



## A New Way of Being

### Safeguarding (Child Protection) Policy

#### Key Contacts

Name	Job Role	Contact Details
<b>Designated Safeguarding Lead</b>	Samantha Young	07871773881 Info@anewwayofbeing.online
<b>Designated safeguarding Lead</b>	Martina Stone	07902928707 Info@anewwayofbeing.online
<b>Local authority designated officer</b>	Jo Llyod	<a href="mailto:lado.safeguardingchildren@oxfordshire.gov.uk">lado.safeguardingchildren@oxfordshire.gov.uk</a> 01865 810603
<b>Multi Agency Safeguarding Hubs</b>		Oxfordshire <a href="http://www.oxfordshire.gov.uk/business/informationproviders/multi-agency-safeguarding-hub">www.oxfordshire.gov.uk/business/informationproviders/multi-agency-safeguarding-hub</a> 0345 050 7666  MASH West Berkshire / Wokingham / Reading <a href="http://www.berkshirerwestsafeguardingchildrenpartnership.org.uk">www.berkshirerwestsafeguardingchildrenpartnership.org.uk</a> Emergency Number (out of hours) 01344 786 543 West Berkshire (working hours) 01635 503090  Wokingham (working hours) 0118 908 8002 Reading (working hours) 0118 937 3641 24 Hour Helpline
<b>NSPCC</b>		NSPCC 0808 800 5000 5000

## **Flow chart for responding to suspicions, disclosures, or allegations of abuse.**

A disclosure, suspicion or allegation is raised there is visual or circumstantial evidence that indicates there is a safeguarding concern



Concerns are shared with Designated safeguarding lead through daily debrief or face to face meeting with DSL.



The Team will assess the evidence and decide on actions and next steps and depending on the nature of the concerns and

<b>Make a referral to outside organisations</b>	<b>Continue to monitor and record</b>
<p>If there immediate risk of harm appropriate actions take e.g. if the child is unsafe to go home.</p> <p>Contact Referrer, school, agency, designated key staff or family member to discuss concerns and agree next steps.</p> <p>Notify Parents/ carers of concerns</p> <p>Refer to other agencies if required</p>	<p>Monitor young person and record all information. Build up a list of concerns noticing any patterns, trends, concerns, new behaviours</p> <p>Contact key staff or outside organisations involved e.g. care home to discuss next steps and concerns.</p>

**Any action that is decided upon is to be recorded in accordance with agreement of the DSL and will disseminated to key staff If necessary or required.**

**Any outcomes or actions to be monitored and recorded.**

**If there is an allegation of safeguarding against A New Way of Being staff it will be reported to the LADO.**

## **Introduction**

This policy sets out how 'A New Way of Being' safeguard and promote the welfare of all children and vulnerable young people.

It applies to all aspects of our work and everyone working for A New Way of Being.

We believe everyone has a responsibility to ensure the welfare of all children and young people, to keep them safe and to practice in a way that protects them. We will give equal priority to keeping all children and young people safe regardless of their age, disability, gender reassignment, race, religion, belief, sex, or sexual orientation.

This policy applies to all staff and adult volunteers.

This policy will be reviewed annually and is in line with Oxfordshire County and all statutory procedures.

All A New Way of Being Employees recognise their responsibility for Safeguarding and Child Protection.

All Employees will be provided with a copy of this policy and will be required to indicate their commitment to it by signing a declaration to say that they have read it and will adhere to it. The declaration will be kept in the company records.

## **Policy aims**

The purpose of this policy is to:

- Identify the names of responsible persons within A New Way of Being and explain the purpose of their role.
- Describe what should be done if anyone within A New Way of Being has a concern about the safety or welfare of a child/young person whom they are working with.
- Identify the particular attention that should be paid to those children/young people who fall into a category that might be deemed "vulnerable".
- Set out expectations in respect of training - Ensure that those responsible for recruitment are aware of how to apply safeguarding principles in employing staff A NEW WAY OF BEING Safeguarding (child protection) Policy.
- Outline how complaints against staff will be handled.
- Set out expectations regarding record keeping.
- Outline how the implementation of this policy will be monitored.

## **Statutory Framework**

This policy is informed by

- Keeping Children Safe in Education 2022
- Working Together to Safeguard Children 2018
- Children's Act 2004
- Child Sexual Exploitation- guide for practitioners (DfE 2015)
- Counter Terrorism and Security Act 2015
- Serious Crime Act 2015
- Safeguarding Practice and Procedures Guidance from Local Safeguarding Children Boards of Berkshire and Oxfordshire (website updates 2022)

## **Definitions**

**1a. Safeguarding** A New Way of Being uses definitions of the term 'safeguarding' from statutory guidance. Safeguarding children is defined in Working together to safeguard children as:

- Protecting children from maltreatment.
- Preventing impairment of children's health or development.
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care.
- Taking action to enable all children to have the best outcomes.

**1b. Child** in English law, a child is "anyone who has not reached his or her 18th birthday". The school extends the same level of pastoral care to pupils over eighteen but recognises that they have a different legal status.

## **Recruitment**

A New Way of Being carries out safe recruitment checks on everyone who works for us. All roles require a Disclosure and Barring Service (DBS) or Disclosure Scotland check and references before the individual joins us. Many individuals, including those working with A New Way of Being will be subject to an enhanced DBS check and a check of social media, as their role may bring them into regular contact with children and young people. Anyone interviewed for a post with A New Way off Being, will need to show an understanding of safeguarding that is relevant to the role.

## **Expectations of A New Way of Beings employees**

There is a designated lead staff member for safeguarding called the Designated Lead. to whom all suspected or disclosed incidents of a safeguarding nature are reported.

The Designated lead Safeguarding Officer keeps accurate written records of concerns for a young person, even in cases where a referral is not appropriate immediately.

When abuse is reported or alleged, the Safeguarding Officer will assess the information and, if deemed necessary contact the relevant Safeguarding service.

The Safeguarding Officer must attend the Oxfordshire Safeguarding Children Board (OSCB) Designated Lead Safeguarding training, refreshed every two years. Refreshed 10<sup>th</sup> March 2022 the Safeguarding Officer ensures that this policy is reviewed annually and is line with County procedures.

### **Current Direct Safeguarding leads are:**

**Samantha Young** -Director and Designated Safeguarding Lead

**Martina Stone** - Designated Safeguarding Lead

Everyone working for A New Way of Being must familiarise themselves with and act in accordance with this safeguarding policy, and all the other relevant procedures that go with it. They must always place focus on the safety and welfare of children and young people in all aspects of their work. All employees must have up to date and relevant safeguarding training.

Anyone who works for A New Way of Being must inform the directors if they or any adult living in their household become(s) the subject of an allegation involving a safeguarding concern or abuse, against a child or vulnerable adult. If anyone is in doubt whether the situation or allegation is relevant, they should:

- Refer to the definitions of safeguarding and protection of vulnerable adults.
- Seek advice from one of the directors.

Any allegations of misconduct towards children/young people by those working for A New Way of Being will be managed using our complaints procedure

### **Safeguarding training**

A New Way of Being is committed to promoting a culture of safeguarding and ensuring that all individuals, volunteers, and employees understand their safeguarding duties and responsibilities; and that their knowledge and training is up to date. All staff must complete safeguarding training and refresh this yearly including on specific areas of risk and safeguarding practice. We also ensure we keep up to date with all safeguarding and child protection developments, disseminate this to our employees and provide them with relevant skills, knowledge and experience to safeguard children and young people appropriately. All employees receive annual safeguarding training, and all Designated Safeguarding Leads hold up to date Level 3 safeguarding certificates.

### **Learning and improving**

We are committed to continued professional development and keep improving our knowledge and understanding of how we can best protect children and young people. A New

Way of Being reviews its policies and practice regularly to check that we are working in line with current County and Government guidelines and always promote best practice.

## **Acting on safeguarding concerns**

### Disclosures

**No one should ever delay emergency action to protect a child or young person.**

Listen carefully to what they are saying Be patient and focus on what you're being told. Try not to express your own views and feelings. Listen actively, open body language, accept, be non-judgemental. Use TED – tell, explain, describe. Let them know they've done the right thing by telling you Reassurance can make a big impact. If they've kept the abuse a secret it can have a big impact knowing they've shared what's happened. Tell them it's not their fault Abuse is never a child's fault. It's important they hear, and know, this. Make sure they know you take the disclosure seriously and they can trust you and you will listen and support them. Explain what you will do next Explain you're going to speak to someone who will be able to help. Do not promise confidentiality. Report what the child has told you as soon as possible Report to a DSL at Path Hill as soon after you've been told about the abuse so the details are fresh in your mind and action can be taken quickly. It can be helpful to take notes as soon after you've spoken to the child. Try to keep these as accurate as possible.

All A New Way of Being Employees are trained in how to efficiently act upon and record safeguarding concerns. It is not the duty of A New Way of Being employees to investigate any concerns about a child/young person who may be being abused or who are at risk but A New Way of Being have a duty of care to ensure that any concerns about a child/young person are recorded and communicated efficiently and correctly to the most appropriate agencies. For example, school safeguarding lead, parent or carer, MASH team within the area that you are working. Any concerns about a child or young person will be raised with the local authority where the young person lives and with the relevant school or service education provider. In the case that this is within an education or care setting A New Way of Being Designated safeguarding leads will ensure all safeguarding concerns will be shared in writing with the child/young person's school and confirmation from the recipient that this information has been received, understood will be followed through.

If there are any concerns that a child/young person is at risk of or being abused or neglected, they should immediately report any suspicions or concerns to the Designated Safeguarding Lead.

If there are any concerns which an employee or volunteer anyone working or volunteering for A New Way of Being Must always seek advice from the Designated Safeguarding lead. If anyone working for or receiving services from A New Way of Being has concerns about the behaviour of a colleague or another professional, they must always raise this with the Designated Safeguarding Leads immediately.

## **Responsibilities and immediate action**

Safeguarding and promoting the welfare of children and young people is the responsibility of everyone at A New Way of Being. All employees of A New Way of Being are required to report instances of actual or suspected child abuse or neglect to their Designated Safeguarding Lead and the director/s of A New Way of Being. The name of the Designated Safeguarding Lead for each child or young person with whom A New Way of Being are

currently supporting is noted in the contract signed by their school and parent or carer where appropriate. The Designated Safeguarding Leads within A New Way of Being Samantha Young and Martina Stone both of whom are the company's directors. The named Designated Safeguarding Lead is the first point of contact when there is a safeguarding concern for a child or young person. When an individual concern/incident is brought to the notice of the Designated Safeguarding Lead, they will be responsible for deciding upon whether this should be reported to other agencies as a safeguarding issue. The Designated Safeguarding Lead within the child or young person's school setting must be informed also. Where there is any doubt as to the seriousness of this concern, or disagreement between the Designated Safeguarding Lead and the person reporting the concern, advice will be sought from the Local Authorities Strategic Lead Officer for safeguarding in education services, from the county in which the child or young person resides. If a child is in immediate danger or is at risk of harm, A New Way of Being will work with the child or young person's school and a referral will be made to the Multi Agency Safeguarding Hub (MASH) (or its equivalent in another Local Authority) and/or the police immediately. A New Way of Being's Designated Safeguarding Leads will always be available to discuss safeguarding concerns. If in exceptional circumstances, the Designated Safeguarding Lead of a child or young person's school setting is not available, this should not delay appropriate action being taken. A New Way of Being's employees should consider speaking to a member of the senior leadership team and/or take advice from local children's social care. In these circumstances, any action taken should be shared with the schools Designated Safeguarding Lead as soon as is practically possible.

### **Contextual safeguarding**

"Contextual Safeguarding is an approach to understanding, and responding to, young people's experiences of significant harm beyond their families. It recognises that the different relationships that young people form in their neighbourhoods, schools and online can feature violence and abuse. Parents and carers have little influence over these contexts, and young people's experiences of extra-familial abuse can undermine parent-child relationships." Therefore, A New Way of Being recognise that children and young people are vulnerable to abuse in a wide range of different contexts and settings and seek to embed this is into our knowledge, ethos and practice and form effective safeguarding partnerships.

### **Types of abuse and neglect**

#### **Abuse:**

A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. They may be abused by an adult or adults or another child or children.

**Physical abuse:** A form of abuse which may involve hitting, shaking, throwing, poisoning, burning, 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.

**Emotional abuse:** The persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they

communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

**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 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.

**Neglect:** 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 caregivers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to a child's basic emotional needs. In addition to these types of abuse and neglect, A New Way of Being staff will also be alerted to following specific safeguarding issues:

**Mental Health:** We are aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation. Only appropriately trained professionals should attempt to make a diagnosis of a mental health problem. A New Way of Being staff, however, are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one. Where children have suffered abuse and neglect, or other potentially traumatic adverse childhood experiences, this can have a lasting impact throughout childhood, adolescence and into adulthood. It is key that A New Way of Being employees are aware of how these children's experiences can impact on their mental health, behaviour, and education. If a New Way of Being employee has a mental health concern about a child, this will be shared with the Designated Safeguarding Lead with a view to referring to appropriate agencies following the referral procedures. We also note the DfE's advice and guidance on Mental Health and Behaviour in Schools.

**Child Criminal Exploitation (CCE):** CCE is where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child into any criminal activity, in exchange for something the victim needs or wants, and/or for the financial or other advantage of the perpetrator or facilitator, and/or through violence or the threat of violence. The victim may have been criminally exploited even if the activity appears consensual. CCE does not always involve physical contact; it can also occur through the use of technology. CCE can include children being forced to work in cannabis factories, being coerced into moving drugs or money across the country (county lines), forced to shoplift or pickpocket or to threaten other young people. Some of the indicators of CCE are children who appear with unexplained gifts or new possessions; children who associate with other



young people involved in exploitation; children who suffer from changes in emotional well-being; children who misuse drugs and alcohol; children who go missing for periods of time or regularly come home late; and children who regularly miss school or education or do not take part in education. Any possible CCE case will be shared with the Designated Safeguarding Lead with a view to referring to appropriate agencies following the referral procedures. Child Sexual Exploitation

**(CSE): CSE** is a type of sexual abuse in which children are sexually exploited for money, power, or status. Children or young people may be tricked into believing they are in a loving, consensual relationship. They might be invited to parties and given drugs and alcohol. They may also be groomed online. Some indicators of children being sexually exploited are: going missing for periods of time or regularly coming home late; regularly missing school or education or not taking part in education; appearing with unexplained gifts or new possessions; associating with other young people involved in exploitation; having older boyfriends or girlfriends; suffering from sexually transmitted infections; mood swings or changes in emotional wellbeing; drug and alcohol misuse and displaying inappropriate sexualised behaviour. A child under the age of 13 is not legally capable of consenting to sex (it is statutory rape) or any other type of sexual touching. Sexual activity with a child under 16 is also an offence. It is an offence for a person to have a sexual relationship with a 16- or 17-year-old if that person holds a position of trust or authority in relation to the young person. Non consensual sex is rape whatever the age of the victim. If the victim is incapacitated through drink or drugs, or the victim or his or her family has been subject to violence or the threat of it, they cannot be considered to have given true consent and therefore offences may have been committed. Child sexual exploitation is therefore potentially a child protection issue for all children under the age of 18. Where it comes to our notice that a child under the age of 13 is, or may be, sexually active, whether or not they are a pupil of this school, this will result in an immediate referral to Children's Services. In the case of a young person between the ages of 13 and 16, an individual risk assessment will be conducted in conjunction with the young person's school setting. This will determine how and when information will be shared with parents and the investigating agencies.

**'Sexting'**: Creating and sharing sexual photos and videos of under-eighteens is illegal. Sharing youth produced sexual imagery, which is commonly known as 'sexting' covers the incidents were

- A person under the age of 18 creates and shares sexual imagery of themselves with a peer under the age of 18.
- A person under the age of 18 shares sexual imagery created by another person under the age of 18 with a peer under the age of 18 or an adult.
- A person under the age of 18 is in possession of sexual imagery created by another person under the age of 18. When such an incident involving youth produced sexual imagery comes to an employee of A New Way of Being's attention, this will be shared with the Designated Safeguarding Lead of the child or young person's school setting with a view to referring to appropriate agencies following the referral procedures. Further information and advice on youth produced sexual imagery is available in the non-statutory guidance produced by the UK Council for Child Internet Safety (UKCCIS) 'Sexting in schools and colleges.

**Serious violence:** All A New Way of Being staff will be made aware of indicators, which may signal that children currently receiving our support are at risk from or are involved with serious crime. These may include increased absence from school, a change in friendships or relationships with older individuals or groups, a significant decline in performance, signs

of self-harm or significant change in wellbeing, or signs of assault or unexplained injuries. Unexplained gifts or new possessions could also indicate that children have been approached by, or are involved with, individuals associated with criminal networks or gangs. All A New Way of Being employees will be aware of the associated risks and will share any concerns about or knowledge of such children immediately with the Designated Safeguarding Lead. Further advice on these is available in the Home Office documents Preventing youth violence and gang involvement and Criminal exploitation of children and vulnerable adults: county lines.

**Child criminal exploitation and county lines:** Criminal exploitation of children is a geographically widespread form of harm that is a typical feature of county lines criminal activity: drug networks or gangs groom and exploit children and young people to carry drugs and money from urban areas to suburban and rural areas, market, and seaside towns. Key to identifying potential involvement in county lines are missing episodes when the victim may have been trafficked for the purpose of transporting drugs. Like other forms of abuse and exploitation, county lines exploitation can affect any child or young person (male or female) under the age of 18 years; can still be exploitation even if the activity appears consensual; can involve force and/or enticement-based methods of compliance and is often accompanied by violence or threats of violence; can be perpetrated by individuals or groups, males or females, and young people or adults; and is typified by some form of power imbalance in favour of those perpetrating the exploitation. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, cognitive ability, physical strength, status, and access to economic or other resources. If a New Way of Being employee suspects the child or young person, they are working with to be involved in any form of criminal exploitation, they will inform the Designated Safeguarding Lead and their school setting immediately.

**Peer on peer abuse:** Children are capable of abusing their peers. This can take different forms, such as bullying (including cyberbullying), physical abuse (such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; violence, particularly pre planned, forcing other children to use drugs or alcohol, initiation/hazing type violence and rituals), emotional abuse (blackmail or extortion, threats and intimidation), sexual violence, such as rape, assault by penetration and sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, sexting, sexual abuse (indecent exposure, indecent touching or serious sexual assaults, forcing other children to watch pornography or take part in sexting) and sexual exploitation (encouraging other children to engage in inappropriate sexual behaviour, having an older boyfriend/girlfriend, associating with unknown adults or other sexually exploited children, staying out overnight, photographing or videoing other children performing indecent acts) and up skirting, which typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification or cause the victim humiliation, distress or alarm. Up skirting is now a criminal offence. Although it is more likely that girls will be victims and boys' perpetrators, all peer-on-peer abuse is unacceptable and will be taken seriously. We do not tolerate these or pass them off as "banter", "just having a laugh" or "part of growing up". A New Way of Being has a strong commitment to an anti-bullying policy and will consider all coercive acts and peer on peer abuse within a Child Protection context. Any possible peer on peer abuse case will be shared with the Designated Safeguarding Lead and the child or young person's school setting with a view to referring to appropriate agencies following the referral procedures. We also note the DfE's advice and guidance on Preventing and Tackling Bullying.

**Sexual violence and sexual harassment between children:** Sexual violence and sexual harassment can occur between two children of any age and sex. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children. It can occur online and offline (both physically and verbally). It is more likely that

girls will be the victims of sexual violence and sexual harassment and more likely it will be perpetrated by boys. Children who are victims of sexual violence and sexual harassment will find the experience stressful and distressing. This will affect their educational attainment. A New Way of Being employees will share any concerns about or knowledge of such incidents immediately with the child or young person's school settings Designated Safeguarding Lead with a view to ensuring that support systems are in place for victims (and alleged perpetrators). We take these incidents seriously and ensure that victims are protected, offered appropriate support and every effort is made to ensure their education is not disrupted. Where necessary, we will work with relevant external agencies to address the issue, which may include a referral to MASH and reporting to the Police. Further information is available in 'Part 5: Child on child sexual violence and sexual harassment' of DfE guidance "Keeping children are in education".

**Domestic abuse:** Domestic violence and abuse is any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence, or abuse between those aged sixteen or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to psychological, physical, sexual, financial, and emotional. All children can witness and be adversely affected by domestic abuse in the context of their home life where domestic abuse occurs between family members. Exposure to domestic abuse and/or violence can have a serious, long lasting emotional and psychological impact on children. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result. If a New Way of Being employee has a concern about or knowledge of any domestic abuse incidents, they will share it immediately with the child or young person's school settings Designated Safeguarding Lead with a view to referring to appropriate agencies.

**Violence Against Women and Girls (VAWG):** VAWG is defined as any act of gender-based violence that results in, or is likely to result in physical, sexual, or psychological harm or suffering to women including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or private life. VAWG is the umbrella term which brings together multiple forms of serious violence such as crimes committed in the name of "honour"; domestic abuse; female genital mutilation (FGM); forced marriage; sexual violence, abuse, exploitation, and rape; stalking; harassment; trafficking for sexual exploitation; prostitution. If a New Way of Being employee has a concern about or knowledge of any VAWG incidents, they will share it immediately with the child or young person's school settings Designated Safeguarding Lead with a view to referring to appropriate agencies.

**So-called 'honour-based' abuse (HBA) (including Female Genital Mutilation and Forced Marriage):** HBA includes incidents or crimes which have been committed to protect or defend the honour of the family and/or the community, including female genital mutilation (FGM), forced marriage, and practices such as breast ironing. Abuse committed in the context of preserving "honour" often involves a wider network of family or community pressure and can include multiple perpetrators. All forms of HBV are abuse (regardless of the motivation) and will be handled and escalated as such. If a New Way of Being employee has a concern about or knowledge of a child that might be at risk of HBA or who has suffered from HBA, they will share it immediately with the child or young person's school settings Designated Safeguarding Lead with a view to referring to appropriate agencies.

**Female Genital Mutilation (FGM):** FGM is a procedure where the female genital organs are injured or changed and there is no medical reason for this. It is frequently a very traumatic and violent act for the victim and can cause harm in many ways. The practice can cause severe pain and there may be immediate and/or long-term health consequences, including mental health problems, difficulties in childbirth, causing danger to the child and mother; and/or death. FGM is a deeply embedded social norm, practised by families for a variety of

complex reasons. It is often thought to be essential for a girl to become a proper woman, and to be marriageable. The practice is not required by any religion. FGM is an unacceptable practice for which there is no justification. It is child abuse and a form of violence against women and girls. FGM is prevalent in 30 countries and is a deeply rooted practice, widely carried out mainly among specific ethnic populations in Africa and parts of the Middle East and Asia. While FGM is concentrated in countries around the Atlantic coast to the Horn of Africa, in areas of the Middle East like Iraq and Yemen, it has also been documented in communities in Colombia, Iran, Israel, Oman, The United Arab Emirates, The Occupied Palestinian Territories, India, Indonesia, Malaysia, Pakistan and Saudi Arabia. It has also been identified in parts of Europe, North America, and Australia. FGM is illegal in the UK. It is estimated that approximately 60,000 girls aged 0-14 were born in England and Wales to mothers who had undergone FGM and approximately 103,000 women aged 15-49 and approximately 24,000 women aged 50 and over who have migrated to England and Wales are living with the consequences of FGM. In addition, approximately 10,000 girls aged under 15 who have migrated to England and Wales are likely to have undergone FGM. We note a new duty that was introduced on 31 October 2015 that requires teachers, which includes qualified teachers or persons who are employed or engaged to carry out teaching work in schools and other institutions to report 'known' cases of FGM in girls aged under 18 to the police. The duty applies to any teacher who is employed or engaged to carry out 'teaching work', whether or not they have qualified teacher status, in maintained schools, academies, free schools, independent schools, non-maintained special schools, sixth form colleges, 16-19 academies, relevant youth accommodation or children's homes in England. The duty does not apply in relation to suspected cases – it is limited to 'known' cases' (i.e., those which are visually identified or disclosed to a professional by the victim). It will be rare for teachers to see visual evidence, and they should not be examining pupils or students. The duty does not apply in cases where the woman is over 18 at the time of the disclosure/ discovery of FGM (even if she was under 18 when the FGM was carried out). Further information on this duty can be found in the document "Mandatory Reporting of Female Genital Mutilation – procedural information" All A New Way of Being employees will personally report to the police cases where they discover that an act of FGM appears to have been carried out.

**Forced marriage:** Forcing a person into a marriage is a crime in England and Wales. A forced marriage is one entered into without the full and free consent of one or both parties and where violence, threats or any other form of coercion is used to cause a person to enter into a marriage. Threats can be physical or emotional and psychological. A lack of full and free consent can be where a person does not consent or where they cannot consent (if they have learning disabilities, for example). Nevertheless, some perpetrators use perceived cultural practices as a way to coerce a person into marriage. We note The Forced Marriage Unit's statutory guidance and especially Chapter 7 on page 32 of the Multiagency guidelines, which is specifically aimed at teachers, lecturers, and other members of staff within schools, colleges, and universities. Any possible forced marriage case will be shared with the relevant and appropriate school or Family Designated Safeguarding Leads with a view to referring to appropriate agencies.

**Preventing Radicalisation:** The Counterterrorism and Security Act 2015 places a duty on specified authorities, including local authorities and childcare, education, and other children's services providers, in the exercise of their functions, to have due regard to the need to prevent people from being drawn into terrorism ("the Prevent duty"). Examples of the ways in which people can be vulnerable to radicalisation and the indicators that might suggest that an individual might be vulnerable:

- Example indicators that an individual is engaged with an extremist group, cause or ideology include: spending increasing time in the company of other suspected extremists; changing their style of dress or personal appearance to accord with the

group; their day-to-day behaviour becoming increasingly centred around an extremist ideology, group or cause; loss of interest in other friends and activities not associated with the extremist ideology, group or cause; possession of material or symbols associated with an extremist cause (e.g. the swastika for far right groups); attempts to recruit others to the group/cause/ideology; or communications with others that suggest identification with a group/cause/ideology.

- Example indicators that an individual has an intention to use violence or other illegal means include: clearly identifying another group as threatening what they stand for and blaming that group for all social or political ills; using insulting or derogatory names or labels for another group; speaking about the imminence of harm from the other group and the importance of action now; expressing attitudes that justify offending on behalf of the group, cause or ideology; condoning or supporting violence or harm towards others; or plotting or conspiring with others.
- Example indicators that an individual can contribute directly or indirectly to an act of terrorism include having a history of violence; being criminally versatile and using criminal networks to support extremist goals; having occupational skills that can enable acts of terrorism (such as civil engineering, pharmacology or construction); or having technical expertise that can be deployed (e.g., IT skills, knowledge of chemicals, military training or survival skills). The examples above are not exhaustive and vulnerability may manifest itself in other ways. There is no single route to terrorism nor is there a simple profile of those who become involved. For this reason, any attempt to derive a 'profile' can be misleading. It must not be assumed that these characteristics and experiences will necessarily lead to individuals becoming terrorists, or that these indicators are the only source of information required to make an appropriate assessment about vulnerability.

**Private Fostering:** Private fostering is when a child under the age of 16 (under 18 if disabled) is cared for by someone who is not their parent or a 'close relative'. This is a private arrangement made between a parent and a carer, for 28 days or more. Close relatives are defined as stepparents, grandparents, brothers, sisters, uncles, or aunts (whether of full blood, half blood or by marriage). Great grandparents, great aunts, great uncles, and cousins are not regarded as close relatives. The law requires that the local Council should be notified if anyone is looking after someone else's child for 28 days or more. The purpose of the council's involvement is to support the child and private foster family (and wherever possible the biological parent/s) with any issues arising. These may be practical issues such as benefits, housing, immigration, or emotional issues such as keeping contact with biological family, maintaining cultural identity. If a New Way of Being employee becomes aware of a child in a private fostering arrangement, they will notify the child or young person's school setting.

## **Referrals**

We acknowledge that children who are affected by abuse or neglect may demonstrate their needs and distress through their words, actions, behaviour, demeanour, schoolwork, or other children. Ultimately, all our systems and processes operate with the best interests of the child at heart. Referrals to services regarding concerns about a child or family typically fall into three categories: - Early Help Services - Child in need - Section 17 (Young People Act 1989) referrals - Child protection - Section 47 (Young People Act 1989) referrals Each boroughs Safeguarding Board Multi Agency Threshold Guide sets out the different levels of need and detailed guidance about how concerns within these different levels should be responded to by various agencies. Prior to any written form being sent as a referral to social care, A New Way of Being t would discuss any concerns with the child or young person's school setting and where appropriate, have a verbal consultation with the MASH social worker or manager, to ensure that making a referral is an appropriate action. The parent/

carer will normally be contacted to obtain their consent before a referral is made. However, if the concern involves, for example alleged or suspected child sexual abuse, Honour Based Abuse, fabricated or induced illness or the Designated Safeguarding Lead has reason to believe that informing the parent at this stage might compromise the safety of the child or a staff member, nothing should be said to the parent/carers ahead of the referral, but a rationale for the decision to progress without consent should be provided with the referral. If Magic Behaviour Management were to make a referral, the local authority should decide within one working day of a referral being made about the type of response that is required and should let us, as the referrer, know the outcome. We will follow up if this information is not forthcoming. If after a referral, the child's situation does not appear to be improving, we will consider following local escalation procedures to ensure that the concerns have been addressed and most importantly, that the child's situation improves. The Early Help Referral Form will be used to request additional early help for a family when the needs of a child are beyond the level of support that can be provided by universal services. If a pupil is thought to be at immediate risk because of parental violence, intoxication, substance abuse, mental illness, or threats to remove the child during the school day, for example, urgent Police intervention will be requested. Where a child sustains a physical injury or is distressed because of reported chastisement or alleges that they have been chastised by the use of an implement or substance, this will immediately be reported for investigation.

### **Vulnerable Families and Young people**

Vigilance will be exercised in respect of pupils who are subject to Child Protection Plan and any incidents or concerns involving these children/young people will be reported immediately to the allocated Social Worker. If the pupil in question is a Looked-After child, this will also be brought to the notice of the Designated Person with responsibility for children/young people in public care. Schools' settings who have commissioned the services of Magic Behaviour Management should share with us the fact a child has a social worker before our work begins. This will be considered as a matter of routine. Where children and young people require a social worker, this will inform decisions about safeguarding (for example, responding to unauthorised absence or missing education where there are known safeguarding risks) and about promoting welfare (for example, considering the provision of pastoral and/or academic support, alongside action by statutory services). We acknowledge that children and young people with special educational needs (SEN) and disabilities can face additional safeguarding challenges. We are aware that additional barriers can exist when recognising abuse and neglect in this group of children. This can include assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration; children with SEN and disabilities can be disproportionately impacted by things like bullying- without outwardly showing any signs; and communication barriers and difficulties in overcoming these barriers. Magic Behaviour Management also acknowledges the additional need for support and protection of children who are vulnerable by virtue of homelessness, refugee/asylum seeker status, the effects of substance abuse within the family, those who are young carers, mid-year admissions, pupils who are excluded from school and pupils where English is an additional language, particularly for very young children, using the translation service if necessary.

### **Complaints/allegations made against a New Way of Being Employee.**

A New Way of Being takes all complaints made against any of our employees or personnel very seriously. Any complaints will be raised immediately with one of the directors. In cases where one or both directors is the subject of the allegation or concern, they will be reported to the schools or local authority Designated Safeguarding Lead(s)/school's governors in order that they may activate the appropriate safeguarding procedures. These procedures are used in respect of all cases in which it is alleged that any A New Way of Being employee that provides consultation and/or support for young people under 18 years of age has:

- Behaved in a way that has harmed a child, or may have harmed a child
- Possibly committed a criminal offence against or related to a child
- Behaved towards a child or young person in a way that indicates he or she may pose a risk of harm to children
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children.

A New Way of Being 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 and who has been removed from working in regulated activity or would have been removed had they not left. The DBS will consider whether to bar the person. Referrals will be made as soon as possible after the resignation or removal of the individual. 13. Allegations made against a child or young person There are many ways that a child may be abusive towards others. A child who is displaying abusive behaviour may not realise they are doing so. When a child abuses another child, it is sometimes called 'peer on peer abuse' or 'peer abuse' (Department for Education, 2020; Department of Health, 2017).

**Allegations may involve but are not inclusive of:**

- Bullying or cyberbullying
- Online abuse
- Physical abuse
- Sexting
- Harmful sexual behaviour
- Sexual abuse There are a range of ways concerns might be raised.
- A child or adult might make a direct allegation of abuse by a child or young person.
- A child or adult might tell you they're uncomfortable with a child or young person's behaviour. They may not realise the behaviour is abusive.

A member of staff or volunteer might observe behaviour that gives cause for concern and make a report following your organisation's safeguarding procedures.

- A New Way of Being may be informed that a child or young person is the subject of an investigation.
- A child or young person might tell you they have harmed someone else or are at risk of doing so.
- A child or adult might make a direct allegation of abuse by a child or young person.
- A child or adult might tell you they're uncomfortable with a child or young person's behaviour. They may not realise the behaviour is abusive.
- A member of staff or volunteer might observe behaviour that gives cause for concern and make a report following your organisation's safeguarding procedures.
- When an allegation is made by a pupil against another student, A New Way of Being employees should consider whether the complaint raises a safeguarding concern. If there is a safeguarding concern the Designated Safeguarding Lead and Directors should be informed.

- A factual record of the allegation should be made in accordance with recording procedures and the child or young person's school Family, or setting should be informed immediately.
- The Designated Safeguarding Lead will follow through the outcomes of the discussion and make a social services or Local Authority referral where appropriate.
- The Designated Safeguarding Lead will make a record of the concern, the discussion and any outcome and keep a copy on file where appropriate.
- If the allegation indicates a potential criminal offence has taken place, the police should be contacted at the earliest opportunity and parents informed (of both the student being complained about and the alleged victim). Where neither social services nor the police accept the complaint, A New Way of Being will support the child or young person's school to investigate the matter using the school's usual disciplinary procedures.
- In situations where the school considers a safeguarding risk is present, a risk assessment should be prepared along with a preventative, supervision plan. The plan should be monitored, and a date set for a follow-up evaluation with everyone concerned.
- All information gathered or received by A New Way of being will be shared with the child or young person's school settings Designated Safeguarding Lead, with a view to referring to appropriate agencies.
- Records Brief and accurate written notes will be kept of all incidents and child protection or child in need concerns relating to individual pupils. These notes are significant especially if the incident or the concern does not lead to a referral to other agencies. This information may be shared directly with other agencies as appropriate.
- All contact with parents and external agencies will be logged. A New Way of Being will take into account the views and wishes of the child who is the subject of the concern but will be alert to the dangers of colluding with dangerous "secrets". Child protection records are not open to pupils or parents. All child protection records, or concerns are kept securely and separately from educational records. They may only be accessed by the Designated Safeguarding Lead and the senior managers of the child or young person's school setting.

## **COVID-19**

From 20th March 2020, parents were asked to keep their children at home. Schools were to remain open only for those pupils of workers critical to the COVID-19 response - who absolutely need to attend. We are aware that pupils may be experiencing a variety of emotions in response to the coronavirus (COVID-19) outbreak such as anxiety, stress, or low mood. This may particularly be the case for vulnerable children, including those with a social worker and young carers. All A New Way of Being employees will be vigilant about the possible impacts of the pandemic on pupils' mental wellbeing and act immediately on any safeguarding concerns, including new concerns where pupils are returning; and share these concerns. We are familiar with the Government's COVID-19: Guidance on supporting children and young people's mental health and wellbeing. We are aware of the continued importance for all A New Way of Being employees to consult with children's social workers and any other relevant safeguarding and welfare partners during this period. We will continuously ensure that arrangements are in place to keep children and young people not



physically attending the school setting safe, especially online. All A New Way of Being employees who interact with children/young people, will continuously look out for signs that they may be at risk. Any such concerns will be dealt with as per this policy and where appropriate, referrals will be made to relevant agencies and their school setting informed immediately.

### **Working in partnership with parents**

We value partnership and multi-agency working with parents or carers to ensure we are able to secure the best outcomes for the children and young people that we engage with. We will always communicate as clearly as possible about the aims and intended outcomes when working with individual children and young people

- We will use always communicate Clearly with you.
- We will collaborate with you to make referrals to other community, statutory or voluntary organisations that may be able to support your family.
- Our Policy is on our website [www.anewayofbeing.co.uk](http://www.anewayofbeing.co.uk) and a copy of it can be requested at any time.
- We will keep parents informed as and when appropriate. Policy to be reviewed in Sep 2023. For more information or to discuss anything within this policy with us then please feel free to contact us via [info@anewayofbeing.online](mailto:info@anewayofbeing.online) [www.anewayofbeing.co.uk](http://www.anewayofbeing.co.uk)

### **Guidelines on keeping staff safe**

#### **Appropriate Touch**

Acknowledge/praise by high five, fist bump or handshake. Placing a hand on a child's shoulder/upper arm (between shoulder and elbow) should be done only with due consideration of the needs of the child and/ or the situation. Shake hands with children as a form of greeting, farewell, or congratulation. If a child is clearly distressed e.g., following an injury or incident, a 'side-hug' keeping hands around their shoulder and waists apart is appropriate.

## **Behaviour and role modelling**

We are placed in a special position in the work that we do and are helping young people to shape their own values, morals, and beliefs. It is vital that we act as positive role models and always use appropriate language and behaviour when engaging with young people. It is important to balance skilled professional boundaries with a nurturing and supportive approach to your work with young people. Whilst it is important to reassure a young person who may be nervous in a new setting and reliant on your guidance, you should avoid being over familiar. Never permit 'horseplay' which may cause confusion, embarrassment, or fear. Clear boundaries should be presented and followed.

It is also important to remember this when engaging with young people on social media platforms and outside of the work that we do in sessions. We ask that staff dress appropriately during all sessions e.g. *no sleep vests during sessions and are mindful of this during group trips.*

## **Environment**

Where possible avoid being on your own in an isolated or closed environment with a vulnerable young person as this is common in our practice ensure you following lone working policies and procedures at all times. Keep your emergency phone well charged and accessible. If in a room, leave a door open and ensure other members of staff know you are there. Work within easy reach/ proximity of other staff where necessary.

## **Travel**

Ensure that there is a known destination and check-in times with a third party in situations where a vulnerable young person/ persons will be travelling with an adult. Take a designated mobile phone in such situations. Where possible avoid travelling on your own with a student. See transport policy.

Directors Safeguarding to be renewed- April 2024

Team Teach Training to be renewed- Sept 2022

This policy was Reviewed on 04 Jan 2024

On behalf of Directors of a New Way of Being **Samantha Young**

For more information or to discuss anything within this policy further please contact us via [info@anewwayofbeing.online](mailto:info@anewwayofbeing.online). [www.ANewWayoBeing.co.uk](http://www.ANewWayoBeing.co.uk)

*This policy will be reviewed annually by the company Directors ; Review Date Jan 2024*

