



Child Protection Policy

Adopted and ratified by the Governing Body of Hathaway Primary School on 7th June 2016

Committee with oversight for this policy – Full Governing Body	
Policy to be approved by the Full Governing Body	
Policy last reviewed by the Full Governing Body	07/06/2016
Policy last ratified and adopted by Full Governing Body	07/06/2016
Policy / Document due for review	June 2017

Woodlands Academy Child Protection Policy

Key Contacts at School			
		Name	Phone Number
Designated child protection lead	Headteacher	Harinder Rana	02089982479
Designated Child Protection Trained	Parent Support Worker	Huma Chaudhry	02089982479
Chair of Governors		Shirley Kenworthy-Wright	02089982479
Safeguarding Governor, Governor for looked after children		Shirley Kenworthy-Wright	02089982479
Key Contacts at Local Authority			
	Name	Phone number	
Safeguarding Children Service Manager / Local Authority Designated Officer (LADO)	Lisa Tingle	020 8825 5239	
Child Protection Manager	Sariah Eagle	020 8825 8155	
Child Protection Adviser	Emma Langdon	020 8825 9332	
Child Protection Adviser	Sandra Miller	020 8825 6404	
Child Protection Adviser	Liezel le Roux	020 8825 8183	
Education Service "Senior Officer"	Tom Galvin	020 8825 5501 M 07989 160812	
Schools HR	Mark Nelson	020 8825 9478	
Schools HR	Andy Merryweather	020 8825 5130	
Schools HR	Christopher Prowse	020 8825 9261	
Children Protection Administration (to contact CPA for advice)		020 8825 8930	
Child Abuse Investigation Team (CAIT)		020 8246 1901	

Ealing Children's Integrated Response Service (ECIRS)

1. ECIRS offers one point of entry for all referrals and requests for help for children and young people.
Phone: (020) 8825 8000
2. For referrals complete the [ECIRS referral form \(link is on EGFL\)](#) and submit by: secure email or fax: (020) 8825 5454 or post: ECIRS, Perceval House, 2nd floor blue area, 14-16 Uxbridge Road, Ealing W5 2HL
3. All urgent referrals should be initiated by phone (020) 8825 8000 and followed up by submitting the referral form within 24 hours
4. EHAP (CAF replacements) to be completed as directed by the ECIRS team

Child Protection Policy

Following Keeping Children Safe in Education July 2015 Statutory Guidance

Review date: April 2017

Designated Child Protection Lead (DCPL)	Headteacher
Deputy DCPL	AHT/Inclusion
Designated Child Protection Trained	Parent Support Worker
Child Protection Governor	Shirley Kenworthy Wright

Education staff have a crucial role to play in helping identify welfare concerns and indicators of possible abuse or neglect at an early stage. Keeping Children Safe in Education 2015 and Working Together to Safeguard Children 2015 puts a statutory responsibility on the Governing Body to have policies and procedures in place that safeguard and promote the welfare of children who are pupils of the school.

We recognise that all adults at this school have a full and active part to play in protecting and safeguarding the children in our care, and that the pupils' welfare is our paramount concern. We also acknowledge that safeguarding incidents could happen anywhere and staff should be alert to possible concerns arising.

This policy is takes into account the London Safeguarding Children Board Procedures.

Aims

- To provide a caring, positive, safe and stimulating environment that cares for the social, physical and moral development of the individual child.
- To provide an environment in which pupils feel safe, secure, valued and respected; where they feel confident and know how to approach responsible adults if they are in difficulties.
- To develop effective working relationships with all other agencies involved in safeguarding children.

Procedures and Responsibilities

We will follow the procedures set out by the Local Safeguarding Children Board (LSCB) and take account of guidance issued by the DfE to:

1. Ensure we have a designated senior person for child protection who has received appropriate training and support for this role
2. Ensure we have a nominated governor responsible for child protection
3. Ensure every member of staff (including temporary and supply staff and volunteers) and the governing body knows the name of the designated senior person responsible for child protection and their role
4. Ensure all staff, supplies and volunteers are issued with the most recent copy of the summary of 'Keeping Children Safe in Education'.
5. Ensure staff induction includes the school's Child Protection (CP) Policy, Staff Behaviour Code and details of the designated CP lead teacher.
6. Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and their responsibility for referring any concerns to the designated child protection teacher.
7. Ensure that parents have an understanding of the responsibility placed on the school and staff for child protection by setting out the school's obligations on the web site.
8. Notify social care if there is an unexplained absence of more than one day of a pupil who is subject to a child protection plan.

9. Develop effective links with relevant agencies and cooperate as required with their enquiries regarding child protection matters, including attendance at case conferences
10. Keep written records of concerns about children, even where there is no need to refer the matter immediately
11. Ensure all records are kept securely, separate from the main pupil file, and in locked locations
12. Adopt and follow procedures where an allegation is made against a member of staff or volunteer and report to the Local Authority Designated Officer (LADO), as appropriate, within 24 hours.
13. Ensure safe recruitment practices are always followed by having at least one person on each interview panel who has completed the Safer Recruitment training, following stringent pre-employment vetting checks, ensuring staff are DBS checked at the appropriate level and entered on the Single Central Record (SCR) and references are taken up and kept on file.
14. Ensure volunteers are appropriately supervised.

The role of the headteacher:-

1. To promote child protection and safeguarding as a priority.
2. To support the designated child protection lead in logging and reporting child protection concerns, ensuring they are able to attend conferences and core group meetings.
3. To support the governing body in their child protection and safeguarding role.
4. To ensure all recruitment is carried out appropriately.
5. To ensure the single central record is maintained and up to date.
6. Ensure all staff, supplies and volunteers are issued with the most recent copy of the summary of 'Keeping Children Safe in Education'.
7. Ensure staff induction includes the school's Child Protection (CP) Policy, Staff Behaviour Code and details of the designated CP lead teacher.
8. To ensure all staff and governors receive approved external training every two years and the designated child protection teachers update their training at least every two years.

The role of the Designated Child Protection Lead:-

1. To raise the awareness of teachers, support staff and student teachers, of the need for child protection and of their responsibilities in identifying and reporting possible cases of abuse, including child sexual exploitation and female genital mutilation.
2. To provide a systematic means of monitoring children thought to be at risk.
3. To emphasise the need for good levels of communication between all staff.
4. To develop a structured internal procedure to be followed by all members of the school community in cases of suspected abuse.
5. To promote understanding and build relationships with other agencies in order to work together more effectively.
6. To work with the PSHE co-ordinator to promote children's personal, social and health development in ways which foster security, confidence and independence and to work with the ICT co-ordinator to promote e-safety.

7. To develop a network of support which would be made known to staff or parents:- e.g. details of parent support groups; parent networks; relevant telephone numbers.
8. To seek advice from and report cases to social care
9. To monitor the pastoral files, at least termly.
10. To deal with all safeguarding and child protection complaints which are made against staff or volunteers.
11. To build child protection duties into their job description.
12. To attend training at least every two years and keep up to date with changes in legislation.
13. To display the name and role of the DCPL clearly around the school to inform parents, staff and agency workers.

The Role of the Governing Body:-

To have a named governor responsible for looked after children and children subject to a child protection plan.

1. To ensure an annual safeguarding report is completed and submitted to the full governing body.
2. To make at least one focus visit per year to audit child protection procedures.
3. To track child protection data presented at termly governing body meetings.
4. To review the child protection policy annually
5. To participate in training at least every two years

Record Keeping and Training

It is the responsibility of the DCPL to ensure that all adults in school receive a copy of the policy and follow the school's internal child protection procedures and Ealing Council's record keeping procedures. All child protection records are kept in a secure place away from school files, i.e. a lockable cabinet in the Headteacher's office. It is also the responsibility of the DCPC to make any referrals necessary to Ealing Council's Social Care service via Ealing Children's Integrated Response Service (ECIRS).

All adults who work in schools, whether paid or voluntary, are legally required to participate in child protection training at least every two years. Opportunities will be provided to receive training consistent with London Safeguarding Children Board's standards, in order to develop their understanding of the signs and indicators of abuse, and their knowledge about what to do if they feel a child may be suffering abuse.

Reporting Arrangements for Child Abuse Concerns:-

All concerns should be reported to the designated child protection teacher - or in her absence, the deputy designated child protection lead.

Concerns will be discussed with relevant staff who may have additional information to pool, as soon as is appropriate.

Staff will be released and covered if they need to attend internal or external child protection meetings.

Staff meeting time will be allocated annually to ensure teaching and support staff are

- aware of who to talk to
- confident about reporting concerns
- skilled in identifying concerns

Referrals to outside agencies will usually be made by the designated child protection lead or the deputy designated child protection lead, although in exceptional circumstances, any adult may raise concerns directly with social care.

If a child chooses to tell a member of staff about alleged abuse, there are a number of things that must be done to support the child:

- Inform the DCPL immediately.
- Don't make promises, e.g. to keep secrets.
- Stay calm and be available to listen.
- Listen with the utmost care to what the child is saying.
- Don't "put words in the child's mouth" but note the main points carefully.
- Keep a full record - date, time, what the child did, said etc.; on the school's 'record of concern' form using a body map if appropriate. See Appendix 1.
- Reassure the child and let them know that they were right to inform us.
- Inform the child that this information will now have to be passed on.

All Parents/Carers are made aware of the school's responsibilities in regard to child protection procedures through publication of the school's Child Protection policy on the school web site. Reference will be made to it in the prospectus/brochure and home school agreement.

The DCPL will ensure a systematic means of monitoring children known or thought to be at risk of harm, they will ensure that we contribute to assessments of need and support plans for those children.

When children leave the school, the DCPL will ensure that their child protection file is copied for any new school as soon as possible, but transferred separately from the main pupil file and securely. The original file will be stored securely until the child reaches the age of 25 years.

We acknowledge the need for effective and appropriate communication between all members of staff in relation to safeguarding pupils.

The DCPL will ensure a structured procedure within the school, which will be followed by all of the members of school community in cases of suspected abuse.

Our policy and procedures will be reviewed annually and updated by the Governing Body, which will ensure that they are in line with London Safeguarding Children Board's policies and procedures.

Current Child Protection Issues

The list below shows the current child protection issues as referred to by Ofsted (April 2015). We will be vigilant in looking out for signs or symptoms which might indicate that our children are at risk. Relevant staff will attend additional training as appropriate.

- Child sexual exploitation
- Bullying including cyberbullying
- Domestic abuse
- Drugs
- Fabricated or induced illness
- Faith abuse
- Female genital mutilation (FGM)
- Forced marriage
- Gangs and youth violence
- Gender-based violence/violence against women and girls (VAWG)
- Mental health
- Private fostering
- Preventing radicalisation (Staff and governors will attend briefings by the Prevent Team)
- Sexting
- Teenage relationship abuse
- Trafficking

Supporting children

We recognise that a child who has been abused or neglected, who witnesses abuse, or lives in an abusive environment may feel helpless or humiliated. They may blame themselves, have low self-esteem and find it difficult to see the world as a positive place.

We recognise that the school may provide the only stability in the lives of children who have been abused or who are at risk of harm.

We accept that research shows the behaviour of a child in these circumstances may range from that which is perceived to be normal to that which is aggressive or withdrawn.

We provide opportunities which equip children with the skills they need to stay safe from harm, and ensure that they know to whom they should turn for help in the following ways:-

- We promote a school ethos that is positive and supportive, which engenders respect for all and values each individual.
- The school behaviour policy which is aimed at supporting vulnerable pupils in the school. The school will ensure that the pupil knows that some behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred;
- Liaison with other agencies that support the pupil such as social services, Child and Adult Mental Health Service (CAHMS), education welfare service and educational psychology service;
- We have the Ealing Schools Counselling Partnership counselling service on site and children are encouraged to visit the SPACE.
- The PSHE curriculum covers Esafety, Antibullying, Safety in and out of school
- Our Relationships and Sex curriculum teaches children about their bodies and how to keep themselves safe from harm.

Supporting staff

We recognise that staff working in the school that have become involved with a child who has suffered harm or who appears likely to suffer harm, may find this situation stressful and upsetting.

We will support such staff by providing an opportunity to talk through their anxieties with the DCPL or to seek further support from the ESPC Eleni Vambouli.

We understand that staff should have access to advice on the boundaries of appropriate behaviour. The document 'Working Together to Safeguard Children' July 2015 provides advice on this and the circumstances that should be avoided in order to limit complaints against staff of abuse of trust and/or allegations of physical or sexual abuse made against staff. These matters form part of staff induction and are referred to in the staff handbook.

We recognise that DCPLs should have access to support and appropriate workshops, courses or meetings as organised by the LA.

Confidentiality

We recognise that all matters relating to child protection are confidential. However, a member of staff must never guarantee confidentiality to a pupil, nor should they agree to keep a secret. Where there is a Child Protection concern it must be passed **immediately** to the Designated Child Protection Lead.

The Head Teacher or DCPL will disclose personal information, including the level of involvement of other agencies, about a pupil to other members of staff, on a need-to-know basis only.

All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children.

Safe staff

Checks will be undertaken on all adults working in the school to establish the suitability of a person to work with children corresponding to Ealing Council's Safe Recruitment procedures. Records of these checks will be kept in accordance with Section 3 of 'Keeping Children Safe in Education' DfE 2015.

All school staff should take care not to place themselves in a vulnerable position with a child. It is always advisable for interviews or work with individual children or parents to be conducted with or in view of other adults.

All staff members of staff understand that they are employed in a 'Position of Trust' and that inappropriate behaviour with or towards children is unacceptable. It is an offence for a person in a position of trust to have a sexual relationship with a child under 18, even if the relationship is consensual. This applies where the child is in full-time education and the person works in the same establishment even if s/he does not teach the child. (Sexual Offences Act 2003).

If an allegation is made against another member of staff, the member of staff receiving the allegation will immediately inform the Headteacher or the most senior teacher if the Headteacher is not present. The Headteacher or most senior teacher will then consult with the Local Authority Designated Officer.

If the allegation made to the member of staff concerns the Headteacher, the person receiving the allegation will immediately inform the Chair of Governors who will consult the LA, without notifying the Headteacher first.

The school will follow the LA procedures for managing allegations against staff, a copy of which can be found in the office and on the school's network.

Where another body provides services or activities separately, using the school premises, the Governing Body will ensure that the body concerned has appropriate policies and procedures in place in regard to safe recruitment and safeguarding children and a copy of their child protection policy will be kept on file.

Mobile Phones and camera use (especially in the Early Years and Foundation Stage)

Appropriate use of mobile phones is essential at Woodlands Academy. The use of mobile phones does not detract from the quality of supervision and care of children.

Practitioners are able to use their personal mobile phone during their break times. During working hours phones must be out of sight, in a secure area accessible only to staff. All staff are made aware of their duty to follow this procedure which is set out in the Staff Code of Conduct. (Also see E-Safety policy for further information).

Whistle blowing

All staff should be aware of their duty to raise concerns about the attitude and actions of colleagues. (See Whistleblowing policy).

Links to other policies

The Child Protection Policy should be read alongside and in conjunction with other policies regarding the safety and welfare of children and these together make up the suite of policies to safeguard and promote the welfare of children in this school.

- Physical intervention/positive handling: our **Positive Handling Policy** (which follows the Local Authority's procedures) states that staff will use reasonable force proportionate to the risks. We understand that physical intervention of a nature that causes injury or distress to a child may be considered under child protection or disciplinary procedures.
- **Anti-bullying**: our policy on the prevention and management of bullying is set out in a separate policy and acknowledges that to allow or condone bullying may lead to consideration under child protection procedures.
- **Racist incidents**: any incidents that occur are recorded using the school's proforma and dealt with by a member of the Senior Leadership team. These incidents are reported to the LA on an annual basis. We acknowledge that repeated racist incidents, or a single serious incident, may lead to consideration under child protection procedures.
- **Health and Safety**: our health and safety policy, set out in a series of separate documents, reflects the consideration we give to the protection of our children both within the school environment, for example in relation to internet use, and when away from the school, for example when undertaking school trips and visits.

- **Safe recruitment:** our policy sets out the vetting requirements for all who wish to work in our school, whether paid or voluntary. All staff will have an Enhanced DBS check before starting in post, which must be satisfactory.
- Staff code of conduct
- Equality
- Behaviour
- ICT and e-safety
- Complaints against staff
- Meeting the needs of pupils with medical conditions
- First aid provision
- Educational visits
- Intimate care
- Data protection policy
- Whistle blowing

Each staff selection panel will contain at least one member trained in Safer Recruitment.

Working with Children:-

At an age appropriate level children will be taught about keeping themselves safe on the roads and the risks of strangers during PSHE lesson; about appropriate touching during relationships education and during ICT lessons they will be taught about the dangers of the internet and what to do if they are worried about something that they see or receive.

The Child's Voice:-

We will ensure there are systems in place for children to express their views and give feedback, when safeguarding or child protection investigations are being conducted.

Allegations of abuse carried out by children:-

The school will seek advice from social care if an allegation of abuse is made against another child, in order to proceed in the most appropriate way.

Children who are Looked After:-

There will be a designated teacher in school, currently the designated child protection lead, who has been trained to promote the educational achievement of children who are looked after.

Staff working with 'Children who are Looked After' should know:-

1. Their exact legal status
2. Contact arrangements with birth parents or those with parental responsibility
3. The child's care arrangements and the levels of authority delegated to the carer by the authority looking after him/her
4. Details of the child's social worker and the name of the virtual school head in the authority that looks after the child.

Children Absent from School:-

A child going missing from school is a potential indicator that they are suffering from abuse or neglect, particularly on repeat occasions. We will ensure appropriate safeguarding responses are made to help identify any risk of abuse and neglect including female genital mutilation, sexual abuse or exploitation and to help prevent the risks of their going missing in the future.

If staff become anxious about these risks they will immediately seek guidance from social care.

Working with Parents:-

It is our desire to work in partnership with all parents. The welfare of children is paramount however and it is the school's duty to safeguard all children. When working with parents, staff will need to have a non-judgmental attitude; respect confidentiality; recognise feelings of guilt, shame, betrayal and anger and in

appropriate circumstances recognise their duty to contact social care before discussing events with parents.

This policy will be made available on the school's web site and where possible parent information sheets or briefings will be provided on an annual basis.

Reporting concerns about staff and volunteers:-

The policy for dealing with accusations against school staff and volunteers is attached as appendix 1. Staff will be made aware of the school's policy and procedures for dealing with complaints made against staff and the school's whistle blowing policy and procedures.

Staff will be expected to report to the designated child protection teacher any concerns which they have about the safeguarding practice of colleagues and volunteers. If the complaint is against the headteacher this must be made to the chair of governors.

Vetting Procedures and The Single Central Record:-

The school keeps a Single Central Record of Recruitment and Vetting checks and a record of ID Checks for all staff, students and volunteers who work or deliver services at the school.

The school will ensure that stringent pre-employment vetting checks are made, which include:

1. Identity checks (only using photo ID)
2. Barred List Check (with DBS Check or separately if appropriate)
3. Enhanced Disclosure & Barring Service (DBS) Check (number)
4. Prohibitions Order check for teachers
5. Verification of the person's right to work in UK
6. Overseas record checks
7. Verification of qualifications
8. Obtaining written references
9. Verification that the person has mental and physical fitness for role

The Single Central Record will include details of:

1. Name
2. Role
3. Organisation
4. DBS number
5. Date of DBS Disclosure
6. Confirmation that the headteacher or a person delegated by them has had sight of this disclosure
7. Confirmation that the headteacher or a person delegated by them has seen proof of identification such as a passport or Photo ID from a statutory agency or organisation contracted by the Local Authority. Copies of disclosures must not be kept on site.
8. For national and external organisations recognised by the LA such as NHS healthcare professionals or LA maintenance teams a formal letter from their organisation that clearly outlines that staff have all received DBS clearance.

9. Prohibition Order checks on teachers

Disclosure and Barring Service (DBS)¹

The school provides regulated activity (children) as set below:

1. Regulated activity includes unsupervised activities e.g. teaching, training, instructing, care or supervision of children or providing guidance or advice on well-being, driving a vehicle for children only.
2. Temporary and maintenance workers are not in regulated activity, it is the school's responsibility to ensure the safety of the children through supervising these staff at ALL time
3. Frequency and intensity comes into play with children. Even if a role is unregulated e.g. volunteer, if they were to be at the school once a week or four times in a month, because of the frequency they would need to have a DBS check carried out, but not a Barred List check.
4. Those roles that used to be in Regulated Activity but are no longer in Regulated Activity (i.e. they are fully supervised) can still have an enhanced DBS check but no Barred List Check.
5. Parent volunteers on school trips need to be supervised at ALL times and it is the school's responsibility to ensure this happens.

Disclosure and Barring Service checks²

These are the types of checks available to those working with children: Type of check	What the check involves	Positions eligible for this level of check
Standard check	Check of the Police National Computer records of convictions, cautions, reprimands and warnings	The position being applied for must be covered by an exempted question in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.
Enhanced check	Check of the Police National Computer records plus other information held by police such as interviews and allegations. This information must be relevant to the sector and be approved by the police for inclusion on the certificate.	The position being applied for must be covered by an exempted question in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 and in Part 5 of the Police Act 1997 (Criminal Records) Regulations.*
Enhanced criminal record check with children's and/or adult's barred list information	Check of the Police National Computer records plus other information held by police plus check of the DBS Children's Barred List plus check of the DBS Adults' Barred List.	The position must be eligible for an enhanced level criminal record check as above and be for a purpose listed in Regulation 5 of the Police Act 1997 (Criminal Records) Regulations as able to check the barred list(s).

For staff working in a regulated activity the school will apply for the: Enhanced criminal record check with children's and/or adults' barred list information, check.

For staff (or volunteers work who work frequently) in a regulated activity and are supervised (and as such this could be classed as an unregulated activity) the school will apply for an: Enhanced check.

At Woodlands Academy the expectation is that governors will have an enhanced DBS clearance.

¹ Keeping children safe in education Statutory guidance for schools and colleges / Ealing Council DBS guidance 2015

² See Keeping children safe in education Statutory guidance for schools and colleges July 2015 for references

Monitoring and Evaluation:-

Child protection issues will be monitored in general terms by the Safeguarding governor, receiving information from the headteacher. Governors will receive a termly safeguarding report at the full governing body meeting. The policy and procedures will be reviewed annually by the senior management team and the safeguarding governor and where necessary built into the school improvement plan. The review will be reported to governors.

Appendix 1

Dealing With Child Protection Issues Summary

Follow this route if you have a suspicion or evidence or a disclosure of:-

- physical abuse - particularly any unexplained injuries
- sexual abuse
- emotional abuse
- neglect

The person making the referral to the designated child protection teacher, completes a referral sheet as soon as possible – see appendix 2.

Report to the designated child protection teacher, on the same day, while the child is still in school.

The designated child protection teacher collects as much information as possible from the staff who know the child

The designated child protection teacher decides if a referral should be made to the Social Services central call centre. The parents may be asked for information in any case which is not about sexual abuse.

Advice might be sought from the Social Services Child Protection Advisory and Consultation Service

If social services have become involved the verbal referral will be backed up by a written one on the standard social services form, which will then be faxed to the appropriate department

The designated child protection teacher will give feedback on any action plan, to the staff involved.

Written referrals and subsequent reports of the event will not be kept in the pastoral file but stored in the locked filing cabinet in the head's office.

The designated child protection teacher and relevant staff will continue working with the parent, if applicable

Support for the child will be planned and delivered

The class teacher and other involved staff will continue to monitor the child and refer back to the designated child protection teacher if applicable

Appendix 2: Reporting Child Protection Procedures

Appendix 2: **Child Protection Concern Form**

Name of child:		
DOB:	Class:	Date of concern:
Parent/s name:	Contact number:	Home address:
Person filling in form:		Shared with CP officer? Yes No
Observation/ discussion re concern (names, dates etc):		
Action taken:		
Outcomes:		
Follow up:		

If you have a concern about a child please complete this referral form and hand it to the Designated Professional for Child Protection or the Deputy Designated Child Protection Professional.

Appendix 3: Weekly Monitoring form

In-School Monitoring Form

Name of Child.....

Class.....

	Time arrived	Presentation	Engagement	Other issues e.g. hungry, tired	Signed
Monday					
Tuesday					
Wednesday					
Thursday					
Friday					

Appendix 4

CHARACTERISTICS OF DIFFERENT TYPES OF ABUSE

Physical Abuse

- Bruising - position of marks
- Changes in behaviour or attitude to work
- Flinching
- Aggressive behaviour
- Appearing withdrawn
- Reluctance to change clothes
- Fear of adults - mistrust
- Eating/over/under (obsessive behaviour *any)
- Reluctance to make physical contact
- Reluctance to go home
- Relationships with peers/adults
- Emotions - inappropriate responses
- Children always have an unlikely reason for their injuries
- Refusal to talk about injury - different accounts of injury
- Tell you they've been hit/other source
- Frequent absences
- Protection of abuser
- Show no pain - appear 'hard'
- Untreated injuries

Emotional Abuse

- Passive - crying tearful
- Self harm - cry for help
- Excuse abuser

- Fear of new situations
- Possessive
- Aggressive frustration - taking it out on others
- Masturbation
- Easy target for bullying
- Fear
- Lack confidence
- Attention seeking
- Avoidance of eye contact
- Learning problems
- Self-mutilation
- Upset easily
- Collecting things - obsessive behaviour
- Behaviour problems
- Tiredness
- Having older peers as friends
- Secretive , withdrawn - aloof/catatonic
- Few friends - not joining in

Neglect

- Behaviour problems
- Hungry and food content in pack lunch inappropriate
- Soak up attention
- Unexplained injuries - conflicting reasons given
- Clothing in poor condition or dirty
- Loners - lack friends (withdrawn - medication)
- Medical problems/attention

- Stealing
- State/quality of person collecting or responsible for child (parent or carer)
- Personal hygiene and appearance, skin colour, physique
- Thumb sucking (hunger) rocking
- Tired/lack of concentration
- Inadequate supervision
- Crying easily
- Absence/lateness
- Excuses/lying
- Aggression (retaliating)
- Depression - low self-esteem
- Difficulty contacting parent
- Relationships problems
- Lots of siblings - eldest to look after others

Sexual Abuse

Physical signs /marks on body

- Pressure marks for being restrained, scratches, bruising, burns, bite marks
- Repeated infections - urinary
- Imitating sexual acts
- Masturbating
- Touching themselves/others
- Pulling trousers down
- Heaps of knowledge about sexual stuff!

Emotional signs

- Withdrawn Low concentration
- Erratic mood changes - aggressiveness, tears, etc.

- Inappropriate sexual awareness - role play etc. and language used
- Refusing to stay or go with certain people
- Low concentration - change of work produced
- Seek physical contact with adult
- Inappropriate touching of adults by children/adults and children or fear of “physical contact” with others (flinching)
- Signs of discharges on clothing
- Blood on underwear
- Some not wanting to go to the toilet
- Always doing something other than work
- Eating problems - over/under eating