First Response, 0800 13 13 126)

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13. Do listen to children and young people and take every opportunity to raise their self-esteem.
14. If you must speak to a child/young person about their behaviour remember you are challenging 'what they did' not 'who they are'.
Do make sure you have read the Safeguarding Policy and any related procedures and that you feel confident you know how to recognise when a child/young person may be suffering harm, how to handle any disclosure and how to report any concerns.
15. Do seek advice and support from your colleagues and DSL
16. Do seek opportunities for training such as that available through the SSCB at: www.staffsscb.org.uk / or the Stoke-on-Trent SCB at: www.safeguardingchildren.stoke.gov.uk
17. Do not give your personal contact details / personal website details to children or young people.
18. Do not use the internet or web-based communication channels to send exclusive personal messages to/ befriend children / young people.
19. Do not use mobile telephones or any other devices to take images of children and young people.

Code of Conduct for Workers/Volunteers at YESS

1. Always remember that while you are caring for other people's children you are in a position of trust and your responsibilities to them, and the organisation must always be uppermost in your mind.
2. Never use any kind of physical punishment or chastisement such as smacking or hitting.
3. Do not smoke in front of any child or young person.
4. Do not undertake work with children and young people whilst under the influence of any substance which could impair your behaviour as a role model to them, whether legal, prescribed or illegal.
5. Never behave in a way that frightens or demeans any child or young person.
6. Do not use any racist, sexist, discriminatory or offensive language.
7. You should not give children/young people presents or personal items.

Exceptions to this would be:

1. *An agreed custom such as buying children/young people a small birthday token*
2. *Providing additional help to a family in need such as equipment to enable them to participate in an activity.*

Both types of gift should be declared to the DSL and the child or young person's parent/carer, and only given if agreed as acceptable by all parties

Similarly do not accept gifts yourself other than small tokens for appropriate celebrations, which you should mention to the DSL.

8. You should not invite a child or young person to your home or arrange to see them outside the set activity times.
9. You should not engage in any sexual activity (this would include using sexualised language) with a child/young person you meet through your duties or start a personal relationship with them, this would be an abuse of trust.
10. Exercise caution about being alone with a child or young person. In situations where this may be needed think about ways of making this seem less secret for example by telling another worker or volunteer what you are doing and where you are, leaving a door ajar, being in earshot of others; though be mindful of confidentiality
11. If necessary, always prompt children/young people to carry out personal care themselves and if they cannot manage to do this always ask if they would like help.
12. Do talk explicitly to children and young people about their right to be kept safe from harm.

**If you are not sure whether you should raise a safeguarding concern, you should seek advice. If you have become aware of concerns through the course of your work, seek advice from the Adult Safeguarding Lead, who is Julie Bird, Chief Officer, your line manager if Julie not available or telephone the Safeguarding Team on 0800 1313 126 or email frist@staffordshire.gov.uk
Emergency Duty Service (outside office hours) Tel: 0845 6042886**

Information Sharing

Information sharing between organisations is essential to safeguard adults at risk of abuse, neglect and exploitation. In this context 'organisations' mean not only statutory organisations but also voluntary and independent sector organisations, housing authorities, the police and Crown Prosecution Service, and organisations which provide advocacy and support. Information sharing must be consistent with the requirements of the Data Protection Act 2018 and GDPR legislation. Whether information is shared with or without the consent of the adult at risk, the information shared should be necessary for the purpose for which it is being shared, shared only with those who have a need to know in order to, protect the vital interests of the person/or public or prevent or detect crime.

Remember that the Data Protection Act is not a barrier to sharing information but provides a framework to ensure that personal information about living persons is shared appropriately.

Information must:

- be accurate and up to date
- be shared in a timely fashion
- be shared accurately
- be shared securely

Recording Information

We are committed to keeping clear, accurate and up-to-date records of all contacts and actions relating to cases of alleged neglect and abuse. The records may need to be used to hold professionals/agencies to account for decisions and actions. It is essential that the record includes the views and wishes of the Adult or their advocate and how these have been taken into account in decision making and planning.

Categories of Abuse & Recognising the Signs and Symptoms of Abuse

It is important in this section to provide definitions of abuse and staff/volunteers need to familiarise themselves with these definitions. YESS is committed to ensuring that all workers have a basic awareness of the categories, signs and symptoms of child abuse and know where to go for information:

Additional information regarding training can be sourced for Staffordshire at:
www.staffscvys.org.uk

<http://www.staffsscb.org.uk/Training/inter-agency-training.aspx>

For Stoke-on-Trent at: www.safeguardingchildren.stoke.gov.uk

Working Together to Safeguard Children (2018) defines the main categories of child abuse, which is also used for the purposes of drawing up child protection plans for children at risk of harm. The categories are as follows:

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- Provide adequate food, clothing and shelter (including exclusion from home or abandonment);
- Protect a child from physical and emotional harm or danger;
- Ensure adequate supervision (including the use of inadequate care-givers); or
- Ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Physical Abuse

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

Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Emotional Abuse

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

Signs and Symptoms of Abuse

There is no clear dividing line between one type of abuse and another. The following section is divided into four areas to help categorise what may be seen or heard. Children/young people may show symptoms from one or all of the categories. This should not be used as a checklist. Workers and volunteers should be aware of anything unusual displayed by the child.

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Physical signs of abuse

- Bruise marks consistent with either straps or slaps
- Undue fear of adults - Fear of going home to parents or carers
- Aggression toward others
- Unexplained injuries or burns – particularly if they are recurrent and especially in non-mobile babies
- Any injuries not consistent with the explanation given for them
- Injuries that occur to the body in places which are not normally exposed to falls, rough games, etc
- Reluctance to change for, or participate in games or swimming
- Bruises, bites, burns, fractures etc which do not have an accidental/satisfactory explanation
- Cuts/scratches/substance abuse
- Hitting (with the hand or implement) smacking, punching, kicking, slapping, twisting/pulling ear, hair or fingers, holding/squeezing with a tight grip, biting, and burning
- Fabricated or induced illness –see SSCB / SCB website for the procedure inc signs and symptoms

Neglect

- Exposure to danger/lack of supervision
- Neglect - under nourishment, failure to grow, constant hunger, stealing or gorging food, untreated illnesses, inadequate care etc.
- Injuries that have not received medical attention
- Inadequate/inappropriate clothing
- Constant hunger
- Poor standards of hygiene
- Untreated illnesses
- Persistent lack of attention, warmth or praise

Emotional signs of abuse

- Changes or regression in mood or behaviour, particularly where a child withdraws or becomes clinging. Also, depression/ aggression, extreme anxiety
- Nervousness, frozen watchfulness
- Obsessions or phobias
- Sudden under-achievement or lack of concentration
- Inappropriate relationships with peers and/or adults
- Attention-seeking behaviour
- Persistent tiredness
- Running away/stealing/lying
- Humiliating, taunting or threatening a child whether in front of others or alone.
- Persistent lack of attention, warmth or praise.
- Shouting/yelling at a child
- Radicalisation – use of inappropriate language, possession of violent extremist literature, behavioural changes, the expression of extremist views, advocating violent actions and means, association with known extremists, seeking to recruit others.

Indicators of possible sexual abuse

- Language and drawing inappropriate for age.
- Child with excessive preoccupation with sexual matters and detailed knowledge of adult sexual behaviour
- Regularly engages in age-inappropriate sexual play
- Sexual knowledge inappropriate for their age
- Wariness on being approached
- Soreness in the genital area or unexplained rashes or marks in the genital areas
- Repeated urinary infections or unexplained tummy pain
- Difficulty in walking or sitting
- Stained or bloody underclothes
- Bruises on inner thigh or buttock.
- Any allegations made by a child concerning sexual abuse
- Sexual activity through words, play or drawing
- Child who is sexually provocative or seductive with adults
- Inappropriate bed-sharing arrangements at home
- Severe sleep disturbances with fears, phobias, vivid dreams or nightmares, sometimes with overt or veiled sexual connotations
- Eating disorders - anorexia, bulimia
- Unaccounted sources of money
- Telling you about being asked to 'keep a secret' or dropping hints or clues about abuse.

Remember – Signs and symptoms often appear in a cluster, but also, many of the indicators above may be caused by other factors – If in doubt check it out.

The most important factor is to safeguard the child.

Indicators of Vulnerability to Radicalisation

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

2. 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.

3. 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 beliefs
- Seek to provoke others to terrorist acts
- Encourage other serious criminal activity or seek to provoke others to serious criminal acts
- Foster hatred which might lead to inter-community violence in the UK.

4. 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.

5. Individuals 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 all involved with YESS can recognise those vulnerabilities.

6. Indicators of vulnerability include:

- Identity Crisis – the individual is distanced from their cultural/religious heritage and experiences discomfort about their place in society
- Personal Crisis – the individual 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 individual’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 – the individual 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 – individuals may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

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

7. More critical risk factors could include:

- Being in contact with extremist recruiters
- Family members convicted of a terrorism act or subject to a Channel intervention
- 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.

Contacts for Prevent Leads:

Cannock - Kerry Wright KerryWright@cannockchasedc.gov.uk

Karla Vowles - Karla.Vowles@cannockchasedc.gov.uk

East Staffs - Mike Hovers Michael.hovers@eaststaffsbc.gov.uk

Sal Khan - sal.khan@eaststaffsbc.gov.uk

Lichfield - Susan Bamford Susan.Bamford@lichfielddc.gov.uk

Newcastle Sarah Moore - Sarah.moore@newcastle-staffs.gov.uk

South Staffs Helen Marshall - H.Marshall@sstaffs.gov.uk

Stafford Victoria Cooper - vcooper@staffordbc.gov.uk

Staffs Moorlands David Smith - david.smith@staffsmoorlands.gov.uk

Tamworth Joanne Sands - joanne-sands@tamworth.gov.uk

Staffordshire County Council (Safer Communities)

Becky Murphy - Becky.murphy@staffordshire.gov.uk

Staffordshire Police Prevent Team Sgt. Calum Forsyth

prevent@staffordshire.pnn.police.uk

Good practice, poor practice and abuse

It can be difficult to distinguish poor practice from abuse, whether intentional or accidental.

It is not the responsibility of any individual involved in YESS to make judgements regarding whether or not abuse is taking place. However, all YESS personnel have the responsibility to recognise and identify poor practice and potential abuse, and act on this if they have concerns.

Further Information

Policies, procedures and supporting information are available from the following:

- Your Emotional Support Service website: www.yess.uk
- At the Uttoxeter office
- Via email: hello@yess.uk
- Safeguarding Lead: Julie Bird

Policy and procedure adopted annually by the Board of Trustees

This policy will be reviewed annually or sooner in the event of legislative changes or revised policies and best practice.

Adopted – Nov 2022