



Policy	Safeguarding Children, Young People and Vulnerable Adults Policy
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Reviewed By	Denise Marshall March 2023
Connecting Policies	Code of Conduct Policy Confidentiality and Communication Policy Dignity at Work Policy Equality and Diversity Policy GDPR Policy Health and Safety Policy & Procedures Homeworking Equipment and Security policy Management protocols for Staff Public Interest Disclosure Policy (Whistleblowing policy) Recruitment Policy Supervision of volunteers Policy

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Designated Lead and contacts for the Safeguarding of Children, Young People and Vulnerable Adults

RAISING A CONCERN
If you are concerned about the safety of a child, young person or vulnerable adult, go straight to 5.

Denise Marshall is the Designated Safeguarding Lead (XXXXX XXX XXX) and Helen Benson (07896 112 460) is the Safeguarding Officer for Birth Companions. In their absence, our other named Safeguarding contact is Naomi Delap (XXXXX XXX XXX).

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Introduction

This policy covers all areas of Birth Companion’s work and applies to all staff and volunteers in the organisation, whether paid or voluntary.

Birth Companions recognises its responsibility to safeguard the welfare of all children, young people and vulnerable adults using our services by protecting them from physical, sexual or emotional abuse, neglect, exploitation and bullying. This also applies to any children, young people or adults about whom we receive information. Safeguarding is the responsibility of everyone involved in the organisation; and Birth Companions also has a responsibility to safeguard its staff and volunteers.

Birth Companions is determined to ensure that our woman-centred approach does not interfere with our ability to recognize behaviour that could be abusive. Also, although our focus is on the women and babies using Birth Companions’ services, we also need to keep in mind what a woman tells us about friends, family and others involved in her life, so that we do not miss something that could be relevant to a safeguarding concern. It is also important to consider concerns about the behaviour of others with whom we are working, both inside and outside of Birth Companions, as these could constitute a safeguarding concern.

We recognise that abuse can occur within many situations including the home, community, prison and hospital. This policy establishes Birth Companion's position, role and responsibilities; highlights the importance placed by the organisation in the protection of children, young people and vulnerable adults and clarifies what is expected from everybody in the organisation.

Birth Companions will ensure that:

- The welfare of the child, young person or vulnerable adult is paramount.
- All children, young people and vulnerable adults, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity, have the right to protection from abuse.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- All volunteers and staff are given training and guidance on how to identify a concern.
- All volunteers understand their responsibility to raise any concern, however small, with a member of staff as soon as possible
- All staff understand their responsibility to report concerns to one of the Safeguarding Leads for Birth Companions and how concerns should be recorded

Definitions and context of our work

The term "safeguarding" is most often associated with safeguarding children and, when used about adults, is usually associated with vulnerable adults in care settings. In Birth Companions, we are working with mothers and babies in the perinatal period and so need to be thinking about child as well as adult safeguarding. We also need to be aware that the complex challenges faced by women and also that the prison setting, in which some of us work, means that we need to be aware of safeguarding issues that may not be typical.

A child is defined as a person under the age of 18 (The Children Act 1989).

The Department of Health defines a vulnerable adult as a person aged 18 years or over who is or may be in need of community care services by reason of mental or other disability, age or illness, and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation. Most women supported in Birth Companions will not come within this definition or within the scope of the Mental Capacity Act 2005, which deals with someone's ability to give informed consent.

However, Birth Companions believes that experiences of trauma and disadvantage mean that the women we work with are at greater risk of harm and exploitation. For this reason, all women supported through Birth Companions are considered potentially "vulnerable" for the purposes of Safeguarding and references to "vulnerable adults" are intended to apply to all women using our services. This is part of our commitment to keeping women safe, as well as their babies, and does not mean that we do not also recognize the huge resilience and strength of the women we work with.

The legal context

There is a raft of legislation keeping people safe from harm (Human Rights Act 1998, Care Standards Act 2000 and Regulations, Mental Capacity Act 2005). Organisations need to have policies in place to protect service-users; and to support service-users who they identify as currently being abused, and/or when historical abuse is identified.

Duty to protect children:

The key guidance for child protection is Working together to Safeguard Children (Department for Education, 2018).

This states that: **everyone who works with children has a responsibility for keeping them safe and that everyone who comes into contact with children and families has a role to play in sharing information and identifying concerns.**

The Safeguarding Vulnerable Groups Act 2006 provides the legislative framework for the work of the Disclosure and Barring Service. Under the Act it is an offence for organisations to recruit people to work with children and vulnerable adults that they know are barred. The Act also makes it clear that there is no distinction between paid work and voluntary work; if the position involves regulated or controlled activity, then the applicant must be subject to monitoring.

Organisations have a responsibility to take follow up action to ensure the containment of perpetrators e.g. if a woman discloses rape. In addition, organisations should offer to refer women for appropriate support services if they reveal abuse present or past.

Key principles

Birth Companions will take responsibility for:

- Respecting and promoting the rights, wishes and feelings of children, young people and vulnerable adults.
- Recruiting, training and supervising all volunteers and staff members to adopt best practice to safeguard and protect children, young people and vulnerable adults from abuse.
- Training all employees and volunteers to adopt and abide by the appropriate codes of conduct and the Safeguarding Policies and Procedures outlined within this document.
- Responding to any allegations promptly and appropriately.
- Regularly reviewing our policy and practice. This policy is reviewed every year.

Promoting good practice

Good practice for staff and volunteers means:

- Always working in an open environment, where possible, avoiding private or unobserved situations and encouraging open communication. Avoid being left alone with a baby, particularly if asked to change a baby's clothes or nappy.
- Treating all children, young people or vulnerable adults equally with respect and dignity.
- Asking whether the young person or vulnerable adult would like us to leave the room during internal examinations and birth. Asking a woman's consent for physical touch e.g. massage during labour.
- Always putting the welfare of each child, young person or vulnerable adult first.
- Maintaining a safe and appropriate distance with service users (e.g. It is not appropriate for staff or volunteers to have an intimate relationship with a child, young person or vulnerable adult).
- Building balanced relationships based on mutual trust and empowering children, young people or vulnerable adults to share in decision making.

- Keeping up to date with training, qualifications and insurance.
- Involving children/young people/ vulnerable adults/parents/carers wherever possible.
- Being an excellent role model – this includes not smoking or drinking alcohol in the company of young people or vulnerable adults.
- Giving enthusiastic and constructive feedback rather than negative criticism.
- Recognising the developmental needs and capacity of children, young people or vulnerable adults.
- Securing parental consent in writing to act in loco parentis, if the need arises, to administer emergency first aid and or other medical treatment.
- Keeping a written record of any injury that occurs, along with the details of any treatment given.
- Requesting written parental consent if Birth Companions workers are required to transport children in their cars. This is only appropriate in exceptional circumstances when agreed in advance with a member of staff.

Some individuals will actively seek employment or voluntary work with children, young people or vulnerable adults in order to harm them. All cases of poor or suspicious practice by staff members or volunteers should be reported to the designated safeguarding lead and the guidelines in this policy should be followed.

Raising a concern

If you are concerned about a child, young person or vulnerable adult

If you have any concerns after a visit or supporting a woman in an individual or group setting, whether in prison or the community, these should be discussed with the member of staff with whom you are working or checking in and out with, or directly raised with the designated safeguarding leads, Denise Marshall or Helen Benson before the end of the day.

Even small concerns are important to raise and document as they could link with other concerns and become more significant over time. Staff who become aware of concerns should always pass these on to the designated leads who can then decide whether any further action is necessary.

If a referral to children's or adult social services is needed, the designated safeguarding lead can work together with the person who observed the safeguarding concern to report this.

If the child or vulnerable adult is in immediate danger the Police should be immediately contacted by calling 999. The Police can also be contacted and will carry out a welfare check in situations where a person is in danger of suicide or significant self-harm. This situation may also involve a baby or child being in immediate danger.

Information sharing and confidentiality

Birth Companions is committed to maintaining confidentiality, only collecting necessary personal information and keeping the information we are entrusted with secure. **Our GDPR policy, privacy notices and Retention of Records policies** all set out in detail how we approach the storage, and retention of

personal information and on what basis we would share information in line with the General Data Protection Regulation 2018 (GDPR). Our **Confidentiality and Communication Policy** and our **Homeworking Equipment and Security policy**, set out clear guidelines for all our staff and volunteers about how we expect them to communicate and handle information. All our relevant policies are reviewed and updated to ensure they remain up to date.

Confidentiality CANNOT be offered where a situation involves the protection of children and vulnerable adults.

The staff member or volunteer who receives such information should handle the situation sensitively. They can explain that they are concerned and wish to keep the child or adult safe so they will have to share this information with a colleague in Birth Companions, and that it may be necessary to involve other agencies in order to protect the child or adult. Although agreement should generally be sought, a situation may arise where information has to be shared with other agencies without the child/young person's/adult's agreement or that of their parent. In some circumstances, e.g. suspicion of sexual abuse, it may be necessary to share information without first informing the child or their parent/carer. Staff and volunteers must discuss these situations with their manager or with one of the Safeguarding leads, who will decide the course of action.

Effective information sharing is a vital element of both early intervention and safeguarding and staff should follow the six key principles outlined in the government guidance Information Sharing: Guidance for practitioners and Managers.

The six key principles state that Staff must:

1. Openly and honestly explain what, how and why information will be shared
2. Always consider a child's safety and welfare when making decisions about sharing
3. Seek consent – if not secured, this should be respected where possible
4. Seek advice where in doubt.
5. Ensure information is accurate, up to date, necessary, shared with the appropriate people and stored safely
6. Record the reasons for the decision – whether it is to share or not.

What should you do if a child or adult reports abuse to you?

If someone discloses that they are being abused, whether in the home, prison or the community setting, then upon receiving the information you should:

- React calmly.
- Reassure the person that they were right to tell and that they are not to blame and take what they say seriously.
- Keep questions to an absolute minimum to ensure a clear and accurate understanding of what has been said. Don't ask for explicit details.
- Reassure but do not promise confidentiality, which might not be feasible in the light of subsequent developments.
- Inform the child/young person/vulnerable adult what you will do next.
- Make a full and written record of what has been said/heard as soon as possible and don't delay in passing on the information to one of the designated leads.

- The report will include the following where it has been disclosed to you. (Do not prompt the disclosure of information with further questions. Only include it in your report if it has been volunteered to you):
 - The child's, young person's or vulnerable adult's name, age and date of birth.
 - The child's, young person's or vulnerable adult's home address and telephone number.
 - Whether or not the person making the report is expressing their own concerns or those of someone else.
 - The nature of the allegation, including dates, times and special factors and other relevant information.
 - Make a clear distinction between what is fact, opinion or hearsay.
 - A description of any visible bruising or other injuries. Also any indirect signs, such as behavioural changes.
 - Details of witnesses to the incidents.
 - The child's, young person's or vulnerable adult's account, if it can be given, of what has happened and how any bruising or other injuries occurred.
 - Have the parents been contacted?
 - If so what has been said?
 - Has anyone else been consulted? If so, record details.

What Birth Companions will do next

It is not our responsibility to decide whether abuse has taken place or not. However we will:

- pass on the information to the appropriate authority.
- write down all of the information so that if we are asked at a later time we can produce a written report.
- this information will be stored in Lamplight

Severe and obvious cases of abuse will be reported immediately. Services for Children and Young People, Children's Social Care, have a statutory duty under The Children Act 1989 to ensure the welfare of a child. When a child protection referral is made, they have a legal responsibility to investigate and all agencies have a duty to co-operate with those investigations. This may involve talking to the child and their family, and gathering information from other people who know the child. Enquiries may be carried out jointly with the police.

Concerns about children, young people or vulnerable adults must not be taken lightly. The protection of children, young people or vulnerable adults is paramount and if we have any concerns about abuse or neglect or a child, young person or vulnerable adult, we will contact the relevant agency.

If there would be unnecessary delay in contacting the designated lead you can contact the relevant safeguarding number in the borough where the person about whom you have the concern is living.

Islington

Children: 020 7527 7400 (all hours)
 Email: csctreferrals@islington.gov.uk
 Adults: 020 7527 2299
 Email: access.service@islington.gov.uk

Camden

Children: 0207974 3317 (9-5 Mon-Fri, excluding bank holidays)) and select option 1.

Out of hours: 020 7974 4444.

Email: LBCMASHadmin@camden.gov.uk

Adult: 020 7974 4000 and select option 1.

Email: adultsocialcare@camden.gov.uk

Hackney

Children: 020 8356 5500 (9-5 Mon-Fri, excluding bank holidays).

Out of hours 020 8356 2300.

Email: fast@hackney.gov.uk

Adults: 020 8356 5782.

Email: adultprotection@hackney.gov.uk

Haringey

Children: 020 8489 4470. Out of hours (weekends and out of office hours) 020 8489 0000.

Email: mashreferral@haringey.gov.uk

Adults: 020 8489 1400.

Email: firstresponseteam@haringey.gov.uk

Numbers for other boroughs can be found online.

What to do if you are worried

If you are unsure that a child, young person or vulnerable adult may be suffering abuse and/or neglect please contact **Denise Marshall or Helen Benson**.

Safeguarding concerns in prisons

Prisons have a duty of care to keep women in custody safe. So any safeguarding concerns that we have will need to be raised directly with prison staff. Prison Coordinators will have an agreed point of contact in the prison with whom we can raise any issues arising from our support.

Any concern, however small, should always be discussed with a member of BC staff or with one of the Safeguarding leads to ensure that the right course of action is taken and that the concern can be documented.

Sharing a concern should be approached in the same way as in the community. You can explain to a woman that you are concerned for her safety and would like to share what she has told you or what you have seen in order to help to keep her safe. Listen to what she has to say and try to act collaboratively if possible. Concerns in prison can be complex and may relate to harm that a woman is in danger of doing to herself, harm from others, or harm due to poor care from the prison. There can also be concerns about babies living on a MBU, issues affecting a woman's children in the community or potential risk to her or her children after she is released. She may also tell you about a harm or safeguarding issue that has happened to her in the past (a historic safeguarding issue) eg abuse from a

parent. In this situation, you will need to consider whether there could be an existing risk and whether any action is needed.

Concerns raised with the prison will also need to be documented in Lamplight by the Coordinator and be discussed with the Safeguarding Lead. Where a concern has been raised verbally with the prison, it will need to be followed up with an email so that there is a record of us having raised the concern and so that we can take further action if needed.

Concerns around self-harm and suicide

Prisons have a procedure for keeping a woman safe where there is concern about the risk of self-harm or suicide which is called opening an ACCT document. ACCT stands for Assessment, Care in Custody and Teamwork. The ACCT process should be started before the risk becomes acute and is used to prevent a crisis.

Opening an ACCT document

Sessional workers working with a BC staff member should discuss their concern with the BC staff member where possible, before approaching prison staff. The prison staff may already be aware of the situation and the woman may already be on an ACCT plan. You should still discuss your concerns and these can be added to the ACCT plan notes and additional care may be put in place.

Anyone working in a prison who is concerned about a woman they are in contact with is able to

complete a "concern and keep safe form" (kept in unit office filing cabinet) and give this to the manager or most senior officer on the unit who could be the SO (Senior Officer), PO (Principal Officer) or Governor. In practice, it would probably be the prison officer or staff member who would do this but it is also an option if you feel that the prison staff are not taking your concern seriously. If you feel there is an immediate risk, request help and the form can be completed later. In an emergency, press an alarm buzzer.

The concern and keep safe form sets in motion a set of ACCT procedures to safeguard the woman in the short and long term. The senior officer either takes responsibility or allocates a case manager to assess risk and ensure the woman's safety and this is regularly reviewed.

For the women we work with, the risk of self-harm or suicide may be greatest following a refusal of a place on the Mother and Baby Unit or on return to the prison after being separated from a baby at the hospital.

Failures in care and organisational abuse in prisons

Birth Companions records worrying instances of poor care and practice in prisons in an Issues Log. This is done by a staff member. These instances eg inappropriate handcuffing should also be considered as possible safeguarding issues which need to be followed up with the prison and recorded in Lamplight as a safeguarding concern. Sessional workers can discuss any concerns with a staff member or with the safeguarding leads.

Supervision of Staff and volunteers

Birth Companions staff are supported through monthly supervision with their line manager and attend regular staff and team meetings where recent safeguarding concerns are discussed. Volunteers and sessional workers are supported through

debriefing or regular supervision with their project coordinator, as appropriate to their role; and also through team meetings where safeguarding concerns are discussed.

Situations in which safeguarding issues have been identified can be very distressing for the staff, volunteers and sessional workers who are involved. Additional support can be given by their line manager or project coordinator, as well as access to therapeutic support.

Safe Recruitment of staff and volunteers

Each stage of our recruitment process is designed to ensure safe recruitment of staff and volunteers in the following ways:

- Clear statements about our attitude to safeguarding included in information sent to applicants and in job descriptions.
- A self-disclosure form on which applicants are required to indicate if they have any previous convictions relevant to the post applied for.
- Questions about safeguarding during interview to assist us in ensuring a full and correct understanding and attitude to safeguarding
- Two referees from previous employers including the most recent employer must be contacted by us and references received before applicants can join Birth Companions in either a staff or volunteer role. A question about safeguarding is included in the reference request
- All our staff and volunteers are subject to DBS check at the level appropriate for their role, before they begin support work in the prison, hospital or community settings.
- All DBS certificates are registered with the update service and their status checked every two years.
- Any previous convictions we become aware of as result of a DBS check will be discussed by a panel consisting of the appropriate staff member, Director and a Trustee and decisions taken on a case by case basis on considering factors such as whether the candidate had already informed us of the conviction, the type of offence and time elapsed since the offence.

Training

All new staff are required to attend external safeguarding training with Hackney Children's Safeguarding Board, as well as an in-house training, as part of their Induction. All staff and volunteers are required to attend refresher safeguarding training within three years of their last training. Training will either be done through Hackney or in-house.

Allegations made against staff or volunteers

Organisations that work or come into contact with children and vulnerable adults need to be aware of the possibility that allegations of abuse will be made against members of their staff or volunteers. Allegations will usually be that some kind of abuse has taken place. They can be made by the mother of a baby or by a vulnerable adult and they can be made by other concerned adults. Allegations can be made for a variety of reasons and some of the most common are:

- Abuse has actually taken place;
- Something happens to a vulnerable adult that reminds them of an event that happened in the past – the vulnerable adult is unable to recognize that the situation and the people are different;

- Some vulnerable adults know how powerful an allegation can be; if they are angry with you about something they can make an allegation as a way of hitting out;
- An allegation can be a way of seeking attention.

All allegations should be brought to the notice of Denise Marshall or Helen Benson immediately. In cases where the allegation is made against one or both of these, the complainant should approach the Director, Naomi Delap and the following action should be taken:

- Make sure that the person in question is safe and away from the alleged abuser;
- Irrespective of any investigation by social workers or the police, Birth Companions will follow the appropriate disciplinary procedure; common practice is for the alleged abuser to be suspended from work until the outcome of any investigation is clear.
- Consider whether the person has access to children or vulnerable adults anywhere else and whether those organisations or groups need to be informed.

All incidents should be investigated internally after any external investigation has finished, reviewing organisational practice and putting in place any additional measures to prevent a similar thing happening again.

Contacting the Local Authority Lead Officer (LADO)

Where an allegation of abuse has been made against a member of staff or a volunteer there is a duty to report this to the LADO in Hackney. This is the borough with which Birth Companions currently has strong safeguarding links with.

Making the women who use our services aware of our Safeguarding commitment and procedures to report concerns about abuse

There is a Safeguarding statement on our website which explains our commitment to keeping the women and babies who use our services safe. This also includes information about what to do if someone has a safeguarding concern. We are also developing an information sheet to give to women when they start using our services which will include this safeguarding information.

Appendix i– Quick reference sheet

Safeguarding Quick Reference Sheet

If you are concerned about the welfare or safety of a child or vulnerable adult:

Always:	Never:
<ul style="list-style-type: none">❖ Seek appropriate advice and support❖ Discuss any concerns with your project coordinator or safeguarding lead(s)❖ Write information down as soon as possible	<ul style="list-style-type: none">❖ Do nothing❖ Assume that someone else or another agency will act or is acting❖ Fail to discuss your concerns with your supervisor or safeguarding lead within 24 hours❖ Attempt to resolve the matter yourself

Your project coordinator will contact the safeguarding lead. If you cannot get in contact your project coordinator then you should contact one of the designated safeguarding leads directly. Denise Marshall XXXXX XXX XXX and Helen Benson 07896 112 460. In their absence, the second named contact is Naomi Delap XXXXX XXX XXX.

If the child or vulnerable adult is in immediate danger, the Police should be immediately contacted by calling 999.

The Police can also be contacted and will carry out a welfare check in situations where a person is in danger of suicide or significant self-harm.

This situation may also involve a baby or child being in immediate danger.

Appendix ii- Types of harm and what to look out for

What is 'Harm'?

'Harm' to others can be physical (including neglect), emotional, financial, sexual or a combination of these.

'Harm' is defined as including all harmful conduct, in particular:

- Conduct which causes physical or psychological harm (e.g. by causing fear, alarm or distress).
- Unlawful conduct which appropriates or adversely affects property, rights or interests (e.g. theft, fraud, embezzlement or extortion).
- Conduct which causes self-harm.

This should not be read as an exhaustive list; it has been drafted broadly so as to include a wide range of behaviours. Just because a particular category of harm is not listed, this does not mean it is not included in the definition.

Examples of harm or abuse

- **Physical abuse** – including assault hitting, slapping, pushing, misuse of medication, restraint or inappropriate physical sanctions
- **Sexual abuse** – including rape and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting.
- **Modern Slavery and trafficking** – is illegal and involve the movement and control of people for the purpose of exploitation and for personal/commercial gain. Victims are often deceived or coerced into criminal activities, domestic servitude, forced labour, sexual exploitation and other form of exploitation.
- **Domestic Violence** – domestic violence and abuse is officially classified as “any incident of threatening behaviours, violence or abuse between adults who are or have been in a relationship together, or between family members, regardless of gender or sexuality”.
- **Psychological abuse** – including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or unreasonable and unjustified withdrawal of services.
- **Financial or material abuse** – including theft, fraud, exploitation, coercion in relation to an adult’s financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.
- **Neglect and acts of omission** – including ignoring medical or physical care needs, failure to provide access to appropriate health, care and support or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.
- **Self-Neglect** – this covers a wide range of behaviour neglecting to care for one’s personal hygiene, health or surrounding and includes behaviour

such as hoarding. It is important to consider capacity when self-neglect is suspected. Also consider how it may impact on other family members and whether this gives rise to a safeguarding concern.

- **Discriminatory abuse** – including discrimination on grounds of race, gender and gender identity, disability, sexual orientation, religion, and other forms of harassment, slurs or similar treatment.
- **Organisational or institutional abuse** – authoritarian management, discouraging visits from friends or family, inappropriate use of restraints (including in the prison context), lack of privacy or dignity, failure to manage residents with abusive behaviour, not taking account of cultural, religious or ethnic needs, failure to deal with complaints
- **Forced marriages** - no faith supports the idea of forcing someone to marry without their consent. This should not be confused with arranged marriages between consenting adults. In England, a young person cannot legally marry or have a sexual relationship until they are 16 years old or more.
- **Female Genital Mutilation (Female Circumcision)** - this is against the law yet we know that for some in our communities it is considered a religious act and a cultural requirement. It is also illegal for someone to arrange for a child to go abroad with the intention of having her circumcised.
- **Ritualistic abuse** - some faiths believe that spirits and demons can possess people (including children). What should never be condoned is the use of any physical violence to get rid of the possessing spirit. This is physical abuse and people can be prosecuted even if it was their intention to help the child.
- **Risks around being drawn into extremist or terrorist activity** - Birth Companions recognises our wider safeguarding responsibilities under the Counter Terrorism & Security Act 2015 and we endeavour to prevent people of all ages from supporting and becoming interested in terrorism, radicalisation or extremist ideas. As with managing other safeguarding concerns we will be alert to potential indicators of radicalisation and raise any concerns with the appropriate authorities. PREVENT, which is part of the Government's counter-terrorism strategy, provides further guidance on this area.

Identifying undisclosed abuse

Signs/indicators of abuse and neglect are helpful if they are used with some caution.

They are not necessarily evidence of abuse or neglect. However, if you are concerned about a child, young person or vulnerable adult they can help you think about why you have that concern.

Signs that may suggest physical abuse:

- Any bruising to a baby - pre-walking stage.
- Multiple bruising to different parts of the body.

- Bruising of different colours indicating repeated injuries.
- Fingertip bruising to the chest, back, arms or legs.
- Burns of any shape or size.
- An injury for which there is no adequate explanation.

Signs of possible sexual abuse:

- Something a child, young person or vulnerable adult has told you.
- Something a child, young person or vulnerable adult has told someone else.
- A child who shows worrying sexualised behaviour in their play or with other children.
- A child who seems to have inappropriate sexual knowledge for their age.
- A child, young person or vulnerable adult who may be visiting or being looked after by a known or suspected sexual offender.

Signs which may suggest emotional harm:

The following signs may be present in children, young people or vulnerable adults whose parents or carers are over-critical and emotionally distant, or who are unable to meet their child's, young person's or vulnerable adult's emotional needs:

- Children whose behaviour is excessive. For example, excessive bedwetting, overeating, rocking, head banging.
- Children, young people or vulnerable adults who self-harm. For example, they may cut or scratch themselves or overdose.
- Children, young people or vulnerable adults who attempt suicide.
- Children or young people who persistently run away from home.
- Children, young people or vulnerable adults who show high levels of anxiety, unhappiness or withdrawal.
- Children or young people who usually seek out or avoid affection.

Signs which may suggest neglect:

- Squalid, unhygienic or dangerous home conditions.
- Parents who fail to attend to their children's health or development needs.
- Children who appear persistently undersized or underweight.
- Children who continually appear tired or lacking in energy.
- Children who suffer frequent injuries due to lack of supervision.

Please note that these lists are possible indicators of abuse, and that any signs of abuse have to be considered in context.

Appendix iii- Positive ways of protecting children, young people or vulnerable adults

Children, young people or vulnerable adults need:

- To feel safe and secure
- Health and happiness
- Appropriate affection
- Lots of smiles
- Praise and encouragement
- To be able to talk to someone
- To be listened to
- New experiences
- Respect for their feelings
- Rewards and treats.