



Safeguarding and Child Protection Policy

**B Cole/ J Grice
September 2025**

**To be reviewed annually by Bedazzle's Board of Trustees,
covering also the activities of**



Child Protection and Safeguarding Policy

Safeguarding is a fundamental aspect of charity work, ensuring the protection of vulnerable individuals and upholding the integrity of the organization. It encompasses a range of practices and policies designed to prevent harm, abuse, and exploitation. There are three tiers to our safeguarding responsibilities, outlined below.

1. Internal Safeguarding Policy (for in-house activities at Priory House, including WYMT):

- This policy focuses on safeguarding the charity's own activities and those happening at the premises. It outlines procedures for identifying and managing risks related to working with children, young people, and adults at risk.
- Key components include clear guidelines on reporting concerns or incidents, training for staff and volunteers, and measures to prevent bullying and harassment.
- Trustees retain overall responsibility for safeguarding, even if specific activities are delegated to a safeguarding lead or group.

2. Work in Schools and External Organizations (where their individual safeguarding policy supersedes):

- When collaborating with schools or external organizations, our charity must align with their safeguarding policies. These external policies take precedence over our internal policy.
- Trustees ensure that the charity complies with the specific safeguarding requirements of these partners.
- Communication and coordination between the charity and external entities are crucial to maintaining a consistent approach to safeguarding.

3. External Organizations Utilizing Priory House Facilities (responsible for their own safeguarding procedures):

- If other organizations use Priory House facilities, they are responsible for their own safeguarding procedures.
- The charity has clear agreements in place with these external organizations, emphasizing their duty to safeguard their participants.
- Regular communication and monitoring ensures compliance with safeguarding standards.

Remember, safeguarding is everyone's responsibility, and a strong safeguarding culture promotes safety, trust and confidence. Ultimately any concerns should be raised to the responsible trustees using the email:

safeguarding@bedazzle.org.uk

Definition

Safeguarding is defined in Working together to Safeguard Children 2018 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 and
- taking action to enable all children to have the best outcomes
- providing help and support to meet the needs of children as soon as problems emerge

For clarity, the term 'staff' refers to paid and volunteer individuals including licensed chaperones, the terms 'child' or 'children' refer to anyone under the age of 18 and the term 'user' refers to the children and young people who access Bedazzle services.

Philosophy

At Bedazzle, we believe that the welfare, mental health and well-being of the young person is paramount and we seek to support individual's development in ways that foster security, confidence and independence.

There are times where concerns may be raised about the welfare of a young person within the organization or those we work alongside: if concerns are raised, it is the duty of the charity to consider making, and subsequently to carry out, a referral to Social Services or other professional parties. This may allow Social Services to make local services available to parents and carers. Very occasionally, a referral may lead to Child Protection procedures. The charity is duty bound to raise such concerns with Social Services. Parents, carers and children will be kept informed, where appropriate.

Bedazzle's Principles:

The following principles are central to the working beliefs of all Bedazzle staff:

- the welfare of the user is paramount;
- no user or group of users must be treated any less favourably than others in being able to access services which meet their particular needs;
- all users - without exception - have the right to protection from abuse regardless of gender, ethnicity, disability, sexuality or beliefs;

Priory House

Rehearsal and project spaces may alter subject to availability and a Risk Assessment and H&S audit will be completed at each venue we perform or rehearse in but, in April 2024, Priory House was named as the designated base for Bedazzle projects, including WYMT.

A Grade II listed building with a rich history and an even brighter future, Priory House stands in the heart of Dudley and is the perfect place to nurture the talents and aspirations of our youth. A sanctuary where every child and adult can shine, learn, and thrive.

How do we keep youth safe whilst at Priory House?

- Whilst rehearsals/activities are taking place, there is no unauthorised access to members of the public
- An intercom is used to control access to the building
- Regular health and safety walks of the spaces completed
- Staff have separate toilet facilities to service users
- Whilst in Priory House, members agree to adhere to a Code of Conduct which includes no underage drinking nor use of any illegal substances
- honest and open communications between staff and users at all times
- As with all Bedazzle activities, those leading will hold a valid enhanced DBS
- Fire exits are clearly identified and shared with all service users
- Designated First Aiders on site at all times
- A signing in and signing out policy will ensure staff are aware of who is in the building at all times
- Any tools, cleaning equipment or other potential risks kept in locked cupboards in staff only designated spaces
- the policy is reviewed, approved and endorsed by the board of trustees annually, when legislation changes or following an incident or complaint review;
- where requested, users are informed of the policy and procedures as appropriate;
- all concerns, and allegations of abuse will be taken seriously by trustees, staff and volunteers and responded to appropriately - this may require a referral to children's social care services, the independent Local Authority Designated Officer (LADO) for allegations against staff, trustees and other volunteers, and in emergencies, the Police.

In relation to WYMT specifically:

- users have the right to dress privately in changing rooms where they feel comfortable, without ridicule or embarrassment;
- users will be given regular breaks in order to replenish their energy and sustain themselves;
- users under the age of 16 will be allocated licensed chaperones who will be ensure the safety of children at all times and act in the interest of all users;

Statutory Framework:

In order to safeguard and promote the welfare of children, staff working with Bedazzle will act in accordance with the following legislation and guidance:

- The Children Act 1989
- The Children Act 2004
- Education Act 2002 (Section 175/157: Outlines that Local Authorities and School Governing Bodies have a responsibility to “ensure that their functions relating to the conduct of school are exercised with a view to safeguarding and promoting the welfare of children who are its pupils”.)
- Keeping Children Safe in Education (DfE, September 2024)
- Keeping Children Safe in Education: Part One - information for all school and college staff (DfE, September 2024)
- Working Together to Safeguard Children (DfE 2018)
- The Education (Pupil Information) (England) Regulations 2005
- Sexual Offences Act (2003)
- Section 26, The Counter Terrorism and Security Act 2015 (PREVENT duty)
- Female Genital Mutilation Act 2003 (Section 74, Serious Crime Act 2015)
- Searching, Screening and confiscation-Guidance for Head Teachers, school staff and governing bodies- January 2018.
- Sexual Violence and sexual harassment in schools and colleges-December 2017 and September 2021.
- Care of unaccompanied migrant children and child victims of modern slavery-November 2017.

Disclosures:

If abuse is suspected, if a young person confides in a member of staff or a complaint is made about any adult (including oneself), staff are duty-bound to report the concern.

If a young person makes a disclosure reporting abuse:

1. Allow the young person to speak without interruption, accepting what is said
2. Offer immediate understanding and reassurance, whilst passing no judgement
3. Advise that you will try to offer support but that you must pass the information on where necessary (never promise to keep it a secret)
4. Immediately report to the DSL, or other identified Safeguarding Officers
5. Using designated concern sheet (see Appendix 2) write careful notes of what was said using actual words wherever possible and identify using the body map where marks were seen if visible
6. Record statements and observations rather than interpretations or assumptions
7. Sign, date and pass your notes to the Designated Safeguarding Lead
8. Ensure that no situation arises which could cause any further concern and always inform the DSL or Safeguarding Officer of any actions taken.
9. The person reporting must ensure that the role of an "appropriate adult" is managed until another "appropriate adult" (usually a parent, guardian or social worker) should the police or other agency need to question or detain the young person.

Note: **anyone can make a referral to MASH.** (see Appendix 3 for referral procedure/numbers)

If staff have a concern about a young person's safety and well-being:

1. Immediately inform the Designated Safeguarding Lead
2. Write careful notes of what you witnessed, heard or were told using Concern Sheet (Appendix 2)
3. Sign, date and pass your notes to the Designated Safeguarding Lead
4. Ensure that no situation arises which could cause any further concern

Note: it is the responsibility of **all** to keep children safe from harm – **anyone can make a referral if they believe a child is in danger.**

If staff receive a complaint or allegation about any adult or about oneself:

1. Immediately inform the DSL/DDSL
2. Write careful notes of what you witnessed, heard or were told
3. Sign, date and pass your notes to the Designated Safeguarding Lead
4. Try to ensure no-one is placed in a position which could cause further compromise

Note: **Any adult** associated with Bedazzle has the right to report any concerns, or suspicions about another adult or young person in confidence and free from harassment. Whistleblowing must not be viewed upon as a negative action but rather as one which allows protection for all. For contact details of the LADO, please refer to Appendix 1.

You must refer; you must not investigate.

If in any doubt about policy or procedure please contact Ben Cole, Operations Lead (ben@bedazzle.org.uk) or the Trustees (trustees@bedazzle.org.uk)

The Designated Safeguarding Lead (DSL) is Julie Grice.

The Deputy Designated Safeguarding Lead (DDSL) is Louise Shriane.

Ben Cole is the organization's Safeguarding Officer.

The Designated Safeguarding Lead will ensure that all safeguarding records are managed in accordance with the Education Regulations 2005.

Arrival/Dismissal

Users are given start and finish times daily for all activities. This is communicated to parents via email or our private Facebook page which is only visible to active members and parents. The page membership is updated regularly.

All children are required to sign in upon arrival at each activity. During show week or events, in accordance with Child Employment and Performance policies, all children under the age of 16 are signed in and out by an appropriate adult. Until such time, they are the responsibility of a licensed chaperone. Performers over the age of 16 may sign themselves out unless staff have been made aware of any personal circumstances which would endanger the performer by doing so.

Supervision

We understand that it is imperative that all children under the age of 16 are adequately supervised at all times whilst they are in our care. During performances and activities, the correct ratio of 1:12 is practiced with licensed chaperones having access to each child's medical needs and emergency contact details.

Further adults may be used for additional support and supervision; all will hold DBS and will be aware of all relevant policies and procedures.

All staff employed are on DBS update service, have relevant, updated safeguarding training and are also subject to reference and disclosures. Volunteers all hold DBS and will be aware of all relevant policies and procedures.

All chaperone names are submitted in advance for clearance to Kenny Edgar – Child Employment Officer for Wolverhampton.

Lead Chaperone (Matron) - Julie Grice

Chaperones are responsible for ensuring all children are correctly and adequately supervised during production week and that the company abide by all Child Employment and Performance Laws.

First Aid

During activities at Priory House, Lisa Bird is the member of staff responsible for incidents requiring First Aid. Whilst at the theatre or other external venues staff and children are made aware of which members of staff – along with Lisa – are also to be made aware of any accidents which occur which may need attention.

Ben Cole is the Designated Mental Health First Aider.

Prevent

What is “Prevent”

“Prevent” is a strand of the government’s broader strategy to counter the threats posed to society by extremism and terrorism. The overall framework for this strategy is called CONTEST: The United Kingdom’s Strategy for Countering Terrorism.

Prevent is one of the “four Ps” underpinning Contest- Pursue, Protect and Prepare are concerned with dealing with specific threats of terrorist activity. Prevent has an objective being “to stop people becoming terrorists or supporting terrorism”.

PREVENT- To stop people from becoming terrorists or supporting terrorism

PURSUE- To stop terrorists attacks by detecting crimes being plotted

PROTECT- To strengthen protection against terrorist attack in the UK

PREPARE- The purpose to mitigate the impact of a terrorist attack where the attack cannot be stopped.

Channel

Channel is a multi-agency safeguarding programme run in every local authority in England and Wales. It works to support vulnerable people from being drawn into terrorism and provides a range of support such as mentoring, counselling, assistance with employment etc. Channel is about early intervention to protect vulnerable people from being drawn into committing terrorist-related activity and addresses all types of extremism.

Participation in Channel is voluntary. It is up to an individual, or their parents for children aged 17 and under, to decide whether to take up the support it offers. Channel does not lead to a criminal record.

The local Channel Panel Chair is Karen Samuels. Meetings are held on a monthly basis.

The Community Safety Team are available to support any concerns related towards radicalisation and extremism. See appendix 1 for contact details.

If a safeguarding concern arises in relation to extremist behaviours or vulnerability to extremism, a channel referral form will be completed and submitted to seek appropriate support.

Any concerns about racialisation relating to a child or young person, should also be reported to the relevant Multi-Agency Safeguarding Hub (MASH) using the safeguarding online Multi Agency Referral Form (MARF).

Definitions of Abuse and Neglect

These definitions are taken from KCSIE September 2024:

Neglect:

The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy, for example, 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.

Signs of neglect include:

- Constant hunger
- Poor personal hygiene
- Constant tiredness
- Poor state of clothing
- Emaciation / obesity
- Frequent lateness or non-attendance
- Untreated medical problems
- Destructive tendency
- Low self esteem
- Neurotic behaviours
- No social relationship
- Running away
- Compulsive stealing or scavenging
- Lack of supervision appropriate to age
- Aggression
- Hints of reports of domestic violence in the family
- Learning difficulties in the family
- Mental illness concerns in the family
- Illegal/addictive substance users in family or close community

Abuse:

Abuse: a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Harm can include ill treatment that is not physical as well as the impact of witnessing ill treatment of others. This can be particularly relevant, for example, in relation to the impact on children of all forms of domestic abuse. Children may be abused in a family or in an institutional or community

setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults or by 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 feigns the symptoms of, or deliberately causes ill health to a child whom they are looking after. This situation is commonly described using such terms as factitious illness by proxy or Munchausen Syndrome by proxy.

Signs of physical abuse include:

- Unexplained injuries or burns particularly if they are recurrent
- Improbable excuses given to explain injuries
- Refusal to discuss injuries
- Untreated injuries
- Admission of punishment which appears excessive
- Bald patches
- Withdrawal from physical contact
- Arms and legs kept covered in hot weather (exclude cultural dress)
- Fear of returning home
- Fear of medical help
- Self-destructive tendency
- Aggression towards others
- Running away
- Frequent changes of address
- Hints or reports of domestic violence
- Frequent absences from school to keep medical appointments
- Repeated claims from parents/carers that child needs treatment for unsubstantiated symptoms
- Concerns about mental health of parents/carers

Sexual Abuse:

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

Signs of sexual abuse include:

- Sudden changes in behaviour or school performance
- Displays of affection in a sexual way which is inappropriate to age
- Tendency to cry easily
- Regression to younger behaviour such as thumb sucking
- Tendency to cling or need reassurance
- Complaints of genital itching or pain
- Distrust of familiar adult, or anxiety about being left with a relative, baby sitter, lodger etc
- Unexplained gifts of money
- Depression and withdrawal/poor self image
- Apparent secrecy
- Wetting or soiling, day and night
- Sleep disturbances or nightmares
- Chronic illness, especially throat infections and sexually transmitted diseases
- Anorexia or bulimia
- Unexplained pregnancy
- Fear of undressing e.g. for sport
- Phobias or panic attacks
- Arson
- Lack of freedom appropriate to age
- Hints or reports of incidents of domestic violence
- Obsessive behaviours – need to get clean
- Mood swings/extremes of behaviour
- Use of illegal/addictive substances by carers
- Self harm
- Suicide attempt
- Sexually abuses another child
- Gender preference confusion

Emotional Abuse

Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent adverse affects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations imposed on children. It may involve 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 ill-treatment of a child, though it may occur alone.

Signs of emotional abuse include:

- Physical, mental or emotional development lag
- Admission of punishment which appears excessive
- Over reaction to mistakes

- Continual self-deprecation
- Sudden speech disorders
- Fear of new situations
- Inappropriate emotional responses to painful situations
- Neurotic behaviours
- Self-mutilation
- Fear of parents being contacted
- Compulsive stealing, scavenging
- Extremes of passivity or aggression
- Drug / solvent abuse (by child/young person, or family/close community)
- Running away
- Suicide attempt
- High stress levels reported in the family due to domestic violence, or mental health problems

Signs of Female Genital Mutilation (FGM)

FGM involves partial or total removal of external female genitalia or other injury to the female genital organs. It is illegal in the UK and a form of abuse.

Indicators that a child may be at risk:

- She has a parent from a practising community
- She and her family have a low level of integration into a community
- The mother or sisters have experienced FGM
- She has talked about, or you know about, the arrival of a female family elder
- She talks about it to other children
- She refers to a 'special procedure' or 'special occasion' or 'become a woman'
- She is out of the country for a prolonged period of time
- She is taking a long holiday to her country of origin or another country where the practise is prevalent

Indicators that a girl has experienced FGM:

- A girl has problems walking/sitting/standing
- She spends a lot of time in the bathroom/toilet
- She has bladder or menstrual problems
- She has prolonged or repeated absences from school
- She has a reluctance to undergo medical examinations
- She is asking for help but giving a lack of explicit information

Reporting FGM

FGM comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal in the UK and a form of child abuse with long-lasting harmful consequences. Section 5B of the Female Genital

Mutilation Act 2003 (as inserted by section 74 of the Serious Crime Act 2015) places a statutory duty upon **teachers (in this Bedazzle staff and volunteers)** along with regulated health and social care professionals in England and Wales, to report to the police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18. Those failing to report such cases will face disciplinary sanctions.

It will be rare for staff to see visual evidence, and they should not be examining children, but the same definition of what is meant by “to discover that an act of FGM appears to have been carried out” is used for all professionals to whom this mandatory reporting duty applies. Information on when and how to make a report can be found at <https://www.gov.uk/government/publications/mandatory-reporting-of-female-genital-mutilation-procedural-information>.

Staff must personally report to the police cases where they discover that an act of FGM appears to have been carried out. Unless the staff member has a good reason not to, they should also still consider and discuss any such case with the user’s school or college’s designated safeguarding lead and involve children’s social care as appropriate.

The duty does not apply in relation to at risk or suspected cases (i.e. where the staff member does not discover that an act of FGM appears to have been carried out, either through disclosure by the victim or visual evidence) or in cases where the woman is 18 or over. In these cases, staff should follow local safeguarding procedures.

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.

Like all forms of child sexual abuse, child sexual exploitation:

- can affect any child or young person (male or female) under the age of 18 years, including 16 and 17 year olds who can legally consent to have sex;
- can still be abuse even if the sexual activity appears consensual;

- can include both contact (penetrative and non-penetrative acts) and non-contact sexual activity; can take place in person or via technology, or a combination of both;
- can involve force and/or enticement-based methods of compliance and may, or may not, be accompanied by violence or threats of violence;
- may occur without the child or young person's immediate knowledge (through others copying videos or images they have created and posting on social media, for example);
- the perpetrator may also be under the age of 18 years;
- can be perpetrated by individuals or groups, males or females, and children or adults. The abuse can be a one-off occurrence or a series of incidents over time, and range from opportunistic to complex organised abuse; and
- is typified by some form of power imbalance in favour of those perpetrating the abuse. Whilst age may be the most obvious, this power imbalance can also be due to a range of other factors including gender, sexual identity, cognitive ability, physical strength, status, and access to economic or other resources.

Child sexual exploitation is never the victim's fault, even if there is some form of exchange: all children and young people under the age of 18 have a right to be safe and should be protected from harm.

At Bedazzle, we understand that any child in any community may be vulnerable to child exploitation: we will be alert to the fact that child sexual exploitation is complex and rarely presents in isolation of other needs and risks of harm (although this may not always be the case, particularly in relation to online abuse). Child sexual exploitation may be linked to other crimes and we will be mindful that a child who may present as being involved in criminal activity is actually being exploited.

Through our behaviour policy, we share our high expectations of respecting each other and remind all users to be mindful of what may be happening in the background of photos.

No phones/cameras are allowed in dressing rooms at any time.

We are aware that the following vulnerabilities are examples of the types of things children can experience that might make them more susceptible to child sexual exploitation:

- Having a prior experience of neglect, physical and/or sexual abuse;
- Lack of a safe/stable home environment, now or in the past (domestic violence or parental substance misuse, mental health issues or criminality, for example);
- Recent bereavement or loss;
- Social isolation or social difficulties;
- Absence of a safe environment to explore sexuality;
- Economic vulnerability;
- Homelessness or insecure accommodation status;

- Connections with other children and young people who are being sexually exploited;
- Family members or other connections involved in adult sex work;
- Having a physical or learning disability;
- Being in care (particularly those in residential care and those with interrupted care histories); and
- Sexual identity.

We understand that not all children and young people with these vulnerabilities will experience child sexual exploitation. **Child sexual exploitation can also occur without any of these vulnerabilities being present.**

Children rarely self-report child sexual exploitation so we understand it is vitally important that all staff working for Bedazzle are aware of the potential indicators of risk, including:

- Acquisition of money, clothes, mobile phones etc. without plausible explanation;
- Gang-association and/or isolation from peers/social networks;
- Exclusion or unexplained absences from school, college or work;
- Leaving home/care without explanation and persistently going missing or returning late;
- Excessive receipt of texts/phone calls;
- Returning home under the influence of drugs/alcohol;
- Inappropriate sexualised behaviour for age/sexually transmitted infections;
- Evidence of/suspicions of physical or sexual assault;
- Relationships with controlling or significantly older individuals or groups;
- Multiple callers (unknown adults or peers);
- Frequenting areas known for sex work;
- Concerning use of internet or other social media;
- Increasing secretiveness around behaviours; and
- Self-harm or significant changes in emotional well-being.

We will remain open to the fact that child sexual exploitation can occur without any of these risk indicators being obviously present and be alert to the potential signs of abuse and neglect and to understand the procedures set out by local multi-agency safeguarding arrangements.

Our staff will report any concerns regarding children at risk of CSE to the DSL or Safeguarding Officer who will then make a referral and liaise with other relevant statutory agencies, for example, social care, police and health professionals as required.

Honour Based Violence (HBV)

Crimes committed to protect or defend the honour of the family and or the community, including FGM, forced marriage and practising such as breast ironing. "Honour" often involves a wider network of family or community pressure. All forms of HBV should be escalated straight away with Police and Social Care.

Karma Nirvana Honour Network Helpline

Karma Nirvana is a national charity working to support victims of forced marriage and honour-based violence. They run a 24/7 helpline for victims of forced marriage and honour-based violence. To get free and confidential help call **0800 5999 247**.

Contextual Safeguarding

All staff must be aware of, where possible, safeguarding incidents and behaviour can be associated with factors outside of the company. The DSL will take in account the account the context in which such incidents or behaviour occur. This is known as contextual safeguarding. It is important to share as much information as possible with children's Social Care. Information can inform assessments when identifying actions

Specific Safeguarding Issues

- Child on child abuse
- Sexual violence and sexual harassment between children
- Domestic violence
- Drugs
- Fabricated or induced illness
- Faith abuse
- Female genital mutilation (FGM)
- Gangs and youth violence
- Gender based violence/ Violence against women and girls (VAWG)
- Mental health
- Private fostering
- Radicalisation
- Sexting
- Racial Discrimination
- Harassment
- Self-Harm
- Teenage relationship abuse
- Trafficking
- Children missing from education
- Bullying – including cyber-bullying
- Child Sexual Exploitation
- Forced marriage – helpline 0207 008 0151 (fmu@fco.gov.uk)

In this case parents or family of the victim are **not** to be contacted as forced marriage is often closely linked to honour-based violence and honour killings.

Children with special educational needs and disabilities

Additional barriers can exist when recognising abuse and neglect in this group of children. This can include:

- Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's impairment without further exploration;
- Assumptions that children with SEN and disabilities can be disproportionately impacted by things like bullying- without outwardly showing any signs;
- Communication barriers and difficulties
- Reluctance to challenge carers, (professionals may over empathise with carers because of the perceived stress of caring for a disabled child)
- Disabled children often rely on a wide network of carers to meet their basic needs and therefore the potential risk of exposure to abusive behaviour can be increased.
- A disabled child's understanding of abuse.
- Lack of choice/participation
- Isolation

Child on child abuse

All staff must be aware children can abuse other children, be it in the means of sexual harassment, sexual violence, bullying and physical abuse.

If one child causes harm to another, this should not necessarily be dealt with as abuse. When considering whether behaviour is abusive, it is important to consider:

- Whether there is a large difference in power (for example age, size, ability, development) between the young people concerned; or
- whether the perpetrator has repeatedly tried to harm one or more other children; or
- Whether there are concerns about the intention of the alleged perpetrator.

Child on child abuse can manifest itself in many ways and different gender issues can be prevalent. Severe harm may be caused to children by abusive and bullying behaviour of other children, which may be physical, sexual or emotional and can include gender based violence/ sexual assaults, sexting, teenage relationship abuse, peer-on-peer exploitation, serious youth violence, sexual bullying or harmful sexual behaviour.

Staff should recognise that children are capable of abusing their peers and should not be tolerated or passed off as "banter" or "part of growing up".

In order to minimise the risk of child on child abuse:

- Provides a developmentally appropriate PSHE curriculum, which develops students understanding of acceptable behaviour and keeping themselves safe.
- Have systems in place for any user to raise concerns with staff, knowing that they will be listened to, believed and valued.
- Develop robust risk assessments where appropriate (e.g. Using the Risk Assessment Management Plan and Safety and Support Plan tools).
- Have relevant policies in place which are shared with all members of Bedazzle (e.g. behaviour policy).

Serious Violence

Staff should be aware of indicators which may signal that children are at risk from or involved in serious violent crime. This can be evidenced through self-harm, friendships with older peers, a change in the child's well-being, signs of assault noted or unexplained injuries. This can be associated with individuals linked to gangs or criminal networks, known as child criminal exploitation (CCE).

Preventing radicalisation

The Counter-Terrorism and Security Act places a duty on specified authorities, including local authorities and childcare, education and other children's services providers, in the exercise of their functions, to have due regard to the need to prevent people from being drawn into terrorism ("the Prevent duty").

All parties should be aware of the signs and symptoms of a pupil being at risk of becoming radicalised:-

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

The examples above are not exhaustive and vulnerability may manifest itself in other ways.

Since 2010, when the Government published the Prevent Strategy, there has been an awareness of the specific need to safeguard children, young people and families from violent extremism. There have been several occasions both locally and nationally in which extremist groups have attempted to radicalise vulnerable children and young

people to hold extreme views including views justifying political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalisation.

Bedazzle values freedom of speech and the expression of beliefs/ideology as fundamental rights underpinning our society's values. Both staff and users have the right to speak freely and voice their opinions. However, freedom comes with responsibility and free speech that is designed to manipulate the vulnerable or that leads to violence and harm of others goes against the moral principles in which freedom of speech is valued. Free speech is not an unqualified privilege; it is subject to laws and policies governing equality, human rights, community safety and community cohesion.

The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people, to involve them in terrorism or in activity in support of terrorism. The normalisation of extreme views may also make children and young people vulnerable to future manipulation and exploitation. Bedazzle is clear that this exploitation and radicalisation should be viewed as a safeguarding concern.

Bedazzle 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.

The Bedazzle Board of Trustees, DSL's and staff will assess the level of risk within the organization and put actions in place to reduce that risk.

Staff should understand when it is appropriate to make a referral to the Channel programme; see earlier section. An individual's engagement with the programme is entirely voluntary at all stages.

When any member of staff has concerns that a child may be at risk of radicalisation or involvement in terrorism, they should speak with the Designated Safeguarding Lead.

Domestic Abuse

Bedazzle will aim to provide information and support to those affected by domestic abuse (both the parents and children).

Domestic abuse can be psychological, physical, financial, emotional and sexual.

Some useful contacts:

www.thehideout.org.uk

www.respect4us.org.uk

www.womensaid.org.uk

www.mensadviceline.org.uk/mensadvice.php
National domestic violence helpline: 08082000247
Black Country Women's Aid
NSPCC

Homelessness

The safeguarding team may identify children at risk of being homeless and are aware being homeless is a risk to a child's welfare. The DSL will ensure referral routes to housing authorities to ensure concerns are raised robustly and in a timely manner.

The team are aware a homeless family have many factors that impact towards family functioning such as, household debt, rent arrears, domestic abuse and anti-social behaviour (ASB).

Upskirting

This involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm, sexting and initiation/hazing type violence rituals.

Users are reminded to use their mobile phones appropriately and in accordance with our Behaviour Policy. Any user found to be engaged in this kind of activity, will be asked to leave the company.

Sexual Violence and Sexual Harassment Between Children

Sexual violence and sexual harassment can occur between two children of any age and sex from primary through to secondary stage and into colleges. It can occur through a group of children sexually assaulting or sexually harassing a single child or group of children. Sexual violence and sexual harassment exist on a continuum and may overlap; they can occur online and face to face (both physically and verbally) and are never acceptable. As set out in Part one of Keeping children safe in education (KCSIE), all staff working with children are advised to maintain an attitude of 'it could happen here'.

A child abusing another child may be a sign they have been abused themselves or a sign of wider issues that require addressing within the culture of the school or college. Taking disciplinary action and providing appropriate support, can, and should, occur at the same time if necessary.

Staff should be aware of, and respond appropriately to all reports and concerns, including those outside of Bedazzle, and or online. All staff should be aware of the importance of:

- making clear that there is a zero-tolerance approach to sexual violence and sexual harassment and it is never acceptable, and it will not be tolerated and it should never be passed off as “banter”, “just having a laugh”, “part of growing up” or “boys being boys”. Challenging physical behaviour (potentially criminal in nature), such as grabbing bottoms, breasts and genitalia, pulling down trousers, flicking bras and lifting up skirts. Dismissing or tolerating such behaviours risks normalising them; and
- not recognising, acknowledging or understanding the scale of harassment and abuse and/or downplaying some behaviours related to abuse as it can lead to a culture of unacceptable behaviour, an unsafe environment and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it; and
- understanding that all of the above can be driven by wider societal factors beyond the school and college, such as everyday sexist stereotypes and everyday sexist language.

Children who are lesbian, gay, bi, or trans (LGBT) can be targeted by their peers. In some cases, a child who is perceived by their peers to be LGBT (whether they are or not) can be just as vulnerable as children who identify as LGBT.

Code of Good Practice

- DO put this code into practice at all times
 - DO treat everyone with dignity and respect
 - DO set an example you would wish others to follow
 - DO treat all young people equally – show no favouritism
 - DO plan activities that involve more than one other person being present, or at least are within sight and hearing of others
 - DO follow the recommended adult/young people ratios for meetings and activities
 - DO respect a young person's right to personal privacy
 - DO avoid unacceptable situations within a relationship of trust e.g. a sexual relationship with a young person over the age of consent
 - DO have separate sleeping accommodation for young people, adults and young leaders working with a younger section
 - DO allow young people to talk about any concerns they may have
 - DO encourage others to challenge any attitudes or behaviours they do not like
 - DO avoid being drawn into inappropriate attention seeking behaviour e.g. tantrums and crushes
 - DO ensure a no alcohol policy when young people are in your care – adults and young people
 - DO make everyone aware of WYMT's child protection procedures – young people, chaperones, parent helpers, parents/carers, young leaders and other helpers
 - DO remember this code even at sensitive moments e.g. when responding to bullying, bereavement or abuse
 - DO keep other staff informed of where you are and what you are doing
 - DO remember someone else might misinterpret your actions, no matter how well-intentioned
 - DO take any allegations or concerns of abuse seriously and refer immediately
-
- DO NOT trivialise abuse
 - DO NOT form a relationship with a young person that is an abuse of trust
 - DO NOT permit abusive peer activities e.g. initiation ceremonies, bullying
 - DO NOT engage in inappropriate behaviour or contact – physical, verbal, sexual
 - DO NOT play physical contact games with young people
 - DO NOT make suggestive remarks or threats to a young person, even in fun
 - DO NOT use inappropriate language – writing, phoning, email or internet
 - DO NOT let allegations, suspicions, or concerns about abuse go unreported
 - DO NOT just rely on your good name to protect you.

Appendix 1:

Contact List

Designated Safeguarding Lead (DSL) – Julie Grice - 07946733365
Deputy Safeguarding Lead (DDSL) – Louise Shriane
Safeguarding Officers – Ben Cole, Diane Spencer and Karl Babarczy
Matron/Lead Chaperone – Julie Grice

Trustees with responsibility for safeguarding can be reached via
safeguarding@bedazzle.org.uk

Wolverhampton Multi Agency Safeguarding Hub (MASH):
Tel: 01902 555392 FAX: 01902 555329
Multi Agency Safeguarding Hub (MASH) Dudley Front Door 0300 555 0050

Wolverhampton Local Authority Designated Officer (LADO) – Kenny Edgar
Tel: 01902 550661 / 07971 837250
Dudley Local Authority Designated Officer (LADO) – Yvonne Nelson Brown
Tel: 01384 815121/ 01384 813110

Wolverhampton Safeguarding Team - 01902 550477
Community Safety Team (PREVENT) - 01902 551214

Safer Wolverhampton Partnership	01902 551214 safer@wolverhampton.gov.uk
Sergeant Lisa Bird	07825112401 l.bird@west-midlands.pnn.police.uk
Deborah Smith Prevent and Cohesion Officer	01922 551214 deborah.smith@wolverhampton.gov.uk

Dudley PREVENT Officer - Mark Wilson – Community Safety Officer 01384 816883
Dudley Child Sexual Exploitation (CSE) Team- Nikki Fernandes
CSE.team@Dudley.gov.uk
Safeguarding in Education Dudley – Jane Dickens 07976329018

Appendix 2: Incident/Concern Sheet

Bedazzle Incident Reporting Form

Your information				
Name				
Address				
Contact number(s)				
Email				
Name of organisation		Your role		

Personal information – child / young person					
Name				Date of birth	
Gender*	Male <input type="checkbox"/>	Female <input type="checkbox"/>	Non-binary <input type="checkbox"/>	Another description (please state) <input type="checkbox"/>	
Is there any information about the child that would be useful to consider?					

Contact information – parent / carer		
Name(s)		
Address		
Contact number(s)		
Email		
Have they been notified of this incident?	No <input type="checkbox"/>	Please explain why this decision has been taken
	Yes <input type="checkbox"/>	Please give details of what was said / actions agreed

Incident details*			
Date and time of incident			
Please tick one:	<input type="checkbox"/> I am reporting my own concerns.	<input type="checkbox"/> I am responding to concerns raised by someone else – please fill in their details:	
Name of person raising concern		Role within the sport or relationship to the child	
Contact number(s)			
Email			
Details of the incident or concerns (include other relevant information, such as description of any injuries and whether you are recording this incident as fact, opinion or hearsay)			

* Attach a separate sheet if more space is required (e.g. multiple witnesses)

Appendix 3:

Early Help Hub and Multi-Agency Safeguarding Hub (MASH) Wolverhampton Example

