

## Safeguarding Policy – Children and Young People

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## **1. Introduction**

- 1.1 The British Allergy Foundation (BAF) is a patient information and support charity which believes that a child or young person should never experience abuse of any kind. The purpose of this policy is to safeguard all persons seeking information and support from BAF to ensure that they are not harmed in any way through contact with this organisation.
- 1.2 BAF believe that everyone has a duty to safeguard the welfare of children and young people who are at risk of harm or abuse. We believe that this can be achieved by providing education and training to employees and by ensuring compliance with BAF's safeguarding children and young people policy, procedures and protocols. For adults, please see safeguarding adult's policy and procedures.
- 1.3 For the purpose of this policy a young person is anyone under the age of 18 years. We have a statutory duty to make arrangements to safeguard and promote the welfare of children under section 11 of the Children Act 2004 and comply to best practice stating the Working Together to Safeguard

## **2. Scope and Purpose**

- 2.1 This policy aims to communicate our commitment to keeping children and young people safe and make clear that children and young people must be protected. It will do this through the policy and clear procedures. It recognises that the welfare and interests of children and young people are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children and young people should be protected against abuse.
- 2.2 As part of our safeguarding policy BAF will;
  - promote and prioritise the safety and wellbeing of children young people
  - ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people
  - ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
  - prevent the employment/deployment of unsuitable individuals following BAF's Safer Recruitment procedure.
  - Ensure robust safeguarding arrangements and procedures are in operation.

## **3. Roles and Responsibilities**

- 3.1 All of BAF staff and volunteers have a role to play in safeguarding children and young people. We will ensure that BAF has embedded a culture of safeguarding children and young people and that staff are clear about this in all that we do.
- 3.2 The Chief Executive has overall responsibility for ensuring our policy is implemented and for promoting safeguarding in all relevant operations of BAF. The Board of Trustees have a duty of care and are

accountable for safeguarding within the organisation as well as the implementation and monitoring of effective safeguarding policies and procedures.

- 3.3 The Chief Executive cannot delegate overall responsibility for the implementation of this policy but can delegate to the executive and management team some of the operational aspects of its implementation.
- 3.4 All staff and volunteers working with children and young people will be trained to be able to recognise and act appropriately on indicators that a child's welfare or safety may be at risk. Staff and volunteers will be able to access relevant safeguarding information via the internet through local authority areas.
- 3.5 BAF will provide support through a provision of induction and training. In addition staff can access support and guidance from line managers or the designated safeguarding officers. All staff will have a minimum of level 1/introductory safeguarding training. Help line staff and managers will be trained to level 2 and CEO, Head of Clinical Services and Operations Director to level 3. All staff will be familiar with the overarching safeguarding policy and procedures and training will be updated every 3 years.
- 3.6 Managers of staff and volunteers have a responsibility to ensure compliance with the safeguarding policy and procedures and to identify any members of their team who need training, support or direction.

#### **4. Information Sharing**

- 4.1 It may sometimes be necessary to share information to ensure that children and young people are kept safe and receive the support they need. It is, therefore, vital that staff have a clear understanding of when and how information can and should be shared and that this is in line with General Data Protection Regulations (2018). Staff and volunteers may wish or be asked to share information of a confidential nature about children and young people because:
  - the staff member/volunteer is concerned that a child may be at risk of significant harm, or an adult in the family may be at risk of serious harm, or there is a serious crime that may have been committed or about to be committed involving someone in the family.
- 4.2 Before sharing the information, the staff member should record what it is that they wish to share, who they wish to share it with, and the purpose of doing so. If the reason involves risk of harm to a child or young person then child protection procedures should continue to be followed. This should be discussed with the Designated Safeguarding Lead Officer to ensure management accountability.
- 4.3 The staff member should then consider the issue of consent to the information being shared. If the information relates to a child or young person, then the matter should be discussed with the child or young person if they are capable of understanding it. If, in the view of the staff member or volunteer, the child or young person is competent to give their consent then this should be sought unless the urgency or seriousness of the situation prevents this, as suggested above.
- 4.4 When seeking consent, the staff member should ask for this in writing if possible, unless this is inappropriate. If written consent is not possible, then the staff member/volunteer should record that it has been obtained verbally. Before being asked to give consent, families and children/young people

should be made aware of what information is to be shared, the purpose of doing so, with whom it will be shared and the consequences of not sharing.

- 4.5 The staff member should then pass the information on to the agreed agency without delay. This should be done within the following parameters of good practice, such as:
- Make a conscious decision on how much information to share based on the public interest which, in this case, will normally be the interests of the child.
  - Ensure that it is shared securely – this means checking who exactly is receiving the information, and that they are doing so in a confidential environment (for example via a secure email account).
  - Make sure that the information you share is as accurate and up to date as possible; if you are unsure of any of it but still decide to share it, then make sure that the recipient is aware of any areas of uncertainty.
  - Distinguish clearly between fact and opinion.
  - Inform the person who is the subject of the information that it has been passed on, unless it would be unsafe or inappropriate to do so.
- 4.6 If consent is withheld or if it cannot be sought because of a risk of harm to someone, or because of the risk of a serious crime being committed, or because of the investigation of a serious crime being compromised, then the staff member should consult with a Safeguarding lead or manager on whether the information should be shared without consent.

## 5. Safeguarding procedures

These procedures cover the action to be taken by staff as a result of suspicions, allegations or disclosures of actual or potential harm to a child or young person. These procedures also describe the action which BAF will take if an allegation is made against a member of staff.

### 5.1 Definitions:

The following define key terms and safeguarding language.

- **Abuse:** Abuse and neglect are forms of maltreatment. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family, or in an institutional or community setting, by those known to them, or, more rarely, by a stranger. They may be abused by an adult or adults, or another child or children. The document "Working Together to Safeguard Children 2018" identifies and defines six kinds of abuse:
- **Physical abuse** - this may involve hitting, shaking, throwing, poisoning, burning, scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when the parent/carer fabricates the symptoms of, or deliberately induces illness in a child.
- **Emotional abuse** - this is the persistent emotional maltreatment of a child such as to cause persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate or valued only in so far as they meet the needs of the other person. It may feature age or developmentally inappropriate expectations being imposed upon children. These may include interactions that are beyond the child's developmental capacity, as well as overprotection and limitation of exploration and learning, or

preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying, causing children to frequently feel frightened or in danger, or the exploitation or corruption of children. Some element of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

- **Sexual abuse** – involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may include non-contact activities such as involving children in looking at, or in the production of sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet).
- **Neglect and Acts of Omission** - is the persistent failure to meet a child's basic physical and/or psychological needs likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy or as a result of maternal substance abuse. Once a child is born neglect may involve a parent or carer failing to:
  - provide adequate food, clothing or shelter (including exclusion from home or abandonment)
  - withholding medication
  - protect a child from physical and emotional harm or danger
  - ensure adequate supervision (including the use of inadequate care-givers)
  - ensure access to appropriate medical care or treatment.
  - It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.
- **Domestic Abuse:** From January 2005 the legal definition of harming children was extended to include the harm children suffer by seeing or hearing the ill-treatment of another – particularly in the home. This was in response to evidence that children can suffer serious long term damage through living in a household where domestic abuse and violence is taking place. From March 2013 16 and 17 year olds were included under a new definition of domestic abuse.
- **Child Criminal Exploitation:** The Foundation adopts the definition stated in working together 2018. As set out in the Serious Violence Strategy, published by the Home Office, where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or young person under the age of 18 into any criminal activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial or other advantage of the perpetrator or facilitator and/or (c) through violence or the threat of violence. The victim may have been criminally exploited even if the activity appears consensual. Child criminal exploitation does not always involve physical contact; it can also occur through the use of technology. 'The sexual exploitation of children and young people under 18 involves exploitative situations, contexts and relationships where young people (or a third person or persons) receive 'something' (e.g. food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) as a result of them performing, and/or another or others performing on them, sexual activities. Child sexual exploitation can occur through the use of technology without the child's immediate recognition; for example being persuaded to post sexual images on the Internet/mobile phones without immediate payment or gain. In all cases, those exploiting the child/young person have power over them by virtue of their age, gender, intellect, physical strength and/or economic or other

resources. Violence, coercion and intimidation are common, involvement in exploitative relationships being characterised in the main by the child or young person's limited availability of choice resulting from their social/economic and/or emotional vulnerability.'

- **FGM:** Female genital mutilation (There are 4 types of FGM) is the partial or total removal of the external female genitalia for non-medical reasons. It's also known as female circumcision or cutting. Sometimes religious, social and cultural reasons are given to justify FGM.
- **The age at which FGM is carried out varies. It may take place:**
  - when a female baby is newborn
  - during childhood or adolescence
  - just before marriage
  - during pregnancy
- **Forced Marriage:** Forced Marriage is an abuse of human rights and, where a child is involved, an abuse of the rights of the child. Forced marriage involving anyone under the age of 18 female and male constitutes a form of child abuse. A child who is forced into marriage is at risk of significant harm through physical, sexual or emotional abuse.
- **Extremism, Radicalisation and the PREVENT Duty:** Prevent is part of the UK's counter terrorism strategy, preventing people from becoming involved in terrorism or supporting terrorism. The Counter Terrorism & Security Act (CTSA) 2015 received Royal Assent in February 2015 and places a duty on various specified authorities to have 'due regard to the need to prevent people being drawn into terrorism'. This is referred to as a 'Prevent Duty' and involves;

In order for providers to fulfil the Prevent duty, it is essential that staff are able to identify children who may be vulnerable to radicalisation, and know what to do when they are identified.

Cultural difference is not an excuse for abuse and we should not have lower expectations for some families or persons from certain areas. We will remain alert to and act on concerns related to honour based violence, forced marriage and Female Genital Mutilation.

## 6. Safeguarding and Digital Media

- 6.1 With increasing use of online media and technology children and adults need to be aware that it is a crime to take, make, permit to take, distribute, show, possess, possess with intent to distribute, or to advertise indecent photographs or pseudo-photographs of any person below the age of 18 as per section 1 of the Protection of Children Act 1978, as amended by section 45 of the Sexual Offences Act 2003 to extend the definition of children from under 16s to under 18s.

Staff are allowed to share images if it relates to a particular BAF activity, e.g. fundraising may share an image with communications for use on social media following a fundraising event. Images of children in this instance must have parental or guardian consent and must be appropriate (see below for appropriate image guidelines). If any staff member is unsure if an image is appropriate, they should check with their manager, the communications manager or the safeguarding officers or the Chief Executive. We will further help to protect young people's use of images online by gaining permission to use their images or names on the AF UK websites and communications materials.

## 6.2 risks of sharing images online are;

- children and young people are identifiable. This includes; personal details, a tag with location information, visual details such as a school uniform
- Images may be copied, downloaded, screenshotted or shared by anyone
- Images of children may be adapted and used inappropriately
- Photos or videos may appear in internet search results
- Depending on the terms and conditions of using an online platform, the image may be owned by the platform once it's been posted. Platforms may then license images for use by third parties – such as for commercial purposes.
- Each photo or video, and any comments on them, become a part of a child's public image. This may affect them later in life – for example, it may affect how they see themselves, or how they are viewed when applying for a job.
- Children may become vulnerable to grooming if a photograph is shared

## 6.3 To reduce the risk of posting inappropriate images staff must consider:

- If an image shows a child or young person naked or partially dressed i.e. without a top or bottoms or just in underwear
- If an image shows a child or young person taking part in an activity which exposes skin through, up or down their clothing
- If the conditions in which the child or young person are pictured in, are a cause for concern e.g. unhygienic housekeeping or dangerous circumstances
- If an image of a child or young person looks like it's been edited or adapted

## 6.4 Actions to take

- Have a clear statement on all our digital information on the guidelines for images
- monitor content posted by the public for inappropriate images
- Act quickly to reports of inappropriate content, deleting the content and escalating when necessary
- Never save, store or print an image taken from our social media channels
- To prevent further sharing of inappropriate images, explain our reasoning to the person posted the image and direct them to our Safeguarding Policy on the website

## 7. Procedure for Disclosure through Helpline

1. The child or young person should be informed immediately that the matter cannot be kept confidential.
2. All notes are to be verbatim There should be no paraphrasing, interpretation or assumptions and it is important that staff distinguish between “fact” and “opinion”. This record must be uploaded to the Foundation's Salesforce CRM within 48 hours.
3. The staff member hearing the concern must not ask leading questions, instead ask open questions such as What? When? Who? How? Keep to factual information.
4. If the disclosure is through web chat the transcript is to be saved and imported into Salesforce. Any other verbatim notes are to be recorded into Salesforce.

5. If the complainant is a third party, then s/he should be informed that their disclosure cannot be kept confidential, and 'verbatim' notes should be made.
6. Once information has been received, Next steps can be:
  - a) Police are called because a child or any other person is at immediate risk  
***If there is no immediate risk***
  - b) Information is forwarded onto Social Services. Each area of the UK will have a safeguarding team, information is in appendix 4 of this policy. Once through to the relevant Social Services the safeguarding children page will provide step by step guide on what to do next.
  - c) If the call is outside UK call NSPCC 0808 800 500 or email [help@nspcc.org.uk](mailto:help@nspcc.org.uk) the link has further information <https://www.nspcc.org.uk/what-you-can-do/report-abuse/>
  - d) External agencies such as NSPCC, police or Social Services will advise and can always be contacted for further support
7. The senior manager needs to be consulted. And all safeguarding is to be reported to Head of Clinical Services. If a safeguarding officer or manager is not available when dealing with a safeguard concern, NSPCC helpline can be contacted or Social services for advice.

### **Procedure for Disclosure at an event**

- a. The child or young person should be informed immediately that the matter cannot be kept confidential.
- b. All notes are to be verbatim
- c. The staff member hearing the concern must not ask leading questions, instead ask open questions such as What? When? Who? How? Keep to factual information.
- d. Verbatim notes to be raised with the designated Safeguarding Officer at the event(if one is available) if not, proceed with steps 4 – 6.
- e. Notes passed onto the Designated Safeguarding officer, AUK staff must record on Salesforce this has happened with contact details and any further information form the Designated Safeguarding Officer
- f. The senior manager needs to be consulted.

### ***Action must still be taken if the child or young person withdraws the allegation.***

- 7.2 Contacts and referrals to Children's Social Care should make clear whether there are concerns about maltreatment and what foundation there is for those concerns. The Children's Social Care service will "triage" the contact information and decide whether it meets the threshold for referral/intervention by statutory agencies. Telephone contacts and referrals must be followed up in writing within 2 days. Children's Social Care are required to acknowledge receipt within seven days.

### **8. Recording a Safeguarding/Child Protection Issue**

- 8.1 All details of any allegations must be maintained accurately for use in possible future court proceedings, on the CRM. The substance of the information should be objective and not subjective in nature.



A full record shall be made as soon as possible of the nature of the allegation and any other relevant information including:

- The date of the record
- The time of the record
- The date and time of the disclosure of abuse
- The place where the alleged abuse happened
- The name and details of parties who were involved, including any witnesses to an event
- Your name and the names of the others present at the disclosure
- The name of the complainant and, if different the name and date of birth of the child who has allegedly been abused
- The nature of the alleged abuse
- A description of any injuries observed or described
- The account which has been given of the allegation
- The record should be signed and dated if possible

## **9. Allegations Against Staff / Conducting an investigation**

- 9.1 The need to safeguard and protect children and young people from likely or actual harm is paramount and any failure to report any concerns could result in the staff members being seen as complicit in any abuse.
- 9.2 BAF seeks to foster the development and maintenance of a safety culture where staff understand what is expected of them and adhere to a code of conduct and where staff are vigilant of their and others behaviours and how it might be construed or impact on others and open to the idea that “it could happen here”.
- 9.3 If a member of staff has concerns about the conduct or actions of another employee or if the allegation is made by a child or family member to a member of staff they must report these concerns to a senior manager. Managers must report all such concerns to the Chief Executive at the earliest possible opportunity. Any action taken with or against a member of staff will be in accordance with The Foundations disciplinary procedure and Whistle blowing policy.
- 9.4 If allegations are made against a member of staff who is currently working with children and young people, the concerns need to be discussed immediately with a manager and the designated child protection officer. One of these (either the manager or child protection officer) should then, in a sensitive manner, remove the staff member involved in the allegation from direct contact with children. It should then be explained to the person, in private, that there has been a complaint made against him/her, although the details of the complaint should not be given at this stage. The person should be informed that further information will be provided as soon as possible but that, until consultation has taken place with the relevant agencies and within the organisation, they should not be working with children. It may be best, under the circumstances, for the person to return home on the understanding that the manager or named person will telephone him/her later in the day.
- 9.5 If a staff member has received an allegation or observed something of concern about their own manager, the staff member should report the allegation or concern to the person more senior to their manager.

- 9.6 If the allegation is made against the Chief Executive, the matter will be referred immediately to the Chair of BAF who will implement this policy.
- 9.7 If the allegation is made against a Trustee or the Chair of BAF, the Chief Executive will have responsibility for implementing this policy.
- 9.8 If the person is a member of a trade union or a professional organisation, he/she should be advised to make contact with that body. Arrangements should also be made for the member of staff or volunteer to receive ongoing support in line with the responsibilities the organisation has towards his or her welfare.
- 9.9 Once any urgent necessary steps have been taken, attention can be given to dealing with the full implications of the allegations. There are up to three possible lines of enquiry when an allegation is made:
- a police investigation of a possible criminal offence
  - enquiries and an assessment by the local authority children's social care department about whether a child is in need of protection
  - a Foundations employer's investigation and possible disciplinary action being taken against the person in question. This includes implementing a plan to manage any risk posed by the individual to children and young people in the workplace until the outcome of the other investigations and enquiries is known.

## 10. Safer Recruitment

- 10.1 We believe in recruiting only the very best staff to work in the Foundation and will do all that we can to ensure that we prevent unsuitable people from joining our organisation. It is the policy to operate safer recruitment practices for all paid or volunteer positions. This is fundamental to safeguarding children and young people as well as protecting the integrity and reputation of the charity. We will not divert from the following:
1. **Job or Role Description:** all paid and volunteer roles will have a clear job/role descriptions and profile which set out the skills required and the contact that the role is likely to have with children and vulnerable adults.
  2. **Advert:** Positions will be advertised and will include a statement relating to the Foundations operation of a Safe Recruitment policy and its commitment to safeguarding and protecting children and vulnerable adults.
  3. **Written application:** the exact format may from time to time vary but we will always require a written statement of application or interest in a position or role. We will ask for a declaration of conviction, caution, reprimand or warning in line with the Rehabilitation of Offenders Act as well as a direct question as to whether the applicant has ever been barred from working with children or young people.
  4. **Shortlisting:** candidates' applications will be reviewed by more than one member of the recruitment panel. Applications will be measured against the job description.
  5. **Interview:** we will always meet shortlisted candidates face to face. These meetings may be slightly less formal for volunteers but will still take place. Questions will be prepared and linked to the position, designed to probe the skills and abilities of the individual. This meeting will also probe any

gaps in employment or key unaccounted for dates in the written application. It may also include a question about any criminal convictions, cautions or any other issues that may affect their suitability to work at BAF. If necessary we will call candidates back for a second interview.

6. **Identity checks:** We will check external candidates' identity by asking them to bring photographic ID
7. **References:** any offer of employment or volunteering will be subject to written references which we will verify once received.
8. **Disclosure and Barring Service (DBS):** If required, depending on role, the last stage of our safe recruitment process is use of the DBS – which makes checks about individuals' convictions, cautions, reprimands or warning recorded on police central records for both "spent" and "unspent" convictions as well as whether they may have been "barred" from working with children and/or vulnerable young adults.

## 11. Staff induction

- 11.1 We provide an appropriate induction for all new staff and volunteers. The induction programme includes ensuring that all staff are made aware of how to keep children and young people safe when engaged in activities provided by BAF through training. All staff are appointed on a probationary period initially, with a review before being confirmed in post.

## 12. Staff Support / counselling

All staff and volunteers will have access to the on line support and counselling services offered by Care First

## 13. Monitoring Compliance

- 13.1 The policy will be reviewed a year after development and then every three years, or sooner in the following circumstances:
  - changes in legislation and/or government guidance
  - as required by the Local Safeguarding Children Board.
  - As a result of any other significant change or event.

All users of this policy should:

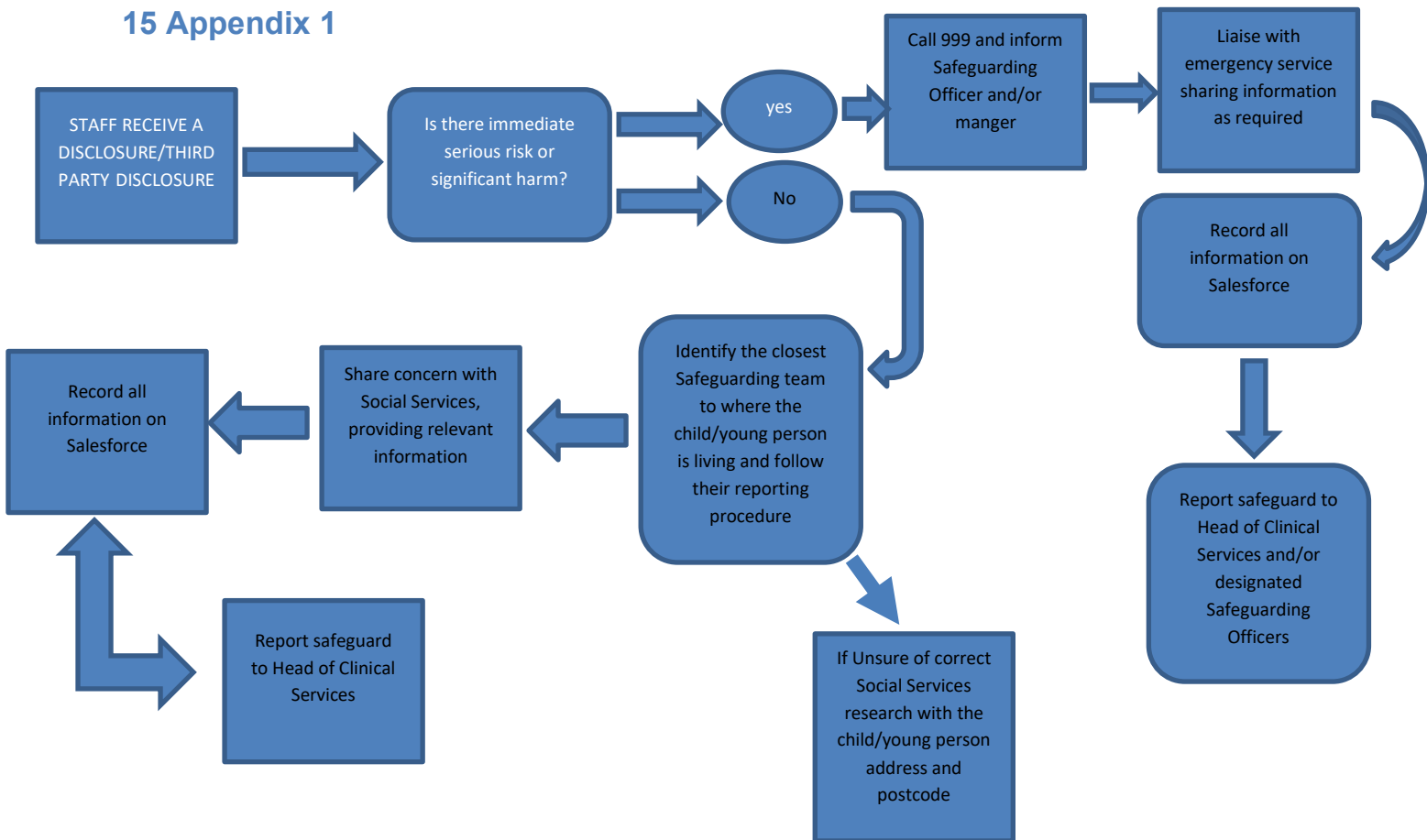
- Ensure you are familiar with and comply with Safeguarding Policies and where necessary escalation process for promoting and safeguarding the welfare of children and young people.
- Ensure you are familiar and comply with the Safeguarding Vulnerable Adults Procedures.
- Ensure you are familiar and comply with local protocols and systems for information sharing
- Know the appropriate contact numbers and required reporting lines.
- Participate in required training and supervision.
- Comply with required professional boundaries and codes of conduct

## 14. Key Performance Indicators

- The policy and procedures to be widely promoted and made mandatory for everyone involved in working in collaboration with Allergy UK.

- Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal
- All staff and trustees to have safeguarding training: Protection of children, young people and vulnerable adults.
- A log of safeguarding incidents to be audited on an annual basis for quality purposes as part of the annual incident auditing process led by the CEO.

### 15 Appendix 1



## 15 Appendix 2

# Image Consent Form

Allergy UK produces a wide range of publications and communications resources, both on and offline in our efforts to support those with allergy all over the UK. These are for informative and educational purposes, and sometimes to raise money for our work.

Your images help us to bring allergic conditions to life and enable us to create hard-hitting and impactful campaigns which will always aim to improve the lives of those living with allergic conditions.

Photographs shared with Allergy UK will only be appropriate for use if the individual is dressed suitably, the individual must be wearing clothes which completely cover private areas so that they are not visible. For example, photographs of children in swimming costumes are not appropriate.

**By signing this form you consent to the following:**

- You give your permission for the images supplied by you to be used by Allergy UK in its marketing activities online and offline, in order that the work of the charity can be further promoted. This activity could include but is not limited to website, social media, publications and reports.

**By signing this form you declare that:**

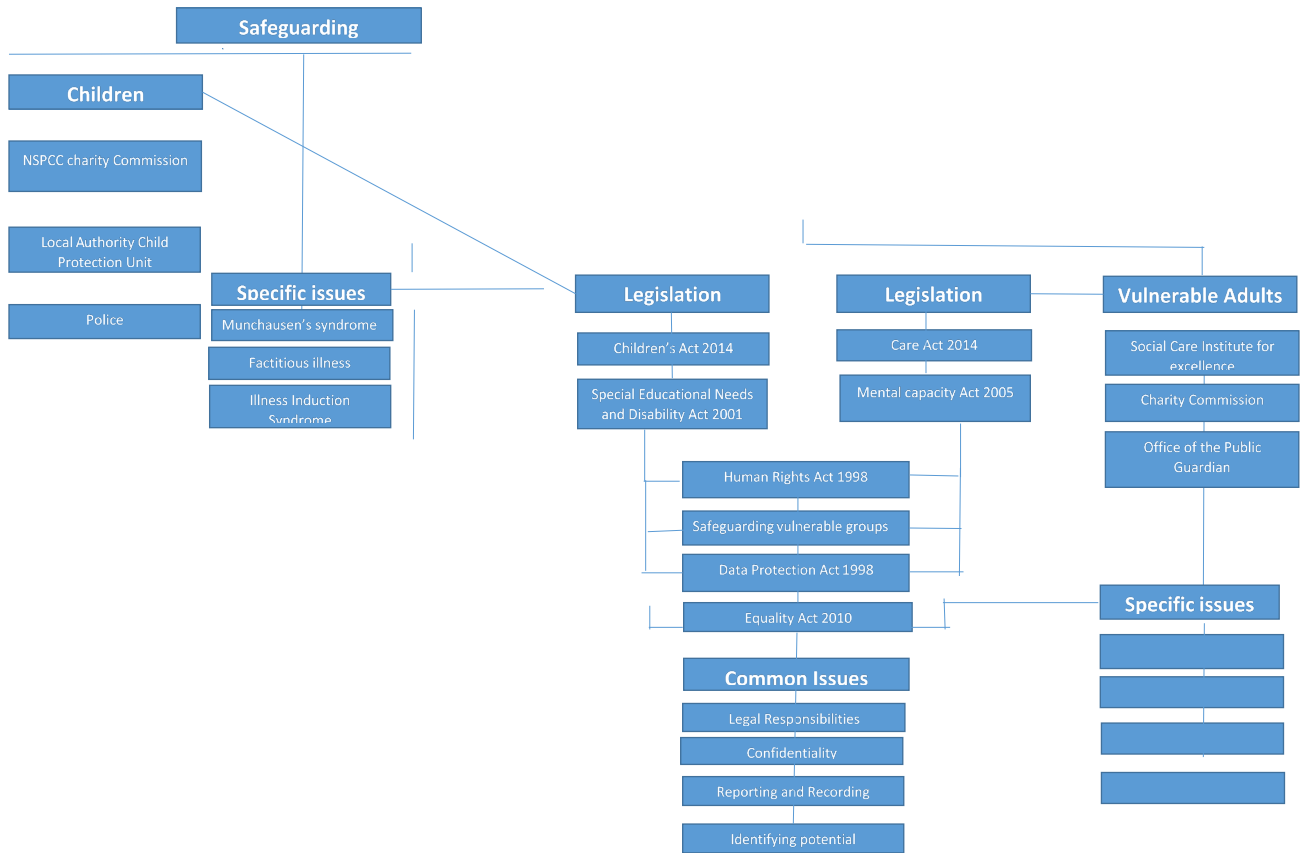
- You are aged 18 or over
- Images sent by you and received by Allergy UK are of you/the child you are giving consent for, and not of any other persons.

<b>NAME OF PERSON IN IMAGE:</b>	
<b>NAME OF GUARDIAN GIVING CONSENT:</b> <b>(only applicable if person in image is under 18)</b>	
<b>SIGNED:</b>	<b>PRINT NAME:</b>
<b>DATE:</b>	<b>TELEPHONE:</b>

**Thank you for sharing your images with Allergy UK.**

If at any point you no longer wish for your images to be used by Allergy UK, please contact the charity via [press@allergyuk.org](mailto:press@allergyuk.org).

### 15 Appendix 3 - Flow chart of guiding legislation



## Appendix 4

**Local Safeguarding Information**

Below are the links to source local information for reporting safeguarding across all four nations

**England**

Working Together to Safeguard Children

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/942454/Working\\_together\\_to\\_safeguard\\_children\\_inter\\_agency\\_guidance.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/942454/Working_together_to_safeguard_children_inter_agency_guidance.pdf)

Child protection system in England (NSPCC)

<file:///T:/ELT/Policy%20Status/2022%20Policy%20reviews/Safeguarding/Safeguarding%20Children%20and%20Young%20People/England/Child%20protection%20system%20for%20England%20%20NSPCC%20Learning.pdf>

**Wales**

Social Services and Well-being (Wales) Act 2014 and Working Together to Safeguard People.

Volume 2 – Child Practice Reviews

<https://gov.wales/sites/default/files/publications/2019-11/working-together-to-safeguard-people-volume-4-adult-protection-and-support-orders.pdf>

Child Protection System in Wales (NSPCC)

<file:///T:/ELT/Policy%20Status/2022%20Policy%20reviews/Safeguarding/Safeguarding%20Children%20and%20Young%20People/Wales/Child%20protection%20system%20for%20Wales%20%20NSPCC%20Learning.pdf>

**Scotland**

National Guidance for Child Protection in Scotland 2021

<file:///T:/ELT/Policy%20Status/2022%20Policy%20reviews/Safeguarding/Safeguarding%20Children%20and%20Young%20People/Scotland/national-guidance-for-child-protection-in-scotland-2021.pdf>

Child protection system in Scotland (NSPCC)

<file:///T:/ELT/Policy%20Status/2022%20Policy%20reviews/Safeguarding/Safeguarding%20Children%20and%20Young%20People/Scotland/Child%20protection%20system%20for%20Scotland%20%20NSPCC%20Learning.pdf>

**Northern Ireland**

Co-operating to Safeguard Children and Young People in Northern Ireland

[https://www.health-ni.gov.uk/publications/co-operating-safeguard-children-and-young-people-northern-irelandfile:///T:/ELT/Policy%20Status/2022%20Policy%20reviews/Safeguarding/Safeguarding%20Children%20and%20Young%20People/Northern%20Ireland/Child%20protection%20system%20for%20Northern%20Ireland%20\\_%20NSPCC%20Learning.pdf](https://www.health-ni.gov.uk/publications/co-operating-safeguard-children-and-young-people-northern-irelandfile:///T:/ELT/Policy%20Status/2022%20Policy%20reviews/Safeguarding/Safeguarding%20Children%20and%20Young%20People/Northern%20Ireland/Child%20protection%20system%20for%20Northern%20Ireland%20_%20NSPCC%20Learning.pdf)