

Title:	Youth (Child) Safeguarding Policy
Status:	Final
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Date:	July 2015 (review); April 2016; Feb 2017, Feb 2018; March 2019; March 2020; March 2021; March 2022; March 2023; March 2024; June 2025
Circulation:	Internal
Review date:	June 2026

1.0 Introduction.

- 1.1 This policy is written in the context of government guidance in Working Together to Safeguard Children (2018), influential child abuse inquiries, relevant legislation and Local Authority child safeguarding guidance. This policy reflects 42nd Street's values and commitment to ensuring that young people accessing our services are safe, supported in the most effective way and not at risk of any kind of abuse.
42nd Street abides by the relevant legislation, which is enshrined in our daily practice delivery of support to young people. This includes:
 - Children's Act 2004
 - Children and Social Work Act 2017
 - Mental Capacity Act 2005, updated 2019
- 1.1.0 Working Together to Safeguard Children was updated in 2021 with a view to an increased focus on both **complex** and **contextual safeguarding** and a review of the local safeguarding boards. 42nd Street works to support children and young people which is aligned with contextual safeguarding approaches. Namely that we need an understanding and to respond to young people's experiences of significant harm beyond their families. It recognises that the different relationships that young people form in their neighbourhoods, schools and online can put them at risk of harm, violence and abuse.
- 1.2.0 In September 2023 the government published an update to Working Together to Safeguard Children called **Keeping Children Safe in Education** – guidance applicable to schools and colleges. 42nd Street provides support to children and young people across a range of schools and colleges and recognises the importance of working closely with partners and stakeholders to safeguard the safety and well being of children and young people. 42nd Street will work in accordance with its own safeguarding policy and procedures, and will seek to refer to schools and colleges guidance where applicable.
- 1.2 The procedures within the policy use as a point of reference relevant statute and the findings of key child abuse Inquiries.
- 1.3 42nd Street's services are target group is young people between the ages of 11 to 25 years.
- 1.4 This policy will apply to all young people under 18 years accessing services at 42nd Street where there is evidence of significant harm and it is in their best interests to act on the information.

- 1.5 This policy is a framework and is not meant to be prescriptive. At all times the rights of the young person to information, effective support and self determination must be protected.
- 1.6 Child Abuse is a general term that includes neglect, physical, sexual, emotional, psychological and economic abuse of young people. For the purposes of this policy we will use the term 'youth abuse' instead of 'child abuse'.
- 1.7 Bullying and abuse based on a minoritised position for e.g. racial /homophobic abuse, is specifically included in this policy given the specific context of the work at 42nd Street. It is acknowledged that these areas might be outside the remit of Local Authority Child Safeguarding Guidelines. There is also acknowledgment of wider safeguarding issues around trafficking; gang membership; domestic violence. The Manchester Safeguarding protocols will be referred to where there is an area of safeguarding not specifically referred to in the policy.
- 1.8 The person responsible for the abuse maybe the carer, another significant adult, older young person (or possibly a young person of the same or younger age if bullying is involved), or other adults known to the young person. This policy does not cover 'stranger abuse' – i.e. abuse by someone not known to the young person. Such matters will be referred to the police for criminal investigation subject to the consent from the young person.
- 1.9 42nd Street recognises the legal duty of statutory Safeguarding Boards to protect young people from abuse and we are committed to establishing positive working relationships.
However 42nd Street will also:
- Adhere and maintain our Confidentiality policy and protect our boundaries of confidentiality.
 - Conduct risk assessments in the most appropriate way to the young person and worker involved and to the principles of 42nd Street.
 - Extend and develop our practice ensuring that the best interests of the young person are central to all our interventions.
 - Protect young people accessing the services of 42nd Street in a sensitive and appropriate way that nurtures self-determination.
 - Encourage and increase awareness of the possible links between youth abuse and mental health and well-being experienced by young people.

2.0 Principles.

- 2.1 There is NO hierarchy in the types or level of abuse experienced by young people. The experiences of survivors of abuse must be recognised, respected, acknowledged and acted upon with their knowledge if appropriate.
- 2.2 We recognise that young people accessing the services of 42nd Street bring with them very many different life experiences but often abuse and trauma play a significant role in these experiences. We are committed to supporting young people through the work of Mental Health Practitioners and should specific abuse be disclosed, we will intervene in the most appropriate way ensuring that the rights of the young person to a confidential and non-judgmental service are protected.
- 2.3 At all times the best interests of the young person will be paramount in influencing intervention and decisions related to issues of significant harm.

- 2.4 Age will not be a determining factor in decisions to intervene and contact the appropriate external agencies. In all risk assessments a range of factors not least the degree of current and potential harm to the young person and others will be taken into account. At all times the wishes of the young person will always be considered.
- 2.5 When a young person discloses that they and possibly others may be at risk of significant harm the worker will follow the Youth (Child) Safeguarding and Confidentiality policies of 42nd Street.
- 2.6 We recognise it is best practice to involve parents/carers once a young person has made a disclosure to ensure the young person is supported appropriately. However there will be circumstances when information regarding a disclosure must **NOT** be shared with parents/carers. For example, if the disclosure concerns alleged abuse perpetrated by parents/carers, or if there are siblings who may be at risk if the disclosure concerns alleged abuse perpetrated by parents/carers. This is not an exhaustive list of circumstances. The decision to involve parents/carers would be addressed by the relevant Safeguarding Department in the event of a referral being made.
- 2.7 If a decision is made that it is in the best interests of the young person to pass the information on to the relevant external agencies, we will strive to ensure that at best it will only be done **after** informing or at least notifying the young person about the intended action.
- 2.8 It is important that safeguarding young people in an open and empowering way is seen as an integral part of 42nd Street's service delivery. This actually means that the young person will be involved and encouraged to participate in all decisions that will impact on their lives.
- 2.9 If a young person discloses current/historical abuse, they will be supported and helped to consider the possibility of disclosure to the relevant external agency. If 42nd Street believes that neither the young person nor others are at immediate risk of significant harm, confidentiality may be maintained until the young person chooses to disclose to the appropriate external agency.
- 2.9 If disclosure by the young person indicates that they or others are at immediate risk of significant harm and intervention is necessary, 42nd Street will consider passing information on to the appropriate external agency with or without the consent of the young person. However this will only be after informing the young person of the intended action.

Stages following a disclosure:

- *Tell young person we may need to share information with someone else.*
- *Discuss with Duty Manager.*
- *Duty Manager/Head of Service decide whether there is a need to breach confidentiality and who needs to be informed.*
- *Keep young person informed at all stages.*
- *A written record to be kept of all decisions made and reasons why.*
- *Agree on Action Plan to take forward and follow up*
- *Consider if investigation/reporting is required under serious untoward incident arrangements.*

- 2.10 All workers / volunteers will be required to attend appropriate training on the issues so that they have necessary knowledge and skills to support young people effectively.

- 2.11 42nd Street will have awareness of local child protection guidelines. We will work with relevant statutory personnel to ensure young people are safeguarded and protected in an appropriate way subject to all relevant internal policies. We are committed to working in partnership to develop good practice.

3.0 Safeguarding Lead/Designated Person/s.

- 3.1 The designated person who has overall responsibility for safeguarding is **SIMONE SPRAY, CHIEF EXECUTIVE**. This responsibility is **delegated** to **CHRIS JACOB, Head of Services**. All members of the management team take on the role of Duty Manager and our expected to keep up to date with safeguarding training, policy and practice.
- 3.1.1 The designated Safeguarding Lead at Board of Trustee level is **Kevin Jones**.
- 3.2 The designated person for **E-Safety** in the organisation is delegated to **CHRIS JACOB** Head of Service.
- 3.3 Online Safeguarding: lead – **Chris Jacob**
- 3.1.1 42nd Street offers some of its services and engages with young people online. Therefore, it therefore seeks to ensure that the appropriate safeguards are in place, to support young people accessing those services safely. See appendix 4 for areas of work that this includes.
- 3.2 All Mental Health Practitioners will be responsible in carrying out the procedures and reporting back to the Duty/Line Managers as appropriate. The role of the worker will be to refer and liaise with all relevant professionals with the support of the Duty/Line Manager.
- 3.3 The Duty/Line manager is responsible for ensuring that the worker is adequately supported and recording facts in the case file of the young person.
- 3.4 The Duty/Line Manager must ensure that the **SAFEGUARDING LEAD** is kept informed of developments and any key decisions made.
- 3.5 It is important that workers consult and liaise with Duty/Line Manager and that the Youth (Child) Safeguarding Policy and Procedure is adhered to.
- 3.6 All members of the Management team who can be duty person/s will have knowledge of issues and practice within Youth (Child) Safeguarding policies and protocols.
- 3.7 The line manager/duty manager will pro-actively use supervision to support the worker through the process. It is therefore important to be clear that the decision to act on disclosure must involve the line/duty manager.
- 3.8 Specific/additional external supervision might also be identified in order to ensure that the work is supported at an emotional and psychological level.
- 3.9 When the 'investigation' has come to an end, there must be a debriefing session that includes the worker, line/duty manager, Chief Executive and any other relevant workers at 42nd Street.

4.0 Equal Opportunities

- 4.1 Equal Opportunities and a pro-active commitment to respecting difference and diversity will be an integral part of all our work with young people including safeguarding young people. Issues of class, race, culture, religion, gender, sexual identity and disability will be included in all aspects of our work.
- 4.2 Young people have a right to services that are safe and free from all aspects of abuse. All young people have a right to a service that at the very minimum meets basic needs of security, stimulation, care and concern and responsibility appropriate to age and stage of development.
- 4.3 We recognise and acknowledge the existence of class issues, racism, sexism, abilism and heterosexism in British society and are committed to challenging and confronting discrimination, disadvantage and unequal treatment at all levels.
- 4.4 Young people who are survivors of abuse have the right to be believed. Many of the young people accessing 42nd Street will be capable of making their own decisions about what to do and understand the implications of any decisions made. The views and wishes of young people will be listened to and respected and they will be kept informed / notified of all decisions related to safety, support and well-being.

5.0 Confidentiality.

- 5.1 Young people's needs, wishes and rights to speak in confidence to a worker about things that have impacted on them or which are of concern to them will be respected. However this can sometimes be difficult to reconcile with regard to supervision, organisational accountability and our duty to safeguard young people.
- 5.2 At 42nd Street it is expected that all workers, at an early stage of engagement, discuss confidentiality and its possible limits both with regard to organisational accountability and professional codes of practice (**see Appendix 1**). In the context of youth abuse workers should never indicate to young people that they could keep secrets or not pass on information.
- 5.3 A feature of youth (child) abuse and in particular sexual abuse is the 'secretive' nature of the relationship that exists between perpetrator and young person. The abuse is often surrounded with an atmosphere of secrecy. Workers must never work in isolation in such cases and must discuss them fully with their line manager or the duty manager (whichever is most appropriate) and their external/clinical supervisor.
- 5.4 If it becomes necessary to share information given by a young person externally, we will keep the young person clearly informed/notified about whom the information will be shared with and why this is the case before any disclosure is made. It is therefore good practice to negotiate a contract of involvement at the early stages of engaging with young people and to be absolutely clear about the limits of confidentiality.
- 5.5 Some young people might not want to disclose abuse if the boundaries of confidentiality feel problematic. It is important therefore for all workers to know of organisations that work with abuse and operate an absolute policy of confidentiality for e.g. Samaritans, NSPCC/Child Line.
- 5.6 If a young person discloses abuse to a volunteer it is important that the volunteer informs the duty/line manager of the young person concerned. The relevant worker, with support from line/duty manager, will then take on responsibility of ensuring the youth (child) safeguarding procedures are used but will also involve the volunteer if the young person so wishes.

6.0 Talking with Young people.

- 6.1 This section is not intended to be prescriptive but is a guide. It is written with the view that there will be different levels of knowledge, skills and experience regarding youth (child) safeguarding issues within 42nd Street.
- 6.2 The worker may well be the first and/or possibly the only person with whom the young person has discussed with /disclosed to the abuse. If this is the case the response given to the young person is crucial at this stage.
- 6.3 It is important to let the young person know clearly that you will do something about it if there is significant/immediate risk, and that the abuse is unacceptable and that you have responsibilities as their worker to assess risk.
- 6.4 The young person should be reassured that you will support them through the disclosure process if this becomes necessary. In the case of volunteers, it is important to be clear that this support will be limited but that you (the volunteer) will ensure that the relevant worker will support the young person by sharing information with a manager.
- 6.5 It is suggested that recovery from the experience of abuse begins at the point of disclosure so it is important that workers are able to begin and stay with the young person through the youth (child) safeguarding process, if this becomes relevant. As far as it is possible 42nd Street will strive to ensure that this happens.
- 6.6 Young people are often led to believe by the perpetrator, other adults and often society itself, that they are in some way responsible for or contributed to the abuse. Young people often feel responsible for their families and friends particularly if they see their actions leading to a break up of familiar networks. It is in this context absolutely essential that the worker emphasise that the young person has done nothing wrong. It can also be important to acknowledge the young person's courage in speaking out and that they are believed.
- 6.7 Any discussions around the disclosure must be conducted at the young person's pace. **Avoid asking leading questions or cross examine the young person, establish facts only: WHO, WHAT, WHERE, WHEN.**
- 6.8 Young people may have to relate their experiences to other professionals and they should not be put into a position where they need to do this more than is necessary. If a case is taken to court, defence counsels are known to have accused workers of rehearsing with the young person the details of their experience. This is an unpleasant and unfair experience and can be as abusive as the original abuse and can make the young person feel vulnerable and defenceless.
- 6.9 Our **primary responsibility** is the young person and his/her siblings or relatives under 18 years. At all times we will act in the best interests of the young person and not family, relatives or friends of the young person. This can mean that we make a decision to work with a young person rather than invoking the procedures within this policy. This decision will be made only after discussions with the relevant line/duty manager and the external / clinical supervisor.
- 6.10 Trying to balance the rights of other related individuals should not compromise our responsibility to the young person. The perceptions and issues related to other involved

individuals is the responsibility for social workers and/or child protection investigators and not 42nd Street.

7.0 Supervision and Training

- 7.1 All workers at 42nd Street will receive managerial supervision and external/clinical supervision.
- 7.2 Youth (Child) safeguarding and following these procedures is an organisational responsibility. This means that it is mandatory that workers share any youth (child) protection concerns in managerial supervision and with Duty Managers as appropriate. This is not breaching confidentiality and is necessary if workers are to be supported and advised appropriately.
- 7.3 External/clinical supervision is where the worker will receive support and reflect on practice and emotional issues related to work with the young person.
- 7.4 An identified duty manager will support volunteers.
- 7.5 **In line with the intercollegiate framework, all staff** at 42nd Street will undertake the required level of training commensurate with their and responsibility refresh every **TWO YEARS minimum**. 42nd Street will be advised by the Greater Manchester Safeguarding Partnership and the relevant local authority safeguarding boards on the required level.
- 7.6 **All FIELDWORK staff, i.e. Mental Health Practitioners, Group Workers and those working in close contact with young people** will also undertake **Enhanced or Topic Specific** Safeguarding training and refresh every **TWO YEARS**. All staff in direct contact with children and young people should undertake the required level of training – this will sometimes be referred to as level 1 or 2 but varies according to training provider.
- 7.7 **All Line/Duty Managers and Safeguarding Leads** to undertake **Enhanced or Topic Specific** Safeguarding training (where appropriate) training and **refresh every TWO years. Anyone on a supervising and/or advisory role i.e. making decisions relating to safeguarding matters should attend a higher level of training (designed for managers) – they have joint responsibility with their own line manager to ensure they have attended the correct training.**
- **All Safeguarding training to be recorded in training log/HiBob by staff member, support offered by line manager as needed. Staff will upload their training certificates to individual HiBob profile.**
 - **All staff take responsibility for arranging training as agreed and/or directed. by line manager, and in accordance with 42nd Street's Safeguarding Policy.**
 - **The Safeguarding lead has overall responsibility to ensure practitioner training requirements are met and training record is updated as stated in the policy.**
- 7.8 All training undertaken will be appropriate to the role held by workers/practitioners/managers and will be agreed as part of training and development needs as identified through supervision.
- 7.9 42nd Street recognises that, “staff and organisations need to reflect on the quality of their services and learn from their own practice and that of others,” Chapter 4 of **Working Together to Safeguard Children 2018**. Learning

should be shared and 42nd Street will work in accordance with this approach in connection with the Safeguarding of young people.

- 7.10 42nd Street will ensure that Safeguarding training will be in accordance with **national and local priority** areas. At the time of this policy review, priorities currently comprise:

- **Early Help**
- **Neglect**
- **Child Sexual Exploitation**
- **Children Affected by Domestic Abuse**
- **Self-Harm**
- **Missing from Home, Care and Education**
- **Complex Safeguarding** (includes : Prevent- Radicalisation, Female Genital Mutilation, Modern Slavery, Forced Marriage, 'Honour' based abuse, Trafficking, Organised Crime, Gangs and Violence etc)

- 7.11 Due to the increasing number of priority areas, 42nd Street will identify key training for practitioners in line with their role and responsibility. There will be an expectation that key learning will be brought back to the organisation and shared with colleagues and the wider team.

- 7.12 Prevent Programme: Prevent is a UK government programme, forming part of its national counter-terrorism strategy. Working with local authorities, police, schools, charities/voluntary sector organisations and community groups the aim is for early intervention in supporting those susceptible to radicalisation. 42nd Street recognises its role in working in partnership with all stakeholders to support those who may be at risk and to protect all vulnerable young people from potential harm.

8.0 Recognition of Youth (child) abuse.

- 8.1 Youth (child) abuse is complex and anxiety provoking. Workers are not expected to recognise it instantly. There might also be complexities around the age of young person, confidentiality and informed consent. If workers are unsure they must take issues to their line/duty manager.
- 8.2 Where the young person is a perpetrator it is extremely important that this information is given to the relevant line manager and the Chief Executive must be informed at the earliest opportunity. It is highly likely that the young person will be referred on to a specialist agency but this will happen with the consent of the young person.
- 8.3 On all occasions 42nd Street reserves the right as to whether to offer a support service to young people who are perpetrators. The decision will be a management decision and will consider the views of the relevant worker.
- 8.4 Whatever the circumstances it is important that young people clearly understand the boundaries of confidentiality and that issues around immediate or on-going child/youth abuse cannot remain confidential to the worker. This information will be shared with external supervisors, management and if appropriate with the relevant external agencies.

9.0 Working with young people (child/youth) who deliberately self-harm and who express suicidal thoughts and feelings

- 9.1 Research around deliberate self-harm overwhelmingly identifies self-harm as being a coping mechanism for many young people surviving trauma and abuse, though there may be a number of reasons behind a young person's self-harm.
- 9.2 42nd Street in working with young people deliberately self-harm holds onto the above premise that acts of self-harm are a coping mechanism for many young people and needs to be engaged with sensitively and respectfully. However we equally recognise our responsibility to ensure vulnerable young adults are safeguarded and protected.
- 9.3 Self-harm can take many forms from cutting and burning to solvent abuse and to the unnecessary taking of medication. 42nd Street holds the view there is **never safe overdosing behaviour per se**. If a young adult discloses self-harm or there is apparent physical evidence of this the worker will complete a risk assessment and will \ consult with the Duty Manager and plan immediate action e.g. Medical attention.
- 9.4 If confidentiality is to be breached, the worker will inform the young person about the exact reasons for this and will continue to support them in the best and most appropriate way. At all times the Duty Manager will consult with Social Services in the relevant local authority and the Safeguarding Lead and/or Chief Executive of 42nd Street will be kept fully informed of any actions.
- 9.5 It is important that there is recognition that 42nd Street has a positive reputation of working proactively with young people deliberately self-harming and hence any risk assessments conducted are done so with specific knowledge and skills. We are committed to working with the issues in a way that is in the best interests of the young person and in conjunction with all relevant professionals.
- 9.6 As far as is reasonable and practical the principles of self-determination and self-empowerment will influence any responses to the vulnerability of young people who self-harm. The safety of the young person remains paramount.
- 9.7 42nd Street recognises that young people may express thoughts and feelings around suicide. This can be distressing for the young person and for their parent/carer or professionals supporting them. As a non-crisis service, 42nd Street will offer support to a young person who is experiencing suicidal thoughts and feelings, in accordance with the local authority children's safeguarding board's policies and protocol.
- 9.8 42nd Street will refer young people under the age of 18 to the appropriate services in the event of reported suicidal thoughts/feelings/ideation, following on from a disclosure of this nature and the relevant risk assessment. This will be in conjunction with the Duty Manager and Safeguarding Lead/Head of Service.
- 9.9 Any young person under the age of 18 who has attempted suicide previously will be considered at increased risk of further attempts. Therefore a risk assessment **MUST** be completed as part of the engagement and support, and all relevant information to be shared with the Duty Manager, Safeguarding Lead and the Safeguarding Log.
- 9.10 42nd Street identifies the attempting of suicide as being different to deliberate self-harm from the context of intention. Attempting suicide might be based on the individual's intention and strong feelings to end their life and could suggest 'termination' rather than survival. In addition, 42nd Street recognises that there is a spectrum of experience: young people may have experienced or expressed suicidal thoughts/feelings; they may have made previous suicide attempts, but when asked they may report that they did NOT intend to, or wish to end their life. 42nd Street recognises the complexities involved

in suicidal ideation, thoughts & feelings whilst also remaining committed to supporting young people to stay safe from harm.

- 9.11 No assumptions will be made about what a young person's intentions are regarding suicidal thoughts, feelings/suicidal ideation. A **risk assessment** must be completed to ascertain as far as possible what the level of risk is, by talking to the young person and other agencies/professionals as appropriate.
- 9.12 42nd Street takes seriously the role of parents and carers when supporting young people who may be experiencing thoughts and feelings around suicide. Many young people are ashamed to admit to such thoughts and are reluctant to share with parents/carers. Support will be offered to young people in talking to parents/carers, and the service must be vigilant at all times in sharing information in a way that is respectful but **above all, seeks to keep a young person safe from harm. Therefore, there will be times when 42nd Street needs to breach confidentiality.** In the event of this, the young person will be informed first and supported accordingly.
- 9.13 As a non-crisis service, 42nd Street may not be the appropriate service for a young person who is experiencing escalating thoughts of self-harm, suicidal thoughts and feelings, or any plan or intent to act on those thoughts/feelings. They would be referred to the most appropriate service, with the involvement of parents/carers.

10.0 Work with Schedule One Offenders or “a person identified as presenting a risk, or potential risk, to children” (also relates to perpetrators of bullying/violence).

- 10.1 This section outlines the service that 42nd Street is able to provide to a person identified as presenting a risk, or potential risk, to children (previously referred to as Schedule One Offenders) and other young people (under 18 years) who have histories of perpetrating abuse/violence. It also refers to young people where the risk becomes apparent after work has commenced.
- 10.2 42nd Street is defining a person identified as presenting a risk, or potential risk to children (Schedule One Offences) as sexual offences and violent offences against children/young people and sexual offences against adults as reflected in legislation.
- 10.3 ‘Other perpetrators of bullying/violence’ would include young people who are known to have perpetrated violence and abuse to minoritised young people.
- 10.4 We acknowledge that we may also receive referrals for young people who have committed sexual offences or violent offences against adults and who are not perceived as a person identified as presenting a risk, or potential risk to children (Schedule One offenders). Young people who have committed such offences will be worked with in a similar way to a person identified as presenting a risk, or potential risk to children (Schedule One offenders) although the analysis and **risk assessment** will be based on different issues and criteria.
- 10.5 We may also become aware after a young person has engaged at 42nd Street that they present a significant risk of violence or sexual violence towards other young people. At the point of awareness the young person will be responded to in the same way as a person identified as presenting a risk, or potential risk (Schedule One offender).

- 10.6 A young person under 18 years having a person identified as presenting a risk, or potential risk, to children or (Schedule One) conviction or a conviction for other sexual or violent offences would **not** be prohibited from accessing 42nd Street per se. However, it may affect the way in which the service might be on offer to them.
- 10.6 If we receive an agency referral or self-referral involving a young person who is a person identified as presenting a risk, or potential risk to children (Schedule One Offender) or has a history of violence and/or sexual violence, the initial assessment will encompass a risk assessment and will be discussed and worked with the relevant line manager. The worker concerned must try and get as much information as possible from other people involved in the young person's supervision and support. This will be done with the young person's knowledge.
- 10.7 If a worker becomes concerned about the young person's offending history or presenting behaviour after work has commenced, the young person will be informed that a risk assessment must be completed before services are made accessible to him/her. If the young person is involved in drop in's or group work they will be asked to withdraw from the relevant group, while the process of risk assessment and discussion takes place.
- 10.8 Due to youth (child) safeguarding implications of working with a person identified as presenting a risk, or potential risk to children (Schedule One offenders) within 42nd Street central base, work offered will be individual work in another venue. Attention will also be paid to the safety of the worker in making a decision to offer a service. This offer can only be made in consultation with the relevant line manager and the Head of Services / Chief Executive. Workers can make recommendations but the Head of Services / Chief Executive in conjunction with the relevant Local Authority Safeguarding Policy will make the final decision.
- 10.9 Young people with a Schedule One conviction, or considered to be a person identified as someone presenting a risk, or potential risk to children, would not be offered group work unless this was a group specifically for young offenders and appropriate risk assessments had been undertaken.
- 10.10 Group work or access to drop ins could be offered to young people with convictions of other violent and sexual offences (possibly against adults). However, this would only be after a full assessment and a period of 1-1 work. A further full risk assessment would have to be completed before access to groups or drop in's are agreed. The worker undertaking this work must communicate regularly with their line manager and the decision to access groups etc. must be made with reference to the Chief Executive.
- 10.11 42nd Street reserves the right to decide as to whether we offer a service to young people who were identified as presenting a risk, or potential risk (Schedule One offences) or other violent or sexual offences. For example, 42nd Street may feel that it does not have the required knowledge and skills, or that the young person concerned presents too great a risk to workers undertaking the work or even other young people. 42nd Street is committed to being clear in such instances that this is due to a clinical decision following assessment and discussion and not discrimination against young people with offending histories.

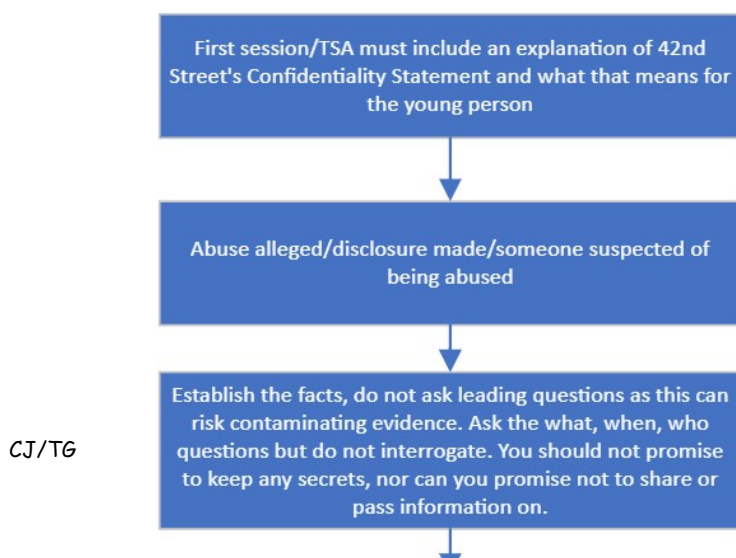
- 10.12 Working with young people under 18 years actively engaged in gang activity; young people trafficked; disclosure of historical crime where significant harm was involved and other related safeguarding issues – the protocols of the relevant Local Safeguarding Board will be referred and adhered to. If there are any additional or different requirements by other relevant local authority safeguarding Boards (in areas where we deliver services) these will be considered and advice will be sought as to any action required.

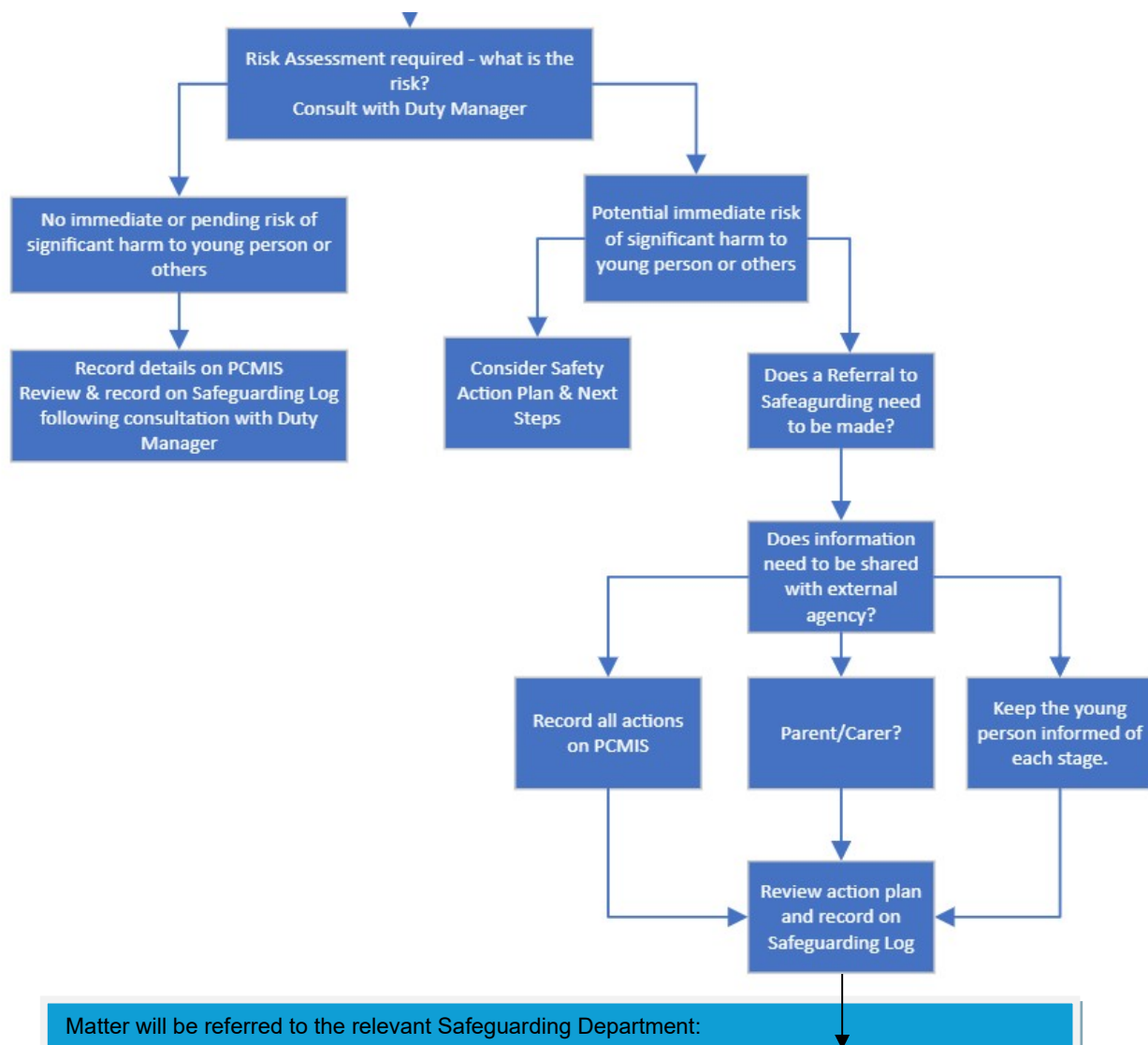
11.0 Additional Information.

- 11.1 In the context of young people's case files, the Data Protection Act and relevant rules, young people have a right to request access to their files at any point. *See 42nd Street's Data Protection Policy (incorporating GDPR and DPA 2018)*
- 11.2 All information recorded in young people's file should be factual and assessments will be shared with the young person. Work done with the young person will also be recorded in the young person's case file. It will be the responsibility of the worker under supervision from the line manager to ensure that records are up to date and accurate.
- 11.3 Every young person has the right to use the complaints procedure if s/he feels that the procedures have been used unfairly or not been used adequately to protect them. All managers and workers need to familiarise themselves with the Complaints procedure.
- 11.4 At all stages, the Line/Duty Manager, when deciding the appropriate action will take into account the wishes and feelings of the young person in the light of their age and understanding.
- 11.5 If a worker/Duty Manager is not happy with the response from statutory services regarding safeguarding concerns, then this is to be **ESCALATED** to the Head of Service for further action and discussion. Head of Service will escalate to the Chief Executive via discussion with the relevant statutory manager.
- 11.6 42nd Street's Duty systems and processes are reviewed on a regular basis. Duty managers meet once monthly and liaise monthly with the Clinical Leads and Heads of Service (including the Designated Safeguarding Lead) to review effectiveness, including referrals management, risk screening and assessment.

12.0 Practice Guidelines.

- 12.1 Procedures for responding to a Young person's disclosure relating to alleged/suspected Youth Abuse: Physical, Emotional, Sexual, Psychological and Economic.





Matter will be referred to the relevant Safeguarding Department:

Manchester, CONTACT Centre
0161 234 5001 (to make a referral)

Manchester MASH Consultation line: (for partner agencies) 0161 219 2895

Salford, The Bridge Partnership/Early Help:
0161 603 4500

Trafford, First Response:
0161 912 5125

Tameside & Glossop, Children's Hub:
0161 342 4101

Check out (and don't assume) with the young person who is the significant adult that we / Social Care would need to contact.

All written referrals to social services, are to be seen by the duty/line manager prior to sending.

*(If issues with the significant adult are straightforward and the adult is not involved in the abuse, the worker to make contact with the permission of the young person **TO LET THEM KNOW** that a referral is being made. Alternatively it can be left to Social Services to contact the significant adult/s re: the young person.)*



LADO – Local Authority Designated Officer

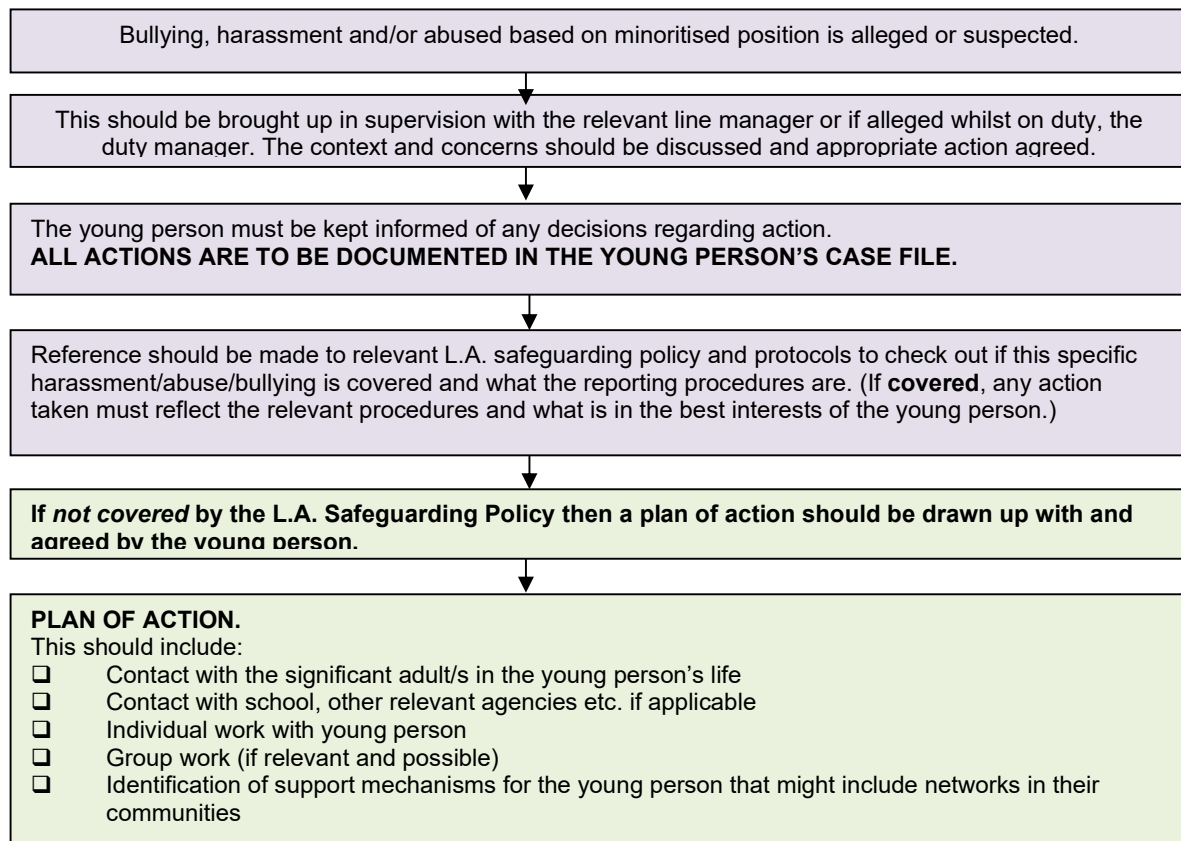
The role of the LADO is set out in the HM Government guidance Working Together to Safeguard Children (2018).

LADOs are involved in the management and oversight of individual cases where it is alleged that a person working with children has caused harm or has behaved inappropriately towards a child/young person.

Refer to Appendix 3 for full definition and for contact details for **LADO** for each area – Manchester, Salford, Trafford & Tameside & Glossop.

- ❑ The worker with the designated person must ensure that they record in the most appropriate place the actions and outcomes regarding the allegation.
- ❑ At all points the designated person must be consulted and the Chief Executive kept informed of decisions and outcomes.
- ❑ If youth abuse is suspected and the young person hasn't disclosed this, the worker should carefully monitor behaviour and this should be raised and discussed in supervision with the relevant line manager.

12.2 Procedures for Bullying and abuse based on minoritised positions e.g. Racist abuse.



11.3 Best Practice - for best practice please refer also to the following 42nd Street Policies:

- Volunteer Policy
- Recruitment & Selection Policy
- Compliments & Complaints Policy
- Confidentiality Policy
- E-Safety Policy
- Data Protection Policy (incorporating GDPR and DPA 2018)

Appendix 1 – CONFIDENTIALITY STATEMENT

42nd Street offers a confidential service. This means that what you tell us does not go outside the 42nd Street team. We share information within the team so that staff can check out their work and offer a good service to young people.

Information that you might want to share with a 42nd Street worker is not shared with other people connected with you, for example, workers from other places or family. If someone asked a 42nd Street worker about you, we would tell you they had contacted us but would not give them any information about you unless you gave us permission beforehand.

The only exception to this would be, based on the information you had told us, if we felt that you were at risk from serious harm or if your life were in danger, we would need to inform someone who could advise us or if necessary, intervene. We would also do this if we felt, based on the information you had told us, that someone else was at risk of being harmed.

If there's anything about this statement that you'd like to ask about or comment on, please speak to one of the 42nd Street team.

Appendix 2 – Definitions of Abuse

The thinking behind this section is to try and create a framework in which it might be possible to have some clarity around what comprises different types of abuse.

PHYSICAL ABUSE

Any form of physical injury to a young person, including deliberate poisoning where there is definite knowledge or reasonable suspicion that the injury was intentionally inflicted, or, not knowingly prevented.

Some examples include:

- Slapping a young person
- Punching
- Cigarette or burn marks
- Scratching,
- Giving the young person excessive amounts of medication
- Munchausen's Syndrome
- Munchausen by proxy
- Female Circumcision

SEXUAL ABUSE

The involvement of young people in sexual activities that they do not understand and to which they are not able to give informed consent. It can also involve sexual activity that violates the

social taboos of family life and/or which are against the law. This relates to abuse by a carer, a significant adult, and other adults in family and friend networks. It can also include circumstances where the carer/significant adult has failed to protect the young person from sexual abuse. This aspect of abuse includes incest, rape, sexual intercourse, pornography, child-prostitution, masturbation (where informed consent is not given).

EMOTIONAL ABUSE:

The severe adverse effect upon behaviour and development of a young person which is caused by persistent coldness, hostility, rejection or over protection on the part of the perpetrator towards the young person.

Some examples include:

- Verbal abuse
- Shouting and screaming
- Over critical – putting the young person down
- Taunting
- Ignoring the young person for periods of time
- Humiliating ‘punishments’.

NEGLECT /FAILURE TO THRIVE

The persistent or severe neglect of a young person – not providing food for the young person, exposing the young person to extreme heat or cold, refusing the young person shelter – resulting in serious impairment of the young person’s health and development.

Failure to thrive is a condition where the child shows medical evidence of a lack of expected physical and/or mental growth and development, which has progressed over a period of time. It must be diagnosed as non-organic. This is one of the hardest aspects of abuse to provide solid evidence.

BULLYING AND HARRASSMENT:

This will involve relationships between young people and sometimes adults where a perceived ‘stronger’ young person hurts, intimidates or persecutes a ‘weaker’ young person. The hurt, intimidation and persecution might take the form of taunts, name-calling, physical assaults, and isolation, taking money/food etc. from the young person. It can and often involves elements of emotional, physical and some forms of sexual abuse. Given the context of much of the work at 42nd Street this type of abuse and its identification will be significant at different levels – school, home and community.

ABUSE BASED ON ‘MINORITISED’ STATUS:

This type of abuse will possibly have elements of one or all of the above. Bullying is particular significant.

This abuse is based on intimidation and a lack of respect for young people from ‘minoritised’ communities – race, religion, gender, sexual identity etc. its analysis is based on power and prejudice. Hence abuse based on sexual identity will be carried out by young people/adults belonging to the perceived dominant group – heterosexist – against young people who are lesbian, gay, bisexual, or even questioning their sexuality. Racial abuse will cover white on black abuse and violence.

This is not to say that abuse/violence conducted by minoritised young people against members of the 'dominant' group is acceptable or tolerated. However this latter type of abuse will be based on an analysis outside power relationships.

DOMESTIC ABUSE:

Domestic Abuse is a serious crime and a safeguarding concern for children and young people. Domestic Abuse is persistent and intentional abuse of any kind - physical, sexual, financial, emotional - within the 'family'/domestic situation. The perpetrator can be a partner or a family member. It is not necessary that the perpetrator needs to live within the same household as the person on the receiving end of the abuse.

The Manchester Crime and Disorder Partnership defines domestic abuse as;
"Any incident or pattern of incidents of controlling, coercive or threatening behaviours, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass, but is not limited to the following types of abuse:

- Psychological
- Physical
- Sexual
- Financial
- Emotional

42nd Street works in compliance with the Working Together to Safeguard Adults and Children from Domestic Abuse Protocol

https://www.manchester.gov.uk/download/downloads/id/20227/working_together_to_safeguard_adults_and_children_from_domestic_abuse_protocol.pdf

FEMALE GENITAL MUTILATION

This is illegal and is sometimes excused for cultural and religious reasons. Any explanations like these are simply not acceptable and female genital mutilation is the control of young women's sexuality and should not be tolerated at any level. Evidence of this form of abuse will often be as a result of disclosure.

Appendix 3 - Safeguarding Leads.

LADO – Local Authority Designated Officer

The role of the LADO is set out in the HM Government guidance Working Together to Safeguard Children (2015).

LADOs are involved in the management and oversight of individual cases where it is alleged that a person working with children has:

- ☐ Behaved in a way that has harmed a child, or may have harmed a child;
- ☐ Possibly committed a criminal offence against or related to a child;
- ☐ Behaved towards a child or children in a way that indicates s/he is unsuitable to
- ☐ Work with children

The LADO role applies to paid workers, unpaid workers, volunteers, foster carers, casual workers, agency or anyone self-employed.

The procedures for managing allegations include concerns, allegations or offences that may arise in someone's personal life as well as at work, an example of this may be:

- ☐ Downloading of child pornography on home computer
- ☐ Allegations of domestic violence

In addition to discussing a concern with an appropriate manager or designated officer in your own organisation, you should contact the LADO in regard to any allegation concerning a member of staff or a volunteer that suggests they:

- ☐ Behaved in a way that has harmed or may have harmed a child
- ☐ Possibly committed a criminal offence against children
- ☐ Behaved in a way that indicates they are unsuitable to work with children.

The LADO should be consulted within one working day of any allegation that meets the criteria above.

SALFORD:

If you are worried about the welfare or safety of a child it is very important that you contact the **Multi Agency Safeguarding Hub (MASH)** in Salford.

All reports or enquiries concerning the welfare or safety of a child must go straight to the Multi Agency Safeguarding Hub on 0161 603 4500 as the first port of call. The email address is worriedaboutachild@salford.gov.uk.

If a child is in immediate danger of being harmed, or if a child is home alone, the police should be called on 999.

Local Authority Designated Officer (LADO)

Contact number for the LADO is 0161 603 4328.

MANCHESTER:

CONTACT:

Referrals

Manchester

Tel: 0161 234 5001

Designated Officer (LADO)

Go to Manchester Safeguarding Children's Board website and download **MCC LADO Referral Form**. Also see the website for advice on making a referral.

TRAFFORD:

Trafford Children's First Response

Ground Floor

Trafford Town hall

Talbot Road

Stretford

M32 OTH

Tel: 0161 912 5125

Fax: 0161 912 5056

Email: MARAT@trafford.gov.uk

Minicom: 0161 912 2000

LADO:

Trafford

Anita Hopkins

E: anita.hopkins@trafford.gov.uk

T: 0161 912 5024

TAMESIDE & GLOSSOP:

Multi-Agency Safeguarding Hub

0161 342 4101

LADO (Management of Allegations)

0161 342 4398

Tameside Safeguarding Children's Board
Festival Hall
Room 5
Peel Street
Denton
M34 3JY
0161 342 4348

Appendix 4 - Online Safeguarding

42nd Street offers some of its services via support online, such as online counselling. It also reaches a wide range of people via its online presence and profile. In most instances, 42nd Street's approach to ensuring the safeguarding of young people online will reflect 42nd Street's face-to-face (offline) safeguarding policy. There should be very little distinction in terms of the following:

- Confidentiality policy
- Identifying and managing risk to young people
- Escalation procedures when managing risk
- Information sharing and record keeping pertaining to risks identified in connection to the safeguarding and well-being of young people*

Best practice dictates that young people should expect the same high quality service, whether on or offline. Where 42nd Street offers a service online, it has a duty of care to explain to a young person what they can expect in terms of the above* as part of accessing online support.

42nd Street will endeavour in all circumstances, to afford young people the equivalent response as if they were accessing the service face-to-face. This applies to the following:

1. Guidelines following a disclosure of abuse, bullying or imminent harm
2. 42nd Street's escalation procedures including Duty and designated Safeguarding leads as named in the policy.

42nd Street recognises that in some circumstances, due to the nature of offering a service online, that disclosures of risk such as self-harm, can be shared and without the true identification of that young person being known. As far as is possible, the same practice guidelines cited in the main Safeguarding Policy will apply to young people accessing online support.

All practitioners delivering online support and engagement will receive the appropriate level training.

Policy approved by

Signature

Date 30/06/25

**Chief Executive
42nd Street**