

Holy Trinity Church, Gillingham

**Guide to the Protection
and Safeguarding
of Children and Vulnerable
Adults.**

August 2018

Contents

Index

1. Introduction	p.3
2. Key contacts and resources	p.4
3. Definitions	p.5
4. The Parish Safeguarding Officer	p.6
5. Responding to concerns relating to a child or vulnerable adult	p.7
6. Guidelines for Individual Workers	p.8
7. Management of suspected abusers	p.9
8. Church premises	p.9
9. Recruiting leaders and volunteers	p.10
10. DBS checks	p.11
11. Staffing levels and training	p.12
12. Transporting children & vulnerable adults	p.13
13. Registering children	p. 14
14. Photography and technology	p. 14
15. Hall hire	p. 14
16. Children's trips and excursions	p. 14
17. Caring pastorally for victims of abuse and other affected persons	p. 15
18. Caring pastorally for those who are the subject of concerns	p. 15
Appendix one: Training	p.17
Appendix two: Recognising signs of abuse	p. 18

1. Introduction

This guide follows the guidance to be found in the Archbishop's Council publication "Promoting a Safer Church" 2017, from this point referred to as PSC and the Diocese of Rochester's safeguarding advice, to be found on the diocesan website. Holy Trinity abides by the policy commitments to be found on pages 17-22 of PSC.

The aim of our safeguarding commitments is to ensure that adults who are vulnerable are treated with respect and dignity and to uphold their privacy and right to choose how to live their life.

Please note that copies of the full PSC can be found in:

- Church Hall (notice board outside the office)
- Church office
- Church website: www.holytrinitywydall.org.uk/safeguarding

It can also be accessed online at www.rochester.anglican.org when you select 'Resourcing' and then 'Safeguarding' and 'Policies and Advice notes'.

Further information or advice can be obtained from the Parish Safeguarding Officer, Amy Brown. In the event of not being able to get hold of the Parish Safeguarding Officer, if you have any concern about a vulnerable adult please call Janice Keen on her numbers under 'Key contacts'.

2. Key contacts

Parish Safeguarding Officer
Parish Disclosure Officer:

Amy Brown 07966 271240
Rev Ann Richardson 01634 231690

Medway Social Services Direct

**01634 334466 or 03000 419191 out of
hours**

(NB: Parish Safeguarding Officer contacts this department in the event of a disclosure or allegation of abuse being reported).

Bishop's Adviser for Safeguarding Janice Keen:
children and vulnerable adults:

01634 560000
Mobile: 07787 445032

3. Definitions

A **child** is defined as anyone under the age of 18. A **young person** is defined as any individual aged 14-17 years old.

Section 6 of the Safeguarding and Clergy Discipline Measure, 2016, defines a **vulnerable adult** as a person aged 18 or over whose ability to protect himself or herself from violence, abuse, neglect, or exploitation is significantly impaired through physical or mental disability, or illness, old age, emotional fragility, or distress, or otherwise, and for that purpose the reference to being impaired is to being temporarily or indefinitely impaired. The full text of the 2016 Measure can be found at www.publications.parliament.uk/pa/jt201516/jtselect/jtecc/79.pdf

As defined by the Department of Health, **abuse** is “a violation of an individual’s human or civil rights by any other person or persons.” It may be physical, verbal or psychological, it may be an act of neglect or an omission to act, or it may occur when a vulnerable person is persuaded to enter into a financial or sexual transaction to which he or she has not, or cannot, consent.

- **Physical abuse** may include hitting, slapping, scratching, pushing or rough handling, assault, unreasonable restraint, inappropriate or unauthorised medication, and deprivation of food, clothing, warmth and health care needs.
- **Sexual abuse** may include “contact abuse” such as sexual touching of any part of the body, rape or penetration, forcing or encouraging a child to take part in a sexual activity, making a child take their clothes off, touch someone else’s genitals or masturbate, or “non-contact abuse” such as encouraging a child to watch or hear sexual acts, meeting a child following sexual grooming, online abuse including making, viewing or distribution child abuse images, allowing someone else to make, view or distribute child abuse images, showing pornography to a child, exploiting a child for money, power or status (child exploitation)
- **Emotional or psychological abuse** may include verbal abuse, humiliation and ridicule, threats, isolation or withdrawal from services, denial of religious or cultural needs and failure to provide access to appropriate social skills, education and training.
- **Financial abuse** may include misuse or theft of money, fraud and extortion of material assets, misuse or misappropriation of property or possessions, and exploitation or pressure in connection with wills, property or inheritance.
- **Neglect and acts of omission** may include ignoring medical, nutritional or physical care needs, failure to give prescribed medication, failure to allow access to appropriate health, social care or educational services or care and equipment

necessary for functional independence, neglect of accommodation, and failure to provide privacy and dignity.

Different types of abuse to be added here? – domestic violence, modern day slavery

It is to be recognised that every *adult* has the right to make his or her own decisions and must be assumed to have the capacity to do so, unless it is proved otherwise. It is the right of an individual to be supported to make their own decisions, even if those decisions might be seen as unwise or eccentric. Any action taken on behalf of an individual who lacks capacity must be in their best interests.

4. Role of Parish Safeguarding Officer

The Parish Safeguarding Officer's (PSO) role is to:

- Work closely with the incumbent to advise within the parish on all safeguarding matters relating to children, young people and vulnerable adults;
- Receive, with the incumbent, any concerns about children or adults in the parish and make sure that proper advice is sought and proper referrals are made;
- Report all matters relating to concerns and allegations of abuse against church officers, in liaison with the incumbent, to the diocesan safeguarding adviser who will liaise with the statutory agencies, as required. Concerns about the incumbent should be raised directly with the DSA;
- Ensure that any ex-offenders with offences against children or vulnerable adults known to be in the church community are notified to the diocesan safeguarding adviser and contribute to managing Safeguarding Agreements;
- Promote safer practices in all activities and make any recommendations required taking into account the particular arrangements of the parish;
- Seek to ensure that Safer Recruitment practice is followed, with the support of diocese.
- Attend diocesan safeguarding training at least every three years;
- Maintain safeguarding records;
- Complete national, diocesan and parish safeguarding self-assessments as required;
- Contribute to the annual review of parish safeguarding arrangements;
- The PSO should regularly report on safeguarding in the parish. Safeguarding should be a standing agenda item at each PCC meeting. At the APCM the PCC will provide an annual report in relation to safeguarding,

5. Responding to concerns relating to a child or vulnerable adult

If a vulnerable adult raises a concern

- Disclosures, allegations, complaints or suspicions of abusive behaviour towards a vulnerable adult, including historical events, should be referred to the Parish Safeguarding Officer, who will confer with the Diocesan Safeguarding Advisor. Do not attempt to investigate or confront the person against whom allegations have been made yourself.
- In cases of emergency or when a crime may have been committed the police must be contacted immediately.
- Where there are adult protection concerns an immediate formal referral must be made to adult social services, including incidents in a care setting or when one vulnerable adult abuses another.
- When allegations or suspicions are received concerning clergy and others holding the bishop's licence and church leaders or officers the Bishop should be informed immediately.
- If the adult has the capacity and asks you not to intervene, this does not remove the responsibility to report concerns as other adults may be at risk.
- Informed consent should be obtained, with the proviso that information will be shared as appropriate, within the constraints of legal framework, where other vulnerable people may be at risk.
- Accurate factual notes should be signed, dated and kept in a safe secure place indefinitely, even if the people concerned have left the diocese, or the information received was judged to be malicious, unsubstantiated or unfounded.

If a child raises a concern

- If a child makes a disclosure of abuse, **do not promise confidentiality** (but assure the child that the content of the disclosure and its source will not be discussed with the alleged perpetrator/s without permission).
- Contact the Parish Safeguarding Officer who will respond immediately, contacting the relevant services (Children's Referral and Assessment Team) and Diocesan Safeguarding advisor.
- Explain that you may have to get other people to help if they are being harmed.
- Ensure you have as much privacy as possible but try to have another adult present when the child is speaking to you.
- Stay calm.
- Listen to the child attentively.
- Maintain eye contact.
- Allow the child to talk, but do not press for information or ask leading questions.

- Take the allegation seriously.
- Tell the child they are not to blame for anything that has happened.
- Reassure the child that they were right to tell.
- Let the child know that other people will have to be told so that the abuse can stop.
- Try to explain what will happen next in a way the child can understand.
- Reassure the child that he or she will continue to receive support.
- Make a written record, quoting the child's actual words. Sign and date this.

6. Guidelines for Individual workers

Guidelines for individuals working with vulnerable adults

You should:

- Treat all people with respect and dignity, upholding the rights and abilities of individuals to enjoy privacy, independence and choice.
- Recognise that the right to self determination can involve risk and ensure that such risk is understood by all concerned and minimised wherever possible.
- Assist in creating a church environment that can include everyone.
- Act in ways that accord with Christian values and standards of conduct, observing appropriate boundaries between work and personal life, with an awareness of the dangers of cultivating dependency in pastoral relationships.
- Financial dealings must always be handled with integrity, especially avoiding personal financial gain or the mishandling of church monies.

Guidelines for individuals working with children

You should:

- Treat all children and young people with respect and dignity
- Ensure that your own language, tone of voice and body language is respectful;
- Avoid situations where you are 1 to 1 with a child, work within sight of another adult;
- Ensure another adult is informed if a child needs to be taken to the toilet; toilet breaks should be organised for young children;
- Ensure that children and young people know who they can talk to if they need to speak to someone about a personal concern;
- Respond warmly to a child who needs comforting, but make sure there are other adults around;
- Administer any necessary first aid with others around whenever possible;
- Obtain consent for any images to be taken, shown or displayed;
- Record any concerning incidents and give the information to your group leader. Sign and date the record;

- Always share concerns about a child or the behaviour of another worker with your group leader and/or Parish children's Representative; and
- If any activity requires physical contact, ensure that the child and parents are aware of this and its nature beforehand.

You should not:

- Initiate physical contact. Any necessary contact, eg. For comfort, should be initiated by the child;
- Invade a child's privacy while washing or toileting;
- Play rough, physical or sexually provocative games
- Use any form of physical punishment
- Be sexually suggestive about or to a child even in fun;
- Touch a child inappropriately or obtrusively;
- Scapegoat, ridicule or reject a child, group or adult;
- Permit abusive peer activities, eg. Initiation ceremonies, ridiculing or bullying;
- Show favouritism to any one child or group;
- Allow a child or young person to involve you in excessive attention seeking that is overtly physical or sexual in nature;
- Give lifts to children or young people on their own or on your own. In an emergency, a driver may transport a child, but the child must sit in the back of the car;
- Smoke tobacco in the presence of children;
- Invite a child to your home alone
- Arrange social occasions with children (other than family members) outside organised group occasions;
- Allow unknown adults access to children. Visitor should always be accompanied by a known person;
- Allow strangers to give children lifts

7. Management of suspected abusers and known offenders

This will be organised following a rigorous risk assessment and in collaboration with the Diocesan Safeguarding Team. Known offenders will be required to enter into a written agreement directing their activities and responsibilities.

8. Church premises

Church premises should be inspected at least annually to ensure that health and safety standards are being adhered to and that anyone with a disability can participate and access services and facilities.

First aid kits are located in the kitchen and outside the office. All accidents must be recorded in the accident book, which is kept in the office. A list of first aiders in the church is maintained.

A risk assessment of activities should be undertaken by the leader of the group and reported in writing to the PCC. *See safeguarding section of the Diocesan website for current templates*

A registration document should be kept of participants and workers for each activity.

9. Recruiting leaders and volunteers

It is recommended to have a job description, and role outlines in place for both volunteers and paid staff.

Those who appoint paid workers and volunteers have a responsibility to protect and safeguard its children, young people and vulnerable adults. It is important to recognise that volunteers make up a considerable part of the workforce and are seen as safe and trustworthy. It is therefore imperative that careful selection applies to both paid workers and volunteers. It should be noted, however, that this guidance does not address the complexities of employment law.

The Church in its vigilance should develop and apply robust recruitment and selection procedures, including checking identity, qualifications and references and enquiring into career history. This together with supervision, support and training gives a solid foundation for safeguarding children, young people and vulnerable adults within our care.

The House of Bishops and guidance on safer recruitment can be found here:

<http://www.rochester.anglican.org/content/pages/documents/1469695505.pdf>

In recruiting new people working with children, young people and adults who are vulnerable at Holy Trinity, the process will include:

- Appointment made against job description and person specification using an application form and registration form to which is appended a volunteer agreement and Role outline (Careful Recruitment and Selection, p. 16-19). There will be a commitment to abide by the parish safeguarding policy.
- **DBS check:** A Disclosure and Barring Service certificate is requested and sent directly to the applicant. On receipt, the applicant needs to show this to Ann Richardson who views it and notes any action that needs to be taken.
- Interview by panel including Incumbent, Parish Children's Representative and group leader
- Probationary period of six months

- Approval by PCC
- Confidential Declaration form (Safer Recruitment, p. 20)
- Provision of two references

10. DBS checks

A DBS check is required for all Churchwardens and PCC members, as well employees or volunteer who have sufficient regulated contact with children or adults who are vulnerable to meet the criteria needed. They cannot be requested for those whose contact is considered insufficient. DBS's will be renewed every five years. In addition to those with regular contact. everyone involved in a "regulated activity" will be required to have a DBS check with additional checks of the "barred" list.

For Vulnerable Adults these activities are defined as:

- **Providing Health Care, e.g.** all forms of health care relating to physical or mental health, including palliative care.
- **Providing Personal Care, e.g.** physical assistance with eating, drinking, going to the toilet, washing or bathing, dressing, oral care or care of the skin.
- **Anyone who trains,** instructs or provides guidance to an adult on the above actions because of their age, illness or disability is in Regulated Activity.
- **Providing Social Work, e.g.** assessing the need for health or social care services, and providing ongoing support to clients.
- **Assistance with General Household Matters, e.g.** managing the person's cash, paying the persons bills, or shopping on their behalf
- **Assistance in the Conduct of a Person's Own Affairs, e.g.** holding a Lasting power of attorney under the Mental Capacity Act 2005, or an Enduring power of attorney under the Mental Capacity Act 2005 or being appointed as the adult's deputy under the Mental Capacity Act 2005 or being an Independent Mental Health Advocate, or being an Independent Mental Capacity Advocate, or providing independent advocacy services under the National Health Services Act 2006 or National Health Service (Wales) Act 2006 or receiving payments on behalf of that person under the Social Security Administration Act 1992
- **Conveying, e.g.** transporting an adult because of their age, illness or disability to or from places where they have received, or will be receiving health care, relevant personal care or relevant social work (as above). Hospital Porters, Patient Transport Service drivers and assistants are also included in this group.

For children, the activities are defined as:

- involving **teaching**, training or supervising under 18s
- largely **unsupervised**
- **frequent** (at least one day a week or 4 days in 30) or overnight
- involving the provision of **healthcare** or personal care (e.g. assisting with the toilet)
- carried out in a **specified place**.
- **Conveying, e.g.** transporting an adult because of their age, illness or disability to or from places where they have received, or will be receiving health care, relevant

personal care or relevant social work (as above). Hospital Porters, Patient Transport Service drivers and assistants are also included in this group.

For deciding the level of DBS required, the following table is used:

Role	Safer recruitment policy used, and training required	DBS enhanced disclosure	DBS enhanced plus
Parish Safeguarding Officer	Y	Y	Y
Youth worker (employee/volunteer)	Y	Y	Y
Children's workers (employee/volunteer)	Y	Y	Y
Managers of youth/children's workers	Y	Y	Y
Music leader where the choir is mainly children and young people	Y	Y	Y
Server – where the role includes supervision or training of under 18s	Y	Y	Y
Caretaker – only where the role requires working in the building while children's activities are ongoing, or supervising under 18s	Y	Y	Y
Leader of Parent & toddler groups – only where children are cared for away from their parents/carers at any stage	Y	Y	Y
Drivers for young peoples' activities	Y	Y	Y
Helpers in a Sunday school group, with no unsupervised access to children	Y	Y	N
PCC members, with no specific role relating to children or vulnerable adults	Y	Y	N
Welcomers	Y	N	N
Refreshment team	Y	N	N
Licensed & authorised ministers	Y	Y	Y
Pastoral visiting team	Y	Y	Y
Church Administrative Staff	Y	N	N

11. Staffing levels and training

When working with vulnerable adults, consideration must be given to their level of dependency and capability, and the activities being undertaken. Lone working is always to be discouraged.

The recommended minimum staffing levels for children's groups are:

- 0-2yrs 1 person for every 3 children
- 2-3yrs 1 person for every 4 children
- 3-8yrs 1 person for every 8 children

Over 8 yrs 1 person for the first 8 children, then 1 for every additional 12

More help may be required if children are being taken out, are undertaking physical activities or if circumstances require it.

- Outings and outdoor activities are generally more demanding to supervise and consideration should be given to request extra qualified help when these are planned.
- Each group should have at least two adults and it is recommended that there should be at least one male and one female.
- If small groups are in the same room or adjoining rooms with open access between them, then it is possible to have only one adult per group, dependent on the nature of the activity.
- Young people who are being encouraged to develop their leadership skills through helping, should always be overseen by an appointed worker who will be responsible for ensuring that good practice and safeguarding procedures are followed and the work they are doing is appropriate to both their age and understanding.
- Adults who assist on one or two occasions must be responsible to an appointed worker. Thereafter they should become part of the team and be properly appointed through the normal recruitment process.

All paid workers and volunteers will be required to attend suitable safeguarding training at least every three years and meet at least annually with the Parish Safeguarding Adults Representative to discuss concerns and receive support. See Appendix one for the latest training arrangements.

12. Transporting children or vulnerable adults on behalf of the church.

Transporting vulnerable adults on behalf of the church is a regulated activity, which must be formally agreed by the PCC and is subject to DBS checks. Transport, travel or escort arrangements to or from church activities are the responsibility of parents if they make informal arrangements among themselves. They are the responsibility of the PCC if the PCC formally organises them, however parental consent must always be sought in advance.

13. Registering children in our groups

All children and young people attending groups regularly at Holy Trinity must have a form completed for them- 'Registration/Parental Consent Form for Regular Specified Groups Activities'. For single one-off activities, there is a separate consent form (templates can be found on the safeguarding section of the diocesan website).

Each group meeting in church, or at other venues, **must** keep a register, updating it annually including the following information;

- Attendances

- Home address & telephone number
- Parents and carer's names
- Any specific medical information
- Names of leaders and helpers present

A log book can be provided to make a note of activities, incidents and observations for all sessions of a youth club or children's activity. If you would like a sample of a log book, please speak to the Parish Safeguarding Officer who will order one.

14. Photographs & technology

If photographs or films are taken which include the faces of children or vulnerable adults, the permission of the children and the relevant adults must be sought first. Written consent is required if the images are to be published on a website or via social media. It is imperative that no personal details that could in any way identify the child or vulnerable adult are published alongside the pictures.

The standard registration/consent form, available on the Diocesan website, incorporates an enquiry about whether the parent/carer is happy for photographs and film to be taken.

Photographs comprise 'personal data' under the General Data Protection Regulations, 2018.

Technology (Internet, mobile phones)

In brief, communication between children and adults by whatever method should always take place within clear and explicit boundaries. This includes face to face contact, mobile phones, text messaging, emails, digital cameras, videos, webcams, websites, social media, Smartphone apps, or by any other means. Adults should not give personal information or contact details to children or young people. Special care should be taken during overnight events. Privacy settings and use of strong passwords should be used to keep personal data private.

15. Hall hire

Our hall hire document includes a clause concerning the safeguarding and protection of vulnerable adults. It is a condition of hire that hirers should ensure the safety and protection of vulnerable adults using the Church Hall.

A copy of our policy commitment to "Promoting a Safer Church" is posted on the official noticeboard outside the Church office and in the porch. The PCC accepts no responsibility for the user's failure to comply with the requirements of this policy.

16. Children's trips and excursions

On the safeguarding section of the diocesan website is an 'activities check list' form, making it simpler to keep tab of the necessary requirements.

- All activities (on and off parish property) must be covered by the parish insurance and have undergone a risk assessment (See the Safety checklist on the diocesan website).
- The leader should take a copy of the consent forms with them on the outing.
- There should be a register of all children and adults along with the itinerary (times and destinations).
- A first aid kit and accident book should be carried.
- Phone contact should be maintained between volunteers.
- In the event of an incident or accident, the leader or named person should take responsibility for speedily contacting the parents.
- Parents should have given specific consent if it is intended to allow groups to go off unsupervised.

Group leaders must ensure any health and safety requirements are adhered to (see Parish Health and safety Policy and guidelines) and inform Parish Safeguarding Officer of any safeguarding concerns that arise.

17. Caring pastorally for victims/survivors of abuse and other affected persons

The Church will endeavour to offer care and support to all those that have been abused, regardless of the type of abuse, when or where it occurred.

The Church is committed to continuing to learn how to respond in a supportive and healing way to the needs of those who have suffered abuse.

Those who have suffered abuse within the Church will receive a compassionate response, be listened to and be taken seriously. The Church will respond to any disclosure of abuse in accordance with House of Bishops policy and practice guidance. This will be done in collaboration with the relevant statutory agencies in accordance with criminal, civil and ecclesiastical law. They will be offered appropriate pastoral care, counselling and support – according to the agreed need.

An appropriate pastoral response to the family, parish, congregation or order will be considered, with due regard to the right of privacy of those directly involved, and to the administration of justice.

18. Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons

The Church in exercising its responsibilities to suspicions, concerns, knowledge or allegations of abuse will endeavour to respect the rights under criminal, civil and ecclesiastical law of an accused Church Officer including the clergy. A legal presumption of

innocence will be maintained during the statutory and Church inquiry processes. As the process progresses additional assessment, therapy and support services may be offered.

The Church will take responsibility for ensuring that steps are taken to protect others when any Church Officer is considered a risk to children, young people and vulnerable adults. This will be done by working to mitigate any identified risks according to a safeguarding agreement.

Church Officers who are the subject of concerns or allegations of abuse belong to families, congregations and church communities. The Church will be mindful of the need to provide support to members of families, parishes and congregations affected by the Church Officers in such situations.

APPENDIX 1: TRAINING

Safeguarding training in the Diocese is available from the Diocesan website at <http://www.rochester.anglican.org/resources/safeguarding/courses-safeguarding/>

Basic Awareness	C1 Foundation	C2 Leadership	C3 Clergy and Lay Ministers
<p>Recommended for anyone who needs a basic level of awareness of safeguarding</p> <p>Including but is not limited to: Vergers, Servers Welcomers, Caretakers, Refreshment helpers, Shop Staff, Sidespersons, PCC members, church wardens, bell ringers, choir members / music group members, employees of the Diocesan Board of Education and Diocesan Board of Finance.</p> <p>This course is a pre-requisite for attendance at any other core training module</p> <p>Refreshed every three years by a revised C0 module</p>	<p>Required for anyone who has safeguarding responsibilities or who have contact with children, young people and/or adults who may be vulnerable.</p> <p>Including but not limited to: Safeguarding officers (Parish/Cathedral), safeguarding lead on PCC, church wardens, Readers in training, Ordinands prior to placement, spiritual directors, pastoral visitors, Bishops visitors, helpers at activities, servers, church administrative staff, members of religious communities who are in active ministry and work with vulnerable groups (children or adults).</p>	<p>Required for anyone who has safeguarding leadership responsibilities or responsibility for leading activities involving children young people and/or adults who may be vulnerable.</p> <p>Including but not limited to: Safeguarding officers safeguarding lead on PCC, church wardens, youth and children’s pastors, Bishops visitors, Directors of Music, Bell Tower Captains, Home Visitors, Ordinands prior to leaving TEI, Safeguarding Leads in religious communities, Choir leaders</p>	<p>Required for those holding a license, commission, authorisation, permission to officiate from a Bishop – Ordained and Lay</p> <p>For those holding permission to officiate, the Bishop granting permission should determine the level of training required in consultation with the DSA;</p> <p>for those whose ministry will be active C3 is the required module, for those for whom PtO will rarely be used it may be more practicable for C1 to be completed.</p>

APPENDIX 2: RECOGNISING THE SIGNS OF ABUSE IN CHILDREN

Signs and Symptoms of Abuse

The behavioural symptoms and physical signs below may not necessarily signal abuse. Care and sensitivity are needed in order not to jump to conclusions, yet any concern *must* result in seeking advice. The lists below, of possible signs and symptoms, are from a booklet produced by CCPAS (Churches Child Protection Advisory Service).

Children experiencing the following types of abuse may exhibit these symptoms:

Physical abuse

- Injuries not consistent with explanation
- Bruises on a baby
- Injuries to unexposed parts of the body, or say, two black eyes)
- Lack of medical attention/untreated illnesses
- Repeated urinary infections/unexplained tummy pains
- Eating disorders- anorexia, bulimia
- Neglect-under nourishment, failure to grown, constant hunger, gorging food, inadequate care
- Cuts, scratches/burns/substance abuse

Neglect

Neglect can be really difficult to identify, making it hard for professionals to take early action to protect a child.

Having one of the signs or symptoms below doesn't necessarily mean that a child is being neglected. But if you notice multiple, or persistent, signs then it could indicate there's a serious problem.

- Poor appearance and hygiene: They may:
 - be smelly or dirty
 - have unwashed clothes
 - have inadequate clothing, e.g. not having a winter coat
 - seem hungry or turn up to school without having breakfast or any lunch money
 - have frequent and untreated nappy rash in infants.
- Health & development problems
 - Untreated injuries, medical and dental issues
 - Repeated accidental injuries caused by lack of supervision
 - Recurring illness or infections
 - Not being given appropriate medicines
 - Missed medical appointments such as vaccinations
 - Poor muscle tone or prominent joints
 - Skin sores, rashes, flea bites, scabies or ringworm
 - Thin or swollen tummy
 - Anaemia
 - Tiredness

- Faltering weight or growth, and not reaching developmental milestones (known as failure to thrive)
- Poor language, communication and social skills
- Housing and family issues
 - Living in an unsuitable home environment (for example dog mess), being left or not having any heating
 - Being left alone for a long time
 - Taking on the role of carer for other family members

Emotional abuse

- Changes/regression in mood or behaviour, particularly where a child withdraws or becomes clinging. Also depression, aggression, extreme anxiety, attention-seeking behaviour,
- Nervousness, frozen watchfulness
- Obsessions or phobias
- Sudden under achievement, lack of concentration or over-achievement
- Inappropriate relationships with peers and/or adults.
- Persistent tiredness
- Running away, stealing, lying

Sexual abuse

- Any allegations made by a child concerning sexual abuse
- Child with excessive preoccupation with sexual matters and detailed knowledge of adult sexual behaviour, or who regularly engages in age-inappropriate sexual play.
- Sexual activity through words, play or drawing
- Child who is sexually provocative or seductive with adults.
- Inappropriate bed-sharing arrangements at home
- Severe sleep disturbances with fears, phobias, vivid dreams or nightmares, sometimes with overt or veiled sexual connotations
- Eating disorders-anorexia, bulimia

Racial, Cultural and Religious Factors

‘Crucial to any assessment is a knowledge of the children and families we work with, and a sensitivity to racial, cultural and religious issues. While different practices must be taken into account, it is also important to remember that all children have a right to be protected from harm. Differences in child rearing do not justify child abuse’ (CCPAS)