

# DANCEEAST

## SAFEGUARDING POLICY

| <b>Policy Written By</b> | <b>Review / Amend Date</b> | <b>Approved By</b> | <b>Next Review Date</b> |
|--------------------------|----------------------------|--------------------|-------------------------|
| Lucy Bayliss             | 03 June 2019               | DanceEast Board    | June 2020               |
| Updated                  | 16 March 2020              | DanceEast Board    | March 2021              |
|                          |                            |                    |                         |

# DANCEEAST

## QUICK SAFEGUARDING REFERENCE GUIDE

**Is the person in immediate danger?**

Contact **Customer First - 0808 800 4005** (or 999 in an emergency). If you are unsure, speak to the Safeguarding Officer.

If you cannot reach designated DanceEast staff and need immediate guidance, the NSPCC helpline is 0808 800 5000.

Safeguarding Officer:  
 Bill Armitage [bill.armitage@danceeast.co.uk](mailto:bill.armitage@danceeast.co.uk) 01473 295230

Deputy Safeguarding Officer:  
 Tom Bowes [tom.bowes@danceeast.co.uk](mailto:tom.bowes@danceeast.co.uk) 01473 295246

|  |   |  |
|--|---|--|
| <p>You are approached by a young or vulnerable person with a disclosure that s/he/they are being harmed or abused.</p>   | <p>You have concerns that a child or vulnerable adult is or may be subject to abuse or harm.</p>  | <p>You have concern about the behaviour of a member of staff or other volunteer within DanceEast.</p>  |
|   |    |   |
| <p>Stay calm and keep an open mind. Don't promise to keep information secret. Make it clear that you have a duty to pass it on. Record the information you are provided with and pass on to one of the Safeguarding Officers (within 24 hours) who will decide what further action might be needed. This information is likely to be passed on to an external agency and should include a record of the time, date and persons present. Don't question the individual except to clarify what they are saying</p> | <p>Make a written and dated note of any observations. Inform one of the Safeguarding Officers as soon as possible and within 24 hours, who will investigate and make any necessary referrals.</p> | <p>If the behaviour of a member of staff or other person (including other young and vulnerable people) is potentially threatening the well-being of a child or vulnerable adult, you must report your concerns to one of the Safeguarding Officers.</p> <p>Any allegations concerning a member of staff will be passed to the Senior Manager with responsibility for HR who will decide on further action.</p> |

**Always report to a Safeguarding Officer within 24 hrs**

# DanceEast Safeguarding Policy

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# DanceEast Safeguarding Policy

## Section 1

### Introduction:

DanceEast recognises that the term ‘young people’ has no legal basis but employs this term to refer to anyone under the age of 19 with whom the organisation works. Within the age range covered by the term ‘young people,’ appropriate responses will be different depending upon the actual age of the individuals involved.

DanceEast recognises that the term ‘vulnerable persons’ has no legal basis but employs it to refer to anyone who through circumstance, situation or mental or physical ability may be at an increased risk of abuse or maltreatment either mentally or physically.

DanceEast recognises that the needs of young people are not necessarily the needs of vulnerable persons or vice versa. DanceEast also recognises the need to tailor its response in a manner appropriate to the situation for young people or vulnerable persons and will take into consideration the different ages and needs of each group.

DanceEast maintains that all people, regardless of age, disability, gender, race, religion or belief, sex, or sexual orientation have a right to equal protection from all types of harm or abuse, and that some children/adults are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues

DanceEast has produced a combined Safeguarding Policy because the process of risk assessment and the development of appropriate responses, although resulting in different outcomes, should follow the same framework. It is a privilege to work with young people and vulnerable people; it is also a great responsibility. Parents, family members and carers trust us to look after their young and vulnerable people, to care for them, give them leadership, and keep them safe.

The Home Office has produced “Safe From Harm”, a set of recommendations and guidelines to give all voluntary groups a framework for action to promote young people’s welfare and to prevent abuse, in various forms, taking place. In addition, Arts Council England has worked with the NSPCC (National Society for the Prevention of Cruelty to Children) to create “Keeping Arts Safe”. This examines some of the specific safeguarding issues affecting those using the arts in their work with young people. DanceEast strives for best practice in all circumstances and with all groups and through this policy aims to safeguard everyone who is involved in DanceEast’s activities.

# DanceEast Safeguarding Policy

## Titles used in documents

### Group

12 or more young or vulnerable persons (based on Suffolk County Council's recommended ratios of 1 adult:12 group members).

### Leader

Anyone who has supervisory, organisational or decision-making responsibilities.

### Vulnerable Person

Anyone who through circumstance, situation or mental or physical ability may be at an increased risk of abuse or maltreatment either mentally or physically.

### Staff

Any full or part-time member of DanceEast staff, any freelancer, sessional worker or volunteer contracted to work for DanceEast or any sub-contractor.

### Safeguarding Officer

A member of staff who has suitable skill, knowledge and experience to act in the management and implementation of the DanceEast Safeguarding Policy in any event in which it is deemed appropriate.

### Young person

Anyone involved in project work with DanceEast under the age of 19.

### Regulated Activity

- a) Frequent unsupervised activities: teaching, training, instructing, caring for or supervising children and/or providing guidance on wellbeing.
- b) Frequent work for a limited range of establishments ('specified places'), with opportunity for contact: for example, washing, dressing, or health care provided - or supervised by - a professional.
- c) Frequent moderating of a public electronic interactive communication service likely to be used wholly or mainly by children.

Work under (a) and (b) is Regulated Activity only if done frequently. The managing/supervising of a person who is undertaking an activity within (a) or (b) would also be Regulated Activity, if they manage/supervise the individual on a frequent basis.

## **DanceEast Safeguarding Policy**

### **Definitions of Abuse**

#### Abuse can be defined as:

- An act of omission or commission judged by a mixture of community values and professional expertise to be inappropriate or damaging (see below).

#### Sexual Abuse

- Forcing or enticing a person to take part in sexual activities, whether or not they are aware of what is happening. May involve physical contact, penetrative or non-penetrative acts. Abuse may also result from allowing or encouraging someone to watch pornographic material or sexual acts.

#### Physical Abuse

- May involve hitting, shaking, throwing, poisoning, burning, scalding, drowning, suffocating or causing any inappropriate discomfort.

#### Emotional Abuse

- Persistent ill treatment, which is likely to cause serious harm to a person's development or mental well-being. Abuse may involve conveying to individuals that they are worthless, unloved or inadequate.

#### Neglect

- The persistent failure to meet a person's basic physical and/or psychological needs, which is likely to result in the serious impairment of a person's health, development or well-being. Abuse may involve failure to provide or ensure appropriate access to food, shelter and clothing or to allow access to medical care or treatment.

## DanceEast Safeguarding Policy

### Policy Statement:

DanceEast's policy statement is designed to be a dynamic document and as such will be reviewed, and if necessary revised, each year. The omission or incompleteness of any element of the policy, guidance or required procedure in no way invalidates any other part of the policy.

- DanceEast is committed to the protection and safeguarding of all young and vulnerable people under its care during its activities.
- The scope of this policy extends to digital and online engagement and sits alongside DanceEast's Data Protection and Social Media Policies
- It is the responsibility of all staff to safeguard against the physical, emotional and sexual abuse of young and vulnerable people, and to report any abuse discovered, disclosed or suspected.
- DanceEast recognises that safeguarding young and vulnerable people is the responsibility of all staff and members of the Board.
- DanceEast is committed to the provision of suitable and adequate supervision, support and training and to the provision of resources for those who work with young and vulnerable people.
- DanceEast will foster a culture of safeguarding where online/digital safety is an inherent part of activity planning and fully integrated into organisation wide safeguarding.
- DanceEast will facilitate the safe, responsible and respectful use of technology to support learning and engagement and undertakes to ensure that technology and systems used are reliable, secure and fit for purpose.
- To clarify what constitutes appropriate behaviour for staff and to provide guidance on avoiding situations in which a member of staff's actions may be misunderstood (this point covers the protection of young and vulnerable people and the protection of staff from false allegations)

*All DanceEast staff will be given a copy of the Employee Handbook together with DanceEast's Equal Opportunities Policy, Social Media Policy and Safeguarding Policy. Staff must agree to support the principles and guidance contained within these documents as a condition of their employment or engagement.*

# DanceEast Safeguarding Policy

## Section 2

### Good Practice Guidelines

#### DanceEast will ensure that:

- This Policy Statement is displayed on DanceEast premises at Jerwood DanceHouse and all staff will ensure that a copy is given to all partner organisations with which work is undertaken if requested
- Wherever practicable, staff will not be left alone with a young or vulnerable person. For example, in the instance of a potential disclosure
- If privacy or confidentiality are required, another member of staff should be told, doors should be left open and the member of staff and young or vulnerable person should be monitored periodically, the young or vulnerable person should be told about this arrangement
- Staff need to check that access to and from any buildings used for project work are safe and well lit
- That all staff carrying out Regulated Activity (as defined by the Safeguarding Vulnerable Groups Act) have an enhanced DBS check that was issued within the previous two years, or subscribe to the DBS update service and be able to provide the number of the check
- That staff receive appropriate levels of training in safeguarding young and vulnerable persons.

#### Staff responsibilities:

- All staff will treat all young or vulnerable people with respect and dignity and without discrimination
- All staff will use appropriate speech, tone of voice and body language to the setting they are working in
- The privacy of young or vulnerable people (e.g. when changing) will be respected
- All staff will refrain from any sexually suggestive comments, ridiculing, or rejection of a young or vulnerable person, even in fun
- All staff will avoid inappropriate touching in any form (see Safe Touch section) and exercise caution when comforting a distressed or injured young or vulnerable person
- All staff will safeguard against excessively attention seeking behaviour, especially if it is of an overtly sexual or physical nature, from young or vulnerable people in their care
- All staff will not invite a young or vulnerable person to his or her home

## **DanceEast Safeguarding Policy**

- All staff will avoid engaging with young or vulnerable people via text/mobile phone calls/email/social media or equivalent unless absolutely necessary for example when referred to in a specific project agreement (see Section 5)
- All staff will ensure that parents and carers know where the young or vulnerable people are, and will obtain written consent from parents, guardians or carers for non-routine events or visits (and be explicit when this might precipitate the use of private mobile phone numbers)
- All staff will avoid giving lifts to individual young or vulnerable people, if this is unavoidable make sure they sit in the rear of the car unless a project agreement allows for this
- All staff are not insured by DanceEast to offer lifts to young and vulnerable people in their care and should arrange alternative transportation for them if a project requires it.

### **Good Practice Amongst Staff**

- Staff must support each other in their work with young and vulnerable people and encourage the use of the guidelines at all times
- If any member of staff has a concern about the behaviour or suitability of another member of staff they must speak, in confidence, to the designated Safeguarding Officer as soon as possible
- Members of the Creative Team should take opportunities to observe staff in activities with young and vulnerable people and discuss what they have observed with the Safeguarding Officer if appropriate
- Staff should accept such observation as part of DanceEast's commitment to safe and good quality activities with young and vulnerable people
- Staff carrying out Regulated Activity will undertake safeguarding training at least once every two years
- All staff working for DanceEast who will be carrying out Regulated Activity will be required to submit to an Enhanced DBS check two years after their previous check; or be able to provide details of their registration for the online DBS update. If any concerns or convictions are identified, continued employment will be subject to DanceEast's employment policy and terms and conditions of employment or engagement
- Where any form of abuse is suspected, wherever practicable DanceEast will continue to welcome the young or vulnerable person and their family to activities whilst investigations continue.

# DanceEast Safeguarding Policy

## Section 3

### The Selection of Staff and their Responsibilities

- DanceEast will recruit all staff following appropriate equal opportunity procedures.
- Interviews will be carried out by at least two members of staff (or appropriate personnel linked to DanceEast) and relevant questions regarding work with, experience of and attitudes to young and vulnerable people will be addressed to all candidates carrying out Regulated Activity.
- Recent, relevant and reliable references will be sought for all staff covering the previous two years of employment.
- An Enhanced DBS check (which may or may not include barred list check) will be sought for all newly appointed DanceEast employees carrying out Regulated Activity, which DanceEast arranges and pays for. Until these have been obtained the member of staff will not be allowed to work directly, or unsupervised with young or vulnerable people.
- An Enhanced DBS check (which may or may not include barred list check) will be sought from all freelancers; artists; and 'workers' carrying out Regulated Activity, which the freelancer/artist/'worker' arranges and pays for. Until these have been obtained the freelancers or artist will not be allowed to work directly, or unsupervised with young or vulnerable people.
- The roles of all staff must be established and clearly explained to them by the leader.
- Staff must not be expected to perform duties for which they do not have adequate skill, knowledge or experience.

# DanceEast Safeguarding Policy

## Section 4

### Procedures to Follow:

DanceEast is committed to the protection of young and vulnerable people from physical, sexual or emotional harm and seeks to improve their well-being through any contact they have with the organisation. In order to achieve this, staff need to value young and vulnerable people and take time to communicate with them when they choose to express themselves concerning their experiences and concerns. It is important that all staff know how to respond if abuse is disclosed or suspected.

Staff shall:

1. Remain calm and in control
2. Understand carefully what has been communicated
3. Ask questions only for clarification
4. Not promise to keep it 'a secret'
5. Communicate that they will need to share the information with others, but explain that this will be with the Safeguarding Officer, and that they may pass this information on
6. Reassure the young/vulnerable person that they did the right thing
7. Make sure that the young or vulnerable person knows what will happen next
8. Make notes as soon as practicable afterwards using the young/vulnerable person's own words and wherever possible using the form shown at Appendix 1
9. Speak to DanceEast's Safeguarding Officer as a matter of priority and as soon as is practicable, but always within 24 hours
10. In the case of an urgent concern, the member of staff will communicate the matter as soon as possible, and complete the written report afterwards.

If you are unable to use the Disclosure Form Appendix 1 please follow the guidelines below:

- a) Records should be made as soon as possible after the event/concern is raised
- b) They should contain the date, time, people present, anything said (verbatim if possible) and any action taken, including whom the concern was reported to and when
- c) Physical appearance or behaviour of the child or adult at risk should be recorded as factually accurately as possible
- d) Professional opinion should be set apart from factual observations and labelled as such. Judgmental language should be avoided.

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### Subsequently:

- The Safeguarding Officer will investigate the issue and assess the level of risk of harm
- The Safeguarding Officer will seek advice from external agencies where required to inform decision making about the appropriate course of action to be taken, sharing necessary information as appropriate to best protect the child or adult at risk, with their consent wherever possible, unless this will delay or impede the investigation
- Where risk of harm or abuse is identified, DanceEast will take action to best protect the young or vulnerable person at risk. DanceEast will involve the young or vulnerable person in decision making and act with their consent where possible. The Safeguarding Officer will take action without consent where this is considered to be in the best interests of the young or vulnerable person
- The Safeguarding Officer is responsible for referring information to the statutory authorities (Social Care Services or Police)
- The details of the disclosure or concern must not be discussed with anyone other than the young or vulnerable person, the Safeguarding Officer and the statutory authorities
- If the disclosure, or concern is about someone who works for DanceEast the person must be suspended from any activities involving young or vulnerable people until the matter has been investigated
- In the instance that the disclosure or concern is about the designated Safeguarding Officer the member of staff is responsible for referring the matter directly to the statutory authorities and notifying the Director and Chair of DanceEast Board.

## **DanceEast Safeguarding Policy**

### **Section 5**

#### **Digital, Social Media and use of Mobile Phones**

When working with children and young people:

- On no occasion should you engage in private messaging with a child from a personal social media account
- It is acceptable for you to set up a 'professional' social media account, separate from your 'personal' account
- You should not offer out or accept requests to communicate with children on any social networking platform, unless it is being used for expressly professional reasons, that it contains no personal and/or inappropriate material and that it can be openly accessed by other staff members
- With regards to Facebook, it is policy that, if a class or group wish to communicate via Facebook, they create a Closed Group (not a Page), which would be administrated by a core member of DanceEast staff. Persons working with young people should not for any reason 'friend' them on Facebook. If an employee is working with young people with whom they are already 'friends' with on Facebook (for example through family friendships), this must be disclosed to their line manager as soon as possible
- Please ensure that all participants complete an appropriate Media Consent form for all activities.

Further details on acceptable use of social media can be found in the DanceEast Social Media Policy. Any breach of this Policy may result in disciplinary action up to and including dismissal.

# DanceEast Safeguarding Policy

## Section 6

### Safe Touch

DanceEast recognises that it is advisable to avoid direct physical contact with young or vulnerable people to safeguard that person from possible abuse, and to protect staff from false allegations of abuse. However, the teaching and learning of dance may on some occasions necessitate the 'touching' of students or participants.

Tutors should:

- Ensure that the intention is clear
- Ensure that touch is appropriate
- Check that learning has occurred
- Ensure touch is firm, necessary, direct, precise and functional.

# DanceEast Safeguarding Policy

## Section 7

### Key Personnel Contact Details

DanceEast Safeguarding Officer

- Head of Creative Programmes – Lucy Bayliss
- Telephone number: 01473 295230
- Mobile Number: Contact out of hours can be made through Box Office at the Jerwood DanceHouse

DanceEast Deputy Safeguarding Officer

- Head of Operations and Resources – Bill Armitage
- Telephone number: 01473 295230
- Mobile Number: Contact out of hours can be made through Box Office at the Jerwood DanceHouse

DanceEast Artistic Director & Chief Executive

- Brendan Keaney
- Telephone number: 01473 295230

DanceEast Chair

- Anthony Hilton
- Telephone number: 01473 295230

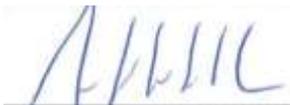
DanceEast, Jerwood DanceHouse, Foundry Lane, Ipswich, Suffolk, IP4 1DW

This policy will be reviewed annually.

This policy was adopted on **16<sup>th</sup> June 2020**



Signed \_\_\_\_\_  
Brendan Keaney, Artistic Director & Chief Executive



Signed \_\_\_\_\_  
Anthony Hilton, Chair

## DanceEast Safeguarding Policy

### Acknowledgement

I, \_\_\_\_\_ acknowledge receipt of the DanceEast Safeguarding Policy (June 2019). I confirm that I have read and understand the policy. I also acknowledge that I have a duty to take reasonable care of myself and others who may be affected by my work and to make full use of the arrangements provided to preserve everyone's health and safety.

Signed \_\_\_\_\_

Position \_\_\_\_\_

Date \_\_\_\_\_

# DANCEEAST

## APPENDIX 1. SAFEGUARDING INCIDENT REPORT FORM

| Detail of person completing form  |  |
|-----------------------------------|--|
| Name                              |  |
| Organisation                      |  |
| Position                          |  |
| Address                           |  |
| Contact Telephone                 |  |
| Email                             |  |
| Name of person who raised concern |  |

| Details of person concern is attributed to |  |
|--|--|
| Name                                       |  |
| Position                                   |  |
| Relationship to alleged victim             |  |

| Details of alleged victim   |  |
|-----------------------------|--|
| Name                        |  |
| Organisation                |  |
| Date of birth               |  |
| Age at time of incident     |  |
| Name of parent / carer      |  |
| Address of parent / carer   |  |
| Telephone of parent / carer |  |

| Details of incident         |
|-----------------------------|
| Date or period of incident: |
| Description of incident:    |

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|  |
|--|
|  |
|--|

**Please indicate if you are in contact with any other bodies concerning this incident and include contact name and details**

|                 |  |
|-----------------|--|
| Social Services |  |
|-----------------|--|

|        |  |
|--------|--|
| Police |  |
|--------|--|

|       |  |
|-------|--|
| Other |  |
|-------|--|

|        |  |
|--------|--|
| Signed |  |
|--------|--|

|      |  |
|------|--|
| Date |  |
|------|--|

## DanceEast Safeguarding Policy

### APPENDIX 2. RECOGNISING SIGNS OF ABUSE IN CHILDREN AND YOUNG PEOPLE

|  |   |
|--|---|
| <p><b>Neglect / Self-neglect</b><br/>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>Indicators</p> <ul style="list-style-type: none"> <li>• Hunger</li> <li>• Poor personal hygiene</li> <li>• Inappropriate clothing</li> <li>• Frequent lateness or non-attendance</li> <li>• Untreated medical problems</li> <li>• Poor social relationships</li> <li>• Compulsive stealing or scrounging</li> <li>• Tiredness</li> </ul>  | <p><b>Sexual Abuse</b><br/>Forcing or enticing a child to take part in sexual activities, physical contact including non-penetrative act, and non-physical contact including making pornographic material, being exposed to sexual activity, encouraging to behave sexually and verbal sexual abuse</p> <p>Indicators</p> <ul style="list-style-type: none"> <li>• Bruises, scratches, burns or bite marks on the body</li> <li>• Scratches, abrasions or persistent infections in the anal or genital regions</li> <li>• Sexual awareness inappropriate to the child’s age</li> <li>• Public masturbation</li> <li>• Teaching other children about sexual activity</li> <li>• Refusing to stay with certain people or go to certain places</li> <li>• Aggressiveness, anger, anxiety, tearfulness</li> <li>• Withdrawal from friends</li> <li>• Pregnancy</li> </ul> |
| <p><b>Physical Abuse</b><br/>Hitting, shaking, throwing, poisoning, burning/scalding, drowning, suffocating, otherwise causing physical harm, or factitious illness by proxy</p> <p>Indicators</p> <ul style="list-style-type: none"> <li>• Unexplained injuries or burns</li> <li>• Refusal to discuss injuries/improbable explanations</li> <li>• Untreated injuries/illness</li> <li>• Admission of punishment which appears excessive</li> <li>• Shrinking from physical contact</li> <li>• Fear of returning home or of parents being contacted</li> <li>• Fear of undressing or medical help</li> <li>• Aggression/bullying</li> <li>• Over compliant behaviour or ‘watchful attitude’ – Running away</li> <li>• Significant changes in behaviour</li> </ul> | <p><b>Emotional Abuse</b><br/>Persistent emotional ill-treatment of a child causing severe and persistent adverse effects on child’s emotional development</p> <p>Indicators</p> <ul style="list-style-type: none"> <li>• Continual self-deprecation</li> <li>• Depression, withdrawal</li> <li>• Inappropriate emotional responses to painful situations</li> <li>• Self-harm or mutilation</li> <li>• Compulsive stealing/scrounging</li> <li>• Drug/solvent abuse/eating problems (over/under-eating)</li> <li>• ‘Neurotic’ behaviour <ul style="list-style-type: none"> <li>○ obsessive rocking, thumbsucking</li> </ul> </li> <li>• ‘Don’t care’ attitude or desperate attention seeking behaviour</li> <li>• Social isolation</li> <li>• does not join in and has few friends</li> </ul>  |
| <p><b>Radicalisation</b><br/>Factors to indicate that a young person might be in danger of radicalisation include:</p> <ul style="list-style-type: none"> <li>• Isolation</li> <li>• Lack of self-esteem</li> <li>• Victim of bullying</li> <li>• Family tensions</li> <li>• Searching for personal identity</li> <li>• Race and hate crime</li> <li>• Use of internet glorifying violence</li> <li>• Political grievances</li> </ul>  | <p><b>Other safeguarding indicators</b></p> <ul style="list-style-type: none"> <li>• Persistent lateness or absence</li> <li>• Bullying, including cyber-bullying</li> <li>• Use of drugs/excessive alcohol consumption</li> <li>• Persistent illness</li> <li>• Gender-based violence</li> <li>• Mental health problems</li> <li>• Panic attacks</li> <li>• Aggressive outbursts</li> </ul>  |

## DanceEast Safeguarding Policy

### APPENDIX 3. RECOGNISING SIGNS OF ABUSE IN ADULTS

|   |   |
|---|---|
| <p><b>Psychological or emotional abuse</b><br/>Enforced social isolation, removing mobility or communication aids, failing to respect privacy, preventing activities, intimidation, coercion, harassment, use of threats, humiliation, bullying or swearing, threats of harm or abandonment.</p> <p>Indicators</p> <ul style="list-style-type: none"> <li>• an air of silence when a particular person is present</li> <li>• withdrawal or change in the psychological state of the person</li> <li>• insomnia</li> <li>• low self-esteem</li> <li>• uncooperative and aggressive behaviour</li> <li>• a change of appetite, weight loss/gain</li> <li>• signs of distress: tearfulness, anger</li> <li>• apparent false claims, by someone involved with the person, to attract unnecessary treatment</li> </ul> | <p><b>Sexual Abuse</b><br/>Rape, attempted rape or sexual assault, inappropriate touching, non-consensual masturbation, any sexual activity that the person lacks capacity to consent to, indecent exposure.</p> <p>Indicators</p> <ul style="list-style-type: none"> <li>• bruising, particularly to the thighs, buttocks and upper arms and marks on the neck</li> <li>• torn, stained or bloody underclothing</li> <li>• bleeding, pain or itching in the genital area</li> <li>• unusual difficulty in walking or sitting – pregnancy in a woman who is unable to consent to sexual intercourse</li> <li>• the uncharacteristic use of explicit sexual language or significant changes in sexual behaviour or attitude</li> <li>• self-harming</li> <li>• poor concentration, withdrawal, sleep disturbance</li> <li>• excessive fear/apprehension of, or withdrawal from, relationships</li> </ul> |
| <p><b>Physical Abuse</b><br/>Assault, hitting, biting, scalding, burning, excessive restraint, bullying, force-feeding or withdrawing food, over-medication.</p> <p>Indicators</p> <ul style="list-style-type: none"> <li>• no explanation for injuries or inconsistency with the account of what happened</li> <li>• injuries are inconsistent with the person’s lifestyle</li> <li>• bruising, cuts, welts, burns and/or marks on the body or loss of hair in clumps</li> <li>• frequent injuries</li> <li>• unexplained falls</li> <li>• subdued or changed behaviour in the presence of a particular person</li> <li>• signs of malnutrition</li> <li>• failure to seek medical treatment or frequent changes of GP</li> </ul>  | <p><b>Domestic violence or abuse</b><br/>Psychological, physical, sexual, financial, emotional, including threatening behaviour, coercive control, ‘honour’-based violence, FGM and forced marriage.</p> <p>Indicators</p> <ul style="list-style-type: none"> <li>• low self-esteem</li> <li>• feeling that the abuse is their fault when it is not – physical evidence of violence such as bruising, cuts, broken bones</li> <li>• verbal abuse and humiliation in front of others</li> <li>• fear of outside intervention</li> <li>• damage to home or property</li> <li>• isolation</li> <li>• not seeing friends and family</li> <li>• limited access to money.</li> </ul>  |
| <p><b>Financial or material abuse</b><br/>Theft of money or possessions, fraud, scamming, undue pressure, duress or threat</p> <p>Indicators</p> <ul style="list-style-type: none"> <li>• missing personal possessions</li> <li>• unexplained lack of money or inability to maintain lifestyle</li> <li>• unexplained withdrawal of funds from accounts – failure to provide receipts for shopping or other financial transactions carried out on behalf of the person</li> <li>• disparity between the person’s living conditions and their financial resources</li> </ul>   | <p><b>Other forms of abuse</b></p> <p><b>Modern slavery:</b> Human trafficking, forced labour, servitude, sexual exploitation.</p> <p><b>Discriminatory abuse:</b> unequal treatment based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation (protected characteristics).</p> <p><b>Neglect:</b> both self-neglect and neglect of others.</p> <p><b>Organisational or institutional abuse:</b> denying visitors, failure to care for residents</p>  |