

# The Dog Duck and Cat Charities Trust



## Safeguarding Policy

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## 1.0 INTRODUCTION

This policy applies to all staff including the Chief Executive Officer, the board of trustees, paid employees, volunteers and anyone working on behalf of The Dog, Duck and Cat Trust (DDC). Professionals who are utilising the DDC material in schools, health care services or other child appropriate settings should adhere to their own local safeguarding policy and procedure.

The DDC Trust recognise that the welfare and interests of children and young people are paramount and that all children and young people have the right to be protected from harm and exploitation. Each employee and volunteer shall receive mandatory child and adult safeguarding training; levels 1-3 to meet the diverse and multi-layered challenges safeguarding brings. The Designated Safeguarding Lead will facilitate individual/group safeguarding supervision sessions to support staff in their safeguarding duties. The DDC Trust are committed to ensuring staff are safely recruited in accordance with the Disclosure and Barring Service (DBS).

Following the death of Peter Connolly in 2009 and the subsequent publication of the Munro Review of Child Protection: final report: child-centred system (2011) significant changes have been introduced nationally and locally with regards to safeguarding the welfare of children and young people.

Effective safeguarding is underpinned by two key principles:

- Safeguarding is everyone's responsibility;
- A child-centred approach; effective services are based on a clear understanding of the needs and views of children.

Recent changes in legislation and guidance are incorporated in this policy:

- Working Together to Safeguard Children (2018)
- The Intercollegiate Document (2018)
- Data Protection Act (2018) – European Union's General Data Protection Regulation (GDPR)
- Mental Health Act (2017)

The DDC Trust Standards which include addressing bullying and loneliness expands this safeguarding policy to incorporate the additional individual Level of Need Assessments which requires an Early Help or Safeguarding response for children and adults. This policy is therefore divided into:

- 1) Child Protection
- 2) Safeguarding Vulnerable Adults

## 2.0 PURPOSE

This policy applies to all staff who is employed/volunteer for The DDC Charity Trust. It provided guidelines, standards and expectations regarding child protection and safeguarding adult practices. Concerns raised regarding professional non-compliance will be timely addressed and may result in dismissal/exclusion from the Charity Trust.

The purpose of this policy is to ensure

- Children and young people who receive DDC services are protected from maltreatment. This includes the children of adults who use our services;
- Adults are protected from harm, exploitation and support is put in place to address loneliness where consent is obtained
- Employees and volunteers understand how to assess and act in the ‘best interest’ of adults
- Staff and volunteers are provided with formal guidelines to assist them in their roles and responsibilities and ensure child protection and safeguarding adults legislation and processes are adhered to;

Everyone who has contact with children, young people and families has a safeguarding duty of care. Safeguarding and promoting the welfare of children is defined as:

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

(Department of Education –Working Together 2018)

This policy will use the term “child” to refer to all children and young people under the age of 18 years.

The term “maltreatment” refers to all types of abuse; physical, emotional/psychological, sexual and neglect (see appendix 2)

Safeguarding Adults:

The welfare of adults who encounter the DDC services is paramount. All our staff and volunteers have a responsibility to ensure the compliance with the statutory and local safeguarding adult’s board requirements are met. An adult at risk of harm is heightened due to vulnerabilities linked to their mental health, physical disability, age or illness and they may find it difficult to protect themselves from abuse and exploitation.

### **3.0 MISSION STATEMENT (children)**

Our child centred mission is to...

*Ensure each child is supported to achieve their maximum potential in life and is protected from maltreatment or risk of maltreatment and exploitation. Working together with educational and health care settings we strive to positively influence children, young people and their families in creating a firm foundation of key messages, instilling confidence and life skills so children can safely transition into adulthood being happy, healthy and resilient. Safeguarding is everyone's responsibility, we strive to put the child central to everything we do and gain the child's wishes and feelings regardless of age, gender, ethnicity, disability, cultural and social ecological background.*

### **4.0 MISSION STATEMENT (adults)**

Our adult centred mission is to...

*Strive to ensure any adult who access our DDC Charity is respected and empowered to live in an environment free from abuse, neglect and discrimination. Adopting a zero tolerance to abuse, exploitation and bullying the DDC staff are committed to working together with adults to help them self-identify any vulnerabilities and signpost to early help strategies, including positive ways to address loneliness. In accordance with the Care Act 2015 we can be relied upon to listen to adult's wishes and feelings, act as an advocate and take proportionate responses in protecting them from harm.*

### **5.0 DDC STANDARDS**

DDC employees and volunteers shall adhere to the following core standards with reflect the ethos of the charity trust and mirror the NSPCC voluntary and community sector standards:

- Protect children and adults from maltreatment and exploitation
- Zero tolerance to bullying and discrimination
- Accurate, timely documentation in accordance with the GDPR
- Practice safe recruiting of staff and volunteers
- Working Together in partnership with multi-agency professionals and local communities
- Putting the child and adult central to all we do
- Prevention – avoiding accidents and running safe activities and events

## **6.0 LEGAL FRAMEWORK AND GUIDELINES**

This safeguarding policy has been designed using the following national legislation and guidance which aims to protect children and young people from harm:

- Children Act 1989
- United Convention of the Rights of the child 1989
- Data Protection Act 2018 (General Date Protection Review)
- Human Rights Act 1998
- Public Interest Disclosure Act 1998
- Sexual Offences Act 2003
- Lord Laming Inquiry 2003
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- NICE When to Suspect Child Maltreatment 2009
- Munro Final Report 2011
- Protection of Freedoms Act 2012
- Children and Families Act 2014
- Special Education Needs and Disability (SEND) Code of Practice 2014
- Intercollegiate Document 2018
- The Charity Commission 2017 – strategies for dealing with safeguarding issues in charities
- Working Together to Safeguard Children Document 2018
- The Care Act (2014)
- Mental Capacity Act (2017)
- Care and Support Statutory Guidance (Chapter 14)

## **7.0 DUTIES, ROLES AND RESPONSIBILITIES**

Regulated by The Charity Commission for England and Wales, the DDC charity trustees are responsible for ensuring that those benefiting from, or working with the DDC charity, are not harmed in any way. Each professional has the following key responsibilities:

### CEO

The Chief Executive Officer holds overall responsibility for the DCC charity arrangements to safeguard and promote the welfare of children and adults. Responsibilities under Section 11 and Section 16 of the children Act 2004 require the Charity to:

- discharge its functions with regards to safeguarding and promoting the welfare of children
- work with the local safeguarding children's board and have regard for any guidance given

The CEO must ensure safe recruitment processes are implemented and all employees/volunteers are aware of their responsibilities in safeguarding children and adults.

### Designated Safeguarding Lead

The designated safeguarding lead is responsible for the design, implementation and monitoring of this policy.

The DSL will:

- ensure mandatory safeguarding children and adults training is in place and monitor employees/volunteers compliance. Accredited approved external training can be counted with a valid certificate
- provide specialist safeguarding advice and support to the CEO, trustees and any employee or volunteer working for the DDC Trust
- conduct any internal case reviews and provide written reports for the CEO and local safeguarding boards when required
- provide safeguarding supervision for employees and volunteers of the DDC Trust
- share wider learning from serious case reviews with DCC Trustees and implement any recommended changes into practice
- lead the escalation of referral outcomes where required to ensure the best help and protection is achieved for the child or adult

### DCC Trustees:

Trustees have a responsibility to read and implement The Charity Commission Strategy. This is accessible using the following link:

<https://www.gov.uk/government/publications/strategy-for-dealing-with-safeguarding-issues-in-charities>

Trustees should safeguard and promote the wellbeing and welfare of all charity beneficiaries. Reasonable steps should be taken to protect those connected to the DCC charity from harm. This includes:

- People who benefit from the charities work
- Staff
- Volunteers

- Other people connected to its activities

Trustees are responsible for managing any presenting risk. Be alert that people may use the DDC charity to gain access to children and vulnerable adults, or their personal information for illegal reasons.

### DDC Employees/Volunteers

All staff and volunteers have a responsibility to:

- Safeguard and promote the welfare of children and adults
- Attend mandatory safeguarding training and have an understanding of the Trust and local safeguarding board procedures
- Know where to gain safeguarding advice and support and how to report concerns
- Be alert to the potential vulnerabilities and signs of abuse and neglect in children and adults
- Act professionally at all times, embedding the Trust Mission Statements and core standards into daily practice
- Work in partnership with multi-agency professionals and communities
- Communicate to the DSL when a safeguarding referral outcome requires escalation to gain the best outcome for the child or adult

### Equality and Diversity

The DDC charity is committed to providing a service that promotes equality and diversity. Everyone within the Charity has a responsibility to conduct themselves in a non-judgemental and respectful manner. The Trust will not tolerate bullying, discrimination, unfairness or any form of harassment and abuse.

### External Education/Health Professionals

All other professionals working outside the DDC charity should follow their own services safeguarding policies and guidelines and seek support from their service designated safeguarding lead.

Where there is a concern raised regarding an employee/volunteer working within the DCC charity, transparency of the concern should be immediately shared with the Trust CEO and Designated Safeguarding Lead.

## 8.0 CONTENTS

### LOCAL CHILD PROTECTION ARRANGEMENTS

The Charity will follow this Safeguarding Policy which is compliant with both the Birmingham and Sandwell Children Board – Child Protection policy and procedures. These can be accessed via the following links:

<http://www.lscbbirmingham.org.uk/>

<http://www.sandwellscb.org.uk/>

#### Making a Children Social Service Referral (under 18 years)

Where a child/young person has been assessed and deemed suffering or likely to suffer significant harm a statutory social care response is required, a referral to children social services should be made as follows:

- An immediate verbal referral should be made to children social services by the person who has the concern
- A written electronic referral to children social services should be made within 24 hours of the verbal referral.
- It is best practice to gain consent for the referral unless this puts the child at further risk of harm or in cases where Fabricated and Induced Illness is suspected

Please follow the safeguarding pathway - Appendix 3

#### Children social services operate as:

In working hours: 09:00-17:00

Out of Hours: Emergency Duty Team (EDT) 17:00-09:00

#### Birmingham

Birmingham Child Advice Support Services (CASS) 0121 303 1888 / EDT 0121 675 4806 / secure e-mail [secure.cass@birmingham.gcsx.gov.uk](mailto:secure.cass@birmingham.gcsx.gov.uk)

(See appendix for the Request for Support referral form)

#### Sandwell

Sandwell Multi-Agency Safeguarding Hub 0121 569 3100 / secure e-mail

[access\\_team@sandwell.gcsx.gov.uk](mailto:access_team@sandwell.gcsx.gov.uk)

(See appendix for the Multi-Agency Safeguarding referral form)

**If a child is at imminent significant risk of harm/immediate danger call 999 for Police or Ambulance services, followed by Children Social Services.**

## **LOCAL ADULT SAFEGUARDING ARRANGEMENTS**

### Making a Referral to Adult Social Services

Safeguarding adults is about stopping or preventing abuse or neglect of adults with care and support needs. Concerns of an adult with care and support needs can be reported to Adult Safeguarding Services.

Adults with care and support needs are age 18 and over and may:

- Have a learning disability
- Have a mental health need or dementia
- Have a long term or short-term illness
- Have an addiction to alcohol/drugs
- Be elderly and frail due to ill health, disability or mental health concerns

### Birmingham

Birmingham City Council – 0121 303 1234

The on-line referral form can be found at

[https://www.birmingham.gov.uk/info/20018/adult\\_social\\_care\\_and\\_health/111/report\\_possible\\_abuse\\_or\\_neglect\\_of\\_an\\_adult\\_with\\_care\\_and\\_support\\_needs/1](https://www.birmingham.gov.uk/info/20018/adult_social_care_and_health/111/report_possible_abuse_or_neglect_of_an_adult_with_care_and_support_needs/1)

### Sandwell

Sandwell Council – 0121 569 2266

Sandwell EDT – 0121 569 2355

Adult Safeguarding Concern Form can be downloaded from the below link:

[http://www.sandwell.gov.uk/download/downloads/id/24273/pan\\_1\\_safeguarding\\_concern\\_form\\_doc\\_version.doc](http://www.sandwell.gov.uk/download/downloads/id/24273/pan_1_safeguarding_concern_form_doc_version.doc)

## CATEGORIES OF ABUSE (Children)

- Physical
- Emotional
- Sexual
- Neglect

(See Appendix 2 for definition of each category)

- Child Sexual Exploitation (CSE)

The definition of child sexual exploitation is as follows:

*Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology (Department of Education 2017).*

It is important to remember:

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 an offence. Practitioners have a responsibility to undertake an assessment of young people aged 13 to 15 years who are engaged in sexual activity following Fraser and Gillick competencies guidelines, to determine the risk of sexual and other forms of exploitation or coercion including trafficking.

Non-consensual sex is rape whatever the age of the victim; and

- 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
- No individual, whatever their age, can give consent in a situation where there is intoxication, duress, violence, power imbalances and/or vulnerabilities through age differences, learning difficulties or mental health issues. A child under 18 years of age cannot consent to their own abuse through exploitation (Powell, 2016)

For the DDC Charity Trust the umbrella word **Exploitation** is used to cover an array of safeguarding concerns and not solely referencing CSE.

## **CATEGORIES OF ABUSE (Adults)**

- Physical abuse
- Psychological and Emotional abuse
- Sexual abuse
- Financial / Material abuse
- Modern Slavery
- Discriminatory
- Mate Crime / Hate Crime
- Organisational abuse
- Neglect and acts of omission
- Self-neglect

(See Appendix 3 for definitions of each category)

## **SIX PRINCIPLES FOR SAFEGUARDING ADULTS**

- *Empowerment* – presumption of person led decisions and consent.
- *Protection* – support and representation for those in greatest need.
- *Prevention* of harm or abuse.
- *Proportionality* and least intrusive response appropriate to the risk presented.
- *Partnerships* – local solutions through services working with their communities. Communities have a part to play in preventing, identifying and reporting neglect and abuse.
- *Accountability and transparency* in delivering safeguarding.

(Statement of Government policy on adult safeguarding May 2013)

## **SAFEGUARDING TRAINING**

The DDC Trust takes organisational responsibility in accordance with the intercollegiate document (2018) to ensure there is adequate child protection and adult safeguarding training and support for all DDC employees and volunteers.

Both child and adult safeguarding training is part of the Charity Trust Mandatory Training Strategy. All staff is expected to complete Safeguarding Level 1-3 training and be updated every three years. In addition there is an annual requirement to complete a further 6 hours of safeguarding training.

## **SAFE RECRUITING**

The Bichard public inquiry report (2004) into the murder of Holly Wells and Jessica Chapman's by caretaker Ian Huntly has set standards for the recruitment and vetting processes for organisations and charities.

The CEO and Chair Person hold the responsibility to ensure:

All employees/volunteers have undergone the enhanced Disclosure and Barring Service (DBS) checks prior to commencing their role and having any contact with children and their families. Each post is subject to the rehabilitation of Offenders Act (Exceptions Order) 1975.

The original DBS certificate's will be checked, and a copy kept in the employee's/volunteer's personal file, locked in a safe place to adhere to the Data Protection Act.

References are required from two different independent sources i.e. current employer and another professional.

Curriculum vitae should be obtained for any prospective employee/volunteer and any gaps in service explored. Ensure the person is qualified to meet the role expectations.

## **MANAGING POSITION OF TRUST ALLEGATIONS**

If a 'Breeching Position of Trust' allegation is made against a member of the DDC Charity, it is the CEO's overall responsibility to manage the concern in line with this policy.

Any allegation of the abuse of a child or vulnerable adult by those who work at DDC will be taken extremely seriously. Reports of allegations must be submitted within one working day to the CEO.

The following procedure should be followed in all situations where it is alleged that a person who works with children and their families has;

- Behaved in a way which has harmed a child, or may have harmed a child or adult;
- Possibly committed a criminal offence against or related to a child or adult;
- Displayed unsuitable behaviours towards a child and their family or an adult

The allegations may relate to the persons behaviour at work, at home or in another setting.

The CEO will be responsible to follow local safeguarding processes and

- Ensure the child or adult affected has been referred into the local children/adult social services
- Ensure the Local Authority Designated Officer is involved to independently investigate the alleged abuse
- Report the incident to the Charity Commission for England and Wales
- To follow the LADO recommendations
- Maintain sensitivity and confidentiality in addressing the concerns
- Where appropriate suspend the member of staff/volunteer during the investigation (follow LADO's advice)
- Provide any required reports to the Local Authority

## **RADICALISATION AND PREVENT STRATEGIES**

Radicalisation is defined as the process by which an individual is groomed to support any form of extremism or terrorism. DDC employees/volunteers will receive WRAP 3 Prevent training to ensure they are equipped to recognise vulnerabilities in children and adults in the pre-criminal space. The training will also provide the reporting process to the CEO, who is the DDC Trust designated PREVENT Lead.

PREVENT is part of the UK's Counter Terrorism Strategy aimed at reducing the risk of people (service users and staff) becoming involved or supporting terrorism or extremist activities.

Tailored support for any individual identified as being vulnerable and drawn potentially into terrorism is offered by the Channel Programme. This is a Local Authority Panel comprising of multi-agency professionals to decide on the most appropriate support package for the individual and their family.

### Accountability and Legislation:

DDC employees and volunteers will follow Section 26 of the Counter-Terrorism and Security Act 2015 making a statutory duty to show 'due regard to the need to prevent people from being drawn to terrorism'

## **ESCALATION PROCESS**

DDC employees/volunteers have a duty of care to ensure once a referral is made to either the children's social services or the adult social services the best outcome is achieved. The Local Authority should provide the person making the referral with an outcome which may be as follows:

- No further action
- Early Help Strategies with universal services (GP/HV/SHN)
- Family Support
- Section 17 – child in need assessment
- Section 47 – Child protection enquiry
- Section 42 – Adult safeguarding enquiry

If the outcome is not in the best interest of the child or adult then the DSL must be informed who will take responsibility to escalate the case with the Local Authority.

## **SAFEGUARDING SUPERVISION**

In accordance with the intercollegiate document 2018 The DDC Trust has a duty of care to all employees and volunteers to ensure they receive adequate safeguarding training, support and supervision. Acknowledging safeguarding is emotionally laden and challenging, safeguarding supervision is available with the DSL on request.

The Charity supports employees and volunteers protected time to have an hour supervision session. A binding contract between supervisor and supervisee stipulates the context of the discussion is confidential unless information prompts a concern where action is required, and the information will then be shared with the CEO and other multi-agency professionals to ensure children and adults are safeguarded.

## **DOCUMENTATION AND INFORMATION SHARING**

Where there are safeguarding concerns employees/volunteers have a duty to share information.

Information should be shared with the child and their families or adults' consent where ever possible in accordance with the General Data Protection Regulation. Ensure the adult has capacity to consent or the child is Fraser and Gillick competent to consent to their information being shared.

A persons' right to confidentiality is not absolute and maybe overridden where there is evidence the individual is suffering or at significant risk of harm, or in the interests of public safety or when there is a police investigation.

Be open and honest when communicating with children, their families and adults. Never promise to keep a secret and clearly state prior to any discussion you may be required to share the information disclosed.

Document your decision and rational for sharing information. Record who you have shared the information with and if consent has been obtained. There may be circumstances when gaining consent would put the child or adult or yourself at risk of harm. Seek advice from the DSL if you are unsure.

Any information disclosed should be:

- Clear regarding the concern and purpose of sharing the information
- Based on fact and not assumption
- Restricted to those with a legitimate need to know
- Relevant to specific incidents
- Strictly limited to the needs of the situation
- Decision process recorded in writing

In some incidents the individual may not have capacity to consent to the disclosure of their information. This could be due to i.e. mental health concerns, substance misuse, head trauma, learning difficulties, dementia. The GDPR guidelines should be followed and a decision made about whether it is in their best interests to be shared.

## **9.0 REFERENCES**

Children Act (1989) London: HMSO

United Convention of the Rights of the child 1989

Data Protection Act 1998

Human Rights Act 1998

Public Interest Disclosure Act 1998

Sexual Offences Act 2003

Lord Laming Inquiry 2003

Children Act 2004

Safeguarding Vulnerable Groups Act 2006

NICE When to Suspect Child Maltreatment 2009

Munro Final Report 2011

Protection of Freedoms Act 2012

Children and Families Act 2014

Special Education Needs and Disability (SEND) Code of Practice 2014

Intercollegiate Document 2014

The Charity Commission (2017) – Strategies for dealing with safeguarding issues in charities

Department of Education (2018) Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children. Stationary Office. London.

NSPC Safeguarding Standards and Guidance – for the voluntary and community sector (2017)

## 10.0 APPENDIX – ADDITIONAL INFORMATION

### APPENDIX 1

#### A Child-Centred Service; Listening to the child:

Children have said they need:

- Vigilance: to have adults notice when things are troubling them
- Understanding and action: to understand what is happening; to be heard and understood; and to have that understanding acted upon
- Stability: to be able to develop an ongoing stable relationship of trust with those helping them
- Respect: to be treated with the expectation that they are competent rather than not
- Information and engagement: to be informed about and involved with procedures, decisions, concerns and plans
- Explanation: to be informed of the outcome of assessments and decisions and reasons when their views have not met with a positive response
- Support: to be provided with support in their own right
- Advocacy: to be provided with advocacy to assist them in putting forward their views
- Protection: to be protected against all forms of abuse and discrimination and the right to special protection and help if a refugee

(Department of Education 2018)

## APPENDIX 2

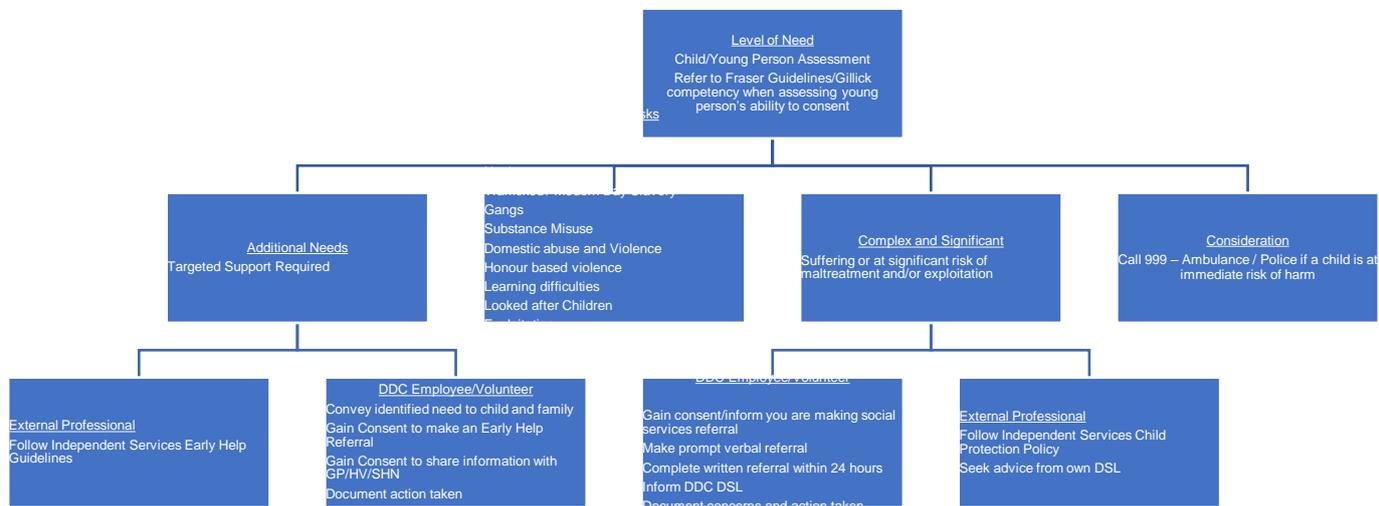
### Definitions of Categories of Abuse (HM Government 2015)

- **Physical abuse** which 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 or deliberately induces illness in a child.
- **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 a child that they are worthless or unloved, inadequate or valued only insofar as they meet the needs of another person. Omitting a 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 and young people. These may include interactions that are beyond the child's 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 and young people to feel frequently frightened or in danger, or the exploitation or corruption of children and young people. Some level of emotional abuse is involved in all types of maltreatment of a child though 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 or not the child is aware of what is happening. The activities may include 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 involve non-contact activities such as involving children and young people in looking at, or in the production of sexual images, watching sexual activities, encouraging children and young people 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 and young people.
- **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 involve a parent or carer failing to:
  - 1) Provide food, clothing and shelter (including exclusion from home or abandonment);
  - 2) Protect a child from physical and emotional harm or danger;
  - 3) Ensure adequate supervision
  - 4) Ensure access to appropriate medical care or treatment

5) It may also include neglect of or unresponsiveness to a child's basic emotional needs

APPENDIX 3

**Referral to Early Help or Child Protection Services Pathway**



APPENDIX 4

Children Social Services Referral Forms and Contact Numbers

**Birmingham Child Advice and Support Services**

In Hours (09:00 – 17:00) – **0121 303 1888**

Emergency Duty Team (17:00 – 09:00) **0121 675 4806**

Secure e-mail – [secure.cass@birmingham.gcsx.gov.uk](mailto:secure.cass@birmingham.gcsx.gov.uk)

Request for support Referral Form –

<http://www.lscbbirmingham.org.uk/index.php/safeguarding-concerns>