



YOUNG PEOPLE PROTECTION AND SAFEGUARDING POLICY

The Designated Child Protection Officer for KORI is: Odiri Ighamre: odiri@kori.org.uk / 023 0874 7074

Preamble

Established in 2002 KORI is an organisation committed to the progression and safeguarding of young people and vulnerable adults. Our work is Pan-London, working with a range of organisations with participants in multiple venues, thus KORI recognises the need to tailor our safeguarding measures and risk assessments. This ensures the welfare and safety of young people and vulnerable adults. KORI also recognises its responsibility to safeguard and promote the welfare of children within the legal framework of the Children Acts 1989, 2004 and 2007 and any other later legislation.

As a part of the induction process for freelancers, volunteers and volunteers KORI will provide online NSPCC Safeguarding training for those working with under 18's or with vulnerable adults.

All freelancers, volunteers and staff of KORI will receive general safeguarding training and will have to sign a document confirming their understanding of their role in protecting children, young people, and vulnerable adults.

Introduction

We are aware that many children and young people are the victims of different kinds of abuse and that they can be subjected to social factors that have an adverse impact upon their lives – including domestic violence, substance misuse, bullying, child prostitution and ritualistic abuse.

We aim to create a safe environment within which the young people and vulnerable adults we work with can thrive and adults can work with the security of clear guidance.

Under the terms of the Children Act 2004 anyone under the age of 19 is a child/young person.

KORI works with an age range of 14- 30-year-olds and we understand that our safeguarding must cater to, benefit, and protect all our demographics.

PURPOSE AND AIM OF POLICY

KORI believes that all young people have the right to live in a world free from abuse. We realise that in our contact with young people we may be informed of, or witness signs where young people have been abused and we are committed to making sure that we effectively use the services and legislation in place to enable the appropriate protection needed.

KORI acknowledges the duty of care to safeguard and promote the welfare of young people and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and follows best practice.

Definition of Duty of Care: The duty which rests upon an individual or organisation to ensure that all reasonable steps are taken to ensure the safety of a young person involved in any activity or interaction for which that individual or organisation is responsible.

It is the responsibility of trustees, freelancers, staff, and volunteers to be familiar with KORI policy, procedures and guidelines which are to be found in the administration office.

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- To protect, recognise and respond to any areas of abuse that a young person may be experiencing.
- To give clear, precise, and correct procedure for KORI freelancers, staff, volunteers, and mentors whilst working
- To raise the awareness of all staff on the importance and legislation of child protection and of their responsibilities for identifying and reporting actual or suspected abuse
- To promote effective liaison with other agencies to work together for the protection of all young people.

We pledge that as a service we will:

- Ensure staff (inclusive of volunteers and mentors) who have contact with young people receive regular child protection training and that the levels of training reflect the child protection responsibilities assigned.
- Ensure all working with young people under 18 or vulnerable adults undergo an enhanced DBS check before exposure to young people commences, and this is regularly updated every 2 years as a minimum requirement.
- Ensure that freelancers, volunteers, and staff, go through training to be able to recognise signs of abuse.
- Ensure that freelancers, volunteers, and staff adopt a non-judgemental approach whilst working with young people.
- Ensure freelancers, volunteers and staff are aware of their responsibilities of reporting and follow up procedures of the Local Safeguarding Children's Board (LSCB) in Haringey
- Ensure freelancers, volunteers and staff support young people who are suffering abuse.
- Ensure freelancers, volunteers and staff including managers are supported both in the processes and emotional effects of working with young people who suffer from abuse.

LEGAL FRAMEWORK

This policy has been drawn up based on legislation, policy and guidance that seeks to protect children in England/North Ireland/Scotland/Wales. KORI is committed to upholding such safeguarding legislation as the **Children Act 2004**, throughout all aspects of our organisation.

The Children Act 1989, gives duties to local authorities, courts, parents, and other agencies in the UK to ensure children are kept safe and their welfare is promoted.

Working together to safeguard children (department for Education, 2018) outlines the responsibility of all agencies and an organisation who work with children to work together to keep children safe: 'everyone coming into contact with children and families has a role to play' (NSPCC)

Key Provisions include:

- All mentoring sessions with our young people are appropriately monitored and logged for review by senior members of KORI.
- Sufficient access to whistle blowing procedures for all service users.

Important updates to the Department of Education's safeguarding policy for 2020 include:

- Three safeguarding partners (chief officers of police, clinical commissioning groups and local authorities) replace local safeguarding children boards (LSCBs), working together with relevant agencies to protect the welfare of children in their area (Chapter 3)
- Child death review partners are required to make provisions to review child deaths, replacing the previous requirement on LSCBs (Chapter 5, Section 6)
- Responsibility for overseeing lessons learned from serious child safeguarding incidents lies with the Child Safeguarding Practice Review Panel at a national level, and with the safeguarding partners at a local level (Chapter 4, Section 5)
- Early years providers are required to have policies and procedures to safeguard children in place (Chapter 2, Section 14). This relates to children from birth up to 1st September following the date on which they turn 5-years-old.
- Mandatory reporting of female genital mutilation (FGM)

RESPONSIBILITIES OF DESIGNATED OFFICERS

The Designated Child Protection Officers for KORI is: **Odori Ighamre : odori@kori.org.uk / 023 0874 7074** The Designated Child Protection Officer has the following responsibilities: -

To ensure all staff, volunteers and mentors are familiar with guidelines for identifying and reporting abuse, including allegations of abuse against staff.

To ensure all youth activity carried out by KORI staff follows our child protection policy.

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- To ensure all freelancers, volunteers and staff receive training in Child Protection.
- To refer any concerns as soon as they arise to Children's Social Care and to be aware of referrals made by other staff.
- To follow as appropriate, recommendations made by the Local Safeguarding Children's Board (LSCB)
- To support and advise freelancers, volunteers, and staff of child protection issues.

RESPONSIBILITY OF STAFF

All freelancers, volunteers and staff/ volunteers must sign a document yearly stating that they have read and understand the child protection policy.

- Be clear where the disclosure forms are kept on-line.
- Understand reporting and referral procedures.
- Know how to reach the designated officers: *See above*.
- Be able to identify signs and symptoms of abuse.
- Report all concerns to the Team Leaders or Managers.
- Follow the relevant guidelines including the London Child Protection Procedures.
- Report allegations and concerns against other staff to appropriate authorities
- Keep clear, dated, factual and confidential records of child protection concerns.

CONCERNS ABOUT A YOUNG PERSON'S WELFARE

If a freelancer, volunteer, or member of staff has any concerns about a young person, record them on disclosure form on-line.

- The staff member must record their observation. Including date, time, place, and circumstances, who was present, what you observed, what you said/did or what concerns were reported to you.
- You must immediately report your concerns to the designated person/s who will support you in making a referral and/or liaising with statutory agencies if appropriate.

DISCLOSURE PROCEDURE

- If it is decided at that point no further action should be taken, the concerns should be monitored.

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- If you still have concerns you can, without necessarily identifying the young person, discuss your concerns with a senior colleague in social care or other agency to develop an understanding of the young person's needs and circumstances.

DIRECT DISCLOSURE

- It is possible a young person or vulnerable adult who is suffering or who has suffered abuse will confide in you. This must be handled carefully. The following actions are meant as a guide for staff should the situation of disclosure arise:
- Remain calm.

Inform the person disclosing, of the confidentiality guidelines they are bound by BEFORE they disclose information. This may hinder the person's choice to continue, which is an informed choice they must make. If the disclosure is being made by a young person you can inform them that they can contact the NSPCC who can offer unlimited confidentiality as names do not need to be provided. Inform the young person that they can come back at any time to speak to you or another staff member if they decide to do so.

If there is no disclosure, still report to the incident Leader or Line Manager.

If a child, young person, or vulnerable adult decided to make a disclosure the staff need to:

- Listen carefully to what is said.
- Allow the person to tell you at his/ or her own pace and do not ask questions. Listen, write, and date the disclosure.
- Do not ask leading questions that suggest a particular answer.
- Reassure the person 'that they did the right thing' in telling someone.
- Do not be judgmental.
- Tell the person what you are going to do next.
- Speak immediately to the appointed Child Protection Officer at KORI, **Odori Ighamre**.

Adopted from NSPCC Personal Code of Conduct:

- Prioritise children and vulnerable young people.
- Never have sole responsibility for them and ensure, if possible, there is more than one adult present during activities with children.
- Only provide personal or intimate care in an emergency or if it is part of your professional role.

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- Never give out personal details and avoid social networking; always behave appropriately.
- Remember you are in a position of trust and should act in a professional manner.
- Always report any concerns about a young person, vulnerable adult, or the behaviour of a colleague.

As soon as possible after the disclosing conversation, make a written account of the disclosure using the disclosure form using only initial's and no identifiable names or personal data: [Disclosure form blank .docx](#)

Once the form is completed, give it/ email to the appointed child Protection Officer/s at KORl, Odiri Ighamre. odiri@kori.org.uk

- Remember that an allegation of abuse or neglect may lead to a criminal investigation so do not do anything that could jeopardise a police investigation such as asking leading questions.
- Social services will liaise with the relevant departments on a 'need to know' basis and will, if appropriate, inform the police.
- Consent from the parent is needed before we can share any data with social services.
- Freedom of Information means that parents have a legal right to see all the safeguarding records we hold about their child.
- GDPR means that we *must* delete all data about a young person when they leave the service.
- We will not use name badges in our projects anymore because they display personal data.

It is not our role to decide whether a child or young person has been abused or not. All that you are expected to do is pass on the information to the relevant people so that the issue can be dealt with putting the wellbeing and safety of the child or young person first.

See appendix A for more information on identifying signs of concerns of abuse.

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Disclosure Form

Name of young person

.....
.....

Age of young person

.....

Your relationship to child/ young person

.....
.....

In the box below please provide details of the disclosure (please try and write all that you can remember the young person saying and include anything that you may have said in response):

DATE OF DISCLOSURE: TIME OF DISCLOSURE

LOCATION OF DISCLOSURE

PROVIDE DISCLOSURE DETAILS:

Have you taken any other action with regards to this disclosure:

Contact Number

Signature

Date.....

Now present directly or securely email the disclosure form to: odiri@kori.org.uk

Other contacts to for presentation of Child Protection concerns:

KORI Chair: Demitrius Nurse Email: деми@kori.org.uk

- Haringey Multi-Agency Safeguarding Hub (MASH): **020 8489 4470**
- Designated Doctor for Child Protection: **020 7405 9200 ext. 5137 / 07795 665 706** (Great Ormond Street Hospital)
- Named Nurse for Primary Care (Deputy safeguarding nurse): **020 3688 2751 / 07538 509 596.**
- **Childline: 0800 1111** (For children to call)
- NSPCC, **0808 800 5000**, Text: **88858**, Email: help@nspcc.org.uk

PRINCIPLES OF INTERVENTIONS TO PROTECT YOUNG PEOPLE

At KORI we endeavour to safeguard children and young people by:

- Valuing them, listening to, and respecting them. Treating all young people equally, with respect and dignity. Not having, or being perceived to have, favourites.
- Understanding that their welfare is of paramount importance, this must be always the prime concern.
- Where there is a conflict of interest between the young person and parent, the interests of the young person must be paramount.
- Understanding that all young people have the right to be protected from abuse.
- Understanding that child abuse occurs in all cultures, all religions and all social classes.
- Ensuring KORI Staff have an awareness and knowledge of and be sensitive to the many differing factors that may need to be considered depending upon the young person's cultural and social background.
- Ensuring that the young person can express his or her view and is listened to carefully whilst being mindful of legal requirements of evidence.
- Understanding that young people who have been abused need the same care and sensitivity regardless of whether they have been abused by a parent, carer, or stranger.
- Ensuring that staff members are aware (wherever possible) to avoid spending time with individuals or small groups of young people unobserved.

WORKING ALONE WITH CHILDREN

If it is necessary to be alone with a child or young person:

- Make sure another adult knows where you are and how long you will be.
- Leave the room door open or have an appropriate adult in proximity as we work in open public forums such as Cafes, libraries, and campuses.
- Invite the young person to bring a friend.
- Move into the centre of the room so you are in plain view.
- If in the eventuality of a one-to-one trip the adult should inform KORI and the parents/ guardians of the young person of when and where they are going and ensure that all parties have the relevant contact information. Consent must be given for such trips.

PHYSICAL CONTACT

- Avoid physical contact with children or young people unless it is necessary for a particular activity or if young person has been or is about to be injured.
- If physical contact cannot be avoided, seek permission of young person first and ensure that they are comfortable with what you are going to do.

SOCIAL MEDIA

As technology develops, the internet and its range of services can be accessed through various devices including mobile phones, computers, and game consoles. Although the internet has many positive uses, it provides the key method for the distribution of indecent images of children.

Internet chat rooms, social media sites, discussion forums and bulletin boards can be used as a means of contacting young people with a view to grooming them for inappropriate or abusive relationships, which may include requests to make and transmit pornographic images of themselves or to perform sexual acts live in front of a webcam. Contacts made initially via one of the above modes are likely to be carried on via email, instant messaging services, mobile phone, and text messaging. There is also a growing cause for concern about the exposure of young people to inappropriate material via interactive communication technology e.g., adult pornography and extreme forms of obscene material.

There is some evidence that people found in possession of indecent photographs/pseudo photographs or films/videos of children are likely to be involved directly in child abuse themselves. When someone is discovered to have placed or accessed such material on the Internet, the Police should normally consider the potential likelihood that the individual is involved in the active abuse of children. In particular, the individual's access to children should be established within the family, within employment contexts and in other settings such as voluntary work with children or other positions of trust. It should be borne in mind that any indecent, obscene image involving a child has, by its very nature, involved a person, who in creating that image has been party to abusing that child.

Where there is suspected or actual evidence of anyone accessing or creating indecent images of children, and/or there are concerns about a young person being groomed, exposed to pornographic material, or contacted by someone inappropriately, via the Internet or other ICT tools like a mobile phone, an immediate referral must be made to the Police and to Children's Social Care Services.

Due to the nature of this type of abuse and the possibility of the destruction of evidence, the referrer should first discuss their concerns with the Police and Children's Social Care Services before raising the matter with the family. This will enable a decision to be made about informing the family and ensuring that the child's welfare is safeguarded.

PHOTOGRAPHY

Photos of young people taking part in KORI programs and activities are an excellent way of communicating and promoting KORI, but when personal information is added to photographs, these images can be used to identify young people, and put their safety and privacy at risk. Photographs can also be adapted for inappropriate use. To manage the risks associated with photographing young people all employees must comply with guidelines outlined below.

Many activities of the KORI Youth Charity will involve the taking of images which will often be used for publicity and/or to celebrate achievement. freelancers, volunteers, and staff need to be aware of the potential for these activities to be misused for pornographic or grooming purposes and staff should remain sensitive to any young people who appear uncomfortable and should recognise the potential for misinterpretation.

Using images of young people for publicity purposes will require the age-appropriate consent of the individual concerned and their legal guardians. Consent is gained through the completion of a Registration Form & Consent form, given by the signature of the young person, and their parent if the young person is under the age of 18.

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Images should not be displayed on websites, in publications or in a public place without such consent. It is recommended that when using a photograph, the following guidance should be followed:

- If the photograph is used, avoid naming the child (first name only is permissible)
- If the young person is named, avoid using their photograph.
- Establish whether the image needs to be retained for further use.
- Ensure appropriate measures are in place to securely store images and are only used by those authorized to do so.
- Images to be retained in accordance with KORI Data Protection Policy

ONLINE DELIVERY PRECAUTIONS

- New participants will be contacted in advance for identity verification. At first meeting, participants will be asked to appear on video for identification purposes (to ensure they are indeed who they say they are)
- Parents/guardians must be made aware of the young person's participation and provide consent for the young person's registration.
- An emergency contact number must be provided to register with KORI, in advance of their workshop.
- Two adults will be present on each call with under 18's vulnerable adults, a
- Workshops are to be kept age appropriate.
- Workshop groups will agree on a code of conduct, to avoid peer-on-peer bullying.
- Screen sharing, recording and private messaging will be turned off for participants.
- Zoom calls will be accessed using a password.
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- As part of registration, young people will receive information on how to log a complaint or concern against staff or other members of the group (explained via sign-up email)
- As part of sign-up, young people will state if a) they have access to a safe and quiet space to engage, b) they have access to a device connected to the internet, and c) they require any extra support with language barriers.
- Based on these responses we will contact each parent to create a plan to support their access
- Each young person's suitability for the service will be assessed on a case-by-case basis in relation to our risk threshold.
- Young people who drop out of the call through technical issues will receive a follow up phone call.

Young people will be aware of:

- How to protect their space, choosing what to show via video, and what should not be shown (explained via sign-up email)
- That we have a **duty of care** to the young people, and that we are legally obliged to pass on information if we suspect someone may be coming to harm (stated in sign-up email)
- How to log a complaint or concern about the workshops (explained via sign-up email)
- What the acceptable code of conduct is, and the consequences of non-adherence

OTHER IMPORTANT PRECAUTIONS

- Do not contact young people outside of your duties with KORl.
- Do not give young people your personal telephone number or email address.
- Do not develop social or sexual relationships with children or young people you are working with.
- Never accept or give gifts or money to children and young people.
- Support and watch out for colleagues you are working with to ensure they are not being drawn into situations that could be misinterpreted—remember, how colleagues view each other's practice will indicate how outsiders view it.
- Do not have conversations around children and young people that can be viewed as abusive in content.
- Parents/guardians must be made aware of the young person's participation in any activities and give consent for registration.

Appendix A – Recognising Signs and Symptoms of Abuse

Definitions of Abuse

“Child abuse and neglect” is a generic term encompassing all ill treatment of children including serious physical and sexual assaults as well as cases where the standard of care does not support the child's health or development. Children may be abused or neglected through the infliction of harm, or through the failure to act to prevent harm. Abuse can occur in a family or an institutional or community setting. The perpetrator may or may not be known to the child. Working Together to Safeguard Children sets out definitions and examples of the four main categories of abuse.

- Physical abuse

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- Emotional abuse
- Sexual abuse
- Neglect

These categories can overlap, and an abused child does frequently suffer more than one type of abuse.

Physical Abuse

Physical abuse may involve poking, pushing, hitting, shaking, throwing, poisoning, burning, or scalding, drowning, or suffocating. It may also be caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a child. It can also include “fabricated” or “induced” illness where a parent or carer simulates the symptoms of, or deliberately causes, ill health in a child.

Emotional Abuse

Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent effects on the child’s emotional development. This may involve:

- Conveying to children that they are worthless or unloved, inadequate, or valued only as far as they meet the needs of another person.
- Imposing age or developmentally inappropriate expectations on children. These may include interactions that are beyond the child’s developmental capacity, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction.
- Serious bullying, causing children frequently to feel frightened or in danger - e.g., witnessing domestic violence.
- Exploitation or corruption of children

Some level of emotional abuse is involved in most types of ill treatment of children, though emotional abuse may occur alone.

Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether the child is aware of what is happening and includes penetrative and

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nonpenetrative acts. It may also include non-contact activities, such as involving children in looking at, or in the production of, pornographic materials, watching sexual activities or

encouraging children to behave in sexually inappropriate ways. Sexual abuse includes abuse of children through sexual exploitation.

Sexually Harmful Behaviour

A considerable proportion of sexual abuse is carried out by children and young people on their peers. Such abuse should always be taken as seriously as that perpetrated by an adult. The behaviour should not be dismissed as “normal.” A referral to social services should always be made.

Abuse of Trust

All members of staff and volunteers with KORI Youth Charity have a relationship of trust with the children and young people who use our services. It is an abuse of that trust and could be a criminal offence to engage in any sexual activity with a young person aged under 18, or a vulnerable young person under the age of 25, irrespective of the age of consent and even if the relationship is consensual.

Organised Abuse

This is sexual abuse where there is more than a single abuser and the adults concerned appear to act in agreement to abuse children and/or where an adult uses an institutional framework or position of authority to recruit children for sexual abuse.

Child Sexual Exploitation (CSE)

Sexual exploitation of children and young people under 18 involves exploitative situations, contexts, and relationships where young people (or a third person or persons) receive 'something' (e.g., food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) because of them performing, and/or another or others performing on them, sexual activities. Child sexual exploitation can occur with technology without the child's immediate recognition; for example, being persuaded to post sexual images on the Internet/mobile phones without immediate payment or gain. In all cases, those exploiting the child/young people have power over them by virtue of their age, gender, intellect, physical strength and/or economic or other resources. Violence, coercion, and intimidation are common, involvement in exploitative relationships being characterised in the main by the child or young person's limited availability of choice resulting from their social/economic and/or emotional vulnerability.

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Neglect

Neglect involves 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 and development. This may involve failure to provide adequate food, shelter or clothing, failure to protect from physical harm or danger or failure to ensure access to appropriate medical care or treatment. It may also include neglect of a child's basic emotional needs.

Bullying

Bullying involves deliberately hurting or scaring another person who has a tough time defending themselves. It is behaviour that makes the person being bullied feel afraid, excluded, or uncomfortable. Youth who are subject to bullying can lose their self-confidence, sense of safety and security, as well as their physical and psychological well-being. Bullying causes embarrassment, shame, stress, and anxiety; it negatively impacts learning, and, in severe cases, it can lead to self-harm and/or suicide.

There are four distinct types of bullying: verbal, social, physical, and cyberbullying.

Verbal Bullying

- Name-calling
- Sarcasm
- Teasing
- Spreading rumours
- Threatening
-
- Making negative references to one's culture, ethnicity, race, religion, gender, or sexual orientation.
- Unwanted sexual comments

Social Bullying

- Mobbing
- Scapegoating
- Excluding others from a group
- Humiliating others with public gestures or graffiti intended to put others down

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- **Physical Bullying**
- Hitting
- Poking
- Pinching
- Chasing
- Shoving
- Coercing
- Destroying or stealing belongings
- Unwanted sexual touching

Cyber Bullying

- Using the internet or text messaging to intimidate, put-down, spread rumours or make fun of someone.

Peer abuse

- Bullying, discrimination, victimisation or abusing others.

There are many ways that young people bully each other, even if they do not realise it at the time. Bullying can have long-term physical and psychological consequences on youth. Whilst some bullying can be visibly noticed, most bullying is done discretely to avoid adult intervention.

The following may be indicators that a youth is being bullied, when bullying itself cannot be seen:

- Withdrawal from family and school activities, wanting to be left alone.
- Shyness
- Stomach aches
- Headaches
- Panic Attacks
- Not being able to sleep
- Sleeping too much
- Being exhausted
- Nightmares

Female Genital Mutilation (FGM)

Female Genital Mutilation comprises all procedures involving the removal of the external female genitalia or other injury to the female genital organs for non-medical reasons. On average girls are subjected to FGM between birth and age 15. FGM is not prescribed by any religion and has no health benefits. On the contrary the practice can cause life-lasting physical and psychological trauma.

FGM is practised on girls usually in the range of 0-15 years. Hence, the practice of FGM violates children's rights as defined in the Convention on the Rights of the Child (CRC):

- The right to be free from discrimination (Article 2).
- The right to be protected from all forms of mental and physical violence and maltreatment (Article 19(1)).
- The right to highest attainable standard of health (Article 24).
- The right of freedom from torture or other cruel, inhuman, or degrading treatment or punishment (Article 37).

According to the UN Committee on CRC, "discrimination against girl children is a serious violation of rights, affecting their survival and all areas of their young lives as well as restricting their capacity to contribute positively to society" (2005). Moreover, the negative effects of FGM on children's development contravene the best interest of the child - a central notion to the Convention (Article 3).

FGM is a form of child abuse. It is dangerous and a criminal offence in the UK. We know:

- there are no medical reasons to carry out FGM.
- It is 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 is used to control female sexuality and can cause long-lasting damage to physical and emotional health.

FGM also impacts on the right to dignity and directly conflicts with the right to physical integrity, as it involves the mutilation of healthy body parts.

Recognising Signs of Abuse

Recognising abuse is a complex and complicated procedure and it is not the responsibility of KORl Youth Charity staff to decide whether a young person has been abused or is at risk. However, there is a responsibility to act on any concerns and report them to the Designated Person. The following information is designed as a guide to help raise awareness of the different signs of abuse.

Physical Abuse

Most children collect accidental injuries and bruises from time to time, and bruises caused in this way are likely to be on the external bony parts of the body such as the knees, shins, elbows, and forehead. Most children and young people who have developed language skills will be able to describe how an injury was caused. Any injury should be considered in the context of the child's history and developmental stage, and any explanation given.

The following circumstances are indicators of physical abuse and should trigger concerns.

- Delay in the presentation of the injury
- An injury which is not consistent with the explanation given
- Changing or differing accounts of how the injury occurred.
- An unexplained injury

Types of bruising which may indicate physical abuse include:

- Bruising in babies and young children who are not independently mobile.
- Bruising to the soft tissue area where there is no bony prominence, e.g., face, back, arms, buttocks, genitalia, ears, and hands.
- Multiple bruises in clusters, or of uniform shape
- Bruises that carry an imprint, for example of an implement, a hand, or a cord
- Grip marks: in a young baby this could indicate that the child has been shaken, risking injury to the brain.
- Frequent bruising for which the child is unwilling to offer an explanation.
- Regular "accidental" bruising or injury with or without a history of how the injury occurred.

Types of injury which may indicate child abuse include:

- Multiple burns and burns on unusual areas of the body such as back, shoulders or buttocks.
- Scalds where the child appears to have been “dipped” in too hot water.
- Cigarette burns.
- Bite marks
- Damage to mouths

Emotional abuse

This form of abuse always accompanies other forms of abuse. It includes persistent criticism, denigration, rejection, and scapegoating. It has an important impact on a child or young person’s mental health, behaviour, and self-esteem.

The following are indicators of emotional abuse.

- Abnormal attachment between a child and parent/carer, e.g., anxious, indiscriminate or no attachment
- Carer shows a persistently negative attitude towards the child or young person.
- The child consistently experiences low warmth and high criticism from its parent/carer(s)
- A fixed stare
- Older children may show evidence of mental health issues such as depression, self-harm or eating disorders, or may have behavioural or educational difficulties.
- Acting out aggressive behaviour
- A child who is consistently reluctant to go home after school or nursery.
- A child who struggles to engage in normal social activity and conversation with peers or adults.
- A child who runs away from home
- A child with an extremely low self-esteem and or who will consistently describe themselves in negative ways such as “I am stupid, naughty, hopeless, ugly.”
- A child living in an environment of domestic abuse, alcohol, or substance misuse.

Sexual abuse

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Although there are some indicators relating to sexual abuse, in many cases this form of abuse is well hidden, with the only overt signs being a child or young person's behaviour in

general or towards an individual, and this may be attributable to many things unrelated to sexual abuse. This makes sexual abuse difficult to identify.

The following may be indicators of sexual abuse:

- Bruising or bites to breasts, buttocks and around the genital area could be signs of sexual abuse as well as physical abuse.
- Sexually abusive behaviour
- Sexually explicit play, continual open masturbation, or aggressive sex play with peers (as distinct from normal sexual curiosity)
- Extreme use of sexually explicit language and/or detailed descriptions or drawings of sexual activity
- Self-harm
- Running away or regular absences from home or school (particularly in the case of organised abuse)
- Pregnancy
- A sexually transmitted infection
- Sexual exploitation can be exceedingly difficult to identify. Warning signs can easily be mistaken for 'normal' teenage behaviour.

Young people who are being sexually exploited may:

- Be involved in abusive relationships, intimidated and fearful of certain people or situations.
- Hang out with groups of older people, or antisocial groups, or with other vulnerable peers.
- Associate with other young people involved in sexual exploitation.
- Get involved in gangs, gang fights, gang membership.
- Have older boyfriends or girlfriends!
- Spend time at places of concern, such as hotels or known brothels.
- Not knowing where they are, because they have been moved around the country.
- Missing from home, care, or education.

Neglect

There are no specific features which indicate neglect, other than that the child's basic needs are not met. Neglect is a pattern, not an event, so it is important to consider the standard of care the child received over time; a pattern of neglect may be missed if each individual event is considered in isolation.

The following may be indicators of neglect:

- Exposure to danger, for example cold (inappropriate clothing for the weather) or starvation
- Repeated failure to attend to the physical and developmental needs of the child, to provide warmth, appropriate clothing, food, and consistent care.
- Faltering growth (failure to thrive) in babies or toddlers.
- The child has responsibility for activities that are not age appropriate such as cooking, ironing, caring for siblings.
- Poor supervision of young children resulting in frequent accidental bruising or injury
- The child is always dirty and/or hungry.
- The child is left at home alone or with inappropriate carers.
- The child is regularly not collected from care settings.
- Eating disorders, including stealing and/or hoarding food
- Failure to attend routine medical appointments.
- Failure to attend to the child's medical needs and refusal of appropriate treatment.

Bullying

There are many ways that young people bully each other, even if they do not realize it at the time. Bullying can have long-term physical and psychological consequences on youth. Whilst some bullying can be visibly noticed, most bullying is done discretely to avoid adult intervention.

Reviewed March 2023

Next Review: March 2024

The following may be indicators that a youth is being bullied, when bullying itself cannot be seen:

- Withdrawal from family and school activities, wanting to be left alone.
- Shyness
- Stomach aches
- Headaches
- Panic Attacks
- Not being able to sleep
- Sleeping too much
- Being exhausted
- Nightmares

As a part of the induction process for freelancers, volunteers and volunteers KORI will provide online NSPCC Safeguarding training for those working with under 18's or with vulnerable adults.

All freelancers, volunteers and staff of KORI will receive general safeguarding training and will be required to sign a document confirming their understanding of their role in protecting children, young people, and vulnerable adults.

Access to this policy and others are accessed for staff and volunteers on our portal.