



SAFEGUARDING CHILDREN POLICY

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SAFEGUARDING POLICY: CHILDREN AND YOUNG PEOPLE

Overarching Policy

Definitions

Children at risk:

A **CHILD AT RISK** is defined as a person under the age of 18yrs (Childrens Act 1989) who is taken to be at risk of suffering harm because of being subject to, or exposed to, one or more of the following events: serious physical, emotional or psychological abuse, sexual abuse, domestic or family violence, and or neglect.

Safeguarding children is defined in working together to safeguard children:

<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

Purpose and aim of the policy

The purpose of this policy is to ensure that Carers Federation fulfils its responsibility to keep children safe, regardless of their gender, race, religion, ethnicity, any disability, sexual orientation, or gender reassignment.

As an organisation our aim is to safeguard children and young people coming into contact with Carers Federation, from any form of abuse.

It is our intention to inform children, young people and adults using our service, of our safeguarding policy and procedures and how it affects their confidentiality.

Research shows that a significant percentage of children do not disclose abuse immediately, some never disclose and that for children to consider disclosing they require certain conditions.

As an organisation we intend to be aware of the different categories of abuse, to be alert to possible indicators of abuse (see appendix 1), to be able to recognise abuse, to enable children and teenagers to disclose abuse and to respond to disclosures or indicators of abuse appropriately, sensitively, and effectively. These procedures apply to everyone working or volunteering in the organisation. These procedures are informed by the Nottinghamshire Safeguarding Children Partnership and the Nottingham City Safeguarding Children Partnership, and we work within its guidance and will also align to other local Authority areas where services are operated.

This policy applies to anyone working on behalf of Carers Federation, including CEO, senior leads, and the board of trustees, paid staff, volunteers, sessional workers, interns, and students on placement.

1. Introduction

- 1.1 The Carers Federation supports Young Carers, a child identified as having unpaid caring responsibilities for a family member or friend who has an illness or disability such as Physical Disability, Learning Disability, Mental Health Conditions including Alcohol and or Substance misuse. This document is drafted to encourage the promotion of good practice towards Young Carers and children in general. This document can also be read in conjunction with Carers Federation Adults Safeguarding Policy.
- 1.2 For the purpose of this policy document the term “child” will be used to describe all children supported by Carers Federation irrespective of how long or how short a time they are or have been supported by the Carers Federation.
- 1.3 It is fundamental to this Safeguarding policy that the welfare of the child is always regarded as paramount. All children whatever their age, culture, disability gender, language, race, religious belief and/or sexual identity have the right to be Safeguarded from abuse. It is acknowledged that all suspicions and allegations of abuse will be taken seriously and responded to swiftly, appropriately, and professionally. All members of Carers Federation, irrespective of the role being performed, have a responsibility to report all concerns to the appropriate officer.

2. Promoting Good Practice

- 2.1 Child abuse (particularly sexual abuse) can arouse strong emotions in those dealing with such a situation. It is important to recognize these feelings and not to allow them to interfere with judgment and taking appropriate action.
- 2.2 Abuse can occur within many different contexts including the home. It must be recognised that some individuals will actively seek contact with young people to harm them. Carers Federation staff will have regular contact with children and be an important link in identifying cases where children need safeguarding. All cases where poor practice is suspected by a member of staff/volunteer should be referred to the appropriate safeguarding officer.
- 2.3 Every child regardless of age, and in all situations, has a right to feel safe and protected from any situation or practice that results in a child being physically or psychologically damaged. In our organisation, if we have suspicions about a child’s physical, sexual, or emotional wellbeing, we will take immediate action.
- 2.4 Where a child has been subjected to abuse, Carers Federation staff must ensure that such a child receives the appropriate level of support.
- 2.5 It is strongly recommended that all Staff and volunteers should endeavor to set an excellent example. This will include avoiding the encouragement of children to smoke or drink or abuse any substance. Carers Federation takes a zero-tolerance approach to the abuse of children.
- 2.6 It is paramount that Carers Federation staff adhere to confidentiality policies, unless there are safeguarding concerns for a child or Young Person, at which point the member of staff would have a responsibility to overturn confidentiality and report a safeguarding concern.

3. Recruitment and Selection of Staff

3.1 We recognize that Safeguarding should not be treated in isolation. We will take on board guidance given by the local Safeguarding Children Board and will address recruitment and selection of volunteers and paid employees by doing the following:

- Accept that it is our responsibility as an organisation to check that all adults with substantial access to children have been appropriately vetted.
- Ensure that every new volunteer or member of staff will complete an application form.
- Request a five-year address history.
- Ask for the names of two referees who will be prepared to provide a written reference.
- Follow up a sample of references with a telephone call or personal contact during which we will discuss the applicant's suitability to work with children. A record of this discussion will be kept in the applicant's file.
- Interview all prospective volunteers and staff.
- Note at interview all previous experience of volunteers and staff in working with children.
- Carry out a probationary period for all volunteers and staff of at least 6 months.
- All relevant staff will be subject to a Full Enhanced Disclosure and Barring check (DBS) through Disclosure and Barring Services. DBS checks will be updated every 3 years as part of Carers Federation good practice and keeping children & young people safe.
- Carers Federation operates in line with safer recruitment. See safer recruitment link
<https://www.gov.uk/government/publications/safeguarding-children-and-safer-recruitment-in-education>

4. Induction and Training

4.1 All staff and volunteers will be required to develop a range of safeguarding competencies appropriate with their role in the organization. We will do this by:

- Assessing and reviewing an individual's level of understanding and confidence in following safeguarding procedures and developing bespoke induction and training programs to improve competence.
- Accessing accredited safeguarding training (regularly updated every 3 years)
- Providing regular formal case reviews, supervisions, and appraisals
- Identifying other relevant safeguarding related training and ensuring staff working with Children & Young People access this as part of their personal development.
- Including safeguarding as an agenda item in team meetings and reviewing decision making through group discussions and file reviews

5. Proactive role of the Carers Federation

5.1 The Carers Federation will appoint a member of the Senior Management Team as nominated Children's Safeguarding Officer. It will be that person's responsibility to review and implement the policy set out in this document.

- 5.2 Each service, or office, will have a person with designated Child Safeguarding responsibilities. This should usually be the service manager or team leader and will be a named Child Safeguarding Lead.
- 5.3 If a complaint is received about poor practice, the Child Safeguarding Lead will deal with that matter as a misconduct issue. If the allegation relates to the Child Safeguarding Lead themselves, it should be reported to the Child Safeguarding Officer who would decide how to deal with the allegation and whether to initiate disciplinary proceedings.

(Refer to Carers Federation Policy on “Managing allegations of abuse against a person who works with children and young people” for further information).

Carers Federation Children’s Safeguarding Officer or appropriate Safeguarding Lead may also liaise with the Local Authority Designated Officer (LADO).

- 5.4 If there are concerns about suspected abuse of any child, that suspicion must be referred immediately to a Child Safeguarding Lead who will take such steps as considered necessary to ensure the safety of that child and any other child who may be at risk.
- 5.5 The Child Safeguarding Lead will support the member of staff to refer the allegation to the Children’s Social Care department without delay.
- 5.6 All concerns referred to the Child Safeguarding lead shall be dealt with in the utmost confidence. Information shall be shared in accordance with the 7 golden rules of information sharing (see below) and shall ensure that information sharing is not a barrier to safeguarding children. Clear boundaries around information sharing or disclosures are important to maintain confidentiality where appropriate.
1. GDPR Isn’t a Barrier to Sharing Information
 2. Be Open and Honest
 3. Seek Advice
 4. Share With Consent Where Appropriate
 5. Consider Safety and Wellbeing
 6. Necessary, Proportionate, Relevant, Accurate, Timely and Secure
 7. Keep a Record

Link to the seven golden rules for information sharing, including a useful flowchart of key questions:

<https://blog.insidegovernment.co.uk/schools/information-sharing-the-seven-golden-rules-to-follow#:~:text=Necessary%2C%20Proportionate%2C%20Relevant%2C%20Adequate%2C%20Accurate%2C%20Timely%20and%20Secure>

Government document link for information sharing:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1062969/Information_sharing_advice_practitioners_safeguarding_services.pdf

6 Role of Child Safeguarding Lead

- 6.1 Support staff members in establishing contact with senior members of Children’s Social Care staff responsible for Child Safeguarding in the Federations catchment area.
- 6.2 Both safeguarding officer and lead to ensure that the Federation’s Child Safeguarding policy and procedures are followed and particularly, to inform Children’s Social Care of relevant concerns about individual children.
- 6.3 Ensure that appropriate information is available at the time of any referral and that written records are kept.
- 6.4 Liaise with Children’s Social Care, Carers Federation Child Safeguarding Officer and other agencies as appropriate
- 6.5 Keep the Child Safeguarding Officer informed of any action taken and any further action required.
- 6.6 Ensure that an individual case record is maintained of the action taken by the Child Safeguarding Lead, what liaison there has been with other agencies and the outcome.
- 6.7 Ensure that the Child Safeguarding Officer is made aware of Child Safeguarding training needs within Carers Federation.
- 6.8 The Child Safeguarding Officer will provide up to date information, training and advice. on Child Safeguarding within Carers Federation.
- 6.9 Ensure any staff member involved with safeguarding disclosures are fully supported through the process.

Designated Safeguarding Officers within Carers Federation

<p>Safeguarding Officer & SMT approval of policy: Signed: <i>J Bell</i> December 2023</p>	<p>Carers Federation CEO Jayne Bell Mob: 07525 237735 Email: j.bell@carersfederation.co.uk</p>
<p>Safeguarding Leads</p>	<p>Carers Federation- Carer Service Lead (Head Office) Rosaleen Lynch Mob:07739 237147 Email: r.lynch@carersfederation.co.uk</p> <p>Carers Federation Operations Manager Phil Kerr Mob: 07738 994059 Email: philipk@carersfederation.co.uk</p>

7 Staff responsibilities

7.1 **All staff must** read and make themselves familiar with the following Carers Federation Safeguarding Policy and associated documents:

- **Allegations of abuse against someone working with children and/or young people policy**
- **E-Safety policy**
- **GDPR policy**
- **Adult Safeguarding policy**
- **Activities policy for Children**
- **Whistle Blowing Policy**

7.2 **All Managers/Safeguarding leads** must adhere to the following:

- Read and familiarize themselves with the Carers Federation Policy for The Recruitment of Ex-Offenders.
- Ensure all Carers Federation Childrens safeguarding policies are upto date in line with Local and National safeguarding guidelines and processes.
- Policies relating to allegations of abuse against someone working with children and Young People
- All staff involved in the recruitment of staff to work with children have received training as part of the 'safer recruitment training' programme.
- Keep themselves informed of developments in Safeguarding through regular review of Local Safeguarding Board guidance:
<https://www.proceduresonline.com/nottinghamshire/scb>
- If working outside of Nottingham/Nottinghamshire Carers Federation staff must familiarise themselves with the local safeguarding board (LSCB) in that particular area.
- There are arrangements in place to cover any out-of-hours activity. Staff working out of hours will be provided with nominated safeguarding lead contact details by management, who will be able to provide support and guidance.

7 Records

7.1 All staff and volunteers must keep written/electronic records of concerns about a child/ren even where there is no need to refer the matter immediately to the Child Safeguarding Lead. All records kept should be stored in locked locations.

7.2 No matter what happens to any suspicion, or allegation of abuse, all details must be recorded by the member of staff involved. Important information to record includes: -

- (i) The date, time and place of disclosure, suspicion, allegation, or actual abuse incident.**
- (ii) Details given to staff about the above to include date and time of when incidents occurred.**
- (iii) An indication of the parties involved or potentially involved, including names, relationship to Child or Young Person.**

- (iv) **Details of what action the staff member has taken.**
- (v) **Details of reporting i.e., to whom and when.**
- (vi) **These notes must be signed off by the Child Safeguarding Lead and a copy signed by the Child Safeguarding Officer**

7.3 All information stored will be in line with Carers Federation GDPR policy.

7.4 Carers Federation Senior Management team review retention of personal data processes on a regular basis in line with local and national legislation and best practice.

8 Legal and Procedural Framework

8.1 The practices and procedures within this policy document are based on the principles contained within UK and international legislation and government guidance in particular:

- The Children Act 1989
- The Safeguarding of Children Act 1999
- Working together to Safeguard Children 2018
- Caring for the Young and Vulnerable: Home Office guidance for preventing the abuse of Trust 1999
- Criminal Justice and Court Services Act 2000
- The UN Convention on the right of the child
- The Human Rights Act 1998
- The Data protection Act 2018

9. Review of Policy

9.1 Child Safeguarding policies will be reviewed every 12 months or earlier whenever there is any major change in the organisation or in relevant legislation by the SMT and Carers Lead.

9.2 In addition, all Carers Federation staff working directly with Children should make themselves aware of the following local Safeguarding Children Board guidance provided at:

<https://www.nottinghamcity.gov.uk/information-for-residents/children-and-families/nottingham-city-safeguarding-children-board/inter-agency-procedures-and-practice-guidance/>

Safeguarding Childrens Policy: (part 2)

PROCEDURE FOR RECORDING AND REPORTING ALLEGATIONS OR CONCERNS OF CHILD ABUSE

A disclosure of abuse may come directly from a child, or it may be an adult client who informs us about concerns they have for a child's safety. When reporting and recording allegations think about the 5 R's:

- Recognise
 - Respond
 - Report
 - Record
 - Refer
1. 'Listen' carefully to what you are being told.
 2. Explain that our Safeguarding policy does not allow us to keep such information confidential.
 3. Complete a 'Concern of Abuse Statement Sheet' as soon as is practicable after hearing the information.
 - **Refer to Appendix 2** for a copy of Safeguarding concerns form
 - **Refer to Appendix 3** for process of referring into Children and Families, click on the link below to download a copy of the Multi Agency Referral form **MARF**
<https://www.nottinghamcity.gov.uk/earlyyears/safeguarding/multi-agency-request-form/>
 - **Addendum can be added to this policy containing all relevant contact details when operating services in other locality areas**
 4. Discuss the matter with your local Safeguarding Lead. In their absence another Federation Safeguarding Lead, the Safeguarding Officer, or the Chief Executive (CEO) should be consulted. In most situations the Safeguarding Lead should help make the decision to make any necessary referrals
 5. If any of the above is not available and the child is in immediate danger, follow point 6, should you not get hold of social care in a timely manner that would further impact the safeguarding situation you **Must** contact emergency services on 999 and request to speak with the Police.
 6. Telephone Children's Social Care Duty Team and report the allegation or concern. If it is unsafe to take the child home, stress that immediate action must be taken. If they fail to respond call the police for assistance.
 7. If out of hours refer to the relevant Emergency Duty Team or Police station

8. Record the information briefly, accurately, and clearly.
9. Follow up your telephone conversation to Children's Social Care with a letter within 24 hours confirming that you have reported the matter and **request they notify you within 48 hours that they have received the information and are acting on it.**
10. Log the referral in **red** in the child's file as well as logging the information on the Carers Federation electronic database under safeguarding (this will automatically be written in red).
11. Save a copy the Safeguarding concerns form and a copy of the Multi Agency Referral form (MARF) in the Child's file and ensure a photocopy of BOTH forms are sent to the Safeguarding lead and Officer.
12. If it is appropriate the Safeguarding Lead should speak to the child/young person's parent/carer, unless disclosing to the family would put the child in danger.

Do not assume that the parent/carer or family members/friends are not involved in or party to the abuse in some way. Think about Disguised compliance safeguarding. Disguised compliance involves parents and carers appearing to co-operate with professionals to allay concerns and stop professional engagement (Reder et al, 1993)¹. This can mean that social workers and other practitioners may be unaware of what is happening in a child's life and the risks they face may be unknown to local authorities.

<https://www.nottinghamcity.gov.uk/media/3374858/disguised-compliance.pdf>

13. Where Carers Federation services work with clients in venues belonging to statutory services (schools, GP surgeries etc.). If we receive a disclosure on such premises, it is still the Carers Federation responsibility to refer and follow the procedure set out above. It is a matter of courtesy however that the Carers Federation Safeguarding Lead inform the Safeguarding officer of the other service that a referral has been made.

Listening to a child

- Never trivialise or exaggerate child abuse issues.
- Acknowledge barriers to communication e.g., non-verbal children or children who communicate in another language or format.
- Allow the child time to speak and not interrupt nor make suggestions to them which could imply making an investigation.
- Do not interrogate or question other than to clarify your understanding. If the matter is to be investigated further, it will be so done by trained professionals. No matter how well you know the child, spare them having to repeat themselves over and over. Apart from anything else, the child may begin to think that you don't believe them.
- Be honest, tell the child that you cannot keep it to yourself, you must talk to someone else that can help:(If necessary, refer back to Carers Federation contract between Child,

Young Person, parents/Carer and Carers Federation, this contract explains our commitment to safeguarding and confidentiality and when we would have to breach confidentiality)

- Remain calm, no matter how difficult it is to listen to the child, think of how hard it must be to say it. Some things are very difficult to talk about, you've been chosen because the child feels they can talk to you. If you show anger, disgust, disbelief then the child may stop talking for fear of upsetting you further or feel that your negative feelings are being directed towards them.
- Listen to the child – REALLY LISTEN – take what they say seriously. Reassure them that they've done the right thing by telling you.
- As soon as practical write down everything the child told you, what you have said in response to it on a Statement Sheet and discuss this with your manager.
- A child may not disclose to you that they are being abused. You may notice non-accidental injuries or other signs.
- If you become aware or suspicious that a child may be subjected to some form of abuse refer to the section "procedure for reporting and recording allegations or concerns of children

APPENDICES

APPENDIX 1

Categories of Child Abuse

Physical abuse:

May involve:

- Hitting
- Shaking
- Throwing
- Poisoning
- Burning or scalding
- Drowning, Suffocating, or otherwise causing physical harm to a child
- Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child

Indicators of Physical abuse:

Children with:

- frequent injuries
- unexplained or unusual fractures or broken bones; and
- unexplained: - bruises or cuts; - bruising in non-mobile babies; - burns or scalds; or - bite marks

Emotional abuse:

- Is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development?
- Conveying to children 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
- Imposing age or developmentally inappropriate expectations on children; • Seeing or hearing the ill-treatment of another e.g., where there is domestic abuse
- Serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger; • Exploiting and corrupting children

Indicators of Emotional abuse:

- Children who are excessively withdrawn, fearful, or anxious about doing something wrong
- Parents or carers who withdraw their attention from their child, giving the child the 'cold shoulder'
- Parents or carers blaming their problems on their child; and
- Parents or carers who humiliate their child, for example, by name-calling or making negative comparisons

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 the child is aware of what is happening. The activities may involve:

- physical contact, including assault by penetration (for example, rape or oral sex)
- 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

Indicator of Sexual abuse:

Children who:

- display knowledge or interest in sexual acts inappropriate to their age
- use sexual language or have sexual knowledge that you wouldn't expect them to have
- ask others to behave sexually or play sexual games
- have physical sexual health problems, including soreness in the genital and anal areas, sexually transmitted infections or underage pregnancy

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 because of maternal substance abuse.

Indicators of Neglect:

Children who

- are living in a home that is indisputably dirty or unsafe
- are left hungry or dirty
- are left without adequate clothing, e.g., not having a winter coat
- are living in dangerous conditions, i.e., around drugs, alcohol or violence
- are often angry, aggressive or self-harm
- fail to receive basic health care
- parents who fail to seek medical treatment when their children are ill or are injured

Sexual Exploitation:

which 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 using technology.

Other:

Bullying, racism, and other types of discrimination are also forms of child abuse. Like other kinds of abuse, they can harm a child physically and emotionally.

Further types of abuse are as follows:

- Criminal Exploitation and Gangs
- Bullying and Cyber Bullying
- Female Genital Mutilation (FGM)
- Child Sexual Exploitation (CSE)
- Child Trafficking
- Domestic Abuse

You may find that when a Child or Young Person discloses a safeguarding that this could potentially include one or more of the above or other forms of abuse.

See the following link for information on various types of abuse in Children and Young People
<https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/>

Use this link to access a more detailed guidance
<https://www.nottinghamcity.gov.uk/information-for-residents/children-and-families/nottingham-city-safeguarding-children-board/inter-agency-procedures-and-practice-guidance/>

This procedure may differ in different Counties therefore should you have a safeguarding concern you must follow the local area safeguarding board policies alongside national safeguarding guidelines.

APPENDIX 2

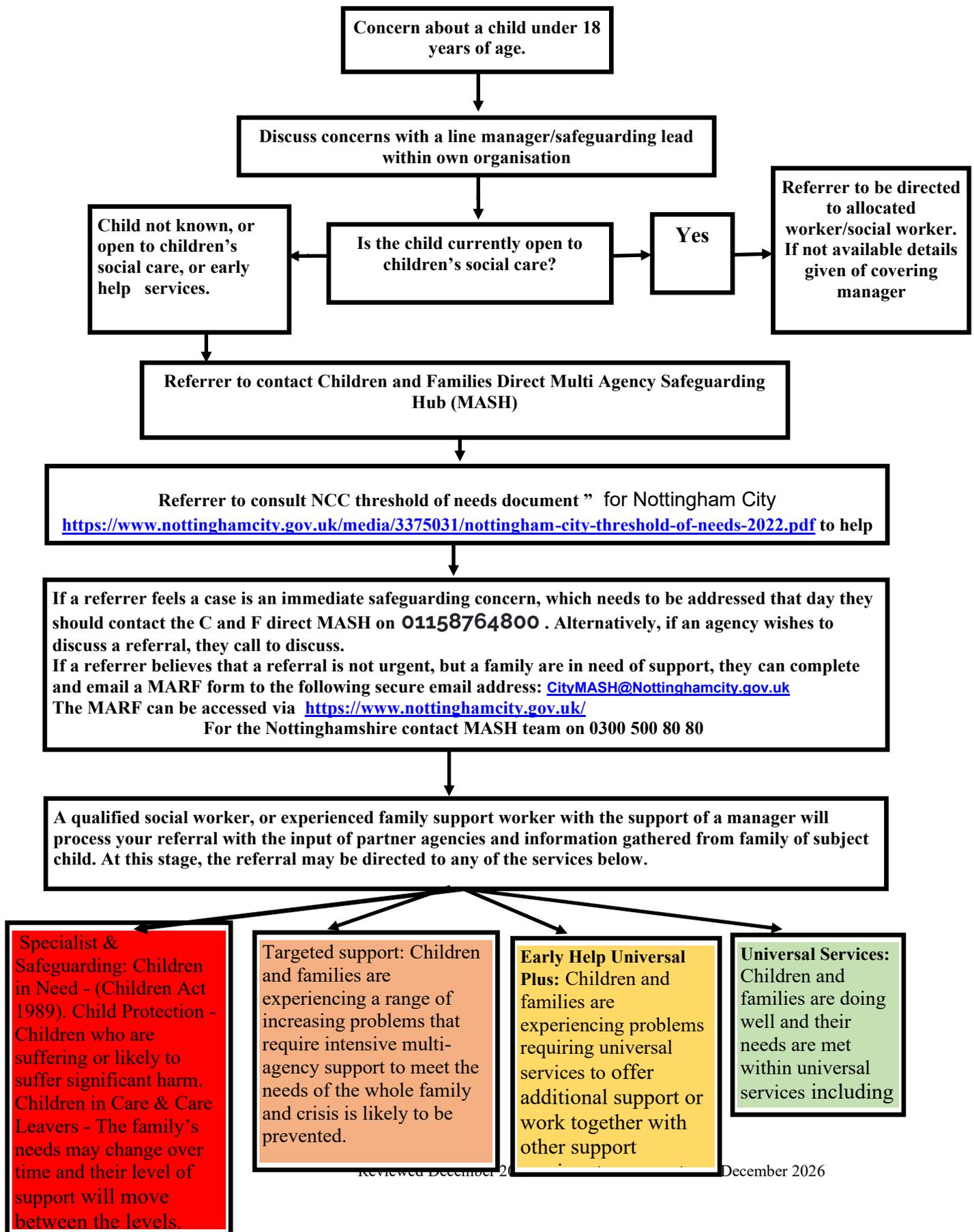
Safeguarding Concerns Form

This form should be completed prior to making a referral of a child, young person or adult as a result of Safeguarding concerns. If there is immediate risk of harm, a decision can be made to complete it afterwards. All sections of this form must be completed		
Date	Name of worker	
Name of person for whom there are concerns		
Address		
Age	Ethnicity	Disability
Barriers to communication		
Details of concerns:		
Add an additional sheet if necessary		
What did the worker say / do in response?		

Has the referral been discussed with the parent/carer	YES NO
Has permission been given for the referral	YES NO
Record of conversation with the parent/carer if appropriate	
Name of person making the referral	
Name of Safeguarding lead discussed with	
Details of who referred to:	Service
	Name
	Address
	Tel
	email
Confirmation letter sent?	YES NO
Recorded on file?	YES NO
Details of follow up action	
Signature of worker	Date
Signature of Safeguarding Lead	

APPENDIX 3

Referral Process chart into Nottingham City and Nottinghamshire Children Services Multi Agency Safeguarding Hub (MASH)



Working Together to Safeguard Children 2018

www.gov.uk/government/publications/working-together-to-safeguard-children--2

- Working Together to Safeguard Children 2018
- Working Together self-directed learning session

Below are some guidance templates:

In addition to the joint NCSCB / NSCB Practice Guidance that can be accessed above, there is some Practice Guidance which is for Nottingham City only:

- Discharge Planning Meeting Guidelines
- Discharge Planning Meeting Template
- Bruising in babies - practical guidance 2016
- Practice Guidance for Multi Agency Meetings
- SHARP - school self-harm guidance
- Children Who Have a Family Member in Prison Briefing Note
- NCSCB Mobile Children and Families Policy
- Neglect Practice Guidance
- Special Guardianship Orders
- Knife Crime Guidance for Primary and Secondary Schools 2019
- Honour Based Violence, forced Marriage and Female Genital Mutilation Guidance 2022
- Safeguarding Children and Young People from Child Sexual Exploitation

The following Child Sexual Exploitation (CSE) Procedural Flowchart and Multi-Agency Risk Assessment Tool have been developed to support practitioners in their work to protect children at risk of experiencing Child Sexual Exploitation (CSE)

Click on link to download the following:

<https://www.nottinghamcity.gov.uk/media/3374881/multi-agency-risk-assessment-tool-for-city-county-20161026-final.docx>

- [CCE Pathway](#)
- [CCE Toolkit](#)
- [CCE Toolkit Guidance](#)
- [CCE Summary](#)
- [Appropriate Language Guide](#)
- [County Lines Guidance](#)
- [It was hard to escape...](#)

Appropriate Language Guidance:

Appropriate Language is paramount to supporting Children and young People who may have or are experiences CSE. Language implying that the child or young person is complicit in any way, or responsible for the crimes that have happened or may happen to them, must be avoided. The guidance provides lots of suggestions on how to express concerns and describe what the child or young person is experiencing that avoid any suggestion that the child is to blame.

Guidance has been developed to help professionals to use appropriate language when communicating about children and young who are experiencing child sexual exploitation or criminal exploitation.

https://www.childrenssociety.org.uk/sites/default/files/2022-01/Child_Exploitation%20Appropriate_Language_Guide%202022.pdf

Additional useful Links/Resources relating to Safeguarding Children and Young People

<https://www.local.gov.uk/sites/default/files/documents/no-wrong-doors-working-to-27d.pdf>

<https://www.nottinghamcity.gov.uk/information-for-residents/children-and-families/child-abuse-prevention/>

<https://www.nottinghamcity.gov.uk/media/3374834/indicators-of-child-abuse.pdf>

<https://www.nspcc.org.uk/>

<https://www.gov.uk/government/publications/serious-case-reviews-analysis-lessons-and-challenges>

<https://hubofhope.co.uk/>