



St John the Baptist Church, Grove
OX12 7LQ

Safeguarding Procedures and Guidance

What to do if you are concerned that a child or adult is being abused

1. Respond well to the victim/survivor, if it is a direct disclosure, to ensure they feel listened to and taken seriously. Explain what will happen next and check out support requirements. They should be informed that their identity and the identity of the respondent will be shared with key church officers, and may be shared with the statutory agencies, if there is any current risk to children or adults. The concern or allegation should not be shared with anyone other than those who need to know (e.g. the statutory agencies and appropriate church officers).

2. Emergency: If you believe a child or adult is in immediate danger of significant or serious harm, contact the emergency services on 999.

3. Non-emergency: Contact the Parish Safeguarding Officer or incumbent, in the first instance. They must then contact the Dorchester Area Safeguarding Advisor. If neither are available, contact the Dorchester Area Safeguarding Advisor directly. If the concern arises in an activity, discuss with the group/activity leader who will contact the Parish Safeguarding Officer or incumbent.

4. Any safeguarding concerns **must** be reported to the Diocesan Safeguarding Team **within 24 hours**.

5. If the PSO/incumbent or the Area Advisor are not available within 24 hours, contact Children's Social Care (MASH: 0345 050 7666) or Adult Social Care (01865 328232) and/or the police directly, if the concern is that a child or adult is being abused.

If the concern is that a church officer may be abusing a child or adult, contact the Local Authority Designated Officer (LADO) and/or police. Advise the Parish Safeguarding Officer or incumbent as soon as possible that you have made a referral; they will advise the Diocesan Head of Safeguarding. **If in doubt, don't delay – seek advice from statutory agencies.**

6. Do not contact the respondent or anyone who may be implicated in the allegation or disclosure, even if they would normally be contacted as part of the procedure, until advice has been sought from the Diocesan Safeguarding Team or statutory agencies.

7. Record the details of the concern or allegation. Where it is not appropriate to take notes at the time (usually it will not be), make a written record as soon as possible afterwards – this must be before the end of the day. Use the **Safeguarding Concern Form**. Record the time, date, location, persons present and how the concern or allegation

was received, e.g. by telephone, face-to-face conversation, letter, etc. The form should include details of information provided to that person as well as the information received. Always sign and date the form. Keep it factual. Pass on a copy to the PSO and/or incumbent and the Area Advisor. All records should be kept secure and confidential.

If the concern is about a child or adult:

8. The Diocesan Safeguarding Advisor (DSA) will act in line with the House of Bishops' guidance. They will offer advice, support and guidance and help to make the required referrals. If there is a risk of harm, the concerns must be reported to the statutory agencies within 24 hours of the DSA receiving the concerns. This would be Children's or Adult Social Care and/or the police. There should be close communication between the DSA and PSO/incumbent until the situation is resolved. The archdeacon should also be informed.

If the concern also involves a church officer:

9. The DSA will act in line with the House of Bishops' guidance. They will offer advice, support and guidance and refer the concerns to the Local Authority Designated Officer(LADO) and/or police within 24 hours. The DSA will now take over the management of the safeguarding concern in conjunction with the core group (which will be convened within 48 hours) and statutory agencies. There may also be a requirement for parish representatives to attend a subsequent core group/s. If there are doubts about whether or not to make a referral and under what route, the DSA will seek advice from the LADO. Please note that the procedure is the same for non-recent abuse.

**These procedures and guidance should be used in conjunction with the Church of England's *Parish Safeguarding Handbook: Promoting a Safer Church*:
<https://www.churchofengland.org/sites/default/files/2019-10/ParishSafeGuardingHandBookAugust2019Web.pdf>**

A paper copy is available in the Benefice Office.

Key contacts

Parish Safeguarding Officer: Anne Cheeseman
Tel: 07827 750217
Email: safeguarding@valebenefice.org.uk

Incumbent: Revd Alec Gill
Tel: 07739 563894
Email: vicaralec@valebenefice.org.uk

Dorchester Area Safeguarding Advisor: Erica Hegg
Tel: 07341 866832
Email: erica.hegg@oxford.anglican.org

Diocesan Safeguarding Team – General enquiries
Tel: 01865 208295
Email: safeguarding@oxford.anglican.org

Diocesan Safeguarding Team – Urgent concerns/referrals:
Tel: 01865 208295
Email: safeguardingreferrals@oxford.anglican.org

Oxfordshire Multi-agency Safeguarding Hub (MASH): 0345 050 7666
Oxfordshire County Council Safeguarding Adults Team: 01865 328232

Out of hours cover from 5pm – 9am and at weekends 0800 833 408
Oxfordshire County Council Emergency Duty Team (Adult and Children's Social Care
(If person is in imminent danger, contact the Police on 999)

Thirtyone:eight - urgent out-of-hours enquiries 0303 003 111

Thames Valley Police – Emergency: 999 Non-emergency: 101

Other useful contacts

Oxfordshire Domestic Abuse Services (ODAS) - for anyone 0800 731 0055
Monday – Friday: 10:00am – 7:00pm

Refuge National Domestic Abuse Helpline - women only 0808 2000 247
24-hours, 7 days a week

Respect Men's Advice Line – Monday –Friday 10am-5pm 0808 8010327

NAPAC (National Association for People Abused in Childhood) 0808 801 0331
Monday to Thursday: 10am – 9pm Friday: 10am – 6pm
Support for those who have experienced non-recent/historical abuse

Action Counters Terrorism (ACT) 0800 789321
For reporting concerns about radicalisation or terrorism

Guidelines for responding to a person disclosing abuse

Remember the 4 R's: **Recognise, Respond, Record, Report/Refer**

Recognise

Recognise the concern – it could happen here. Be aware and vigilant.

Respond

- Listen
- Take what is said seriously
- Only use open questions (open questions begin with words like: who, what, when, where and how. Open questions cannot be answered with a 'yes' or 'no')
- Remain calm
- Take into account the person's age and level of understanding
- Check, if face to face, whether they mind you taking notes while they talk so you can make sure you capture the information accurately. At the end you can check with them that you have understood everything correctly.
- Offer reassurance that disclosing is the right thing to do
- Establish only as much information as is needed to be able to tell your activity leader/ Parish Safeguarding Officer/ DSA and statutory authorities what is believed to have happened, when and where
- Check what the person hopes to happen as a result of the disclosure
- Tell the child or adult what you are going to do next.

Do not:

- Make promises that cannot be kept (e.g. that you won't share the information)
- Make assumptions or offer alternative explanations
- Investigate
- Contact the person about whom allegations have been made
- Do a physical or medical examination.

Record

- Make some very brief notes at the time, if appropriate, and write them up in detail as soon as possible
- Do not destroy your original notes in case they are required by the DSA or the statutory authorities
- Record the date, time, place and actual words used, including any swear words or slang
- Record facts and observable things, not your interpretations or assumptions
- Don't speculate or jump to conclusions.

Report/Refer

- If there is immediate danger to a child or adult, contact the police (999)
- Otherwise report to your activity leader/Parish Safeguarding Officer/incumbent immediately
- Within 24 hours the PSO/incumbent reports the concerns to the DSA
- The DSA will advise regarding reporting to statutory agencies within 24 hours
- If there is any doubt, seek advice from Children's/Adult's Social Care or the police.

Non-recent abuse

Safeguarding concerns or allegations may be about something that is going on now and/or something that may happen in the future (recent) or something that happened in the past (non-recent). Non-recent allegations of abuse must be treated as seriously as recent allegations. Research shows that it may take up to 25 years or longer for an adult to disclose sexual abuse that happened to him/her either as a child or younger adult. A victim/survivor needs to be aware that if a respondent is known to be currently working with children/adults at risk of abuse and neglect in either a paid or voluntary capacity a referral to the statutory services will be made. The DSA will make this referral

Domestic abuse

The House of Bishops' policy states that *'The Church is committed to those who have been victims and survivors of domestic abuse. Domestic abuse in all its forms is contrary to the will of God and an affront to human dignity. All need to play their part in preventing or halting it'*. The welfare of the adult victim of domestic abuse is important, but where there are children in the family it must be understood that they too are victims of domestic abuse. **Consideration of the child's welfare always comes first.** In all circumstances, contact the DSA who will help clarify the issues and steps needed, which may involve contacting Children's Social Care. There may be a need for a risk assessment and for a Safeguarding Agreement to be put in place. The DSA will undertake this work in conjunction with the parish church and any statutory agencies.

Ministry of deliverance

Concerns may be expressed that a child, young person or adult is troubled by or possessed by evil spirits or demons and that this may account for behavioural issues in the individual or be considered to justify harsh treatment by the family, guardians, friends or carers. If a church officer, including a member of clergy, becomes aware of the above situation and/or a request is made for deliverance ministry, the parish **must** contact the DSA who will contact the appropriate person.

Recording, data protection and information sharing

Opening a church safeguarding case file

Good record keeping is an important part of the safeguarding task. A record, called a case file, should be opened whenever a safeguarding concern or allegation occurs in a church. The record should include key contact details, dates of when the information became known and the nature of the concerns. The record should include ongoing actions with dates, other key documents on the case file (e.g. observation notes, reports, consent forms etc.) and the case closure date. Records should use straightforward language and be concise and accurate so that they can be understood by anyone not familiar with the case. Please use the **Safeguarding Concern Form**.

Record retention and security

The safeguarding case files, whether electronic or paper, must be stored securely by the incumbent and the PSO. This should include identifying who should have access to them. Records in relation to safeguarding issues, even if they have not been proven, should be maintained in accordance with the Church's retention guidance. If the incumbent moves from the church, the records should be passed to the new incumbent.

Data protection and information sharing

In May 2018, the General Data Protection Regulation (GDPR) and the Data Protection Act 2018 replaced the Data Protection Act 1998. The GDPR contains the principles governing the use of personal data. It should be noted that the GDPR and the Data Protection Act 2018 place greater significance on organisations being accountable and transparent in relation to their use of personal data. Parishes handling personal data need to have the proper arrangements for collecting, storing and sharing information. Personal information in relation to safeguarding will often be sensitive and is likely to be classed as what is called 'special categories of personal data' under the GDPR, which means extra care will need to be taken when handling such data. Nevertheless, it is important to be aware that the Data Protection Act 2018 includes specific reference to processing data in relation to the 'safeguarding of children and individuals at risk' and allows individuals to share, in certain situations, personal data without consent:

'The GDPR and Data Protection Act 2018 do not prevent, or limit, the sharing of information for the purposes of keeping children and young people safe' and this can equally be said to apply to adults at risk of abuse and neglect.

Reporting concerns about adults

Referrals of suspected abuse are made to Adult Social Services (01865 328232) and the police. Where possible, for a person over 18, this should be done with their written consent. The starting point is the presumption that an adult can give consent and has the mental capacity to do so. The provisions of the Mental Capacity Act 2005 are complex and questions and concerns about consent and mental capacity should always be discussed with the DSA. Sharing without consent Information can be shared legally without consent, if a person is unable to or cannot reasonably be expected to gain consent from the individual concerned, or if to gain consent could place somebody at risk. Relevant personal data can be shared lawfully without consent if it is to keep a child or adult at risk safe from neglect or physical, emotional or mental harm, or if it is protecting their physical, mental or emotional well-being. Never make these decisions on your own. If you are going to share personal data, this should always be discussed with the DSA. Of course, you may be able to share data, at least initially, without identifying the individual concerned both within the church and with the statutory services. Ultimately, the most important consideration is whether the sharing of information is likely to support the safeguarding of a child, young person or adult at risk of abuse or neglect.

Date approved by PCC: 28/01/2025

Incumbent: AS ~~AS~~

Churchwardens: Nell M. Jones

Review date: January 2026

Appendix: Definitions and possible signs of abuse and neglect

(Information based on the [Church of England safeguarding e-manual](#) Accessed 25/01/2025)

Physical Abuse (children and adults)

What it is	Signs you may see
<p>In children this may involve:</p> <ul style="list-style-type: none"> ▪ hitting ▪ shaking ▪ throwing ▪ poisoning ▪ burning or scalding ▪ drowning ▪ suffocating or otherwise causing physical harm to a child. <p>Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.</p> <p>In adults this may be:</p> <ul style="list-style-type: none"> ▪ assault ▪ hitting ▪ slapping ▪ pushing ▪ misuse of medication ▪ restraint ▪ inappropriate physical sanctions. 	<p>Bumps and bruises don't always mean someone is being physically abused. Although there isn't just one sign or symptom to look out for, it's important to be aware of the signs.</p> <p>If someone regularly has injuries, there seems to be a pattern to the injuries or the explanation doesn't match the injuries, then this should be reported.</p> <p>Symptoms may include:</p> <ul style="list-style-type: none"> ▪ bruises ▪ flinching away from others ▪ wearing clothes that cover up, even in warm weather ▪ burns or scalds ▪ broken or fractured bones ▪ bite marks. <p>Head injuries in babies and toddlers can be signs of abuse so it's important to be aware of these.</p> <p>Visible signs may include:</p> <ul style="list-style-type: none"> ▪ swelling ▪ bruising ▪ fractures ▪ being extremely sleepy or unconscious ▪ breathing problems ▪ seizures ▪ vomiting ▪ unusual behaviour, such as being irritable or not feeding properly.

Domestic Abuse (children)

What it is	Signs you may see
<p>Domestic abuse is any type of controlling, bullying, threatening or violent behaviour between people in a relationship. It can seriously harm children and young people and witnessing domestic abuse is child abuse.</p> <p>It's important to remember domestic abuse:</p> <ul style="list-style-type: none">▪ can happen inside and outside the home▪ can happen over the phone, on the internet and on social networking sites▪ can happen in any relationship and can continue even after the relationship has ended▪ and that both males and females can be abused or abusers	<p>The Domestic Abuse Act 2021 now recognises that children are victims of domestic abuse as well as their parents. It may be harder to detect in children, but signs you might see include:</p> <ul style="list-style-type: none">▪ aggression or bullying▪ anti-social behaviour, like vandalism▪ anxiety, depression or suicidal thoughts▪ attention seeking▪ bed-wetting, nightmares or insomnia▪ constant or regular sickness, like colds, headaches and mouth ulcers▪ drug or alcohol use▪ eating disorders▪ problems in school or trouble learning▪ tantrums▪ withdrawal.

Domestic Abuse (adults)

What it is	Signs you may see
<p>Domestic abuse is any type of controlling, bullying, threatening or violent behaviour between people aged 16 or over who are 'personally connected', e.g. have been or are in a relationship.</p> <p>It's important to remember domestic abuse:</p> <ul style="list-style-type: none"> ▪ can happen inside and outside the home ▪ can happen over the phone, on the internet and on social networking sites ▪ can happen in any relationship and can continue even after the relationship has ended ▪ both men and women can be abused or be abusers. <p>The Domestic Abuse Act 2021 (legislation.gov.uk) will create a statutory definition of domestic abuse, emphasising that domestic abuse is not just physical violence, but can also be emotional, coercive or controlling, and economic abuse.</p>	<p>Changes in behaviour or demeanour</p> <ul style="list-style-type: none"> ▪ Conduct out of character with previous employment history or social engagement; ▪ Changes in behaviour: for example, becoming very quiet, anxious, frightened, tearful, aggressive, distracted, depressed; ▪ Isolating themselves from colleagues or friends; ▪ Obsession with timekeeping; ▪ Secretive regarding home life; ▪ Worried about leaving children at home. <p>Physical signs</p> <ul style="list-style-type: none"> ▪ Visible bruising or single or repeated injury with unlikely explanations; ▪ Change in the pattern or amount of make-up used; ▪ Change in the manner of dress: for example, clothes that do not suit the climate which may be used to hide injuries; ▪ Substance use/misuse; ▪ Fatigue/sleep disorders. <p>Other signs</p> <ul style="list-style-type: none"> ▪ Partner or ex-partner following employee in or around the workplace or Church setting or repeatedly turning up at the workplace or Church setting; ▪ Partner or ex-partner exerting unusual amount of control or demands over work schedule or social activities; ▪ Flowers/gifts sent to employee for no apparent reason; ▪ Isolation from family/friends. <p>Productivity signs</p> <ul style="list-style-type: none"> ▪ Change in the person's working patterns: for example, frequent absence, lateness or needing to leave work early; ▪ Reduced quality and quantity of work: missing deadlines, a drop in usual performance standards; ▪ Change in the use of the phone/email: for example, a large number of personal calls/texts, avoiding calls or a strong reaction to calls/texts/emails; ▪ Spending an increased amount of hours at work for no reason.

Neglect (children)

What it is	Signs you may see
<p>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.</p> <p>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:</p> <ul style="list-style-type: none"> ▪ 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 <p>It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.</p> <p>The NSPCC adds: Neglect can be a lot of different things, which can make it hard to spot. But broadly speaking, there are 4 types of neglect.</p> <ul style="list-style-type: none"> ▪ Physical neglect: A child's basic needs, such as food, clothing or shelter, are not met or they aren't properly supervised or kept safe. ▪ Educational neglect: A parent doesn't ensure their child is given an education. ▪ Emotional neglect: A child doesn't get the nurture and stimulation they need. This could be through ignoring, humiliating, intimidating or isolating them. ▪ Medical neglect: A child isn't given proper health care. This includes dental care and refusing or ignoring medical recommendations. 	<p>Neglect can be really difficult to spot. Having one of the signs doesn't necessarily mean a child is being neglected. But if you notice multiple signs that last for a while, they might show there's a serious problem. Children and young people who are neglected might have:</p> <p>Poor appearance and hygiene:</p> <ul style="list-style-type: none"> ▪ being smelly or dirty ▪ being hungry or not given money for food ▪ having unwashed clothes ▪ having the wrong clothing, such as no warm clothes in winter ▪ having frequent and untreated nappy rash in infants. <p>Health and development problems:</p> <ul style="list-style-type: none"> ▪ regular illness, infections or dental issues ▪ missed medical appointments, such as for vaccinations ▪ poor language or social skills ▪ tiredness ▪ repeated accidental injuries, often caused by lack of supervision ▪ skin issues, such as sores, rashes, flea bites, scabies or ringworm. <p>Housing and family issues:</p> <ul style="list-style-type: none"> ▪ living in an unsuitable home environment, such as having no heating ▪ being left alone for a long time ▪ taking on the role of carer for other family members. <p>Change in behaviour:</p> <ul style="list-style-type: none"> ▪ becoming clingy ▪ becoming aggressive ▪ being withdrawn, depressed or anxious ▪ changes in eating habits ▪ displaying obsessive behaviour ▪ finding it hard to concentrate or take part in activities ▪ missing school ▪ showing signs of self-harm ▪ using drugs or alcohol.

Neglect and acts of omission (adults)

What it is	Signs you may see
<p>Ignoring medical, emotional or physical care needs.</p> <ul style="list-style-type: none"> ▪ Failure to provide access to appropriate health, care and support or educational services. ▪ The withholding of the necessities of life, such as medication, adequate nutrition and heating. 	<ul style="list-style-type: none"> ▪ An out of character failure to engage in social interaction and activities ▪ Inconsistent or reluctant contact with support, such as medical and social care organisations ▪ Poor personal hygiene ▪ Inappropriate or inadequate clothing ▪ Poor state of home environment ▪ Malnutrition or unexplained weight loss ▪ Untreated injuries and medical problems ▪ Accumulation of untaken medication.

Self-neglect (adults)

What it is	Signs you may see
<p>Self-neglect covers a range of behaviour related to neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding.</p>	<ul style="list-style-type: none"> ▪ Very poor personal hygiene, wearing the same clothes every day ▪ Unkempt appearance ▪ Lack of essential food, clothing or shelter/heating ▪ Malnutrition and/or dehydration ▪ Living in squalid or unsanitary conditions ▪ Neglecting household maintenance ▪ Hoarding ▪ Collecting a large number of animals in inappropriate conditions ▪ Non-compliance with health or care services, accumulation of untaken medication ▪ Inability or unwillingness to take medication or treat illness or injury.

Sexual Abuse (children)

What it is	Signs you may see
<p>"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.</p> <p>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.</p> <p>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.</p> <p>Sexual abuse can take place online, and technology can be used to facilitate offline abuse.</p> <p>Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children."</p>	<p>Knowing the signs of sexual abuse can help give a voice to children and young people. Sometimes children won't understand that what's happening to them is wrong. Or they might be scared to speak out. Some of the signs you might notice include:</p> <ul style="list-style-type: none"> ▪ Avoiding being alone with or frightened of people or a person they know. ▪ Language or sexual behaviour you wouldn't expect them to know. ▪ Having nightmares or bed-wetting. ▪ Self-harm. ▪ Changes in eating habits or developing an eating problem ▪ Alcohol or drug misuse ▪ Sexually transmitted infections. ▪ Pregnancy <p>If a child is being or has been sexually abused online, they might:</p> <ul style="list-style-type: none"> ▪ spend a lot more or a lot less time than usual online, texting, gaming or using social media ▪ seem distant, upset or angry after using the internet or texting ▪ be secretive about who they're talking to and what they're doing online or on their mobile phone ▪ have lots of new phone numbers, texts or email addresses on their mobile phone, laptop or tablet. <p>Children and young people might also drop hints and clues about the abuse.</p>

Sexual abuse (adults)

What it is	Signs you may see
<ul style="list-style-type: none"> ▪ rape ▪ indecent exposure ▪ sexual harassment ▪ inappropriate looking or touching ▪ sexual teasing or innuendo ▪ sexual photography or filming, "revenge porn" ▪ subjection to pornography or witnessing sexual acts ▪ sexual assault ▪ sexual acts to which the adult has not consented or was pressured into consenting 	<ul style="list-style-type: none"> ▪ excessive fear/apprehension of, or withdrawal from, relationships ▪ fear of receiving help with personal care ▪ reluctance to be alone with a particular person. ▪ self-harming ▪ poor concentration, withdrawal, sleep disturbance ▪ the uncharacteristic use of explicit sexual language or significant changes in sexual behaviour or attitude ▪ bruising, particularly to the thighs, buttocks and upper arms and marks on the neck ▪ pregnancy in someone who is unable to consent to sexual intercourse ▪ Sexually transmitted infections.

Child Sexual Exploitation (a form of child sexual abuse)

What it is	Signs you may see
<p>Occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity:</p> <p>(a) in exchange for something the victim needs or wants, and/or</p> <p>(b) for the financial advantage or increased status of the perpetrator or facilitator.</p> <p>The victim may have been sexually exploited even if the sexual activity appears consensual.</p> <p>Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology."</p> <p>Exploitation can take place between a child and an adult as well as 'peer on peer' (for example between one young person and another)</p> <p>The NSPCC^[2] adds:</p> <p>When a child/young person is sexually exploited online they might be persuaded or forced to:</p> <ul style="list-style-type: none"> ▪ send or post sexually explicit images of themselves ▪ film or stream sexual activities ▪ have sexual conversations. <p>Once an abuser has images, video or copies of conversations, they might use threats and</p>	<p>Sexual exploitation can be difficult to spot and sometimes mistaken for "normal" teenage or pre-teen behaviour. Signs include:</p> <ul style="list-style-type: none"> ▪ Signs of sexual abuse and grooming ▪ Unhealthy or inappropriate sexual behaviour. ▪ Being frightened of some people, places or situations. ▪ Being secretive. ▪ Sharp changes in mood or character. ▪ Having money or things they can't or won't explain. ▪ Physical signs of abuse, like bruises ▪ Alcohol or drug misuse. ▪ Sexually transmitted infections. ▪ Pregnancy. <p>Other signs may include:</p> <ul style="list-style-type: none"> ▪ Having an older boyfriend or girlfriend. ▪ Staying out late or overnight. ▪ Having a new group of friends. ▪ Missing from home or stopping going to school or college. ▪ Hanging out with older people, other vulnerable people or in antisocial groups. ▪ Involved in a gang. ▪ Involved in criminal activities like selling drugs or shoplifting.

<p>blackmail to force a young person to take part in other sexual activity. They may also share the images and videos with others or circulate them online.</p> <p>Gangs use sexual exploitation:</p> <ul style="list-style-type: none"> ▪ to exert power and control ▪ for initiation ▪ to use sexual violence as a weapon. <p>Children or young people might be invited to parties or gatherings with others their own age or adults and given drugs and alcohol. They may be assaulted and sexually abused by one person or multiple perpetrators. The sexual assaults and abuse can be violent, humiliating and degrading.</p>	
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Child Criminal Exploitation (including 'county lines')

What it is	Signs you may see
<p>As set out in the Serious Violence Strategy, published by the Home Office, where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or young person under the age of 18 into any criminal activity:</p> <p>(a) in exchange for something the victim needs or wants, and/or</p> <p>(b) for the financial or other advantage of the perpetrator or facilitator and/or</p> <p>(c) through violence or the threat of violence.</p> <p>The victim may have been criminally exploited even if the activity appears consensual. Child criminal exploitation does not always involve physical contact; it can also occur through the use of technology.</p> <p>This includes 'County Lines', a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more importing areas within the UK, using dedicated mobile phone lines or other form of 'deal lines'. They are likely to exploit children and vulnerable adults to move and store the drugs and money, and they will often use coercion, intimidation, violence (including sexual violence) and weapons.</p>	<ul style="list-style-type: none"> ▪ Frequently absent from and doing badly in school. ▪ Going missing from home, staying out late and travelling for unexplained reasons. ▪ In a relationship or hanging out with someone older than them. ▪ Being angry, aggressive or violent. ▪ Being isolated or withdrawn. ▪ Having unexplained money and buying new things. ▪ Wearing clothes or accessories in gang colours or getting tattoos. ▪ Using new slang words. ▪ Spending more time on social media and being secretive about time online. ▪ Making more calls or sending more texts, possibly on a new phone or phones. ▪ Self-harming and feeling emotionally unwell. ▪ Taking drugs and abusing alcohol. ▪ Committing petty crimes like shop lifting or vandalism. ▪ Unexplained injuries and refusing to seek medical help. ▪ Carrying weapons or having a dangerous breed of dog.

Exploitation can take place between a child and an adult as well as 'peer on peer' (for example between one young person and another).	
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Modern Slavery (adults/children)

What it is	Signs you may see
<ul style="list-style-type: none"> ▪ slavery ▪ human trafficking ▪ forced labour and domestic servitude. ▪ traffickers and slave masters using whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment. 	<ul style="list-style-type: none"> ▪ Shows signs of physical or psychological abuse and untreated injuries ▪ Looks malnourished or unkempt, or appears withdrawn and neglected ▪ Seems under the control or influence of others ▪ Wears the same clothes every day ▪ Wears no safety equipment even if their work requires it ▪ Living in dirty, cramped or overcrowded accommodation ▪ Living and working at the same address ▪ Appears unfamiliar with their neighbourhood or where they work ▪ Rarely allowed to travel on their own ▪ Collected and dropped off on a regular basis early in the morning or late at night ▪ In a crowded minibus with other workers ▪ Has no control of their identification documents such as their passport ▪ Reluctant to seek help and avoids eye contact ▪ Appears frightened or hesitant to talk to strangers ▪ Fear of police, don't know who to trust or where to get help ▪ Afraid of deportation, and risk of violence to them or their family.

Financial abuse (adults)

What it is	Signs you may see
<ul style="list-style-type: none"> ▪ theft ▪ fraud ▪ internet scamming ▪ coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions ▪ the misuse or misappropriation of property, possessions or benefits. 	<ul style="list-style-type: none"> ▪ Missing personal possessions ▪ An unexplained lack of money ▪ Power of attorney or lasting power of attorney (LPA) being obtained after the person has ceased to have mental capacity, or being obtained by someone you would not expect. ▪ Sudden or unexpected changes in a will or other financial documents

	<ul style="list-style-type: none"> ▪ Appearance of previously uninvolved relatives or 'close friends'. ▪ Failing to provide receipts for shopping or other financial transactions carried out on behalf of someone else.
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Organisational abuse (adults/children)

What it is	Signs you may see
<p>Including neglect and poor care practice within an institution or specific care setting such as a hospital or care home, or in relation to care provided in one's own home, for example.</p> <p>This may range from one off incidents to on-going ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation</p>	<ul style="list-style-type: none"> ▪ An unsafe, unhygienic or overcrowded environment. ▪ A strict or inflexible routine. ▪ Lack of privacy, dignity, and respect for people as individuals. ▪ Withdrawing people from community or family contacts. ▪ No choice offered with food, drink, dress or activities. ▪ No respect or provisions for religion, belief, or cultural backgrounds. ▪ Treating adults like children, including arbitrary decision-making.

Extremism and radicalisation (adults/children)

What it is	Signs you may see
<p>Radicalisation is the process through which a person comes to support or be involved in extremist ideologies. It can result in a person becoming drawn into terrorism and is in itself a form of harm.</p> <p>Extremism goes beyond terrorism and includes people who target the vulnerable – including the young – by seeking to sow division between communities on the basis of race, faith or denomination; justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society. This can include harmful minority religions ("cults")^[5]</p>	<ul style="list-style-type: none"> ▪ isolating themselves from family and friends ▪ talking as if from a scripted speech ▪ unwillingness or inability to discuss their views ▪ a sudden disrespectful attitude towards others ▪ increased levels of anger ▪ increased secretiveness, especially around internet use. <p>Children who are at risk of radicalisation may have low self-esteem, or be victims of bullying or discrimination. Extremists might target them and tell them they can be part of something special, later persuading them into cutting themselves off from their friends and family.</p> <p>However, these signs don't necessarily mean a child is being radicalised – it may be normal teenage behaviour or a sign that something else is wrong.</p>

Discriminatory abuse (adults/children)

What it is	Signs you may see
<ul style="list-style-type: none"> ▪ harassment ▪ slurs or similar treatment because of: <ul style="list-style-type: none"> ○ race, including colour, nationality, ethnic or national origin ○ gender and gender identity, including gender reassignment ○ age ○ disability ○ sexual orientation ○ religion ○ pregnancy and maternity ○ marriage and civil partnership. <p>The above are protected characteristics under the Equality Act 2010</p>	<ul style="list-style-type: none"> ▪ Overhearing harassment or abuse ▪ A person appearing to be excluded from activities or groups for discriminatory reasons. ▪ The support on offer does not take account of the person's individual needs in terms of a protected characteristic ▪ Expressions of anger, frustration, fear or anxiety.

Bullying, cyber bullying and online abuse (adults/children)

What it is	Signs you may see
<p>Bullying can include many different forms of abuse, including physical and emotional abuse, and typically (but not exclusively) takes place between peers.</p> <p>Bullying is behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining someone.^[7]</p> <p>It can happen anywhere – at school, at home, online, at work or in church. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.</p> <p>Cyberbullying can include:</p> <ul style="list-style-type: none"> ▪ sending threatening or abusive text messages ▪ creating and sharing embarrassing images or videos ▪ trolling – the sending of menacing or upsetting messages on social networks, chat rooms or online games ▪ shaming someone online ▪ setting up hate sites or groups about a particular child ▪ encouraging young people to self-harm ▪ revenge porn ▪ trolling. 	<ul style="list-style-type: none"> ▪ being afraid to go to school or youth groups (or work or church), being mysteriously 'ill' each morning, or skipping school/youth group ▪ being nervous, losing confidence, or becoming distressed and withdrawn ▪ problems with eating or sleeping ▪ belongings getting 'lost' or damaged ▪ spending a lot more or a lot less time than usual online, texting, gaming or using social media ▪ seem distant, upset or angry after using the internet or texting ▪ be secretive about who they're talking to and what they're doing online or on their mobile phone ▪ physical injuries, such as unexplained bruises ▪ not doing as well at school ▪ asking for, or stealing, money (to give to whoever's bullying them) ▪ bullying others.

Female Genital Mutilation (adults/children)

What it is	Signs you may see
<p>Female genital mutilation (FGM) is when a female's genitals are deliberately altered or removed for non-medical reasons. It's also known as 'female circumcision' or 'cutting', but has many other names. The practice is not required by any religion and is medically unnecessary, painful and has serious health consequences at the time it is carried out and in later life.</p> <p>The procedure is typically performed on girls of any age but is also performed on newborn infants and on young women before marriage/ pregnancy.</p> <p>FGM may be practised illegally by doctors or traditional health workers in the UK, or girls may be sent abroad for the procedure.</p> <p>FGM is illegal in the UK [3], under the Female Genital Mutilation Act 2003 (as amended).</p>	<p>Signs FGM might happen:</p> <ul style="list-style-type: none"> ▪ A relative or someone known as a 'cutter' visiting from abroad. ▪ A special occasion or ceremony takes place where a girl 'becomes a woman' or is 'prepared for marriage'. ▪ A female relative, like a mother, sister or aunt has undergone FGM. ▪ A family arranges a long holiday overseas or visits a family abroad during the summer holidays. ▪ A girl has an unexpected or long absence from school. ▪ A girl struggles to keep up in school. ▪ A girl runs away – or plans to run away – from home. <p>Signs FGM might have taken place:</p> <ul style="list-style-type: none"> ▪ Having difficulty walking, standing or sitting. ▪ Spending longer in the bathroom or toilet. ▪ Appearing quiet, anxious or depressed. ▪ Acting differently after an absence from school or college. ▪ Reluctance to go to the doctors or have routine medical examinations. ▪ Asking for help – though they might not be explicit about the problem because they're scared or embarrassed

Emotional abuse (children)

What it is	Signs you may see
<p>The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development.</p> <p>It may involve</p> <ul style="list-style-type: none"> ▪ conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. ▪ not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. ▪ age or developmentally inappropriate expectations being imposed on children, 	<p>There might not be any obvious physical signs of emotional abuse. A child or young person might not tell anyone what's happening until they reach a 'crisis point'. That's why it's important to look out for signs in how a child or young person is acting.</p> <p>As children grow up, their emotions change. This means it can be difficult to tell if they're being emotionally abused. But children who are being emotionally abused might:</p> <ul style="list-style-type: none"> ▪ seem unconfident or lack self-assurance ▪ struggle to control their emotions ▪ have difficulty making or maintaining relationships

<p>interactions that are beyond a child's developmental capability</p> <ul style="list-style-type: none"> ▪ overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. ▪ 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. <p>Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.</p>	<ul style="list-style-type: none"> ▪ act in a way that's inappropriate for their age. <p>Babies and pre-school children who are being emotionally abused or neglected might:</p> <ul style="list-style-type: none"> ▪ be overly-affectionate to strangers or people they don't know well ▪ seem unconfident, wary or anxious ▪ not have a close relationship or bond with their parent ▪ be aggressive or cruel towards other children or animals. <p>Older children/young people might:</p> <ul style="list-style-type: none"> ▪ use language you wouldn't expect them to know for their age ▪ act in a way or know about things you wouldn't expect them to know for their age ▪ struggle to control their emotions ▪ have extreme outbursts ▪ seem isolated from their parents ▪ lack social skills ▪ have few or no friends.
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Psychological abuse (adults)

What it is	Signs you may see
<ul style="list-style-type: none"> ▪ emotional abuse ▪ threats of harm or abandonment ▪ deprivation of contact ▪ humiliation ▪ blaming ▪ controlling ▪ intimidation ▪ coercion ▪ harassment ▪ verbal abuse ▪ cyber bullying ▪ isolation ▪ unreasonable and unjustified withdrawal of services or supportive networks 	<ul style="list-style-type: none"> ▪ An air of silence when a particular person is present ▪ Withdrawal or change in the psychological state of the person ▪ Insomnia ▪ Low self-esteem ▪ Uncooperative and aggressive behaviour ▪ A change of appetite, weight loss/gain ▪ Signs of distress: tearfulness, anger ▪ Apparent false claims, by someone involved with the person, to attract unnecessary treatment.

Spiritual abuse (children and adults)

This is not a separate category of abuse, it is a form of emotional and psychological abuse relevant for faith contexts. It is important to be clear about this when discussing cases with statutory services who may be unfamiliar with its use.

What it is	Signs you may see
<p>Spiritual abuse is a form of emotional and psychological abuse. It is characterised by a systematic pattern of coercive and controlling behaviour in a religious context. Spiritual abuse can have a deeply damaging impact on those who experience it and can be experienced in a variety of different relationships.</p> <p>This abuse may include:</p> <ul style="list-style-type: none"> ▪ Manipulation and exploitation ▪ Enforced accountability ▪ Requirements for secrecy and silence ▪ Coercion to conform, for example, seeking to enforce rather than encourage behavioural changes; failing to allow an individual autonomy to make their own choices ▪ Exercising control through using sacred texts or teaching to coerce behaviour ▪ Requirement of obedience to the abuser ▪ The suggestion that the abuser has a 'divine' position ▪ Isolation as a means of punishment ▪ Superiority and elitism. <p>Spiritual abuse may occur on its own, or alongside other forms of abuse, such as physical or sexual abuse. It may be used to 'legitimise' or facilitate other forms of abuse.</p>	<ul style="list-style-type: none"> ▪ Use of scripture to justify abusive behaviour ▪ Use of scripture to manipulate or force a person into acts they would not wish to consent to. ▪ Prophetic ministry is an important part of the work of the Church, and this is affirmed. However, a warning sign of spiritual abuse can be exercising control through invoking fear of spiritual consequences for disobedience. To be clear the issue is not the discussion of spiritual consequences as provided in the Bible, but the exercise of control over another person through instrumentalising their fear ▪ Exercising control through the suggestion that obedience to the abuser is equivalent to obedience to God ▪ Emotional manipulation in the guise of righteousness ▪ Being manipulated or feeling pressured into service or conformity ▪ Feeling unable to say no to increasing demands for time, service and obedience ▪ Pressure to conform to expectations and believe exactly the same as others in the church context ▪ Forcing or requiring a person to share every aspect of their life for scrutiny under the guise of accountability. ▪ Censorship, including inability to ask questions, raise concerns or disagree. ▪ Isolation or rejection of those who will not conform ▪ The misuse of a pastoral or mentoring relationship in such a way the individual experiences coercion and control justified by theology, scripture or Divine position. <p>Note that there may be long periods of time in which the victim of spiritual abuse experiences positive moments, before the spiritually abusive behaviour occurs or reoccurs. This may lead to self-doubt that the behaviour is harmful.</p>

Honour Based Abuse

The following information is taken from [Reducing the Risk](#) and [Karma Nirvana](#) websites (accessed 25/01/2025):

There is currently no statutory definition of Honour Based Abuse (HBA) but it is abuse or violence which is motivated by the belief that an individual has brought shame or dishonour on their family or community.

HBA can take many forms, and includes the following crimes:

- **Domestic Abuse (including Physical, sexual, and economic abuse or coercive control)** – *Various forms of domestic abuse are illegal and are covered under laws aimed at protecting individuals from abuse in all forms, including physical, emotional, psychological, sexual, and financial abuse, among others, as well as coercive control*
- **Child Marriage** – *It is illegal in England and Wales to get married under the age of 18.*
- **Forced Marriage** – *Forced Marriage is illegal, and Forced Marriage Protection Orders (FMPOs) can be issued to protect individuals at risk.*
- **Virginity Testing** – *As of 2022, Virginity testing is illegal in the UK under The Health and Care Act 2022.*
- **Female Genital Mutilation (FGM)** – *FGM is a criminal offence under the Female Genital Mutilation Act 2003, which applies to performing FGM within the UK, taking someone abroad to have FGM performed (even if the procedure is legal in that country), and assisting, encouraging, or arranging FGM, whether in the UK or abroad.*

There may be multiple perpetrators, including:

- Parents
- Siblings
- Grandparents
- Uncles, aunts, cousins
- Community members
- Bounty hunters/'hit men'

