

SP-002 Child Protection Policy

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Child Protection Policy

Overview

Resurgo Trust is fully committed to safeguarding the welfare of all children and young people. It recognises its responsibility to take all reasonable steps to promote safe practice and to protect children from harm, abuse and exploitation. Resurgo Trust acknowledges its duty to act appropriately to any allegations, reports or suspicions of abuse. Paid staff and volunteers will endeavour to work together to encourage the development of an ethos which embraces differences and diversity and respects the rights of children, young people and adults.

Throughout these policies and procedures, reference is made to “children and young people”. This term is used to mean “those under the age of 18”.

In implementing this child protection policy Resurgo Trust will:

- Ensure that all workers understand their legal and moral responsibility to protect children and young people from harm, abuse and exploitation.
- Ensure that all workers understand their responsibility.
- Ensure that all workers understand their duty to report concerns that arise about a child or young person, or a worker’s conduct towards a child/young person, to the organisation’s named person for child protection.
- Ensure that the named person understands his/her responsibility to refer any child protection concerns to the statutory child protection agencies (i.e. police and/or social services).
- Ensure that any procedures relating to the conduct of workers are implemented in a consistent and equitable manner.
- Provide opportunities for all workers to develop their skills and knowledge particularly in relation to the welfare and protection of children and young people.
- Ensure that children and young people are enabled to express their ideas and views on a wide range of issues and will have access to the Spear Student Complaints Procedure.
- Ensure that parents/carers are encouraged to be involved in the work of the organisation and, when requested, have access to all guidelines and procedures.
- Endeavour to keep up-to-date with national developments relating to the welfare and protection of children and young people and will review policies and procedures at least annually.

These procedures have been designed to ensure that the welfare and protection of any child and/or young person who accesses the services provided by Resurgo Trust. The procedures recognise that child protection can be a very difficult subject for workers to deal with to the extent that it is sometimes easier to close your eyes to what is happening or believe that it is somebody else’s problem to deal with. Resurgo Trust is committed to the belief that protecting children and young people is everybody’s responsibility and therefore the aim here is to provide guidelines that will enable all workers and volunteers to act appropriately to any concerns that arise in respect of a child/young person.

Resurgo Trust aims to ensure that every child, young person and adult shall be given equal opportunity, whatever his/her sex, colour, race, nationality, ethnic or national origin, status, disability, age or sexual orientation.

This policy should be read in conjunction with the Code of Conduct.

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1. Safe recruitment and temporary visitors

All staff working with children must:

Be given a clear job description or role description, setting out expectations for their work and conduct.

Supply the names of two referees, who will be contacted personally.

Be required to complete an enhanced Criminal Records Bureau check on appointment, giving photographic and other evidence of identity and including a formal declaration of any criminal convictions. Having a criminal record will not necessarily bar a potential member of staff from working with us. This will depend on the nature of the position and the circumstances and background of the offences.

Be taken through the Child Protection Policy and procedure on induction, followed by ad hoc training to remind them of procedures and important concepts.

Be supervised by a named manager.

All visitors must be accompanied by a known person. A Spear coach must be present at all times during classroom visits with young people.

2. Recognising the signs and symptoms of abuse

Resurgo Trust recognises the following definitions of abuse (see Appendix 1 for further detail of definitions of abuse). All staff are advised to familiarise themselves with these definitions.

- **Physical abuse** causes harm to a child's person. It may involve hitting, shaking, throwing, poisoning, burning, scalding, drowning or suffocating. It may be done

deliberately or recklessly, or be the result of a deliberate failure to prevent injury occurring.

- **Neglect** is the persistent or severe failure to meet a child or young person's basic physical and/or psychological needs. It will result in serious impairment of the child's health or development.
- **Sexual abuse** involves a child or young person being forced or coerced into participating in or watching sexual activity. It is not necessary for the child to be aware that the activity is sexual and the apparent consent of the child is irrelevant.
- **Emotional abuse** occurs where there is persistent emotional ill treatment or rejection. It causes severe and adverse effects on the child's or young person's behaviour and emotional development, resulting in low self-worth. Some level of emotional abuse is present in all forms of abuse.

See **Appendix 3** for further indicators to recognise abuse.

Resurgo Trust will ensure that all staff, whether paid or unpaid, undertake training to gain a basic awareness of signs and symptoms of child abuse at induction, with refresher training every year. There are a number of ways in which concerns about a child or young person's safety can come to light. These include:

- A child or young person alleges that abuse has taken place or that they feel unsafe.
- A third party or anonymous allegation is received.
- A child or young person's appearance, behaviour, play, drawing or statements cause suspicion of abuse and/or neglect.
- A child or young person reports an incident(s) of alleged abuse which occurred some time ago.
- A report is made regarding the serious misconduct of a worker towards a child or young person.

3. Designated staff with responsibility for Child Protection

3.1 Person with lead responsibility

The person with lead responsibility for Child Protection within Resurgo Trust:
Iona Ledwidge

Work address: Resurgo Trust, St Paul's Place, Macbeth Street, London, W6 9JJ

Work telephone number: 020 3327 2070

Iona Ledwidge has a lead responsibility for raising awareness with staff around issues relating to the welfare of children and young people, and the promotion of a safe environment for the children and young people learning within Resurgo Trust. The person with Lead Responsibility offers advice to any individual within Resurgo Trust.

The Person with Lead Responsibility has received training in child protection issues and interagency working, as required by the Local Safeguarding Children Board (LSCB), and will receive refresher training at least every 2 years. In addition, the person with Lead Responsibility should keep up to date with developments in Child Protection issues. The Lead Person will access advice via the NSPCC Child Protection Helpline in addition to the advice available through the LSCB.

The Person with Lead Responsibility is responsible for:

- Ensuring that all staff, children/young people and their parents/guardians are aware of Resurgo Trust's commitment to safeguarding children and the Child Protection Policy.

- Ensuring that stakeholder agencies are engaged, where necessary, with working alongside Resurgo Trust to safeguard children/young people.
- Ensuring that staff receive basic training in child protection issues and are aware of Resurgo Trust child protection procedures.

3.2 Named persons

Resurgo Trust has a Centre Manager within every centre who understands the procedure for dealing with child protection issues that may arise. They should make the Director of Coaching aware of any issues and consult with them about further action. In the absence of the Centre Manager or Director of Coaching, issues should be raised to the CEO.

Named Person for Child Protection: Iona Ledwidge

Work telephone number: 020 3327 2070

The role and responsibilities of the named person/s are:

- To ensure that all staff are aware of what they should do and who they should go to if they are concerned that a child/young person may be subject to abuse or neglect.
- To provide advice and support to other staff on issues relating to child protection.
- Ensure that any concerns about a child/young person are acted on, clearly recorded using the Student Incident Form, referred on where necessary and, followed up to ensure the issues are addressed.
- The Named Person/s will ensure any reported incidents in relation to a child/young person or breach of Child Protection policies and procedures are recorded using the Student Incident Form and originals are given to HR. This will be kept in a secure place and its contents will be confidential.
- The Named Person will receive training in Child Protection issues and Inter-agency working, as required by the LSCB, and will receive refresher training at least every 2 years.
- To ensure that staff are aware of the protection for the whistleblower. Please refer to the Complaints, Grievance and Whistleblowing Policy.

4. Dealing with disclosure of abuse and procedure for reporting concerns

Resurgo Trust recognises that it has a duty to act on reports or suspicions of abuse. It also acknowledges that taking action in cases of child abuse is never easy. However, Resurgo Trust believes that the safety of the child should override any doubts or hesitations. When worrying changes are observed in a child/young person's behaviour, physical condition or appearance; or a child/young person tells a member of staff about possible abuse, staff will:

Stage 1

- Initially talk to a child/young person about what you are observing.
- It is okay to ask questions e.g. "I've noticed that you don't appear yourself today, is everything okay?" but never use leading questions.
- Listen carefully to what the young person has to say and take it seriously.
- Never investigate or take sole responsibility for a situation where a child/young person makes a disclosure.
- Always explain to children and young people that any information they have given will have to be shared with others.

- The person who receives the allegation or has the concern should document all information as soon as possible after any disclosure using the Student Incident Form; write down exactly what the child/young person has said, what you said in reply and what was happening immediately before you were told (for example, what activity was taking place).
- Record dates, times and when you made the record.
- Give the original copy of the Student Incident Form to the HR Department and file the photocopy in the incident folder which should be stored securely in the Spear office.
- Notify the organisation's Named Person for Child Protection (if the named person is the subject of the suspicion/allegation, the Person with Lead Responsibility should be contacted).
- Do not discuss your suspicions or allegations with anyone other than those nominated above.
- Respect confidentiality and file documents securely.

Stage 2

- The Named Person(s) will take immediate action if there is a suspicion that a child has been abused or likely to be abused. In this situation, the Named Person will contact the police and/or Children's Social Care (see Appendix 3 for contact details). If a referral is made direct to Children's Social Care this must be followed up in writing as soon as possible.
- The Named Person can also seek advice and clarity about a situation that is beginning to raise concern through the Person with Lead Responsibility or (if they are unavailable), the NSPCC National Child Protection Helpline on 0800 8800 5000.
- The Named Person must consider carefully whether or not it is safe for a child/young person to return home to a potentially abusive situation, and, if necessary, they should take immediate action to contact social services in order to discuss putting safety measures into effect.

If for any reason, you believe that the Named Person has not responded appropriately to your concerns, then you have a right to make a direct referral to the child protection agencies.

5. Managing allegations made against a member of staff

The procedures apply to all staff, whether teaching, administrative, management or support, as well as to volunteers. The word "staff" is used for ease of description.

5.1 Introduction

Resurgo Trust will ensure that any allegations made against members of staff will be dealt with swiftly and in accordance with these procedures.

Resurgo Trust recognises that an allegation of child abuse made against a member of staff may be made for a variety of reasons and that the facts of the allegation may or may not be true. It is imperative that those dealing with an allegation maintain an open mind and that investigations are thorough and not subject to delay.

Resurgo Trust is fully committed to safeguarding the welfare of all children and young people and recognises that the welfare of the child is the paramount concern. Resurgo Trust also acknowledges that hasty or ill-informed decisions in connection with a member of staff can irreparably damage an individual's reputation, confidence and career. Therefore, those dealing with such allegations within Resurgo Trust will do so with sensitivity and will act in a careful, measured way.

5.2 Receiving an allegation from a child

A member of staff who receives an allegation about another member of staff from a child should follow the guidelines in the Section 5.

- The worker must ensure that the child is safe and away from the person whom the allegation is made.
- The allegation is then to be reported immediately to the Person with Lead Responsibility unless this is the person against whom the allegation is made, in which case the report should be made to Resurgo Trust CEO.
- The Person with Lead Responsibility should contact the designated officer, or team of officers, at their Local Authority within one working day. Outside of working hours the Emergency Duty Team can give advice and/or in the event of an emergency situation arising, the police.
- The Person with Lead Responsibility or the CEO will obtain written details of the allegation from the person who received it, ensuring that this is signed and dated. The written details should be countersigned and dated by the designated person.
- The individual who first received/witnessed the concern should make a full written record of what was seen, heard and/or told as soon as possible after observing the incident/receiving the report. It is important that the report is an accurate description. The Person with Lead Responsibility (if appropriate) can support the worker during this process but must not complete the report for the worker. This report must be made available on request from either the police and/or social services.
- Regardless of whether a police and/or social services investigation follows, Resurgo Trust will ensure that an internal investigation takes place and consideration is given to the operation of disciplinary procedures. This may involve an immediate suspension and/or ultimate dismissal dependent on the nature of the incident.
- The Person with Lead Responsibility should make an initial assessment of the allegation, consulting with the CEO and the Local Safeguarding Children Board (LSCB). Where the allegation is considered to be either a potential criminal act or indicates that the child has suffered, is suffering or is likely to suffer significant harm, the matter should be reported immediately to the LSCB.
- It is important that the person with Lead Responsibility or CEO does not investigate the allegation. The initial assessment should be on the basis of the information received and is a decision whether or not the allegation warrants further investigation.

Other potential outcomes are:

- The allegation represents inappropriate behaviour or poor practice by the member of staff and is neither potentially a crime nor a cause of significant harm to the child. The matter should be addressed in accordance with Resurgo Trust disciplinary procedures.
- The allegation can be shown to be false because the facts alleged could not possibly be true.

5.3 Enquiries and investigations

Child protection enquiries by social services or the police are not to be confused with internal disciplinary enquiries by Resurgo Trust. Resurgo Trust may be able to use the outcome of external agency enquiries as part of its own procedures. The child protection agencies, including the police, have no power to direct Resurgo Trust to act in a particular way, however, Resurgo Trust should assist the agencies with their enquiries:

- Resurgo Trust shall hold in abeyance its own internal enquiries while the formal police or social services investigations proceed; to do otherwise may prejudice the investigation. Any internal enquiries shall conform with the existing staff disciplinary procedures.
- If there is an investigation by an external agency, for example the police, the CEO or person with lead responsibility should normally be involved in, and contribute to, the inter-agency strategy discussions. The CEO or Person with Lead Responsibility is responsible for ensuring that Resurgo Trust gives every assistance with the agency's enquiries. He/she will ensure that appropriate confidentiality is maintained in connection with the enquiries, in the interests of the member of staff about whom the allegation is made. The CEO or Person with Lead Responsibility shall advise the member of staff that he/she should consult with a representative, for example, a trade union.

Subject to objections from the police or other investigating agency, the CEO or Person with Lead Responsibility shall:

- Inform the child/children or parent/carer making the allegation that the investigation is taking place and what the likely process will involve.
- Ensure that the parents/carers of the child making the allegation have been informed that the allegation has been made and what the likely process will involve.
- Inform the member of staff against whom the allegation was made of the fact that the investigation is taking place and what the likely process will involve.
- Inform the board of Trustees of the allegation and the investigation.
- The CEO or Person with Lead Responsibility shall keep a written record of the action taken in connection with the allegation.

5.4 Suspension of staff

Suspension should not be automatic. In respect of staff other than the CEO, suspension can only be carried out by the CEO. In respect of the CEO, suspension can only be carried out by the Chair of Trustees (or in his/her absence, the deputy chair). Suspension may be considered at any stage of the investigation. It is a neutral, not a disciplinary, act and shall be on full pay. Consideration should be given to alternatives: eg paid leave of absence; agreement to refrain from attending work; change of, or withdrawal from, specified duties.

Suspension should only occur for a good reason. For example:

- Where a child is at risk;
- Where the allegations are potentially sufficiently serious to justify dismissal on the grounds of gross misconduct;
- Where necessary for the good and efficient conduct of the investigation;
- If suspension is being considered, the member of staff should be encouraged to seek advice, for example from a trade union.

Prior to making the decision to suspend, the CEO (or Chair/deputy chair of Trustees) should interview the member of staff. This should occur with the approval of the appropriate agency from the LSCB. In particular, if the police are engaged in an investigation the officer in charge of the case should be consulted.

The member of staff should be advised to seek the advice and/or assistance of his/her trade union and should be informed that they have the right to be accompanied by a friend. The member of staff should be informed that an allegation has been made and that consideration is being given to suspension. It should be made clear that the interview is not a formal disciplinary hearing, but solely for raising a serious matter which may lead to suspension and further investigation.

During the interview, the member of staff should be given as much information as possible, in particular the reasons for any proposed suspension, provided that doing so would not interfere with the investigation into the allegation. The interview is not intended to establish the member of staff's innocence or guilt, but give the opportunity for the member of staff to make representations about possible suspension. The member of staff should be given the opportunity to consider any information given to him/her at the meeting and prepare a response, although that adjournment may be brief.

If the CEO (or Chair/deputy chair of Trustees) considers that suspension is necessary, the member of staff shall be informed that he/she is suspended from duty. Written confirmation of the suspension, with reasons, shall be despatched as soon as possible and ideally within one working day.

Where a member of staff is suspended, the CEO (or Chair/deputy chair of Trustees) should address the following issues:

- The Chair of Trustees should be informed of the suspension in writing;
- The Board of Trustees should receive a report that a member of staff has been suspended pending investigation, the detail given to the board of trustees should be minimal;
- Where the CEO has been suspended, the Chair or Vice Chair of Trustees will need to take action to address the management of Resurgo Trust;
- The parents/carers of the child making the allegation should be informed of the suspension.
- They should be asked to treat the information as confidential. Consideration should be given to informing the child making the allegation of the suspension;
- Senior staff who need to know of the reason for the suspension should be informed;
- Depending on the nature of the allegation, the CEO (or Chair/deputy chair of Trustees) should consider with the Chair of Trustees whether a statement to the students and/or parents/carers should be made, taking due regard of the need to avoid unwelcome publicity

The CEO (or Chair/deputy chair of Trustees) shall consider carefully and review the decisions as to who is informed of the suspension and investigation. The LSCB and external investigating authorities should be consulted.

The suspended member of staff should be given appropriate support during the period of suspension. He/she should also be provided with information on progress and developments in the case at regular intervals.

The suspension should remain under review in accordance with Resurgo Trust disciplinary procedures.

5.5 Disciplinary investigation

The disciplinary investigation should be conducted in accordance with the existing staff disciplinary procedures. The member of staff should be informed of the disciplinary charge against him/her and his/her entitlement to be accompanied or represented by a trade union representative or friend.

Where the member of staff has been suspended and no disciplinary action is to be taken, the suspension should be lifted immediately and arrangements made for the member of staff to return to work. It may be appropriate to offer counselling.

The child or children making the allegation and/or their parents should be informed of the outcome of the investigation and proceedings. This should occur prior to the return to work of the member of staff (if suspended).

The CEO and/or Person with Lead Responsibility should give consideration to what information should be made available to the general population of Resurgo Trust.

It is important that documents relating to a child protection concern (including any disciplinary investigation) are retained in a secure place, together with a written record of the outcome and, if disciplinary action is taken, details retained on the member of staff's personal and confidential file.

If a member of staff is dismissed or resigns before the disciplinary process is completed, he/she should be informed about the statutory duty to inform the Independent Safeguarding Authority.

5.6 Allegations without foundation

False allegations may be indicative of problems of abuse elsewhere. A record should be kept and consideration given to a referral to the LSCB in order that other agencies may act upon the information.

In consultation with the Person with Lead Responsibility, the CEO shall:

- Inform the member of staff against whom the allegation is made orally and in writing that no further disciplinary or child protection action will be taken. Consideration should be given to offering counselling/support.
- Inform the parents/carers of the alleged victim that the allegation has been made and of the outcome.
- Where the allegation was made by a child other than the alleged victim, consideration should be given to informing the parents/carers of that child.
- Prepare a report outlining the allegation and giving reasons for the conclusion that it had no foundation and confirming that the above action had been taken.

6. Recording and managing confidential information

The person who receives an allegation or has a concern should record the concerns/allegations of abuse, harm and neglect.

Resurgo Trust is committed to managing confidential information safely. Resurgo Trust recognises that all children and young people have a right to confidentiality. Any records will be stored in a locked cabinet, and marked as confidential. This information needs to be shared if Resurgo Trust considers that a child/young person is at risk of abuse and/or harm. At such time this information will be shared with appropriate agencies, such as the Children's Service and/or the police.

7. Disseminating/reviewing policies and procedures

The Child Protection Policy will be reviewed as needed and any changes/amendments will be shared with staff and where significant changes appear, these must be relayed to parents/carers. Where possible parents/carers and young people will be involved in the review process.

Where an allegation has been made against a member of staff, the staff member with lead responsibility should, at the conclusion of the investigation and any disciplinary procedures, consider whether there are any matters arising from it that could lead to the improvement of Resurgo Trust's procedures and/or policies and/or which should be drawn to the attention of the LSCB.

The Person with Lead Responsibility is responsible for reporting deficiencies in procedure or policy identified by the LSCB (or others) to the governing body at the earliest opportunity.

Appendix 1 - Definitions of Abuse

Definitions of Abuse as cited in: Working Together to Safeguard Children (HM Government 2015, Appendix A).

PHYSICAL ABUSE: A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

EMOTIONAL ABUSE: The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

SEXUAL ABUSE: Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

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

- Provide adequate food, clothing and shelter (including exclusion from home or abandonment)
- Protect a child from physical and emotional harm or danger
- Ensure adequate supervision (including the use of inadequate care-givers)
- Ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Appendix 2 - Useful Contacts/Support Organisations

If you have concern that a child is being harmed as a result of abuse or neglect, you must not keep these concerns to yourself. Keeping children safe is everyone's responsibility. You need to ensure that you speak to the appropriate organisations who can listen to and record your concern, and then take appropriate action.

See the Safeguarding Adults policy for a list of key numbers for each centre and area. If you have reason to believe that a child is at immediate risk of harm, contact the police on 999

The NSPCC Child Protection Helpline is a free 24-hour service that provides counselling, information and advice to anyone concerned about a child at risk of abuse.

Telephone: 0808 800 5000

Email: help@nspcc.org.uk

Appendix 3 - Recognising Abuse

The following signs may or may not be indicators that abuse has taken place but the possibility should be considered.

Physical signs of abuse

Physical signs of abuse may include:

- any injuries not consistent with the explanation given for them
- injuries which occur to the body in places which are not normally exposed to falls or games
- unexplained bruising, marks or injuries on any part of the body
- bruises which reflect hand marks or fingertips (from slapping or pinching)
- cigarette burns
- bite marks
- broken bones
- scalds
- injuries which have not received medical attention
- neglect, undernourishment, failure to grow, constant hunger, stealing or gorging food, untreated illnesses, inadequate care
- repeated urinary infections or unexplained stomach pains.

Changes in behaviour which can also indicate physical abuse may include:

- fear of parents/carers being approached for an explanation
- aggressive behaviour or severe temper outbursts
- flinching when approached or touched
- reluctance to get changed in front of others - for example, wearing long sleeves in hot weather
- depression
- withdrawn behaviour
- running away from home.

Emotional signs of abuse

Emotional signs of emotional abuse may include:

- a failure to thrive or grow, particularly if a child/young person puts on weight in other circumstances - for example, in hospital or away from their parents/carers
- sudden speech disorders
- persistent tiredness
- development delay, in terms of either physical or emotional progress.

Changes in behaviour which can also indicate emotional abuse include:

- obsessions or phobias

- sudden underachievement or lack of concentration
- inappropriate relationships with other children and/or adults
- being unable to play
- attention-seeking behaviour
- fear of making mistakes
- self-harm
- fear of the parent/carer being approached regarding their behaviour

Sexual abuse

Physical signs of sexual abuse may include:

- pain or itching in the genital/anal area
- bruising or bleeding near genital/anal areas
- sexually transmitted disease
- vaginal discharge or infection
- stomach pains
- discomfort when walking or sitting down
- pregnancy

Changes in behaviour which can also indicate sexual abuse include:

- sudden or unexplained changes in behaviour, such as becoming withdrawn or aggressive
- fear of being left with a specific person or group of people
- having nightmares
- running away from home
- sexual knowledge which is beyond the child's/young person's age or developmental level
- sexual drawings or language
- bed-wetting
- eating problems such as overeating or anorexia
- self-harm or mutilation, sometimes leading to suicide attempts
- a child/young person saying they have secrets that they cannot tell anyone about
- substance or drug abuse
- suddenly having unexplained sources of money
- not being allowed to have friends (particularly during adolescence)
- acting in a sexually explicit way with adults

Neglect

Physical signs of neglect may include:

- constant hunger, sometimes stealing food from other children/young people
- being constantly dirty or smelly
- loss of weight or being constantly underweight
- inappropriate dress for the conditions.

Changes in behaviour which can also indicate neglect include:

- complaining of being tired all the time
- not requesting medical assistance and/or failing to attend appointments

- having few friends
- mentioning being left alone or unsupervised