

8th Darlington (Cockerton Green) Scout Group – Safeguarding Policy

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Reviewed by: Executive Leadership Team

Policy aims and purpose

Safeguarding is what we do to promote the welfare of children, young people and adults at risk, and to protect them from harm. Safeguarding is our first priority and is at the heart of everything we do. This policy explains what we expect of our Group members, Leaders and volunteers. It also outlines how we protect children and adults at risk.

It's important that you follow this policy and our safeguarding procedure that goes with it.

Safeguarding is everyone's responsibility. This policy applies to all Scouting volunteers, members and Leaders.

Policy statement

We're committed to safeguarding adults and children of all backgrounds and identities.

Everyone has a right to live free from abuse, exploitation, harm and fear, and to be safe and well.

We recognise that some people are particularly vulnerable. This may be because of some aspect of their identity or circumstance.

We recognise and respond to all types of harm, including:

- **Abuse** - Physical, emotional, sexual and domestic, including non-recent, online abuse and child-on-child abuse.
- **Bullying** - Deliberate behaviour that causes physical or emotional harm to another person or people.
- **Child criminal exploitation** - Manipulating and coercing children and young people into committing crimes. This is a type of child abuse.
- **Child sexual exploitation** - When a child or young person is given things, like gifts, drugs, money, status or affection, in exchange for performing sexual activities.
- **Female genital mutilation** - When a female's genitals are deliberately altered or removed for non-medical reasons. It's also known as 'female circumcision' or 'cutting'.
- **Grooming and harmful sexual behaviour** - When someone builds a relationship, trust and emotional connection with a child or young person so they can manipulate, exploit and abuse them.
- **Harassment** - Unwanted behaviour which someone finds offensive, makes them feel intimidated or humiliated, or creates a hostile or degrading environment.
- **Neglect** - The ongoing failure to meet a child or vulnerable adult's basic needs.
- **Radicalisation** - Radicalisation aims to inspire new recruits, embed extreme views and persuade vulnerable people to support a cause. This may be through a direct relationship, or through social media.
- **Trafficking** - Where children and young people are tricked, forced or persuaded to leave their homes. They're then transported and exploited, forced to work or sold.

You can find out more about different types of harms and abuse from the Anna Craft Trust and the NSPCC.

By following this policy you'll help to create a safe space where all our members can have a great Scouting experience. It allows anyone to report a concern or make a disclosure.

How the Group safeguards children and adults at risk

- We take all concerns seriously.
- We have a safeguarding structure in place, which we've based on best practice.
- We work to increase the safeguarding best practice knowledge of our members, volunteers and staff.
- We recruit volunteers in line with our vetting and appointment policy.
- We use our safeguarding procedure to manage allegations against volunteers and staff.
- We always have health and safety measures in place, based on the law and statutory guidance.
- Our safeguarding leads are there to support volunteers and leaders involved in handling safeguarding concerns.
- We share concerns and information with other agencies when appropriate. For example, where there are significant concerns about someone working with children. Or where we believe that someone is at risk of abuse or harm.

Expectations

The group expects all volunteers, Leaders and adult group members to:

- Follow our Safeguarding Procedure.
- Report all concerns, allegations and disclosures within 24 hours (or sooner if it's an emergency) to the safeguarding leads.
- Be vigilant, so you recognise when something is worrying.
- Inform the Safeguarding leads about any ongoing or past investigation into you or someone you have a significant relationship with which relates to any child or adult safeguarding allegation, concern or disclosure. The investigation may have been carried out by the police, social services, an employer, or another organisation you volunteer for. A significant relationship includes, but isn't limited to, family members, partners, and members of the same household. You must inform the safeguarding leads without delay.
- Work with safeguarding leads to act when there's a concern.
- Consider inclusion and accessibility when you're dealing with safeguarding issues. For example, making adjustments to support disabled members or those with other needs.
- Be accountable - never assume someone else has responded to a concern.
- Complete and continue to renew the mandatory safeguarding training relevant to your role. The Executive Leadership Team (ELT) will send you a reminder when you must renew your training.

Reporting a concern

As an adult group member, volunteer, or Leader, it's important you know the signs and indicators of abuse or harm see appendix 1. You must also know how to respond to and report any concerns, allegations or disclosures see appendix 2. S
Safeguarding code of practice.

If you have a safeguarding concern you must make a report within 24 hours, or as soon as possible if it's an emergency.

Our Safeguarding leads aims to respond to all concerns and emails within 1-2 working days. They will always get back to you within 5 working days.

Our Safeguarding Lead also leads on bullying and harassment concerns.

Safeguarding Leads

Erika Milner Tel: 07939096538

Sharon Penman Tel: 07908050727

Email: safeguarding8thdarlington@outlook.com

APPENDIX 1:

TYPES OF ABUSE

Abuse, including neglect, and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases, multiple issues will overlap.

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 is the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone. Emotional abuse 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
- Not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate
- 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
- Seeing or hearing the ill-treatment of another
- Serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children

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
- Non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet)

Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- Provide adequate food, clothing and shelter (including exclusion from home or abandonment)
 - Protect a child from physical and emotional harm or danger
 - Ensure adequate supervision (including the use of inadequate care-givers)
 - Ensure access to appropriate medical care or treatment
- It may also include neglect of, or unresponsiveness to, a child's basic emotional needs. The impact of witnessing the abuse of others, particularly in relation to all forms of domestic abuse.

Other Safeguarding Issues

Child criminal exploitation (CCE) is a form of abuse where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child into criminal activity, in exchange for something the victim needs or wants, and/or for the financial or other advantage of the perpetrator or facilitator, and/or through violence or the threat of violence. The abuse can be perpetrated by males or females, and children or adults. It can be a one-off occurrence or a series of incidents over time, and range from opportunistic to complex organised abuse. The victim can be exploited even when the activity appears to be consensual. It does not always involve physical contact and can happen online. For example, young people may be forced to work in cannabis factories, coerced into moving drugs or money across the country (county lines), forced to shoplift or pickpocket, or to threaten other young people. Indicators of CCE can include a child:

- Appearing with unexplained gifts or new possessions
- Associating with other young people involved in exploitation
- Suffering from changes in emotional wellbeing
- Misusing drugs and alcohol
- Going missing for periods of time or regularly coming home late
- Regularly missing school or education
- Not taking part in education

Child sexual exploitation (CSE) is a form of abuse where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child into sexual activity, in exchange for something the victim needs or wants and/or for the financial advantage or increased status of the perpetrator or facilitator. It may, or may not, be accompanied by violence or threats of violence. The abuse can be perpetrated by males or females, and children or adults. It can be a one-off occurrence or a series of incidents over time, and range from opportunistic to complex organised abuse. The victim can be exploited even when the activity appears to be consensual. Children or young people who are being sexually exploited may not understand that they are being abused. They often trust their abuser and may be tricked into believing they are in a loving, consensual relationship. CSE can include both physical contact (penetrative and non-penetrative acts) and non-contact sexual activity. It can also happen online. For example, young people may be persuaded or forced to share sexually explicit images of themselves, have sexual conversations by text, or take part in sexual activities using a webcam. CSE may also occur without the victim's immediate knowledge, for example through others copying videos or images.

In addition to the CCE indicators above, indicators of CSE can include a child:

- Having an older boyfriend or girlfriend
- Suffering from sexually transmitted infections or becoming pregnant

Child-on-child abuse is when children abuse other children. This type of abuse can take place anywhere. It can take place both face-to-face and online, and can occur simultaneously between the two, this can include **Sexual violence and sexual harassment**, our group has a zero-tolerance approach to sexual violence and sexual harassment. We recognise that even if there are no reports, that doesn't mean that this kind of abuse isn't happening. Child-on-child abuse is most likely to include, but may not be limited to:

- Bullying (including cyber-bullying, prejudice-based and discriminatory bullying)
- Abuse in intimate personal relationships between children (this is sometimes known as 'teenage relationship abuse')
- Physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse)
- Sexual violence, such as rape, assault by penetration and sexual assault (this may include an online element which facilitates, threatens and/or encourages sexual violence)
- Sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse.
- Causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party
- Consensual and non-consensual sharing of nude and semi-nude images and/or videos (also known as sexting or youth produced sexual imagery)
- Upskirting, which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm
- Initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element)

Where children abuse their peers online, this can take the form of, for example, abusive, harassing, and misogynistic messages; the non-consensual sharing of indecent images, especially around chat groups; and the sharing of abusive images and pornography, to those who don't want to receive such content.

Domestic abuse, children can witness and be adversely affected by domestic abuse and/or violence at home where it occurs between family members. In some cases, a child may blame themselves for the abuse or may have had to leave the family home as a result. Types of domestic abuse include intimate partner violence, abuse by family members, teenage relationship abuse and child/adolescent to parent violence and abuse. Anyone can be a victim of domestic abuse regardless of gender, age, ethnicity, socio economic status, sexuality or background and domestic abuse can take place inside or outside of the home. Older children may also experience domestic abuse and/or violence in their own personal relationships. Exposure to domestic abuse and/or violence can have a serious, long-lasting emotional and psychological impact on children.

Homelessness, being homeless or being at risk of becoming homeless presents a real risk to a child's welfare.

So called '**Honour-based**' abuse (including **FGM** and **forced marriage**) So-called 'honour-based' abuse (HBA) encompasses incidents or crimes committed to protect or defend the honour of the family and/or community, including FGM, forced marriage, and practices such as breast ironing. Abuse committed in this context often involves a wider network of family or community pressure and can include multiple perpetrators. All forms of HBA are abuse and will be handled and escalated as such.

Female Genital Mutilation (FGM) is when a female's genitals are deliberately altered or removed for non-medical reasons. It's also known as 'female circumcision' or 'cutting', but has many other names. FGM is a form of child abuse. It's dangerous and a criminal offence in the UK. We know:

- there are no medical reasons to carry out FGM
- it's often performed by someone with no medical training, using instruments such as knives, scalpels, scissors, glass or razor blades
- children are rarely given anaesthetic or antiseptic treatment and are often forcibly restrained
- it's used to control female sexuality and can cause long-lasting damage to physical and emotional health.

FGM can happen at different times in a girl or woman's life, including:

- when a baby is new-born
- during childhood or as a teenager
- just before marriage
- during pregnancy.

A child who's at risk of FGM might ask you for help. But some children might not know what's going to happen to them. So it's important to be aware of the signs that FGM may be happening.

- A relative or someone known as a 'cutter' visiting from abroad.
- A special occasion or ceremony takes place where a girl 'becomes a woman' or is 'prepared for marriage'.
- A female relative, like a mother, sister or aunt has undergone FGM.
- A family arranges a long holiday overseas or visits a family abroad during the summer holidays.
- A girl has an unexpected or long absence from the group.
- A girl runs away – or plans to run away - from home.

Signs that FGM may have already taken place:

- Having difficulty walking, standing or sitting.
- Spending longer in the bathroom or toilet.
- Appearing quiet, anxious or depressed.
- Acting differently after an absence from the group.
- Reluctance to go to the doctors or have routine medical examinations.
- Asking for help – though they might not be explicit about the problem because they're scared or embarrassed.

Forced marriage Forcing a person into marriage is a crime. A forced marriage is one entered into without the full and free consent of one or both parties and where violence, threats, or any other form of coercion is used to cause a person to enter into a marriage. Threats can be physical or emotional and psychological.

Preventing radicalisation

- Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.
- Extremism is vocal or active opposition to fundamental British values, such as democracy, the rule of law, individual liberty, and mutual respect and tolerance of different faiths and beliefs. This also includes calling for the death of members of the armed forces.
- Terrorism is an action that:
 - Endangers or causes serious violence to a person/people
 - Causes serious damage to property; or

- Seriously interferes or disrupts an electronic system

The use of threat of terrorism 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.

Appendix 2

Safeguarding code of practice

Always

1. Remember that you are always a role model, inside and outside of Scouts. You must set a good example for others to follow.

2. Treat everyone with dignity and respect in line with the Scout Values.
3. Treat all young people equally – do not show favouritism.
4. Remember that you have been placed in a position of trust – do not abuse this trust.
5. Remember that someone may misinterpret your actions.
6. Respect children's and young people's right to personal privacy.
7. Encourage an open and transparent culture, where people challenge or report behaviour that is not in line with this code.
8. Create an environment where children and young people feel safe and able to voice their concerns.
9. Plan activities that involve more than one other person being present. If that's not possible, make sure other people can see and hear what's going on.

Must

1. Report all safeguarding concerns directly to the Safeguarding Leads as soon as possible, and always within 24 hours
2. Contact the Safeguarding Leads if you receive details of any statutory agency (for example, the police, the Local Authority Designated Officer (LADO) or children's services) involvement regarding a member.
3. Make everyone aware of our safeguarding arrangements. Share our Code of Practise with volunteers, parents and guardians, and display it where meetings take place.

Never

1. Plan to be alone with a child or young person in Scouts, either online or in person.
2. Trivialise concerns or abuse.
3. Let concerns or abuse go unreported. Contact the Safeguarding leads, especially if you feel your concern has not been taken seriously.
4. Overstep the boundaries with children and young people by being involved in friendships or personal relationships with them.
5. Allow activities that encourage bullying behaviour, including initiation ceremonies, dares or forfeits.
6. Be under the influence of alcohol when you are directly responsible for children and young people in Scouts, and never allow under 18s to drink alcohol on Scout activities
7. Use inappropriate, suggestive or threatening language, whether verbal, written or online.
8. Get involved with a safeguarding concern if you have a personal friendship or family connection with those involved. Step back and tell the Safeguarding Leads about the connection.

If a child tells you of a concern, you must:

1. Allow them to speak without interruption and accept what they say.
2. Be understanding and reassuring, but do not give your opinion.

3. Tell them you will try to help but must pass the information on.
4. Write careful notes of what was said using the actual words used.
5. Don't ask leading questions or try to find out whether the concern is justified.
6. Make sure that Scout activities do not cause further risk to their welfare.
7. Contact the Safeguarding Leads

If you have a concern regarding the welfare of a child, or if there is a concern, complaint or allegation made about you or another adult (inside and outside of scouts) you must:

1. Write careful notes of what was said using the actual words used.
2. Do not ask leading questions or try to find out whether the concern is justified.
3. Make sure that Scouting does not cause further risk to your or their welfare.
4. Contact the Safeguarding Leads.

How to report a concern

Make sure that you have the name, date of birth, address and phone number of each person involved with the concern.

Complete Safeguarding Report Form

Contact one of the Safeguarding leads and email the form to

safeguarding8thdarlington@outlook.com

It is your duty to report all safeguarding concerns, whether you are told about them directly or indirectly, as soon as possible (always within 24 hours). If you are not sure what to do, or you are not sure if a concern has been reported, contact the Safeguarding Leads.

If a child or young person is at immediate risk of harm, call **999** or **112** and ask for the police. Tell the Safeguarding Leads you have done this.

You can also call the NSPCC on **0808 800 5000** or email them at help@nspcc.org.uk