



Safeguarding Policy

FOR USE BY NETWORK RYDE STAFF AND VOLUNTEERS

This policy is written to support Network Ryde staff and volunteers in their roles at Network Ryde. **For the full Ryde Town Council Safeguarding policy please refer to the document: 'Safeguarding Policy – Children, Young People and Vulnerable Adults'.**

It is the policy of Ryde Town Council and Network Ryde to safeguard the welfare of the children, young people, and adults it supports, by protecting them from neglect, physical, sexual and emotional harm. Safeguarding is a general responsibility and includes measures to prevent or minimise the potential for abuse occurring. Everyone has a duty to safeguard themselves and all others they come into contact with.

Our Safeguarding Lead is Bex Swan (Youth Work Manager) Rebecca.swan@networkryde.org

Our Deputy Safeguarding Lead is Jo Johnson (Deputy Youth Work Manager) jo.johnson@networkryde.org

Staff Expectations

- a) Staff should not behave in a manner, which would lead a reasonable person to question their suitability to work with children or act as a role model.
- b) All staff who work within Network Ryde set examples of behaviour and conduct which can be copied by young people. Staff must avoid using inappropriate or offensive language at all times and be a good role model.
- c) Staff should not allow their own personal or political opinions to interfere with their work and the provision of a balanced and professional service, ensuring that they work to the professional standard required.
- d) All staff must demonstrate high standards of conduct to encourage the young people to do the same.

- e) All staff must avoid putting themselves at risk of allegations of abusive or unprofessional conduct. This includes avoiding being alone with a young person unless it has been suitably risk assessed and approved by the Youth Work Manager. We will always aim to have two workers present when with young people. Staff should not use their power to intimidate, threaten, coerce or undermine young people, make (or encourage others to make) unprofessional personal comments which scapegoat, demean or humiliate other individuals or might be interpreted as such.
- f) Staff should ensure that they are dressed decently, safely, and appropriately for the tasks that they undertake and that through their appearance, they promote a positive and professional image. Staff are issued with Network Ryde uniform which should always be worn during sessions so staff are easily identified.
- g) Staff should be punctual and well-prepared and should carry out tasks to the best of their ability, taking pride in their work. h) Staff should ensure that all absences from work are genuine.
- i) Staff are encouraged to look after their physical and mental wellbeing. This includes maintaining a healthy work-life balance and should be discussed with the Youth Work Manager through the supervision process.

Safeguarding and promoting the welfare of children means:

Protecting children from maltreatment.

Preventing impairment of children's mental or physical health or 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.

Roles and responsibilities:

Safeguarding and child protection is **everyone's** responsibility. This policy applies to all staff, volunteers and external parties within Network Ryde. Our policy and procedures also apply to any on-site and off- site sessions.

All staff have a responsibility to exercise vigilance and to be active in surveillance, in recognising signs that suggest a child may be in need of help as well as the signs of abuse and neglect. This includes the signs related to declining mental health.

All staff should be aware of the process for making referrals to children's social care and for statutory assessments under the Children's Act 1989, especially section 17 (children in need) and section 47 (a child suffering or likely to suffer, significant harm) that may follow a referral, along with a role they might be expected to play in such assessments.

All staff will read and sign to indicate their understanding of the safeguarding policy

All staff will be made aware of our systems which support safeguarding within Network Ryde which are implemented and monitored by the DSL. This includes:

- That abuse, neglect and safeguarding issues are rarely stand alone events that can be covered by one definition or label. Multiple issues are likely to overlap with one another.
- 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.
- The process by which a concern about a young person should be raised.
- The appropriate safeguarding response to young people who leave Network Ryde and are at risk
- The early help process and their role within it (if felt necessary by the DSL) including identifying emerging problems, liaising with the DSL, and sharing information with other professionals and relevant agencies to support early identification and assessment

All staff will know and sign to say they know:

- What to do if they identify a safeguarding issue or if a young person tells them they are being abused or neglected, including specific issues, such as FGM, and how to maintain an appropriate level of confidentiality while liaising with relevant professionals
- The signs of different types of abuse and neglect, as well as specific safeguarding issues such as child sexual exploitation (CSE), FGM and radicalisation.
- That safeguarding incidents and/or behaviour can be associated with factors outside Network Ryde and can/or occur between young people outside of these environments. These are the contextual factors i.e. wider environmental factors that are present in a young person's life that are or may be a threat to their safety and or welfare.
- All staff, but especially the designated safeguarding lead (and deputies) should consider whether young people are at risk of abuse or exploitation in situations outside their families. Extra-familial harms take a variety of different forms and young people can be vulnerable to multiple harms including (but not limited to) sexual exploitation, criminal exploitation, and serious youth violence.
- Both CSE and CCE are forms of abuse and both occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child or young person into sexual or criminal activity.

Safeguarding Concerns

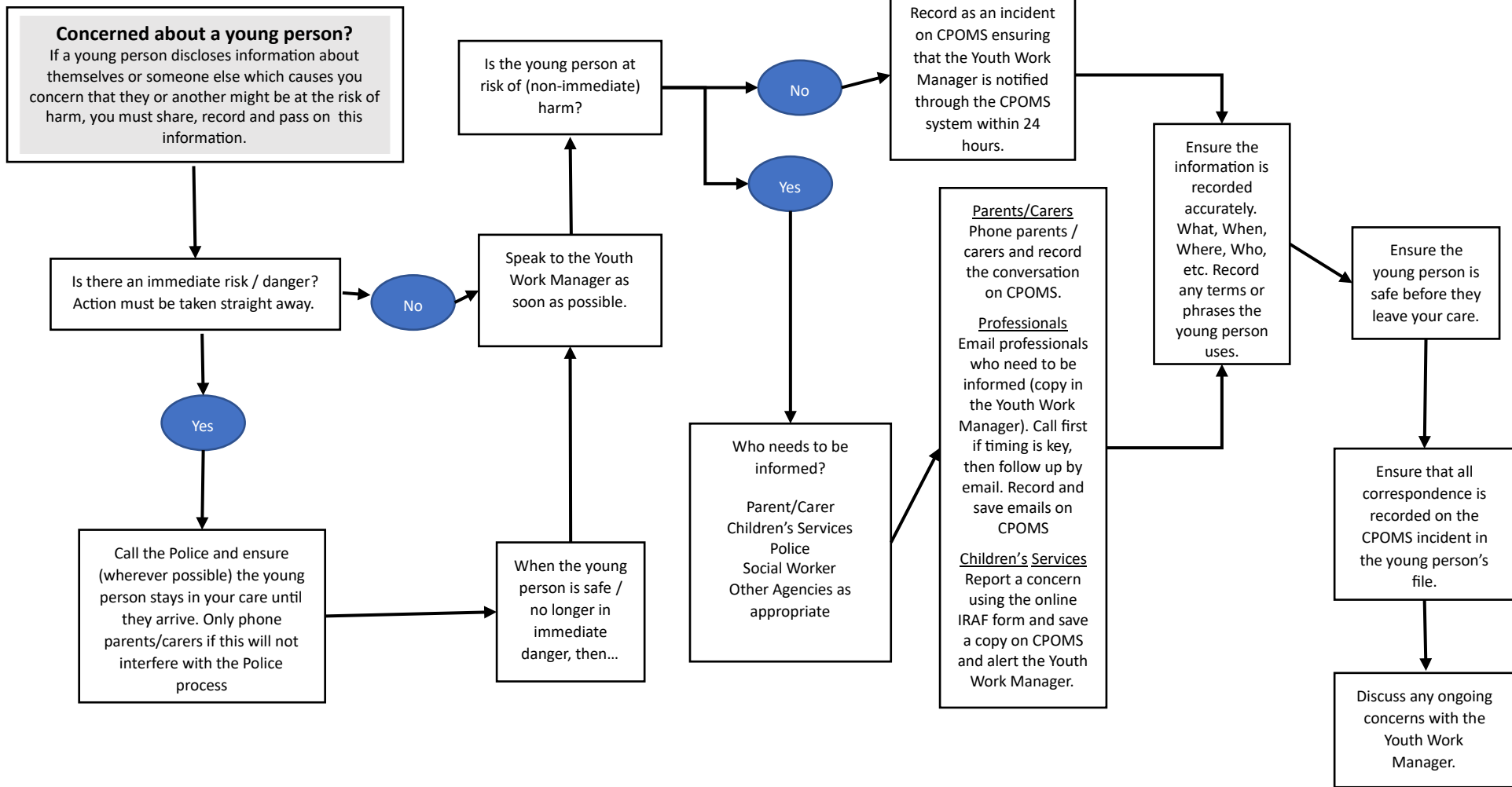
- If you are concerned that a child / young person / adult is being abused or is at risk of harm in any way then you need to share and report this information.
- If someone confides in you either about something happening to them or their concern about someone else then you need to share and report this information.
- If someone makes a complaint about you or any other adult, it is your duty to share and report this.

- If a young person confides in you:
 - Allow the young person to speak without interruption and accept what they say.
 - Be understanding and reassuring but do not give your opinion.
 - Stay calm; try not to look shocked or disbelieving.
 - Explain that you must pass the information on to help keep them (and/or other people) safe. - Do not promise to keep secrets.
 - Do not make any promises you can't keep (eg. 'this will never happen again'). - Tell the young person they are right to have told someone.
 - Do not ask leading questions.
 - Do ask clear and direct questions.
 - If the young person is disclosing a serious incident of abuse, do not ask for detailed information about the alleged event(s). Instead, ask for the key details and then involve the police and /or Children's Services.
 - Check that the young person will be safe when they leave the environment you are in.
 - At the earliest opportunity make a clear written record of this on CPOMS. This must be recorded within 24 hours of the disclosure. - Speak to the Youth Work Manager as soon as possible.

Safeguarding Procedure

This flowchart sets out the sequence for sharing, recording and passing on concerns. Some steps may not always be possible / appropriate; professional judgment should be used to assess the level and immediacy of risk / harm. The Youth Work Manager (DSL) or the Deputy DSL will always be available to talk through safeguarding concerns and support with this process.

Network Ryde use an electronic database called CPOMS (Child Protection Online Monitoring System) and every young person who has registered with Network Ryde has an electronic file. Staff will have undertaken CPOMS training and will know how to record a safeguarding incident.



Mental Health

Staff are well placed to observe young people who attend Network Ryde on a regular basis and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one. In this case, a young person should be referred to appropriately trained professionals and only they should attempt to make a diagnosis of a mental health problem. The Network Ryde team will ensure the young person or parent, if appropriate, is aware of our concerns and we can offer the young person assistance with a referral to a relevant agency / service.

Where children have suffered abuse and neglect, or other potentially traumatic adverse childhood experiences, we are aware that this can leave them vulnerable to further harm, as well as educationally disadvantaged in school and facing barriers to attendance, learning, behaviour and mental health.

If staff have a mental health concern about a child that is also a safeguarding concern, immediate action should be taken in reporting this concern to their DSL or deputy DSL

The Network Ryde staff are well educated when it comes to multi agency working and knowing who and when to contact the relevant people. In the case of a mental health situation the DSL will always be informed, and staff will be kept in the loop to know what to look out for when it

comes to specific young people's mental health. Sessions will always be adapted to wants and needs of young people at the time and will always be relevant to current situations.

Summary of Child Protection Issues

What is child abuse?

The following definitions are taken from Working Together to Safeguard Children HM Government (2018). In addition to these definitions, it should be understood that children can also be abused by being sexually exploited, honour based violence, forced marriage or female genital mutilation. To support the local context, all staff have access to the Isle of Wight Safeguarding Children Partnership Threshold Document.

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. 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

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. 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 cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur in isolation.

Sexual abuse

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

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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)

ensure access to appropriate medical care or treatment It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

The Hampshire & Isle of Wight Neglect Strategy is available to provide a more detailed information regarding the assessment of neglect.

Indicators of abuse Neglect

The nature of neglect is a lack of parental care but poverty and lack of information or adequate services can be contributory factors. Far more children are registered to the category of neglect on Child in Need and Child Protection plans than to the other categories. As with abuse, the number of children experiencing neglect is likely to be much higher than the numbers on the plans. Neglect can include parents or carers failing to:

- provide adequate food, clothing and shelter
- protect a child from physical and emotional harm or danger
- ensure adequate supervision or stimulation
- ensure access to appropriate medical care or treatment

Neglect is a difficult form of abuse to recognise and is often seen as less serious than other categories. It is, however, very damaging: children who are neglected often develop more slowly than others and may find it hard to make friends and fit in with their peer group. Neglect is often noticed at a stage when it does not pose a risk to the child. The duty to safeguard and promote the welfare of children (What to do if You're Worried a Child is Being Abused DfE 2015) would suggest that an appropriate intervention or conversation at this early stage can address the issue and prevent a child continuing to suffer until it reaches a point when they are at risk of harm or in significant need. Neglect is often linked to other forms of abuse, so any concerns staff have should be discussed with the DSL.

Indicators of neglect

The following is a summary of some of the indicators that may suggest a child is being abused or is at risk of harm. It is important to recognise that indicators alone cannot confirm whether a child is being abused. Each child should be seen in the context of their family and wider community and a proper assessment carried out by appropriate persons. What is important to keep in mind is that if you feel unsure or concerned, do something about it. Don't keep it to yourself. The Neglect Risk Assessment Tool provides staff with a resource to identify and act on concerns regarding neglect.

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Physical indicators of neglect:

- Constant hunger and stealing food
- Poor personal hygiene - unkempt, dirty or smelly • Underweight
- Dress unsuitable for weather
- Poor state of clothing
- Illness or injury untreated

Behavioural indicators of neglect:

- Constant tiredness
- Frequent absence from school or lateness
- Missing medical appointments
- Isolated among peers
- Frequently unsupervised
- Stealing or scavenging, especially food
- Destructive tendencies

Emotional abuse

The nature of emotional abuse

Most harm is produced in low warmth, high criticism homes, not from single incidents. Emotional abuse is difficult to define, identify/recognise and/or prove. Emotional abuse is chronic and cumulative and has a long-term impact. All kinds of abuse and neglect have emotional effects although emotional abuse can occur by itself. Children can be harmed by witnessing someone harming another person – as in domestic abuse. It is sometimes possible to spot emotionally abusive behaviour from parents and carers to their children, by the way that the adults are speaking to, or behaving towards children. An appropriate challenge or intervention could affect positive change and prevent more intensive work being carried out later on.

Indicators of emotional abuse

Developmental issues

- Delays in physical, mental and emotional development
- Poor school performance
- Speech disorders, particularly sudden disorders or changes.

Behaviour

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- Acceptance of punishment which appears excessive
 - Over-reacts to mistakes
 - Continual self-deprecation (I'm stupid, ugly, worthless etc)
 - Neurotic behaviour (such as rocking, hair-twisting, thumb-sucking)
 - Self-mutilation
- Suicide attempts
- Drug/solvent abuse
- Running away
- Compulsive stealing, scavenging
- Acting out
- Poor trust in significant adults
- Regressive behaviour – e.g., wetting
- Eating disorders
- Destructive tendencies
- Neurotic behaviour
- Arriving early at school, leaving late

Social issues

- Withdrawal from physical contact
- Withdrawal from social interaction
- Over-compliant behaviour
- Insecure, clinging behaviour
- Poor social relationships

Emotional responses

- Extreme fear of new situations
- Inappropriate emotional responses to painful situations (“I deserve this”)
- Fear of parents being contacted
- Self-disgust
- Low self-esteem
- Unusually fearful with adults
- Lack of concentration, restlessness, aimlessness

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- Extremes of passivity or aggression

Physical abuse

The nature of physical abuse

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Most children collect cuts and bruises quite routinely as part of the rough and tumble of daily life. Clearly, it is not necessary to be concerned about most of these minor injuries. But accidental injuries normally occur on the bony prominences – e.g. knees, shins. Injuries on the soft areas of the body are more likely to be inflicted intentionally and should therefore make us more alert to other concerning factors that may be present. A body map can assist in the clear recording and reporting of physical abuse. The body map should only be used to record observed injuries and no child should be asked to remove clothing by a member of staff at Network Ryde.

Indicators of physical abuse / factors that should increase concern:

- Multiple bruising or bruises and scratches (especially on the head and face)
- Clusters of bruises – e.g., fingertip bruising (caused by being grasped)
- Bruises around the neck and behind the ears – the most common abusive injuries are to the head
- Bruises on the back, chest, buttocks, or on the inside of the thighs
- Marks indicating injury by an instrument – e.g., linear bruising (stick), parallel bruising (belt), marks of a buckle • Bite marks
- Deliberate burning may also be indicated by the pattern of an instrument or object – e.g., electric fire, cooker, cigarette
- Scalds with upward splash marks or tide marks
- Untreated injuries Recurrent injuries or burns
- Bald patches.

In the context of Network Ryde, it is normal to ask about a noticeable injury. The response to such an enquiry is generally light-hearted and detailed.

So, most of all, concern should be increased when:

- the explanation given does not match the injury
- the explanation uses words or phrases that do not match the vocabulary of the child (adults words) • no explanation is forthcoming
- the child (or the parent/carer) is secretive or evasive
- the injury is accompanied by allegations of abuse or assault

You should be concerned if a child:

- is reluctant to have parents/carers contacted runs away or shows fear of going home is aggressive towards themselves or others flinches when approached or touched
- is reluctant to undress to change clothing for sport
- wears long sleeves during hot weather
- is unnaturally compliant in the presence of parents/carers.
- has a fear of medical help or attention

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- admits to a punishment that appears excessive

Sexual Abuse

The nature of sexual abuse

Sexual abuse is often perpetrated by people who are known and trusted by the child – e.g., relatives, family friends, neighbours, babysitters, and people working with the child in school, faith settings, clubs or activities. Children can also be subject to child sexual exploitation. Sexual exploitation is seen as a separate category of sexual abuse. The Hampshire & IOW professional guidance provides staff with information regarding indicators of CSE.

Characteristics of child sexual abuse:

- it is often planned and systematic – people do not sexually abuse children by accident, though sexual abuse can be opportunistic
- grooming the child – people who abuse children take care to choose a vulnerable child and often spend time making them dependent (this may occur online)
- grooming the child's environment – abusers try to ensure that potential adult protectors (parents and other carers especially) are not suspicious of their motives.

Most people who sexually abuse children are men, but some women sexually abuse too.

Indicators of sexual abuse Physical observations:

- Damage to genitalia, anus or mouth
- Sexually transmitted diseases
- Unexpected pregnancy, especially in very young girls
- Soreness in genital area, anus or mouth and other medical problems such as chronic itching
- Unexplained recurrent urinary tract infections and discharges or abdominal pain

Behavioural observations:

- Sexual knowledge inappropriate for age
- Sexualised behaviour or affection inappropriate for age
- Sexually inappropriate behaviour
- Hinting at sexual activity
- Inexplicable decline in education progress

- Depression or other sudden apparent changes in personality as becoming insecure
- Lack of concentration, restlessness, aimlessness
- Socially isolated or withdrawn
- Overly-compliant behaviour
- Acting out, aggressive behaviour
- Poor trust or fear concerning significant adults
- Regressive behaviour,
- Onset of wetting, by day or night; nightmares
- Arriving early at school, leaving late, running away from home
- Suicide attempts, self-mutilation,
- Suddenly drawing sexually explicit pictures
- Eating disorders or sudden loss of appetite or compulsive eating
- Regressing to younger behaviour patterns such as thumb sucking or bringing out discarded cuddly toys
- Become worried about clothing being removed
- Trying to be 'ultra-good' or perfect; overreacting to criticism.

Peer on Peer/Child on Child Abuse

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. Children who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. This will, in all likelihood, adversely affect their education attainment as well as their emotional well-being. Sexual violence and sexual harassment exist on a continuum and may overlap; they can occur online and offline (both physically and verbally) and are never acceptable.

It is important that all victims are taken seriously and offered appropriate support. Reports of sexual violence and sexual harassment are extremely complex to manage. It is essential that victims are protected, offered appropriate support and every effort is made to ensure they feel confident to attend Network Ryde. It is also important that other children and staff are supported and protected as appropriate.

Children should be free from harm by adults and other children at Network Ryde. We recognise that children are capable of abusing other children and their peers and this will be dealt with under our safeguarding policy. We are clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up.

We will minimise the risk of peer on peer/child on child abuse by:

Prevention - Taking a clear approach to safeguarding & child protection.

Providing training to staff

Providing a clear set of values and standards, underpinned by the Network Ryde staff's code of conduct.

Engaging with specialist support and interventions.

Responding to reports of sexual violence and sexual harassment

The Voyeurism (Offences) Act, which is commonly known as the Upskirting Act, came into force on 12 April 2019. 'Upskirting' is where someone takes a picture under a person's clothing (not necessarily a skirt) without their permission and or knowledge, with the intention of viewing their genitals or buttocks (with or without underwear) to obtain sexual gratification, or cause the victim humiliation, distress or alarm. It is a criminal offence. Anyone of any gender, can be a victim.

Children making a report of sexual violence or sexual harassment including "upskirting" (which is a criminal offence) will be taken seriously, kept safe and be well supported. Staff taking the report will inform the DSL or the Deputy DSL immediately. Staff taking a report will never promise confidentiality. Parents or carers should usually be informed (unless this would put the child at greater risk).

If a child is at risk of harm, is in immediate danger, or has been harmed, a Request for Support will be made to Children's Services or telephone 0300 300 0901, as appropriate.

The Youth Work Manager will risk assess the potential interaction between children and manage the space accordingly.

Where there is a criminal investigation into a rape, assault by penetration or sexual assault, the alleged perpetrator will not be allowed to attend Network Ryde at the same time as the victim.

Where a criminal investigation into a rape or assault by penetration leads to a conviction or caution, Network Ryde will take suitable action. In all but the most exceptional of circumstances, the rape or assault is likely to constitute a serious breach of discipline and may lead to the view that allowing the perpetrator to attend Network Ryde would seriously harm the welfare of the victim (and potentially themselves and other young people) and then they would be banned from all of Network Ryde sessions.

Where a criminal investigation into sexual assault leads to a conviction or caution, Network Ryde, if it has not already, consider any suitable sanctions in light of the conviction, which may include consideration of a ban of attending sessions. The nature of the conviction or caution and wishes of the victim will be especially important in determining how to proceed in such cases. The victim, alleged perpetrator and any other children & adults affected will receive appropriate support and safeguards on a case-by-case basis.

Network Ryde recognises that taking disciplinary action and providing appropriate support are not mutually exclusive actions and will occur at the same time if necessary.

Physical Abuse

While a clear focus of peer on peer/child on child abuse is around sexual abuse and harassment, physical assaults and initiation violence and rituals from peer to peer can also be abusive. These are equally not tolerated and if it is believed that a crime has been committed, will be reported to the police. The principles from the anti-bullying policy will be applied in these cases, with recognition that any police investigation will need to take priority.

Harmful Sexual Behaviour

The Brook Traffic Light Tool uses a traffic light system to categorise the sexual behaviours of young people and is designed to help professionals:

- Make decisions about safeguarding children and young people
- Assess and respond appropriately to sexual behaviour in children and young people
- Understand healthy sexual development and distinguish it from harmful behaviour
- By categorising sexual behaviours, Network Ryde can work with other agencies to the same standardised criteria when making decisions and can protect children and young people with a multi-agency approach.

Network Ryde recognises that it is vital that professionals agree on how behaviours should be categorised regardless of culture, faith, beliefs, and their own experiences or values.

The Brook Traffic Light Tool has been updated in 2020 to address the more digital-focused age. Furthermore, as the tool was outdated, and in many cases being used without the training (due to its availability online), Brook, found that the tool was being used incorrectly and potentially dangerously.

This almost led to a severe safeguarding issue in another area from an agency using the old tool. As a result of this, Brook took the decision to only allow professionals to access the tool if they had been on the updated training. The Youth Work Manager will attend this training and then disseminate with the team at Network Ryde.

Anti-Bullying/Cyberbullying

Network Ryde's policy on anti-bullying is set out in a separate document and acknowledges that to allow or condone bullying may lead to consideration under child protection procedures. We keep a record of known bullying incidents which is shared with and analysed by the Youth Work Manager.

All staff are aware that children with SEND and/or differences/ perceived differences are more susceptible to being bullied/victims of child abuse. When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed

as a child protection concern. If the anti-bullying procedures are seen to be ineffective, the Youth Work Manager will also consider child protection procedures.

Network Ryde regularly provides opportunities for children to understand bullying is wrong, its impact and how to deal with it.

Online Safety

Children increasingly use electronic equipment on a daily basis to access the internet, share and view content and images via social media sites such as Facebook, twitter, Instagram, Snapchat and for online gaming. Some adults and other children use these technologies to harm children. The harm might range from sending hurtful or abusive texts or emails, to grooming and enticing children to engage in extremist or sexual behaviour involving webcam photography or face-to-face meetings. Children may also be distressed or harmed by accessing inappropriate material such as pornographic websites or those which promote extremist behaviour, criminal activity, suicide or eating disorders. Network Ryde talk about online safety throughout sessions and ensure that we share regular updates through our social media channels and all staff receive online safety training which is regularly updated.

Racist Incidents

All racist incidents are logged and we acknowledge that repeated racist incidents or a single serious incident may lead to consideration under child protection procedures. We keep a record of racist incidents.

Radicalisation, Extremism and Terrorism

The Prevent Duty for England and Wales (2015) under section 26 of the Counter Terrorism and Security Act 2015 places a duty on education and other children's services to have due regard to the need to prevent people from being drawn into terrorism.

Extremism is defined as 'vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs'. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas.

Terrorism is an action that endangers or causes serious violence to a person/people; causes serious violence to a person/people; causes serious damage to property; or seriously interferes with an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.

Some children are at risk of being radicalised; adopting beliefs and engaging in activities which are harmful, criminal or dangerous. This can happen both online and offline.

Network Ryde is clear that exploitation of vulnerable children and radicalisation should be viewed as a safeguarding concern and follows the Department for Education guidance for schools and childcare providers on preventing children and young people from being drawn into terrorism. Network Ryde seeks to protect children and young people against the messages of all violent extremism including, but not restricted to, those linked to Islamist ideology, or to Far Right / Neo Nazi / White Supremacist ideology, Irish Nationalist and Loyalist paramilitary groups, and extremist Animal Rights movements. All Network Ryde staff receive training to help identify early signs of radicalisation and extremism.

When any member of staff has concerns that a young person may be at risk of radicalisation or involvement in terrorism, they should speak with the Youth Work Manager in the first instance. They should then follow the safeguarding procedures and report concerns on 01983 814980 and follow the advice given. If the matter is urgent then Police must be contacted by dialling 999.

Indicators of vulnerability to radicalisation

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

Extremism is defined by the Crown Prosecution Service as:

- The demonstration of unacceptable behaviour by using any means or medium to express views which:
- Encourage, justify or glorify terrorist violence in furtherance of particular beliefs;
- Seek to provoke others to terrorist acts;
- Encourage other serious criminal activity or seek to provoke others to serious criminal acts; or
- Foster hatred which might lead to inter-community violence in the UK.

There is no such thing as a “typical extremist”: those who become involved in extremist actions come from a range of backgrounds and experiences, and most individuals, even those who hold radical views, do not become involved in violent extremist activity. Young people may become susceptible to radicalisation through a range of social, personal and environmental factors - it is known that violent extremists exploit vulnerabilities in individuals to drive a wedge between them and their families and communities.

It is vital that staff are able to recognise those vulnerabilities.

Indicators of vulnerability include:

- Identity Crisis – the young person is distanced from their cultural / religious heritage and experiences discomfort about their place in society;

- Personal Crisis – the young person may be experiencing family tensions; a sense of isolation; and low self-esteem; they may have dissociated from their existing friendship group and become involved with a new and different group of friends; they may be searching for answers to questions about identity, faith and belonging;
- Personal Circumstances – migration; local community tensions; and events affecting the young person's country or region of origin may contribute to a sense of grievance that is triggered by personal experience of racism or discrimination or aspects of Government policy;
- Unmet Aspirations – the young person may have perceptions of injustice or a feeling of failure,
- Experiences of Criminality – which may include involvement with criminal groups, imprisonment, and poor resettlement / reintegration;
- Special Educational Needs and Disability – students / pupils may experience difficulties with social interaction, empathy with others, understanding the consequences of their actions and awareness of the motivations of others.

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

More critical risk factors in all of the above could include:

- Being in contact with extremist recruiters;
- Accessing violent extremist websites, especially those with a social networking element;
- Possessing or accessing violent extremist literature;
- Using extremist narratives and a global ideology to explain personal disadvantage;
- Justifying the use of violence to solve societal issues;
- Joining or seeking to join extremist organisations;
- Significant changes to appearance and / or behaviour;
- Experiencing a high level of social isolation resulting in issues of identity crisis and / or personal crisis.

Domestic Abuse

Domestic abuse represents one quarter of all violent crime. It is actual or threatened physical, emotional, psychological or sexual abuse. It involves the use of power and control by one person over another. It occurs regardless of race, ethnicity, gender, class, sexuality, age, religion, mental or physical ability. Domestic abuse can also involve other types of abuse.

We use the term domestic abuse to reflect that a number of abusive and controlling behaviours are involved beyond violence. Slapping, punching, kicking, bruising, rape, ridicule, constant criticism, threats, manipulation, sleep deprivation, social isolation, and other controlling behaviours all count as abuse. Living in a home where domestic abuse takes place is harmful to children and can have a serious impact on their behaviour,

wellbeing and understanding of healthy, positive relationships. Children who witness domestic abuse are at risk of significant harm and staff are alert to the signs and symptoms of a child suffering or witnessing domestic abuse.

Child Sexual Exploitation (CSE)

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.

All staff are aware of the link between online safety and vulnerability to CSE.

Any concerns that a child is being or is at risk of being sexually exploited should be passed immediately to the Youth Work Manager.

All staff are aware that safeguarding incidents and/or behaviours can be associated with factors outside of Network Ryde and/or can occur between children outside of these environments. All staff, but especially the designated safeguarding lead (and deputies) will consider whether children are at risk of abuse or exploitation in situations outside their families. Extra-familial harms take a variety of different forms and children can be vulnerable to multiple harms including (but not limited to) sexual exploitation, criminal exploitation, and serious youth violence.

The Youth Work Manager will consider the published Isle of Wight Safeguarding Children Partnership guidance and advice when there is a concern that a child is being or is at risk of being sexually exploited or where indicators have been observed that are consistent with a child who is being or who is at risk of being sexually exploited. In all cases if the DSL identifies any level of concern they should contact Children's Services. If a child is in immediate danger the police should be called on 999.

Network Ryde is aware that often a child is not able to recognise the coercive nature of the abuse and does not see themselves as a victim. As a consequence the child may resent what they perceive as interference by staff. However, staff must act on their concerns as they would for any other type of abuse. Children also rarely self report CSE so staff must be particularly vigilant to potential indicators of risk.

Network Ryde work with external agencies to ensure that young people will be informed of the grooming process and how to protect themselves from people who may potentially be intent on causing harm. They will be supported in terms of recognising and assessing risk in relation to CSE, including online, and knowing how and where to get help.

Child Criminal Exploitation & Gangs

Both CSE and CCE are forms of abuse and both occur where an individual or group takes advantage of an imbalance in power to coerce, manipulate or deceive a child into sexual or criminal activity.

There are a number of areas in which young people are put at risk by gang activity, both through participation in, and as victims of, gang violence which can be in relation to their peers or to a gang-involved adult in their household.

A child who is affected by gang activity or serious youth violence may have suffered, or may be likely to suffer, significant harm through physical, sexual and emotional abuse or neglect. Teenagers can be particularly vulnerable to recruitment into gangs and involvement in gang violence. This vulnerability may be exacerbated by risk factors in an individual's background, including violence in the family, involvement of siblings in gangs, poor educational attainment, or poverty or mental health problems.

Criminal exploitation of children is a typical feature of county lines criminal activity. Key identifying features of involvement in county lines are when children are missing, when the victim may have been trafficked for transporting drugs, a referral to the National Referral Mechanism should be considered with Social Care and Police colleagues.

County lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs (primarily crack cocaine and heroin) into one or more importing areas [within the UK], using dedicated mobile phone lines or other form of "deal line". A child who is affected by gang activity, criminal exploitation or serious youth violence can be at risk of significant harm through physical, sexual and emotional abuse. Girls may be particularly at risk of sexual exploitation.

A request for support to Children's Services will be made when any concern of harm to a child as a consequence of gang activity including child criminal exploitation becomes known. Any member of staff who has concerns that a child may be at risk of harm should immediately inform the DSL. The DSL will contact Children's Services. If there is concern about a child's immediate safety, the Police will be contacted on 999.

Youth produced sexual imagery (sexting)

The practice of children sharing images and videos via text message, email, social media or mobile messaging apps has become commonplace. However, this online technology has also given children the opportunity to produce and distribute sexual imagery in the form of photos and videos. Such imagery involving anyone under the age of 18 is unlawful.

Youth produced sexual imagery refers to both images and videos where:

- 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.

Cases where sexual imagery of people under 18 has been shared by adults and where sexual imagery of a person of any age has been shared by an adult to a child is child sexual abuse and should be responded to.

If a member of staff becomes aware of an incident involving youth produced sexual imagery they should follow the child protection procedures and refer to the DSL immediately.

If there is concern a child has been harmed or is at risk of harm a request for support should be made to Children's Services or the Police as appropriate.

Immediate request for support at the initial review stage should be made to Children's Social Care/Police if:

- The incident involves an adult.
- There is good reason to believe that a young person has been coerced, blackmailed or groomed or if there are concerns about their capacity to consent (for example, owing to special education needs).
- What you know about the imagery suggests the content depicts sexual acts which are unusual for the child's development stage or are violent. The imagery involves sexual acts.
- The imagery involves anyone aged 12 or under.
- There is reason to believe a child is at immediate risk of harm owing to the sharing of the imagery, for example the child is presenting as suicidal or self harming.

Female Genital Mutilation (FGM)

Female Genital Mutilation (FGM) is illegal in England and Wales under the FGM Act (2003). It is a form of child abuse and violence against women. A mandatory reporting duty requires staff to report 'known' cases of FGM in under 18s, which are identified in the course of their professional work, to the police.

The duty applies to the individual who becomes aware of the case to make a report. It should not be transferred to the Designated Safeguarding Lead, however the DSL should be informed.

If a member of staff is informed by a girl under 18 that an act of FGM has been carried out on her or the member of staff observes physical signs which appear to show that an act of FGM has been carried out on a girl under 18 and they have no reason to believe the act was necessary for the girl's physical or mental health or for purposes connected with labour or birth, the member of staff should personally make a report to the police force in which the girl resides by calling 101. The report should be made immediately.

All Network Ryde staff and volunteers are trained to be aware of risk indicators of FGM. Concerns about FGM outside of the mandatory reporting duty should be reported using Network Ryde's safeguarding procedures. Staff should be particularly alert to suspicions or concerns expressed by female about going on a long holiday during the summer holiday.

There should also be consideration of potential risk to other girls in the family and the wider community. Where there is a risk to life or likelihood of serious immediate harm the teacher should report the case immediately to the police, including dialling 999 if appropriate.

There are no circumstances in which a member of Network Ryde staff should examine a girl.

Forced Marriage

A forced marriage is a marriage in which one or both people do not (or in cases of people with learning disabilities cannot) consent to the marriage but are coerced into it. Coercion may include physical, psychological, financial, sexual and emotional pressure. It may also involve physical or sexual violence and abuse.

Forced marriage is recognised in the UK as a form of violence against women and men, domestic/child abuse and a serious abuse of human rights. Since June 2014 forcing someone to marry has become a criminal offence in England and Wales under the Anti-Social Behaviour, Crime and Policing Act 2014.

A forced marriage is not the same as an arranged marriage which is common in many cultures. The families of both spouses take a leading role in arranging the marriage but the choice of whether or not to accept the arrangement remains with the prospective spouses.

Network Ryde staff should never attempt to intervene directly as an organisation or through a third party. Contact should be made with Children's Services and the National Forced Marriage Unit on 020 7008 015.

Honour-based Abuse

Honour based abuse (HBA) can be described as a collection of practices, which are used to control behaviour within families or other social groups to protect perceived cultural and religious beliefs and/or honour. Such violence can occur when perpetrators perceive that a relative has shamed the family and/or community by breaking their honour code.

Honour based abuse might be committed against people who:

- become involved with a boyfriend or girlfriend from a different culture or religion;
- want to get out of an arranged marriage; become involved with a boyfriend or girlfriend from a different culture or religion;
- want to get out of an arranged marriage;
- want to get out of a forced marriage
- wear clothes or take part in activities that might not be considered traditional within a particular culture
- It is considered a violation of human rights and may be a form of domestic and/or sexual abuse

Restrictive Physical Intervention

We acknowledge that staff must only ever use physical intervention as a last resort, when a child is at immediate risk of harming him/herself or others, and that at all times it must be the minimal force necessary to prevent injury to another person. Such events should be fully recorded and signed by a witness.

Staff understand that physical intervention of a nature which causes injury or distress to a child may be considered under child protection and/or disciplinary procedures. We recognise that touch is appropriate in this context and all staff have been given guidance to ensure they are clear about their professional boundaries.

Whistle-blowing

We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so.

All Network Ryde staff should be aware of their duty to raise concerns, where they exist, about the management of child protection, which may include the attitude or actions of colleagues, poor or unsafe practice and potential failures in Network Ryde's safeguarding arrangements. If necessary, staff should further guidance from HR support as necessary.

The NSPCC whistleblowing helpline is available for staff who do not feel able to raise concerns regarding child protection failures internally or have concerns about a way a concern is being handled by their organisation. Staff can call: 0800 028 0285 – line is available from 8:00 AM to 8:00 PM, Monday to Friday and Email: help@nspcc.org.uk.

Whistle-blowing regarding the Youth Work Manager should be made to the Town Clerk whose contact details are available to staff.

Further advice on safeguarding and child protection is available from:

NSPCC: <http://www.nspcc.org.uk/>

ChildLine: <http://www.childline.org.uk/pages/home.aspx>

CEOP Thinkuknow: <https://www.thinkuknow.co.uk/>

Anti-Bullying Alliance: <http://anti-bullyingalliance.org.uk/>

Childnet International –making the internet a great and safe place for children. Includes resources for professionals and parents <http://www.childnet.com/>

Safer Internet Centre <http://www.saferinternet.org.uk/>

Contextual Safeguarding Network <https://www.contextualsafeguarding.org.uk/>