

Southport Area Schools Worker Trust POLICY AND PROCEDURES FOR SAFEGUARDING

Scarbrick New Road Baptist Church
Scarbrick New Road
Southport
Merseyside
PR8 6PU

This documentation is adapted from the Scripture Union Policy revised 24th January, 2019

Adopted and approved by SASWT Trustees: June 2019.

Revised in the light of Covid online work November 2020.

Reviewed and Approved by Trustees March 2021

Revised in line with 31:8 training November 2022

Reviewed and approved by Trustees February 2023

A. Policy Statement

SASWT is a movement made up of volunteers and paid staff who work with young people in the Southport area primarily within schools where they are subject to each school's safeguarding policy. This policy recognises our responsibility within those schools and in any other context we may encounter those children. SASWT is a mission partner of Scripture Union.

We believe that all human beings are of equal worth in the sight of God and aim to follow Biblical principles in all that we do.

Therefore:

- We commit ourselves to the nurture, protection, and general welfare of all, especially children. In so doing, we will work, in partnership, as appropriate, with schools, parents, carers, statutory agencies and other organisations.
- It is the responsibility of each one of us to protect children from all forms of abuse and to report any disclosures of abuse in addition to suspicions or concerns.
- In order to achieve this, we are committed to ensuring full training of paid staff and, at least, guideline training for all volunteers and Trustees. We will provide appropriate supervision, recognise mutual accountability and commit to an annual review of our safeguarding policy, procedures and practices.

B. Statutory Compliance for Scripture Union

The standards in this policy build on and incorporate legislation and government expectations for children and adults at risk of harm. This includes HM Government 'Working Together to Safeguard Children (2018)' and new safeguarding duties under the Care Act 2014. The guidance is for statutory agencies and voluntary organisations alike and covers all the expectations of government in relation to safeguarding children in England.

- 1) **Adopt a policy statement on safeguarding the welfare of children.**
The policy statement included in this document has been adapted from the Scripture Union revised policy of January 2019 and adopted by the Trustees of SASWT. It will be reviewed at the Trustees AGM each year.
- 2) **Plan the work of the organisation so as to minimise situations where the abuse of children may occur**
We have established and will maintain and review clear procedures to fulfil this policy. They are set out in detail in this document and are under constant review, with any updates necessary given in writing at least annually.
- 3) **Introduce a system whereby children may talk with an independent person.**
Our procedures discourage the formation of exclusive relationships, and our activities are organised in such a way that children have access to a number of people. We are, though, committed to listening to children and giving them the opportunity to talk about any worries or concerns that they may have, but do not promise confidentiality. We will pass on any concerns to the safeguarding team at the school concerned – see appendices B and D. If disclosure is made or concerns are raised outside of school hours, we will use the **38:1** system for reporting a concern.
- 4) **Apply agreed procedures for protecting children to all paid staff and volunteers.**
We have established minimum procedures for all workers and **volunteers**. This includes training and comprehensive procedures for **volunteers and** workers in direct contact with children. All workers receive a copy of the policy statement.
- 5) **Give all staff and volunteers clear roles.**
All paid staff have a written job description and all volunteers are given clear written guidelines.
- 6) **Use supervision as a means of creating a safeguarding culture across the organisation.**
All workers plan and review their work with another member of the trust. Frequent detailed reports are produced for Trustees.

- 7) **Treat all would-be paid staff and volunteers as job applicants for any position involving contact with children.**
We have comprehensive application and selection procedures for all workers.
- 8) **Gain at least two references from people who have experience of the applicant's paid work or volunteering with children.**
We require a reference from at least two people (church leaders or equivalent) for each applicant, seeking information which includes character and relationship assessment. This includes applicants who work with children annually for short periods. We inform referees if work involves direct contact with children. We appreciate that some of our volunteers are young adults wanting to begin work with children, and therefore it may not be possible to gain references which relate to relevant experience. However, young leaders may be able to get a good character reference from a teacher etc.
- 9) **Explore all applicants' experience of working or contact with children in an interview before appointment.**
All staff, and volunteers for leadership positions, are interviewed prior to appointment. General team members on short-term placements are not normally interviewed but see (11) below.
- 10) **Find out whether an applicant has any conviction for criminal offences against children.**
All workers are required to sign a declaration disclosing a criminal conviction or caution. Annual short-term volunteers with children are required to do so annually. This includes, subject to certain exceptions, disclosing convictions which for other purposes are 'spent', as posts involving direct work with children are exempt from the provision of section 4(ii) of the Rehabilitation of Offenders Act 1974 (Exemptions Order 1975). Under DBS filtering rules there are some exceptions to this legislation and we will provide applicants with access to the filtering guide so that they can determine whether a conviction, caution, reprimand or warning should be disclosed.
Applicants for roles involving regulated activity (children's and/or adults' workforces) are required to apply for an Enhanced Disclosure with barring list check from the Disclosure and Barring Service.
Applicants for roles that do not bring them into regulated activity, but which are face to face with children are required to apply for an Enhanced Disclosure without barring list check from the Disclosure and Barring Service.
- 11) **Make paid and voluntary appointments conditional on the successful completion of a probationary period.**
While the short term nature of much of our volunteer work makes probationary periods inappropriate, we are aware that many volunteers will have limited experience. Appropriate support is provided for each circumstance. In practice, this may mean sharing of responsibility, rather than having unsupervised responsibility, for children.
Team leaders have the authority to ask team members to leave an event if it is in the best interest of the children.
We have a system of specific and general induction for staff, leading into an initial six-month work review, and an on-going review process. The on-going review process applies to all workers with children and adults at risk of harm.
- 12) **Issue guidelines on how to deal with a disclosure and/or concern of abuse.**
Comprehensive guidelines are established and reviewed annually. Responsibility for ensuring they are implemented and reviewed lies with the Trustee responsible for safeguarding.
- 13) **Train paid staff and volunteers and policy makers.**
We ensure that training is provided regarding the safe care of children, including increasing understanding of the prevalence of abuse, along with the signs, symptoms and indicators of abuse

C. Safer Recruitment

Note: Throughout this section Enhanced Disclosures are only undertaken in respect of the adults at risk of harm (vulnerable adults) workforce, when it is known that individuals will be entering into Regulated Activity with such adults.

- All those who seek employment with SASWT as paid staff or volunteers and whose work is likely to involve face to face activity with children are required to apply for an Enhanced Disclosure from the Disclosure and Barring Service (DBS). For those who are expected to engage in regulated activity, a barring list check is also made.
- Potential Trustees of SASWT are encouraged to apply for an Enhanced Disclosure before their appointment is confirmed. On appointment Trustees DBS checks will be carried out every three years thereafter. Trustees who meet with young people are required to apply for Enhanced Disclosure.
- Those with criminal convictions, cautions, cases pending, reprimands or bindovers are not necessarily unable to take up positions with SASWT, which abides by its policy on 'Employing People with a Criminal Record'.
- SASWT has an agreement with Scripture Union for all its DBS checks.
- SASWT abides by the Code of Practice established by the DBS
- Verification of identity and processing of applications by prospective trustees is carried out by a specifically assigned member of the Trustees.
- Staff and Trustees who work with children are required to apply for Enhanced Disclosures with barring list check on appointment and every three years thereafter.
- Job applicants are advised of the need for an Enhanced Disclosure before an application is submitted.
- A specifically assigned member of the Trustees carries out verification of identity of prospective staff and processing of staff applications for Enhanced Disclosures.

Volunteers

- All volunteers who are expected to undertake face to face activity with children are required to apply for an Enhanced Disclosure on appointment and every three years thereafter. For those who are expected to engage in regulated activity, a barring list check is also made.

Update Service

- Those requiring Disclosures for work with SASWT or its mission partners are required to apply to the DBS via Scripture Union.
- Where an individual has registered a disclosure certificate with the DBS update service, SASWT will accept registered disclosure certificates that comply with the following criteria:
 - The disclosure is for the 'Child Workforce' category and
 - It is an 'Enhanced Disclosure' and
 - There is a barred list check if the individual is expected to be in regulated activity
- Where the online disclosure check contains information about cautions, convictions, reprimands or warnings or other relevant information the procedure below on handling disclosure information will be followed.

Handling Disclosure Information

- If a Disclosure contains information about cautions, convictions, reprimands or warnings or other relevant information, advice on how to proceed is sought by the Trustee from one of two named Scripture Union managers (currently Jo Morley and Keren Mallinson) **and 38:1**.
- Information recorded on the Disclosure may be shared by the Trustee only with those directly involved in the particular employment decision.
- Information recorded on the Disclosure is only shared if it is likely to affect the employment decision, which is then made in accordance with SASWT's policy on Employing People with a Criminal Record.
- If additional information is received from a police force, action follows the procedure outlined in the letter and is not shared with the applicant or anyone other than those making the employment decision, and only with those people if the police letter received does not forbid it.
- The date and disclosure number of all checks are recorded in SASWT's DBS system.

- In extreme circumstances, when a disclosure check has not been successfully completed prior to the start of an event, and the individual is not registered with the update service, a risk assessment must be completed to determine what role, if any, that individual may take in the event. That risk assessment must be signed off by the Trustee responsible for safeguarding.

Renewal of Disclosures

- Disclosures are normally renewed on a rolling three-year basis.
- For disclosures that are registered with the update service these will also be checked on a rolling 3 year basis.
- If, in the intervening years, declarations completed by those working with children suggest changed circumstances, a new Enhanced Disclosure is requested.

D. Events Run By SASWT

1. Team Application Procedures

- SASWT will undergo careful recruitment and selection procedures as stated in this policy. Applicants are appointed (or excluded from service) at the discretion of the Person Responsible and, where appropriate, in communication with other Trustees.
- A new applicant is one who has not worked on an event before. Team members who have had a break in service of more than one year will be treated as new applicants unless the event leader indicates that they have remained in sufficiently close contact to be assured that their personal circumstances remain unchanged. A break of two years would mean they would be treated as new applicants without exception.
- All new leaders and team members must complete an application form, which will include questions on the following:
 - details of any criminal record
 - mental and physical state of health of the applicant
 - details of driving offences, and
 - details of two referees.

The application form will also contain two statements:

 - an explanation that applicants will be required to request an Enhanced Disclosure from the Disclosure and Barring Service
 - the fact that SASWT has a policy on Employing People with a Criminal Record and that the existence of a criminal conviction does not necessarily rule out acceptance of an applicant.
- Two references will be required for each new applicant. If there are concerns about either or both of the references, a third reference will also be taken up. Communication with referees will include a statement about the significance of the information being requested, the importance of the role of the team member and the paramount importance of the safety of children and adults at risk of harm.
- Once an application form has been received and the person deemed suitable for placing on a team, a Disclosure will be requested from the DBS. Once the Disclosure has been processed and deemed satisfactory, the applicant's place on a team is confirmed.
- Individual cases will be considered on merit, but as general guidance convictions or cautions in the categories listed below exclude an applicant from appointment:
 - any form of abuse involving children and adults at risk of harm
 - sexual offence involving children and adults at risk of harm
 - any types of serious violence, and
 - recent offences involving misuse of substances such as drugs or alcohol.
- Some forms of physical, emotional or mental illness may make an applicant unsuitable for service.
- Applicants from overseas or those living in England and Wales for a short time may not be eligible for a Disclosure from the DBS. Every effort will be made to take whatever measures are available according to the

comparative methods in their own country, but where there is any doubt as to the availability of a thorough check the application will be refused.

- Returning members of short-term teams will confirm online whether or not their circumstances have changed since their original application. If changes have occurred, the application may be reconsidered.
- It is acknowledged that some team members may have little or no experience of working with children and adults at risk of harm, while others may have plenty. An agreed set of safety guidelines and expectations of team behaviour will be communicated by the leader prior to the event.
- Each event will designate an individual, usually a Schools Worker, who is appropriately trained to be the safeguarding lead person for the event. SASWT's safeguarding policy will be outlined to all team members by that Designated Safeguarding Lead.

Support team

- On some events, a few people provide key supporting roles such as catering for the team. If these people are participating in the event on a residential basis they are engaged in regulated activity and, as such, will require an Enhanced Disclosure with barring list check for the Child Workforce. If they are not participating in the event on a residential basis they will not require an Enhanced Disclosure check unless it is anticipated that to enable the smooth running of the event they will become engaged in face to face activity with children.

Junior team

- Young people under 18 who are part of clubs or events, and who help on an event are 'junior team members.' If an event runs a junior team scheme, training will be provided to this group as appropriate.
- Junior team members who volunteer from outside the club or activities must complete a junior team application form which includes any health issues and parental consent and be interviewed by a member of the Trust
- Those under 18 are not permitted to have unsupervised responsibility for the care of children on an event.

Visitors

- At no time is an ad-hoc volunteer (e.g. parent, visitor) to be given unsupervised responsibility for a group of children.
- Any volunteers or visitors staying on site more than 24 hours or staying overnight will be required to complete a DBS check as per DBS regulations. Leaders are responsible for the safety and well-being of visitors.

E. Online engagement

Definition: what is 'online engagement'?

Online engagement occurs when people interact in some way, with one another or with digital content, in an online space. A few of the ways this happens include:

- reacting to a presentation (by watching and/or commenting, in real time or at any time), using a video viewer such as YouTube;
- taking part in a video which will be made available to others, live or at any time;
- hosting or participating in a 'live' shared event with others, in an online chat or meeting, such as Teams or Zoom;
- posting, liking, reposting, sharing and commenting on social media platforms, such as Facebook, Twitter and Instagram.

All SASWT policies and procedures in this document also apply to any online engagement. All online meeting should be treated in the same way as face to face events in relation to recruitment, risk assessment, reporting concerns, code of conduct and data protection.

Specific safeguarding for online engagement:

- Only SASWT staff's computers (and devices designated for work use) to be used for online engagement.
- Never use a personal account to contact a young person.

- Always ensure two adults with DBS are available for online meetings.
- Use Zoom version 5 or above.
- Permission must be obtained from parents or guardians for images or video footage of children and young people. This should be held in line with the existing Data Protection Policy.
- Do not record live meetings or sessions involving children or young people. If hosting a meeting, disable the 'record meeting' function. Make it a ground-rule that participants do not record the meeting, too.
- Get consent from parents or guardians, as for face-to-face contact
 1. Before the start of any session, obtain consent from parents/guardians in writing for each child or young person.
 2. Make sure all participants understand they should be in a suitable room, dressed appropriately for meeting with others.
 3. Make sure that the requirements of different ages are followed, when there is going to be interaction between participants.
 4. Send invitations as follows:

Under 13:
During any session, a parent/guardian should be invited and encouraged to be in the room, close by or within hearing distance.
Invitations to join should be sent to the parent/guardian, asking them to launch the session for their child and indicate their presence.

Under 16:
A young person requiring parental permission,
A parent/guardian does not need to be in the same room.
Initial invitations should be sent to the parent/guardian and copied to the young person; subsequent sessions in the same series may run without explicit invitations each time.

Under 18:
A young person who does not require permission
A parent/guardian does not need to be in same room.
Invitations can be sent direct to young person.
- Make a written record of what happens in the session or online meeting, with the same level of detail as for an offline session: date; time; who is there; why are they there; where are they; headlines of the session subject matter.
- Keep these records, as for an offline session, in line with the Data Protection Policy

F. Code of Conduct

Event leaders and team members

- All those working with children on behalf of SASWT will treat them with respect and dignity, which should be reflected in attitude, behaviour and speech.
- SASWT acknowledges that it has a duty of care for a child taking part in a SASWT activity.
- Teams of event workers (volunteers and/or staff) on mixed gender events will include male and female members, and organisation of activities within the events will reflect this balance wherever possible.

- Teams will aim to work in groups and in public areas so that contact between participants and team is in sight of others.
- Teams will avoid forming exclusive relationships or those which could be seen as showing favouritism to individual participants.
- Wherever a team member finds themselves involved in a potentially lengthy counselling situation, they should seek to involve another member of the team at an early stage. Promises of confidentiality will be avoided and items shared with leaders or adults with relevant experience.
- It is normally inappropriate for adults to initiate physical contact with participants, and team members should be cautious of contact initiated by participants, except in exceptional circumstances such as the need for medical attention or to prevent harm.
- The use of any corporal punishment is strictly prohibited i.e. any form of physical discipline is not acceptable
- Any physical contact with children in the area of incident management will be purely in terms of an intervention which prevents the child exercising violent, or other inappropriate, behaviour and/or from hurting themselves or others. Minimal force will be used, for the minimum time necessary, and witnessed by another team member
- If it is necessary to send a child or adult at risk of harm home from an event early, they will either be collected by a parent/guardian/carer or accompanied home so that the responsibility for their welfare is clearly transferred, unless other arrangements are agreed with the child's parents/carers ideally in writing e.g. email. For most SASWT activities this is the responsibility of the school.
- **If, in extreme circumstances, it becomes necessary to give a lift to a child, two workers or volunteers must be present in the vehicle and permission should be sought from parents.**
- On residential events, the Trustee responsible for Safeguarding is responsible for establishing and recording the detailed protocol regarding any access required to children's sleeping accommodation by team members. They will take into consideration the commitment to the protection and general welfare of children, the specific features of the event's setting and the whole of this Code of Conduct.
- Team leaders and members are in a 'relationship of trust' with participants and must take care that an abuse of that trust does not occur. Any behaviour which might allow a sexual relationship to develop between a person in a position of trust and the individual(s) in their care must be avoided.
- This relationship of trust is also in place outside the actual event in any communication between team and participants, whether in person, by letter, email, telephone, text messaging, social media apps or any other means. Any communication or direct contact with a child will therefore be characterised by transparency and integrity and must operate within SASWT's policy on safeguarding children.
- Team members will not normally be expected to communicate outside of the event with participants other than as directed by the event leader; this would be occasional postal contact, such as a post card/ Christmas card and would never take the form of spiritual mentoring.

Guests

- All guests are expected to comply with the event's behaviour policy. These expectations must be clearly communicated to all guests at the outset of the event
- The behaviour policy is to ensure the safety and wellbeing of all guests and team members and should be set by the event leaders, in consultation with the designated safeguarding lead, having considered this policy and the leaders' handbook and having undertaken a risk assessment for their event.

G: Reporting Concerns

Whilst working on SASWT activities, team members may be told about various personal situations which the participants they work with have experienced. In the majority of situations, being prepared to give the time to listen and care without being judgmental will be of great value and assistance. In some cases it may be possible and

appropriate to offer advice and prayer. However, workers and volunteers must understand the importance of safeguarding and understand that it is possible that the nature of our work may increase the likelihood of participants disclosing an issue which puts them 'at risk' or suggest that they have been or are being abused. Disclosures may cover a range of potentially harmful situations including physical abuse, emotional abuse, sexual abuse, neglect, spiritual abuse, bullying and peer-to-peer abuse. Definitions of these terms are covered in Appendix C. Such disclosures require more than a caring response and a sympathetic ear, and the following procedure must be followed by the team member:

- Give the person time to talk freely but without fear of being overheard. Treat them with respect and acceptance. Always accept what is being said at this stage. Do not ask questions other than to clarify what is being said. Never put words into the person's mouth and be careful with your tone of voice so as not to appear shocked or angry or to show disbelief.
- Do not promise to keep the disclosure 'secret'. Explain that you must share this information and call upon other people who will be able to help.
- Stay with the person until you feel they have said all they want to say. Try to avoid leaving them in a distressed state.
- Inform the school's Designated Safeguarding Lead of the disclosure as soon as possible, preferably before leaving the school premises. See Appendix B
- Make a written report of what happened as soon as possible (not in the participant's presence). Do not interpret, only record what was said as verbatim as possible. Sign, time and date the report. Give a copy to the school's Designated lead (Appendix D) and a copy to the member of the Trustees responsible for safeguarding.

Designated Safeguarding Leads and overall event leaders will be aware that members of the team involved in handling these situations may also need appropriate help throughout the process and afterwards. Counselling support may be appropriate.

Once a disclosure or allegation of abuse is made, SASWT is required to take action.

The disclosure must be handed to the school's Designated Lead for Safeguarding or, if it does not happen at a school activity, following the **38:1** process – Appendix A – and report the concern.

It is not the role of the SASWT to determine if a threshold of abuse has been reached in relation to a disclosure or allegation. That will be considered by those to whom we pass our concerns.

If members of SASWT are unhappy with decisions made, they can discuss outcomes with the Trustee responsible for Safeguarding. Concerns can be escalated **by anyone** if deemed appropriate.

Advisers will consider concerns about a child's welfare consistently and proportionately and will not dismiss concerns about the child solely on the grounds of parental accounts of the child and his or her situation.

The advice given by the School's Designated Lead advisor must be followed in all cases which require action to be taken immediately. In all other cases, the advice of **38:1**. **Helpline number: 0303 003 1111**.

If contact with the person making the disclosure continues during the event, try to ensure that this is as 'normal' as possible, and avoid drawing attention to the situation or repeatedly referring to it unless the person initiates further discussion.

If an allegation is made against any member of the activities team or its leader, the same process must be followed and the School's Designated Lead or **38:1** must be contacted consistent with Appendix A or Appendix B. **The Lado should also be informed at 0151 934 3783**.

The Designated Safeguarding Lead must ask the advisor if the team member or leader must leave the activity immediately in order to safeguard children. The advice of the School's Designated Lead or the **38:1** advisor must be followed in all cases which require action to be taken immediately. In all other cases, the advice of the safeguarding advisor must be followed.

Any team member who is concerned about the way an allegation or disclosure has been handled will contact the Trustee responsible for safeguarding. If members of SASWT are unhappy with decisions made, they can discuss outcomes with the Trustee responsible for Safeguarding. Concerns can be escalated if deemed appropriate.

At every stage, procedures will show respect for people and will involve careful consultation, not hasty reaction.

Any concerns or allegations of non-recent abuse will be processed consistent with the process flowcharts if the matter is disclosed on a current activity. In all other instances, the School Designated Lead or (national) operational lead for safeguarding should be notified. Referrals to the relevant statutory agencies will be made when the advice given is to do so.

H. Processing of personal data

Information and personal data relating to safeguarding matters will be gathered, recorded and stored in accordance with the Data Protection Act, 2018.

I. Responsibilities

The SASWT Trustees are responsible for the approval of SASWT's safeguarding policy.

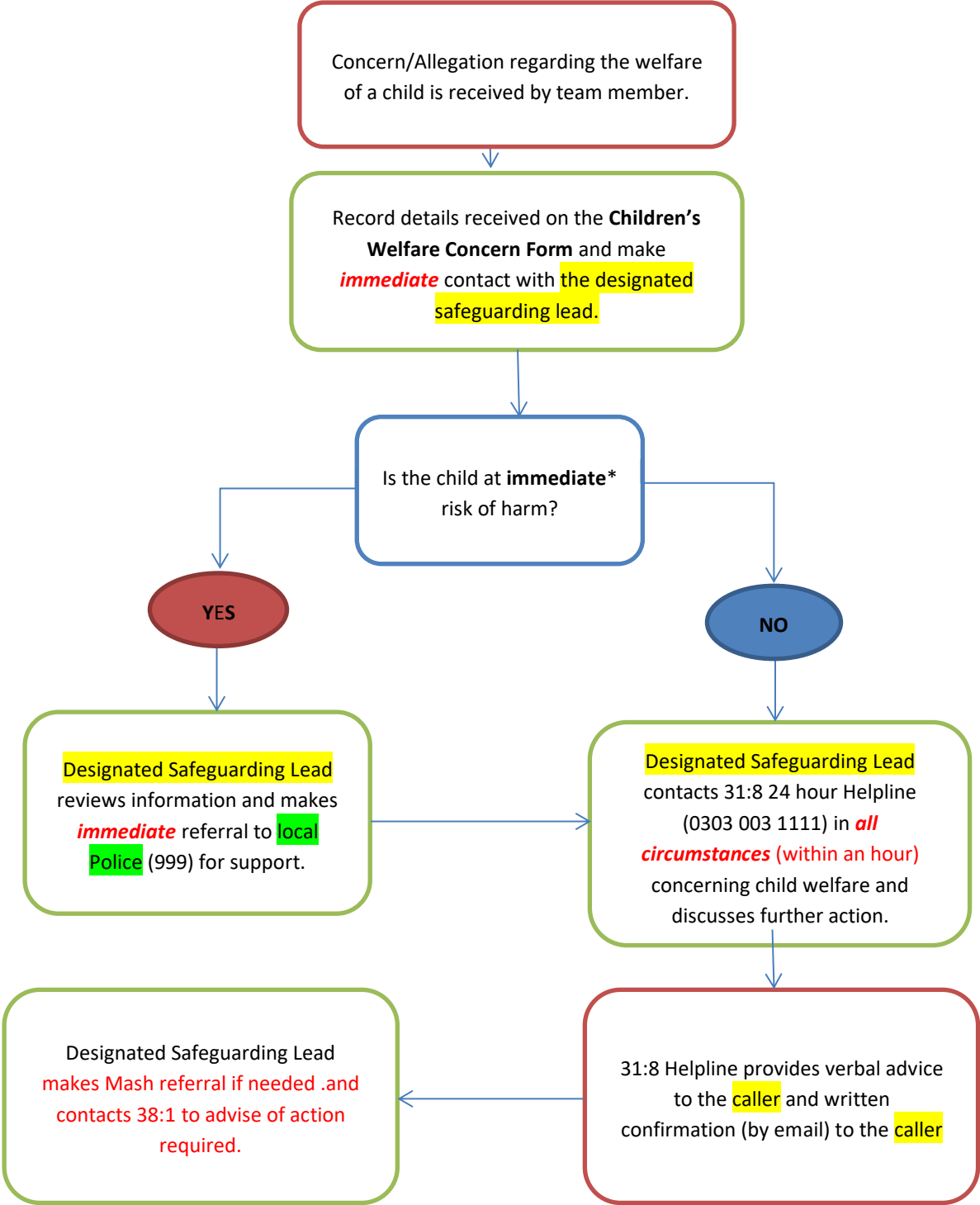
A named trustee is the designated lead person for safeguarding. This is currently Anne Pickup who can be contacted on 07707376057 or emailed at annepickup@hotmail.co.uk

Each SASWT event will have a named and appropriately trained safeguarding lead, usually a School's worker.

APPENDIX A: Reporting Information Concerning the Welfare and Protection of a Child

FLOWCHART FOR REPORTING INFORMATION TO SCRIPTURE UNION CONCERNING THE WELFARE AND PROTECTION OF A CHILD NOT AT A SCHOOL ACTIVITY

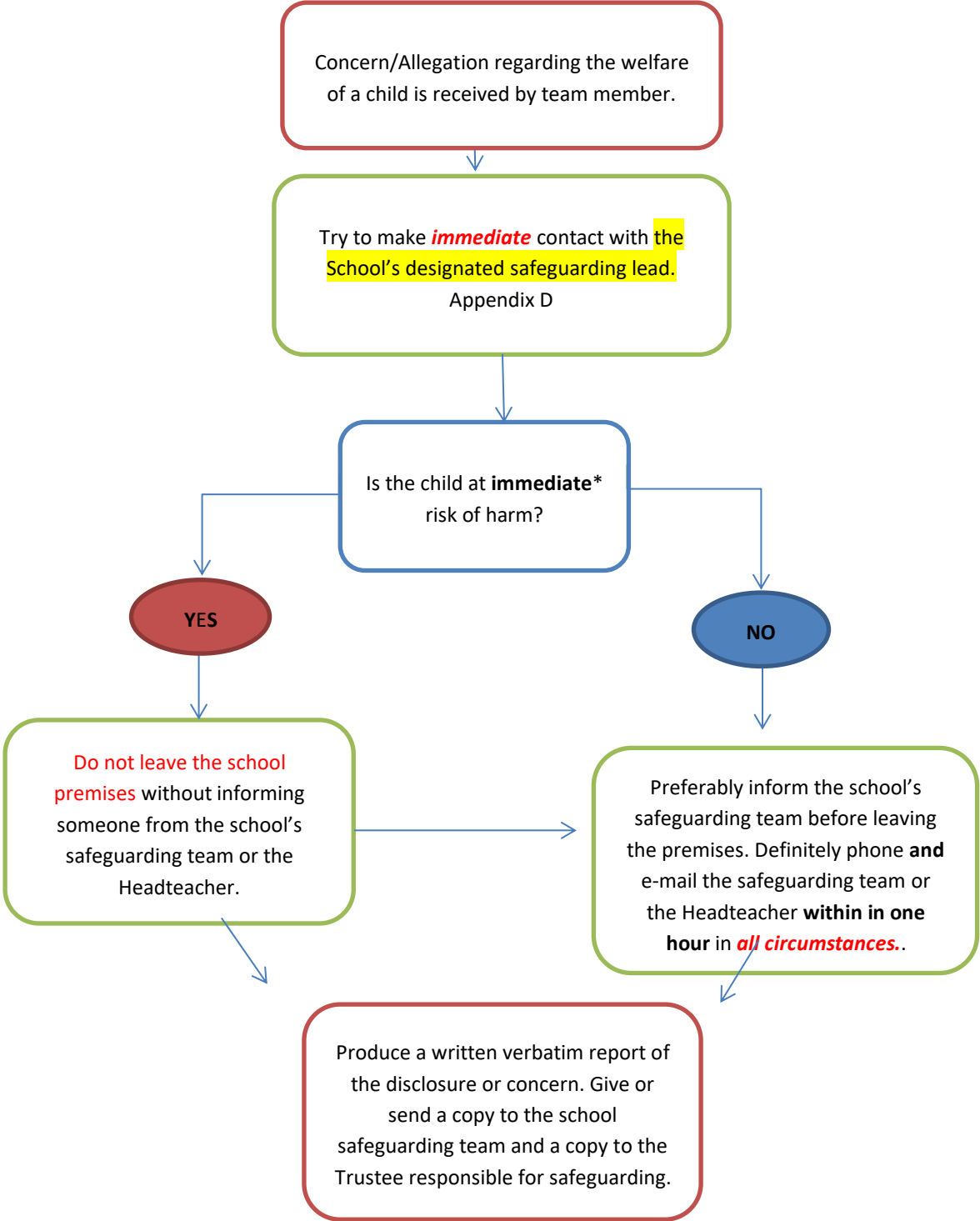
Note: This may relate to a welfare concern occurring at an event, including the actions of children or adults or a concerns regarding the welfare of a child outside of an event.



* **Immediate** is used to describe any situation where if the child were to remain in their current environment there would be an ongoing risk of harm (i.e. posed by another person with whom they have contact). This also applies if a child were to leave or be taken from the environment by a person who may cause them harm.

FLOWCHART FOR REPORTING INFORMATION CONCERNING THE WELFARE AND PROTECTION OF A CHILD AT A SCHOOL ACTIVITY

Note: This may relate to a welfare concern occurring at an event, including the actions of children or adults or a concerns regarding the welfare of a child outside of an event.



* **Immediate** is used to describe any situation where if the child were to remain in their current environment there would be an ongoing risk of harm (i.e. posed by another person with whom they have contact). This also applies if a child were to leave or be taken from the environment by a person who may cause them harm. For example, going home at the end of the school day.

APPENDIX C

Definitions of abuse

Children

1. Abuse and neglect

ENGLAND

Abuse and Neglect (Children)

The four definitions of abuse below operate in England based on the government guidance 'Working Together to Safeguard Children (2018)'.

What is abuse and neglect?

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger for example, via the internet. They may be abused by an adult or adults, or another child or children.

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.

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 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, though it may occur alone.

Sexual abuse

Sexual abuse involves forcing or enticing a child 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.

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.

WALES

The following definitions of child abuse are recommended as criteria throughout Wales by the Department of Health, Department for Education and Skills and the Home Office in their joint document, *Working Together Under the Children Act 2004*.

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 feigns the symptoms of, or deliberately causes ill health to a child whom they are looking after. This is commonly described using terms such as 'factitious illness by proxy' or 'Munchausen Syndrome by proxy'.

Emotional Abuse

Emotional abuse is the persistent emotional ill-treatment of a child such as to cause severe and continuous adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate or valued only so far as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. It may involve causing children to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of ill-treatment of a child, though it may occur alone.

Sexual Abuse

Sexual abuse involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape or buggery) or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

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. It may involve a parent or carer failing to provide adequate food, shelter and clothing, failing to protect a child from physical harm or danger, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

2. Spiritual abuse

There is no formal, agreed definition of spiritual abuse and understanding of this area is still evolving.

Thirtyone:eight describe the key characteristics of spiritual abuse as coercion and control, manipulation and pressuring of individuals, control through the misuse of religious texts and scripture and providing a 'divine' rationale for behaviour

3. Peer-on-peer abuse and bullying

Peer-on-peer abuse is any form of physical, sexual, emotional abuse, and coercive control between children. It is an issue of serious concern throughout England and Wales and is a significant risk facing children.

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or through cyberspace.