



Safeguarding and Child Protection Policy

January 2023

Review Date: December 2023

S O Adams.

Gateshead Youth Council

Young person Protection and Safeguarding Policy 2023

GYC details

Board of Trustee Chair:	Sue Adams
Safeguarding Lead :	Sue Adams
Nominated Lead Member of Staff	Valerie Ender, Gateshead Council
Status & Review Cycle:	Annual
Next Review Date:	December2023

1.0 Introduction

- 1.1 This policy has been developed in accordance with the principles established by the Young Children Acts 1989 and 2004; the Education Act 2002, and in line with government publications: 'Working Together to Safeguard Young Children' 2013, Revised Safeguarding Statutory Guidance 2 'Framework for the Assessment of Young Children in Need and their Families' 2000, 'What to do if You Are Worried a Young person is Being Abused' 2003. The guidance reflects, of 'Keeping Young Children Safe in Education' DfE (2016); The Board of Trustees takes seriously its responsibility under section 175 of the Education Act 2002 to safeguard and promote the welfare of young people; and to work together with other agencies to ensure adequate arrangements within GYC to identify, assess, and support those young people who are suffering harm.
- 1.2 We recognise that all adults, including temporary staff¹ and volunteers, have a full and active part to play in protecting our young people from harm, and that the young person's welfare is our paramount concern.
- 1.3 All staff believe that GYC should provide a caring, positive safe and stimulating environment that promotes the social, physical and moral development of the individual young person.
- 1.4 The aims of this policy are:
 - 1.4.1 To support the young person's development in ways that will foster security, confidence and independence.
 - 1.4.2 To provide an environment in which young people and young people feel safe, secure, valued and respected, and feel confident, and know how to approach adults if they are in difficulties, believing they will be effectively listened to.
 - 1.4.3 To raise the awareness of all staff of the need to safeguard young people and of their responsibilities in identifying and reporting possible cases of abuse (Reference Appendices 1 and 2)
 - 1.4.4 To provide a systematic means of monitoring young people known or thought to be at risk of harm, and ensure we, GYC,

¹ Wherever the word "staff" is used, it covers ALL staff on site, including employed staff, agency staff (e.g Gateshead Council) contractors, volunteers working with young people etc, and trustees

contribute to assessments of need and support packages for those young people.

- 1.4.5 To emphasise the need for good levels of communication between all members of staff.
- 1.4.6 To develop a structured procedure within GYC, which will be followed by all members of GYC community in cases of suspected abuse.
- 1.4.7 To develop and promote effective working relationships with other agencies, especially the Police and Social Care.
- 1.4.8 To ensure that all staff and volunteers working within GYC, who have substantial access to young people, have been checked as to their suitability, including verification of their identity, qualifications, and a satisfactory CRB check (according to guidance)², and a central record is kept for audit.

2.0 Safe GYC, Safe Staff

2.1 We at Gateshead Youth Council will ensure that:

- 2.1.1 All members of the Board of Trustees understand and fulfil their responsibilities, namely to ensure that:
 - there is a Child Protection policy together with a staff code of conduct
 - GYC has procedures for dealing with allegations of abuse against staff and volunteers and to make a referral to the DBS if a person in regulated activity has been dismissed or removed due to safeguarding concerns, or would have had they not resigned.
 - all staff and volunteers have Safeguarding training every three years
 - any weaknesses in Child Protection are remedied immediately

² Guidance regarding CRB checks recently updated by the Protection of Freedoms Act 2012

- a member of the Board of Trustees, usually the Chair, is nominated to liaise with the LA on Child Protection issues and in the event of an allegation of abuse made against staff
- Child Protection policies and procedures are reviewed annually and the Child Protection policy is available on GYC website or by other means
- the Board of Trustees considers how young people may be taught about safeguarding. This may be part of a broad and balanced programme covering relevant issues.
- that enhanced DBS checks are in place for the Chair of Gateshead Youth Council.

2.1.2 All members of staff and volunteers are provided with young person protection awareness.

2.1.3 All members of staff are trained in and receive regular updates in e-safety and reporting concerns

2.1.4 All staff and Trustees, have Child protection awareness training, updated as appropriate, to maintain their understanding of the signs and indicators of abuse.

2.1.5 All members of staff, volunteers, and Trustees know how to respond to a young person who discloses abuse through delivery of Safeguarding Training.

2.1.6 All parents/carers are made aware of the responsibilities of staff members with regard to Child protection procedures through publication of GYC's Child Protection Policy.

2.1.7 Community users organising activities for young people are aware of GYC's young person protection guidelines and procedures.

2.1.8 We will ensure that young person protection type concerns or allegations against adults working in GYC are referred to the LADO³ for advice, and that any member of staff found not suitable to work with young people will be notified to the Disclosure and Barring Service (DBS)⁴ for consideration for barring, following resignation, dismissal, or when we cease to

³ LADO Local Authority Designated Officer for allegations against staff

⁴ Contact the LADO for guidance in any case

use their service as a result of a substantiated allegation, in the case of a volunteer.

- 2.2 Our procedures will be regularly reviewed and up-dated.
- 2.3 The name of the designated members of staff for Child Protection, the Designated Child Protection Officers, will be clearly advertised in GYC, with a statement explaining GYC's role in referring and monitoring cases of suspected abuse.
- 2.4 All new members of staff will be given a copy of our safeguarding statement, and Child protection policy, with the DCPOs' names clearly displayed, as part of their induction into GYC.
- 2.5 The policy is available publicly either on GYC website or by other means. Parents/carers are made aware of this policy and their entitlement to have a copy of it via GYC website.

3.0 Responsibilities

- 3.1 The designated DCPOs are responsible for:
 - 3.1.1 Referring a young person if there are concerns about possible abuse, to the *Local Authority*, and acting as a focal point for staff to discuss concerns. Referrals should be made in writing, following a telephone call using the Multi Agency Referral Form (Appendix 3)
 - 3.1.2 Keeping written records of concerns about a young person even if there is no need to make an immediate referral.
 - 3.1.3 Ensuring that all such records are kept confidentially and securely and are separate from pupil records, until the young person's 25th birthday.
 - 3.1.4 Ensuring that an indication of the existence of the additional file in 3.1.3 above is marked on the young person's records.
 - 3.1.5 Liaising with other agencies and professionals.
 - 3.1.6 Ensuring that either they or the staff member attend case conferences, core groups, or other multi-agency planning meetings, contribute to assessments, and provide a report which has been shared with the parents.

- 3.1.7 Organising young person protection induction, and update training every 3 years, for all GYC volunteers who work with young people on a regular basis.
- 3.1.8 Provide an annual report for the Board of Trustees, detailing any changes to the policy and procedures; training undertaken by the DCPO, and by all staff and governors; number and type of incidents/cases, and number of young people on the young person protection register (anonymised)

4.0 Supporting Young people

- 4.1 We recognise that a young person who is abused or witnesses violence may feel helpless and humiliated, may blame themselves, and find it difficult to develop and maintain a sense of self-worth.
- 4.2. We recognise that GYC may provide the only stability in the lives of young people who have been abused or who are at risk of harm.
- 4.3. We accept that research shows that the behaviour of a young person in these circumstances may range from that which is perceived to be normal to aggressive or withdrawn.
- 4.4. GYC will support all young people by:
 - 4.4.1 Encouraging self-esteem and self-assertiveness, through the programme as well as our relationships, whilst not condoning aggression or bullying.
 - 4.4.2 Promoting a caring, safe and positive environment within GYC.
 - 4.4.3 Liaising and working together with all other support services and those agencies involved in the safeguarding of young people.
 - 4.4.4 Notifying Social Care as soon as there is a significant concern.
 - 4.4.5 Providing continuing support to a young person about whom there have been concerns who leaves GYC by ensuring that appropriate information is copied under confidential cover to the young person new setting and ensuring GYC medical records are forwarded as a matter of priority.

5.0 Confidentiality

5.1 We recognise that all matters relating to young person protection are confidential.

5.2 The DCPOs will disclose any information about a young person to other members of staff on a need to know basis only.⁵

5.3 All staff and volunteers must be aware that they have a professional responsibility to share information with other agencies in order to safeguard young people.

5.4 All staff and volunteers must be aware that they cannot promise a young person to keep secrets which might compromise the young person's safety or wellbeing.

5.5 We will always undertake to share our intention to refer a young person to Social Care with their parents /carers unless to do so could put the young person at greater risk of harm, or impede a criminal investigation. If in doubt, we will consult with Gateshead Local Referral and Assessment Team on this point.

6.0 Supporting Staff

6.1 We recognise that staff or volunteers working in GYC who have become involved with a young person who has suffered harm, or appears to be likely to suffer harm may find the situation stressful and upsetting.

⁵ Guidance about sharing information, can be found in the DfE booklet 'Information sharing guidance for practitioners and managers' DCSF-00807-2008 (archived)

- 6.2 We will support such staff and volunteers by providing an opportunity to talk through their anxieties with the DCPOs and to seek further support as appropriate.

7.0 Allegations against staff

7.1 All GYC staff and volunteers should take care not to place themselves in a vulnerable position with a young person. It is always advisable for interviews or work with individual young people or parents to be conducted in view of other adults.

7.2 All Staff and volunteers should be aware of Gateshead Youth Council Guidance on Behaviour Issues and the Code of Conduct.

7.3 Guidance about conduct and safe practice, including safe use of mobile phones by staff and volunteers will be given at induction⁶

7.4 We understand that a young person may make an allegation against a member of staff and volunteers.

7.5 If such an allegation is made, or information is received which suggests that a person may be unsuitable to work with young people, the member of staff and volunteers receiving the allegation or aware of the information, will immediately inform the Chair⁷.

7.6 The Chair on all such occasions will discuss the content of the allegation with the Local Authority Designated Officer (LADO)

7.7 If the allegation made to a member of staff or volunteers concerns the Chair, the person receiving the allegation will immediately inform the

⁶ Refer to "Guidance for Safe Working Practice for the Protection of Young people and Staff in Education Settings" available on the DfE website

LADO who will consult as in 7.6 above, without notifying the Chair first.

7.8 GYC will follow the Gateshead Local Safeguarding Young People Board (LSCB) procedures for managing allegations against staff. Under no circumstances will we send a young person home, pending such an investigation, unless this advice is given exceptionally, as a result of a consultation with the LADO.

7.9 Suspension of the member of staff or volunteer, against whom an allegation has been made, needs careful consideration, and the Chair will seek the advice of the LADO and Human Resource Consultant in making this decision.

7.10 In the event of an allegation against the Chair, the decision to suspend will be made by the LADO with advice as in 7.8 above.

8.0 Whistle-blowing

8.1 We recognise that young people cannot be expected to raise concerns in an environment where staff or volunteers fail to do so.

8.2 All staff and volunteers should be aware of their duty to raise concerns, where they exist, about the management of young person protection, which may include the attitude or actions of colleagues. If it becomes necessary to consult outside GYC, they should speak in the first instance, to the LADO, following the Whistleblowing Policy.

8.3 Whistle-blowing re the Chair should be made to the LADO whose contact details are readily available to staff.

9.0 Physical Intervention

9.1 We acknowledge that staff or volunteers must only ever use physical intervention as a last resort, when a young person is endangering him/herself or others, and that at all times it must be the minimal force necessary to prevent injury to another person.

9.2 Such events should be recorded and signed.

9.3 We understand that physical intervention of a nature which causes injury or distress to a young person may be considered under young person protection or disciplinary procedures.

9.4 We recognise that touch is appropriate in the context of working with young people, and all staff and volunteers have been given 'Safe Practice' guidance to ensure they are clear about their professional boundary.⁸

10.0 Anti-Bullying

10.1 GYC policy on anti-bullying is set out in a separate document and acknowledges that to allow or condone bullying may lead to consideration under young person protection procedures. This includes all forms eg. cyber, racist, homophobic and gender related bullying. We keep a record of known bullying incidents. All staff and volunteers are aware that young people with SEND and / or differences/perceived differences are more susceptible to being bullied / victims of young person abuse. We keep a record of bullying incidents.

⁸ 'Guidance on Safer Working Practices is available on the DfE website

11.0 Racist Incidents

- 11.1 Our policy on racist incidents is set out separately, and acknowledges that repeated racist incidents or a single serious incident may lead to consideration under young person protection procedures. We keep a record of racist incidents.

12.0 Prevention

- 12.1 We recognise that Gateshead Youth Council plays a significant part in the prevention of harm to our young people by providing young people with good lines of communication with trusted adults, supportive friends and an ethos of protection.

- 12.2 GYC community will therefore:

12.2.1 Work to establish and maintain an ethos where young people feel secure and are encouraged to talk and are always listened to.

12.2.2 Include regular consultation with young people e.g. through safety questionnaires, participation in anti-bullying week, asking young people to report whether they have had good/enjoyable sessions.

12.2.3 Ensure that all young people know there is an adult in GYC whom they can approach if they are worried or in difficulty.

12.2.4 Include safeguarding opportunities which equip young people with the skills they need to stay safe from harm and to know to whom they should turn for help. In particular, this will include anti-bullying work, e-safety, road safety and pedestrian safety. Ensure all staff are aware of GYC guidance for their use of mobile technology and have discussed safeguarding issues around the use of mobile technologies and their associated risks.

13.0 Health & Safety

- 13.1 Our Health & Safety policy, set out in a separate document, reflects the consideration we give to the protection of our young people both physically within GYC environment, and for example in relation to internet use, and when away from GYC and when undertaking GYC trips and visits.

14.0 Monitoring and Evaluation

Our Child Protection Policy and Procedures will be monitored and evaluated by:

- Scrutiny of range of risk assessments
- Logs of bullying/racist/behaviour incidents should the board need to monitor them
- Visits to GYC by Trustees

This policy also links with our policies on:

Code of Conduct,

Whistleblowing,

Bullying and Harassment Policy

Health & Safety,

Allegations against staff,

ESafety,

Working Together to Safeguard Children

Equal Opportunities

Young person Sexual Exploitation ~ see LSCB guidance

Appendix one

Recognising signs of young person abuse

Categories of Abuse:

- Physical Abuse
- Emotional Abuse (including Domestic Abuse)
- Sexual Abuse
- Neglect

Signs of Abuse in Young people:

The following non-specific signs may indicate something is wrong:

- Significant change in behaviour
- Extreme anger or sadness
- Aggressive and attention-seeking behaviour
- Suspicious bruises with unsatisfactory explanations
- Lack of self-esteem
- Self-injury
- Depression
- Age inappropriate sexual behaviour
- Young person Sexual Exploitation.

Risk Indicators

The factors described in this section are frequently found in cases of young person abuse. Their presence is not proof that abuse has occurred, but:

- Must be regarded as indicators of the possibility of significant harm

- Justifies the need for careful assessment and discussion with designated / named / lead person, manager, (or in the absence of all those individuals, an experienced colleague)
- May require consultation with and / or referral to Young People's Services

The absence of such indicators does not mean that abuse or neglect has not occurred.

In an abusive relationship the young person may:

- Appear frightened of the parent/s
- Act in a way that is inappropriate to her/his age and development (though full account needs to be taken of different patterns of development and different ethnic groups)

The parent or carer may:

- Persistently avoid health promotion services and treatment of the young person's episodic illnesses
- Have unrealistic expectations of the young person
- Frequently complain about/to the young person and may fail to provide attention or praise (high criticism/low warmth environment)
- Be absent or misusing substances
- Persistently refuse to allow access on home visits
- Be involved in domestic abuse

Staff and volunteers should be aware of the potential risk to young people when individuals, previously known or suspected to have abused young people, move into the household.

Recognising Physical Abuse

The following are often regarded as indicators of concern:

- An explanation which is inconsistent with an injury
- Several different explanations provided for an injury
- Unexplained delay in seeking treatment
- The parents/carers are uninterested or undisturbed by an accident or injury

- Parents are absent without good reason when their young person is presented for treatment
- Repeated presentation of minor injuries (which may represent a “cry for help” and if ignored could lead to a more serious injury)
- Family use of different doctors and A&E departments
- Reluctance to give information or mention previous injuries

Bruising

Young people can have accidental bruising, but the following must be considered as non accidental unless there is evidence or an adequate explanation provided:

- Any bruising to a pre-crawling or pre-walking baby
- Bruising in or around the mouth, particularly in small babies which may indicate force feeding
- Two simultaneous bruised eyes, without bruising to the forehead, (rarely accidental, though a single bruised eye can be accidental or abusive)
- Repeated or multiple bruising on the head or on sites unlikely to be injured accidentally
- Variation in colour possibly indicating injuries caused at different times
- The outline of an object used e.g. belt marks, hand prints or a hair brush
- Bruising or tears around, or behind, the earlobe/s indicating injury by pulling or twisting
- Bruising around the face
- Grasp marks on small young people
- Bruising on the arms, buttocks and thighs may be an indicator of sexual abuse

Bite Marks

Bite marks can leave clear impressions of the teeth. Human bite marks are oval or crescent shaped. Those over 3 cm in diameter are more likely to have been caused by an adult or older young person.

A medical opinion should be sought where there is any doubt over the origin of the bite.

Burns and Scalds

It can be difficult to distinguish between accidental and non-accidental burns and scalds, and will always require experienced medical opinion. Any burn with a clear outline may be suspicious e.g.:

- Circular burns from cigarettes (but may be friction burns if along the bony protuberance of the spine)
- Linear burns from hot metal rods or electrical fire elements
- Burns of uniform depth over a large area
- Scalds that have a line indicating immersion or poured liquid (a young person getting into hot water is his/her own accord will struggle to get out and cause splash marks)
- Old scars indicating previous burns/scalds which did not have appropriate treatment or adequate explanation

Scalds to the buttocks of a small young person, particularly in the absence of burns to the feet, are indicative of dipping into a hot liquid or bath.

Fractures

Fractures may cause pain, swelling and discolouration over a bone or joint.

Non-mobile young people rarely sustain fractures.

There are grounds for concern if:

- The history provided is vague, non-existent or inconsistent with the fracture type
- There are associated old fractures
- Medical attention is sought after a period of delay when the fracture has caused symptoms such as swelling, pain or loss of movement
- There is an unexplained fracture in the first year of life

Scars

A large number of scars or scars of different sizes or ages, or on different parts of the body, may suggest abuse.

Recognising Emotional Abuse

Emotional abuse may be difficult to recognise, as the signs are usually behavioural rather than physical. The manifestations of emotional abuse might also indicate the presence of other kinds of abuse.

The indicators of emotional abuse are often also associated with other forms of abuse.

The following may be indicators of emotional abuse:

- Developmental delay
- Abnormal attachment between a young person and parent/carer e.g. anxious, indiscriminate or not attachment
- Indiscriminate attachment or failure to attach
- Aggressive behaviour towards others
- Scape-goated within the family
- Frozen watchfulness, particularly in pre-GYC young people
- Low self esteem and lack of confidence
- Withdrawn or seen as a “loner” - difficulty relating to others

Recognising Signs of Sexual Abuse

Boys and girls of all ages may be sexually abused and are frequently scared to say anything due to guilt and/or fear. This is particularly difficult for a young person to talk about and full account should be taken of the cultural sensitivities of any individual young person/family.

Recognition can be difficult, unless the young person discloses and is believed. There may be no physical signs and indications are likely to be emotional/behavioural.

Some behavioural indicators associated with this form of abuse are:

- Inappropriate sexualised conduct
- Sexually explicit behaviour, play or conversation, inappropriate to the young person's age
- Continual and inappropriate or excessive masturbation
- Self-harm (including eating disorder), self-mutilation and suicide attempts
- Involvement in prostitution or indiscriminate choice of sexual partners
- An anxious unwillingness to remove clothes e.g. for sports events (but this may be related to cultural norms or physical difficulties)

Some physical indicators associated with this form of abuse are:

- Pain or itching of genital area
- Blood on underclothes
- Pregnancy in a younger girl where the identity of the father is not disclosed
- Physical symptoms such as injuries to the genital or anal area, bruising to buttocks, abdomen and thighs, sexually transmitted disease, presence of semen on vagina, anus, external genitalia or clothing

Sexual Abuse by Young People

The boundary between what is abusive and what is part of normal young personhood or youthful experimentation can be blurred. The determination of whether behaviour is developmental, inappropriate or abusive will hinge around the related concepts of true consent, power imbalance and exploitation. This may include young people and young people who exhibit a range of sexually problematic behaviour such as indecent exposure, obscene telephone calls, fetishism, bestiality and sexual abuse against adults, peers or young people.

Developmental Sexual Activity encompasses those actions that are to be expected from young people and young people as they move from infancy through to an adult understanding of their physical, emotional and behavioural relationships with each other. Such sexual activity is essentially information gathering and experience testing. It is characterised by mutuality and of the seeking of consent.

Inappropriate Sexual Behaviour can be inappropriate socially, inappropriate to development, or both. In considering whether behaviour fits into this category, it is important to consider what negative effects it has on any of the parties involved and what concerns it raises about a young person or young person. It should be recognised that some actions may be motivated by information seeking, but still cause significant upset, confusion, worry, physical damage, etc. it may also be that the behaviour is “acting out” which may derive from other sexual situations to which the young person or young person has been exposed.

If an act appears to have been inappropriate, there may still be a need for some form of behaviour management or intervention. For some young people, educative inputs may be enough to address the behaviour.

Abusive sexual activity included any behaviour involving coercion, threats, aggression together with secrecy, or where one participant relies on an unequal power base.

Assessment

In order to more fully determine the nature of the incident the following factors should be given consideration. The presence of exploitation in terms of:

- **Equality** - consider differentials of physical, cognitive and emotional development, power and control and authority, passive and assertive tendencies
- **Consent** - agreement including all the following:
 - Understanding that is proposed based on age, maturity, development level, functioning and experience
 - Knowledge of society's standards for what is being proposed
 - Awareness of potential consequences and alternatives
 - Assumption that agreements or disagreements will be respected equally
 - Voluntary decision
 - Mental competence
- **Coercion** - the young perpetrator who abuses may use techniques like bribing, manipulation and emotional threats of secondary gains and losses that is loss of love, friendship, etc. Some may use physical force, brutality or the threat of these regardless of victim resistance.

In evaluating sexual behaviour of young people and young people, the above information should be used only as a guide.

Recognising Neglect

Evidence of neglect is built up over a period of time and can cover different aspects of parenting. Indicators include:

- Failure by parents or carers to meet the basic essential needs e.g. adequate food, clothes, warmth, hygiene and medical care
- A young person seen to be listless, apathetic and irresponsive with no apparent medical cause
- Failure of young person to grow within normal expected pattern, with accompanying weight loss
- Young person thrives away from home environment
- Young person frequently absent from GYC
- Young person left with adults who are intoxicated or violent
- Young person abandoned or left alone for excessive periods

Young person Sexual Exploitation

The following list of indicators is not exhaustive or definitive but it does highlight common signs which can assist professionals in identifying young people or young people who may be victims of sexual exploitation.

Signs include:

- underage sexual activity
- inappropriate sexual or sexualised behaviour
- sexually risky behaviour, 'swapping' sex
- repeat sexually transmitted infections
- in girls, repeat pregnancy, abortions, miscarriage
- receiving unexplained gifts or gifts from unknown sources
- having multiple mobile phones and worrying about losing contact via mobile
- having unaffordable new things (clothes, mobile) or expensive habits (alcohol, drugs)
- changes in the way they dress
- going to hotels or other unusual locations to meet friends
- seen at known places of concern
- moving around the country, appearing in new towns or cities, not knowing where they are
- getting in/out of different cars driven by unknown adults
- having older boyfriends or girlfriends
- contact with known perpetrators
- involved in abusive relationships, intimidated and fearful of certain people or situations
- hanging out with groups of older people, or anti-social groups, or with other vulnerable peers
- associating with other young people involved in sexual exploitation
- recruiting other young people to exploitative situations
- truancy, exclusion, disengagement with GYC, opting out of education altogether
- unexplained changes in behaviour or personality (chaotic, aggressive, sexual)
- mood swings, volatile behaviour, emotional distress
- self-harming, suicidal thoughts, suicide attempts, overdosing, eating disorders
- drug or alcohol misuse
- getting involved in crime
- police involvement, police records
- involved in gangs, gang fights, gang membership
- injuries from physical assault, physical restraint, sexual assault.

Appendix two

Forced Marriage (FM)

This is an entirely separate issue from arranged marriage. It is a human rights abuse and falls within the Crown Prosecution Service definition of domestic violence. Young men and women can be at risk in affected ethnic groups. Whistle-blowing may come from younger siblings. Other indicators may be detected by changes in adolescent behaviours. Never attempt to intervene directly as a GYC or through a third party.

Female Genital Mutilation (FGM)

It is essential that staff are aware of FGM practices and the need to look for signs, symptoms and other indicators of FGM.

What is FGM?

It involves procedures that intentionally alter/injure the female genital organs for non-medical reasons.

4 types of procedure:

Type 1 Clitoridectomy - partial/total removal of clitoris

Type 2 Excision - partial/total removal of clitoris and labia minora

Type 3 Infibulation entrance to vagina is narrowed by repositioning the inner/outer labia

Type 4 all other procedures that may include: pricking, piercing, incising, cauterising and scraping the genital area.

Why is it carried out?

Belief that:

- FGM brings status/respect to the girl - social acceptance for marriage
- Preserves a girl's virginity
- Part of being a woman / rite of passage
- Upholds family honour
- Cleanses and purifies the girl
- Gives a sense of belonging to the community
- Fulfils a religious requirement

- Perpetuates a custom/tradition
- Helps girls be clean / hygienic
- Is cosmetically desirable
- Mistakenly believed to make young person birth easier

Is FGM legal?

FGM is internationally recognised as a violation of human rights of girls and women. It is **illegal** in most countries including the UK.

Circumstances and occurrences that may point to FGM happening

- Young person talking about getting ready for a special ceremony
- Family taking a long trip abroad
- Young person's family being from one of the 'at risk' communities for FGM (Kenya, Somalia, Sudan, Sierra Leon, Egypt, Nigeria, Eritrea as well as non-African communities including Yemeni, Afghani, Kurdistan, Indonesia and Pakistan)
- Knowledge that the young person's sibling has undergone FGM
- Young person talks about going abroad to be 'cut' or to prepare for marriage

Signs that may indicate a young person has undergone FGM:

- Prolonged absence from GYC and other activities
- Behaviour change on return from a holiday abroad, such as being withdrawn and appearing subdued
- Bladder or menstrual problems
- Finding it difficult to sit still and looking uncomfortable
- Complaining about pain between the legs
- Mentioning something somebody did to them that they are not allowed to talk about
- Secretive behaviour, including isolating themselves from the group
- Reluctance to take part in physical activity
- Repeated urinal tract infection
- Disclosure

The 'One Chance' rule

As with Forced Marriage there is the 'One Chance' rule. It is essential that settings /GYC/colleges take action **without delay**.

Appendix three



Gateshead local safeguarding children board

Young person protection/ young person in need/ young person care concern referral form

Date of referral:

Time of referral:

Name of duty social worker (if applicable):

Name of referrer:

Job title:

Agency:

Contact details:

Young person's details:

Surname:

Forename(s):

DOB:

Home address:

Current address (if different):

Telephone number:

Gender:

GYC/nursery

GP:

Ethnicity:

Religion:

Is the young person affected by a disability? YES/NO? If yes, give details:

Siblings:

Name(s) (insert address if different)	D.O.B.	GYC	Tick if also subject of the referral

Relevant Adults:

Full Name(s)	DOB	Address (if different)	Relationship to Subject

Has parental consent to this referral been ☐ Yes ☐ No
obtained?

By consenting to this, are parents aware ☐ Yes ☐ No
information will be shared and stored?

If parental consent has not been obtained, is the ☐ Yes ☐ No
parent aware of the referral?

Do parents want help and support from social ☐ Yes ☐ No
care?

If "NO" state the reason:

--

(Please note you do not need consent to make a young person protection referral)

Other professionals/agencies known to be involved with the young person/ family:

Name	Agency	Role

Reason for referral: (this must include information regarding the nature of the current concerns including the impact upon the young person's health and welfare. It should also address parenting capacity, family strengths and support. Additional information including whether there is a Team Around the Family (TAF) and whether a CAF assessment has been undertaken should also be included)

Please send this referral form to Gateshead Referral and Assessment Team electronically to R&ADuty@gateshead.gov.uk or R&ADuty@gateshead.gov.uk.cjsm.net or the inbox CBS R&ADuty (from within Gateshead Council). A second copy should be sent to the named person for young person protection in your own agency and a third copy should be kept within your own records for the young person.