



## YORKSHIRE DANCE

### PROTECTION OF CHILDREN AND ADULTS AT RISK OF HARM

Document control

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## Yorkshire Dance Safeguarding Policy

### Statement of intent

Yorkshire Dance believes that everyone has the right to enjoy dance and its related activities without bullying, intimidation or harassment, or physical, emotional or psychological harm, regardless of their age, ability, gender, race, religion, sexual orientation or background. Yorkshire Dance recognises that some children and adults at risk are additionally vulnerable because of the impact of discrimination, previous experiences, their level of dependency, communication needs or other issues.

Yorkshire Dance is firmly committed to practices which protect children and adults at risk from harm and promote safe environments in which dance can take place. Yorkshire Dance recognises that everyone, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse.

The purpose of this policy is:

- To protect those connected with Yorkshire Dance from harm. This includes, but is not limited to, beneficiaries, staff, volunteers, participants and building users.
- To promote wellbeing by providing those connected with Yorkshire Dance the overarching principles that guide our approach to safeguarding.

Yorkshire Dance adheres to all relevant legislation in this area, including the Children's Act 1989 and 2004, the Education Act 2002, S175, the Sexual Offences Act 2003, the Safeguarding Vulnerable Groups Act 2006, the Equality Act 2010, the Protection of Freedoms Act 2012, the Care Act 2014, Mandatory reporting of female genital mutilation (FGM) (Serious Crime Act 2015), the Counter-Terrorism and Security Act 2015 (Prevent Act), the Children and Social Work Act 2017, Working Together to Safeguard Children (2023) and the Domestic Abuse Act 2021.

This policy applies to all Yorkshire Dance staff, Trustees, volunteers and anyone in paid or unpaid work on behalf the organisation. We expect the highest possible standards of behaviour in regard to this policy from all the above people.

### Definitions

- "*the organisation*" means Yorkshire Dance
- the terms "*staff*" and "*workers*" will refer to full time and part time staff, freelance teachers, musical accompanists, assistants, volunteers, attendant parents/carers or any other person or persons in a position of trust who come into direct or indirect contact with children, young people and adults at risk
- A *child* is anyone who has not yet reached their 18<sup>th</sup> birthday.
- An *adult at risk* is defined by the Care Act 2014 as an adult who; has needs for care and support (whether or not the local authority is meeting any of those needs) and; is experiencing, or at risk of, abuse or neglect; and as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

### Putting the policy into practice

This policy applies to all Yorkshire Dance activities and settings where Yorkshire Dance works.

We will enforce our policy by:

- implementing the Code of Conduct and ensuring all staff, practitioners and anyone undertaking paid or voluntary work on behalf of the organisation are fully aware of the Code and its requirements.
- inducting and training all staff and volunteers in best practice relating to the safeguarding of those connected with Yorkshire Dance, including working with children and/or adults at risk.
- building a safeguarding culture where those connected with Yorkshire Dance know how they are expected to behave and feel comfortable about sharing concerns.
- Ensuring that all workers understand ‘professional curiosity’ and are confident in applying this approach within the context of their role.
- providing in-depth safeguarding training for all staff every 2 years as a minimum.
- supporting key staff, including the Designated Safeguarding Officers, to attend relevant professional safeguarding training.
- following stringent recruitment procedures for the selection of staff and volunteers and ensuring that staff members who lead on recruitment attend Safer Recruitment training, including around undertaking DBS checks.
- providing effective management of staff and volunteers through supervision and support.
- ensuring that anyone in paid or unpaid work on behalf of the organisation can recognise signs and symptoms of abuse and can respond swiftly and appropriately to suspicions, disclosures and allegations of abuse.
- ensuring children and their families know about the organisation's safeguarding and child protection policies and what to do if they have a concern.
- listening to children and adults at risk and respecting them.

### **Responsibility for the Policy**

The Designated Safeguarding Officer acts as a lead in all matters relating to protection of children and adults at risk, ensures that the organisation’s protection policies and procedures are followed and keeps individual case records including action taken and further action required. They are responsible for the maintenance of this policy and Code of Conduct and for ensuring that all staff, Board and volunteers are familiar with their contents through induction and training procedures. If you have a suspicion about abuse or have received a complaint of abuse, you must write them down using the template below and pass them on to the Designated Safeguarding Officer.

The Designated Safeguarding Officer at Yorkshire Dance is the Executive Director, Jo Hawkes, who can be contacted either in person or in writing at the *Yorkshire Dance Centre, 3 St Peter’s Buildings, St Peter’s Square, Leeds LS9 8AH*, by telephone on 0113 243 9867 or by email [JoHawkes@YorkshireDance.com](mailto:JoHawkes@YorkshireDance.com)

The Deputy Designated Safeguarding Officer is the Youth and Community Dance Producer, Ione Barton; they support the Designated Safeguarding Officer and deputises for them when absent. They can be contacted at the above address and telephone number and by email [IoneBarton@YorkshireDance.com](mailto:IoneBarton@YorkshireDance.com)

The Designated Safeguarding Officer and Deputy Designated Safeguarding Officer are supported by two members of the Board of Trustees, Richard Coram and Meg Gibson, who takes lead responsibility for safeguarding at the highest level in the organisation. The safeguarding trustees and wider board delegate authority to the DSO and the Deputy DSOs to administer and maintain high standards of delivery of this policy.

### **Information sharing**

The Data Protection Act 2018<sup>12</sup> and UK General Data Protection Regulation (UK GDPR) supports the sharing of relevant information for the purposes of keeping people safe. Fears about sharing information must not be allowed to stand in the way of safeguarding and promoting the welfare of children and adults at risk. It is not necessary to seek consent to share information for the purposes of safeguarding and promoting the welfare of an individual, provided that there is a lawful basis to process any personal information required.

### **Review**

Our Policy and Code of Conduct are reviewed at regular intervals, and not less than annually.

Procedures and policies related to the protection of children and adults at risk

- Toilet procedure\*
- Safer Recruitment procedures
- Digital Policy including Engagement with Social Media
- Health and Safety Policy
- Equality Policy
- Complaints Policy and Procedure
- Grievance and Disciplinary procedures
- Dignity at Work policy
- Braver Spaces Policy

\* Shared with regular teaching artists and given to parents/carers of participants in Saturday Superstars programme

## CODE OF CONDUCT (for on- and offline contexts)

To protect those connected with Yorkshire Dance from harm, Yorkshire Dance insists on certain levels of behaviour from workers who have contact with children and adults at risk.

It aims to reduce likely situations where abuse may occur, protect staff and workers from false allegations and ensure that Yorkshire Dance delivers secure activities in safe environments, including online.

This Code of Conduct will cover:

- Professional curiosity
- Relationships of Trust
- Interaction
- DBS Disclosures
- Working with children and adults who are at an increased level of risk
- Necessary Physical Contact
- Safe Touch
- Restraint and Disciplinary Measures
- Intimate Care
- Language
- Using the Yorkshire Dance building
- Digital service delivery
- Broadcast and publication on social media
- Radicalisation
- Reporting low-level concerns
- Reporting Allegations or Suspicions of Abuse
- Managing peer-on-peer abuse or allegations made against a Child or Adult at Risk
- Managing Allegations made against a Member of Staff or Volunteer
- Reporting Contacts
- Indicators of Abuse
- What to do if a child, young person or adult at risk wishes to disclose information about harm or abuse

We believe that there are certain behaviours which are not acceptable, and it is our aim to clarify what is appropriate and inappropriate in terms of the conduct of our staff, trustees and volunteers.

In general, we expect that people working with children and adults at risk will retain an open atmosphere and environment, that they will respect the relationship of trust that they are in and that they will always put the welfare of the individual first. These professional standards should always be applied and should be sensitive to differences expressed through culture, disability, gender, language, racial origin, religious belief and/or sexual identity.

Respect for the individual is of paramount importance and the following code of conduct should be applied at all times, including periods of contact that happen outside the normal scope of a planned dance activity.

If a worker's behaviour is found to have contravened this code of conduct, their suitability to work with children and adults at risk will be assessed in line with Yorkshire Dance's Disciplinary Procedure.

### Professional Curiosity

Professional curiosity is a core responsibility of all practitioners. It is about trying to explore and understand what is happening, rather than making assumptions or accepting what we are told at face value.

**Look:** is there anything about what you see that makes you feel uneasy? Does what you see match with what you are being told? Could there be an alternative explanation?

**Listen:** Does something not sound right? Are you being told anything which needs further explanation?

**Ask:** Maintain an open mind - Try to avoid making assumptions, taking information at face value and jumping to conclusions. Is your use of language, clear, accessible, understandable to the person you are talking to?

**Checkout:** Treat what people say with 'respectful uncertainty'. This means take what people say seriously, but then look for other information that confirms or challenges what you have been told.

A lack of professional curiosity can lead to missed opportunities to identify less obvious indicators of vulnerability or abuse.

### Relationships of Trust

Where one individual is in a position of power or influence by virtue of an activity, one individual may have the power to confer success or failure, and the relationship may be distorted by fear or favour. 'Grooming' can occur in situations where the relationship of trust is abused, which can lead to exploitation, including child sexual exploitation, or radicalisation. The child or adult at risk might be persuaded over a period of time that certain behaviours are normal or to be expected in a sustained and close relationship e.g. coach and pupil, care home worker and resident, or that certain views are acceptable including hatred for a specific country or religious group.

- Staff must acknowledge the position of trust that they are in and use it respectfully
- Workers should be an excellent role model in their dealings with other people
- Relationships with children, young people and vulnerable adults must be balanced and based on mutual trust which empowers the participant to share in the decision-making process
- All relationships between staff and participants must remain professional
- Online contact between staff and participants must only be made through a work profile, never a personal profile, and only when deemed absolutely necessary to the successful delivery of a project. The DSO and Deputy DSO should both have access to any work profiles.
- If a worker becomes aware that a child or adult at risk is developing feelings of affection towards them, it is the worker's duty to inform the DSL or Deputy DSL as soon as the concern arises. The concern will be logged and the DSL or Deputy DSL will deem whether appropriate to inform the child or adult at risk's parent/carer.

### Interaction

- All workers and volunteers working in 'regulated' roles will be required to obtain a satisfactory Data and Barring Service (DBS) check at the earliest opportunity. Appointees to posts that involve working unsupervised or in a regulated role with children or vulnerable adults may not be allowed to commence their new role until a satisfactory DBS check has been received.
- Yorkshire Dance's policy is that workers ensure that, whenever possible, there is more than one adult present during activities with children or adults at risk, or at least that they are within sight or hearing of others. In a digital context, 'present' means 'on screen' or able to hear on screen communications. Private messaging and one-to-one classes should be avoided. Where

these are to take place, the risk assessment should reflect the reasons why this is necessary, and steps taken to protect the participant and staff member.

- Only in exceptional circumstances should a one-to-one activity (face to face or through online) be conducted with a child or adult at risk. In those cases, the DSL or Deputy DSL must be informed before the activity takes place and a parent or carer must give their consent.
- Activity delivered with children must always adhere to the NSPCC recommended adult to child ratios for other settings.<sup>1</sup>
- Workers must not take children or adults at risk alone in a car on journeys, however short.
- Where necessary, workers may accompany children or adults at risk into the changing rooms but must not assist with any intimate care. The Yorkshire Dance 'Toilet procedure' must be followed at all times.
- Workers must not take children or adults at risk to their [worker's own] home. When a service is delivered digitally and the worker is in their own home, care must be taken to ensure that the visible workspace is neutral and nothing inappropriate can be seen or heard in the background.
- Workers must never share personal contact details with a child or adult at risk.
- Workers must challenge unacceptable behaviour and report all suspicions and allegations of abuse to the Designated Safeguarding Officer.

### DBS Disclosures

Yorkshire Dance promotes equality of opportunity for all and recognises the importance of employment in the rehabilitation of ex-offenders. For applicants who are offered employment in certain posts, including those where regulated activity is undertaken, a criminal record check from the DBS will be undertaken. Applicants to a post will be advised at the point of application that a DBS check will be undertaken if they are successful in securing the post.

If a DBS check identifies convictions which restrict or prevent an individual from carrying out any of the responsibilities of their role, the Designated Safeguarding Officers, along with the Senior Management Team and Board of Trustees will make a decision as to whether it is appropriate for the person to be appointed or continue in post or not.

### Working with children and adults who are at an increased level of risk

It is important that workers are aware that some participants may be considered to be at an increased level of risk, such as babies, looked after children, children with a disability, asylum-seeker participants and participants for whom English is not their first language. This can be due to the impact of discrimination, previous experiences, their level of dependency or communication needs.

When working with children or adults who are at an increased level of risk, workers should consider any extra steps that should be taken to ensure the participant's safety. This might include using additional or alternative methods of communication and considering other explanations for disruptive behaviour. It might include speaking to family members and taking time to communicate with the participant outside of an activity. Workers should take steps to identify preferred communication methods. Workers should always prioritise the participants' strengths, requirements and needs. This applies when working with children and adults at risk in all contexts.

### Necessary Physical Contact

<sup>1</sup> <https://learning.nspcc.org.uk/research-resources/briefings/recommended-adult-child-ratios-working-with-children/>

Contact is often a necessary part of the dance teaching process when the positioning of the body is vital to skills development. It can also be employed to encourage, protect or comfort a child in distress, however, workers must be aware that even the most innocent physical contact with a child or adult at risk could be misinterpreted and therefore should take every effort to explain what they are going to do *and gain consent* before any physical contact is introduced.

- Physical contact between adults and children or adults at risk should only be used when:
  - it is necessary to develop learning skills or technique
  - it is used to enhance a participant's engagement
  - treating an injury
  - preventing an injury
- Physical contact must not be forced upon anyone and must be consensual.
- Any manual support should be provided openly
- Physical contact should never involve touching the genital areas, buttocks or breasts.
- Staff should not initiate physical contact as a means of comfort with children or adults at risk but seek alternative methods of consolation. Workers should adhere to safe touch guidance (see below). Workers may accept physical contact where deemed an appropriate measure of comfort or welcome for a child or adult at risk, however they should avoid face-on hugs and instead use side-on hugs, high-5s or placing hands on shoulders or forearms to maintain some physical distance. Workers must not allow children or adults at risk to sit on their knee
- Staff must be easily identifiable, wearing name badges, Yorkshire Dance t-shirts or a Yorkshire Dance lanyard where available.
- If physical contact is used as part of an online class, care must be given to how this is practiced safely between those making contact.

### Safe Touch

Safe Touch is defined as physical contact that, if otherwise avoided, would be inhumane, unkind and potentially emotionally or physically damaging for the child or adult at risk. Safe Touch should never be invasive, humiliating or flirtatious. Workers should ensure that Safe Touch only occurs in the presence of other adults, and that it does not indicate favour towards particular participants.

If a participant attempts to engage in any inappropriate touch, the member of staff involved will report this immediately to the Designated Safeguarding Officer. If another member of staff suspects or witnesses inappropriate physical contact, whereby the member of staff is willingly involved, they will report this to the Designated Safeguarding Officer immediately. The Designated Safeguarding Officer will keep a written record of all instances of reported inappropriate touch. Any allegations against staff will be dealt with as a matter of urgency, and in accordance with the procedures outlined below under 'Managing Allegations made against a Member of Staff or Volunteer'.

### Restraint and Disciplinary Measures

Restraint refers to instances when a child or adult at risk is being held, moved or prevented from moving, against their will because not to do so would result in injury to themselves or others, or would cause significant damage to property. Restraint must always be used as a last resort after all other methods of controlling a situation have been tried and failed. All situations where restraint methods have been employed should be reported to the worker's line manager as soon as possible. Restraint should never be used as a disciplinary measure.

Physical punishment, or threat of physical punishment, should never be used by workers in any circumstances.

### Toilet procedure and Intimate Care

Intimate care involves a worker undertaking duties of a very personal nature for another person, e.g. showering, bathing, changing or assisting with toileting. This kind of activity should not be carried out by Yorkshire Dance staff. If a child or adult at risk requires intimate care, this must be delivered by their parent or carer. Parents/carers will be asked to remain on site if there is a chance of the child or adult at risk they support requiring intimate care within the duration of their activity at Yorkshire Dance.

### Language

Sometimes language can be as abusive as actions. What might be intended as playful, or innocent can often be misinterpreted. Unwelcome comments intended to be complimentary can seem to be predatory or degrading by another person. Discriminatory, degrading or aggressive language (including aggressive shouting) is already proscribed by Yorkshire Dance's Equality Policy, but workers should take extra care when dealing with groups such as children and adults at risk.

- Workers must not expose children or adults at risk to lewd language or swear words either directly or indirectly (overheard). This applies to conversations in person and online (including language used in the background of a digital activity).
- Flirting is always inappropriate with children and adults at risk. Workers must not engage in any kind of sexual innuendo or joke-telling of a sexual nature with children, and adults at risk individually or as a group
- Workers should be aware that special caution is required when discussing sensitive issues with children
- Staff must not condone or allow to go unchallenged any aggressive, sexually suggestive, sexually explicit, violent or degrading language from children or adults at risk, regardless of who it is aimed at

### Using the Yorkshire Dance building

Yorkshire Dance works carefully to take steps to ensure that hirers are able to use our facilities in a safe and appropriate way.

- Hirers are responsible for safeguarding their attendees, especially those working with children or adults at risk.
- All hirers must read and agree to Yorkshire Dance's Safeguarding Policy as part of the terms of their hire, and are responsible for ensuring the conduct of those participating in their booking adheres to these policies.
- If a hirer's activity involves children, or adults at risk, they must also have their own safeguarding policy in place, which they must share with the DSL prior to the commencement of their hire.
- In line with Yorkshire Dance's 'Braver Spaces' policy, no activity shall be carried out on the premises, which could cause offence or compromise the safeguarding of children/young people and adults at risk, or cause disruption to other persons using the premises.

The Yorkshire Dance building is regularly in use by multiple user groups at any time. To support the safeguarding of all building users, users are asked to be aware and respectful of the needs of other user groups. This includes by:

- Adhering to the designated user groups of the changing rooms, which are time and date specific to prevent children and adults sharing a changing space.
- Keeping public areas of the building clear of personal belongings.

- Only using designated changing rooms or toilets to change. Changing in public areas of the building including the foyer and corridors is not permitted.
- Parents or carers are responsible for ensuring the child or adult in their care is supervised whilst in the building, whether by themselves personally, or by a session leader or hirer.

### Digital service delivery

When delivering a class or hosting/attending an activity online the following must be adhered to:

- Interaction with all participants during live online platforms must, at all times, be kind and considerate, and bullying behaviour will not be condoned.
- If the behaviour and/or actions of a participant is deemed inappropriate, their involvement will be terminated immediately, and disciplinary actions will be undertaken, which may include preventing them from participating in future Yorkshire Dance activity.

### **Messaging**

- Direct messaging function will be disabled on all classes and all commenting will remain public to both participants and staff managing the live session. Staff will monitor this during the event to ensure appropriateness of comments.

### **Bookings and use of Online video call platforms**

- The staff will set clear rules of engagement for working on digital platforms and share these with the participants at the start of the session. (e.g. use of chat functions, mute/unmute, non-verbal confirmation that they have understood or need clarity etc.). Regular review of the suitability of the platform will take place. If another platform is used care must be taken to ensure the code of conduct can be followed.
- For participants under 18, bookings for Yorkshire Dance online classes must be made by parents/carers, who will be emailed a booking confirmation and access link to the class.
- If under 18 then parents/carers must access the platform using their own account and should manage the controls of this and oversee their child accessing the service.
- If under 18, participants must have permission from parents/carers to take part in any online session provided by Yorkshire Dance.
- If under 18, during live sessions parents/carers are responsible for chaperoning participants and must oversee their safety.
- If under 18, participants may be asked if permission to access the session is given by a parent/carer, if so, a parent/carer must provide visual approval.

### **Privacy**

- No photos, films or documentation shall take place without prior permissions being given. Should it be required to record the session, permission will be requested from participants and parents/guardians or participants will be notified of how the recording will be used.
- Unless stated at the time of booking, all classes will be closed events and only available to people who have booked in advance
- A password will be required to join all closed classes.

### **Control of broadcast**

- A member of staff will retain host controls at all times, although sharing of audio or visual material may be allowed with other adults involved in session delivery, with the member of staff's permission.
- Staff members will monitor what is shared on the screen and in the chat. If any the situation becomes unsafe it will be addressed immediately (see Managing unsafe situations)
- All staff involved in the digital delivery should remain visible and audible whilst hosting a class or meeting.

### **Managing unsafe situations**

- Staff must have a Risk Assessment in place to support anyone that becomes unsafe during the class. This must include having contact details for all participants.
- Should an unsafe situation occur, the member of staff should document what happened as soon as it has been addressed and contact a DSO. If the person involved is in immediate danger, staff must call 999 before documenting what happened and contacting a DSO.

### **Broadcast and publication on social media**

When using digital media including; social media, photos, video content, recorded audio content, the Yorkshire Dance website, the following must be adhered to:

- Only digital content such as photos, film and audio recording that have adequate permission shall be used publicly.
- Care must be given to the content used on Yorkshire Dance's social media, printed marketing material and website to ensure that it is not inappropriate or offensive.
- When communicating via digital formats (for example social media) this must only be done through Yorkshire Dance specific staff accounts.
- All Yorkshire Dance digital media accounts must be password protected. Passwords must be known to multiple members of staff including both Designated Safeguarding officers. No communication must be initiated with anyone under the age of the particular age restricted social media site. This communication must always be via their parent or guardian. In case any staff member is made aware that the person with whom they are interacting (online) is below the age of restriction, a company approved statement should be sent immediately, after which any communication should be directed to their parent or guardian.

### **Radicalisation**

Radicalisation is the process through which a person comes to support or be involved in extremist ideologies. It is in itself a form of harm. Behaviour which could constitute extremism include:

- using or excusing violence towards a group of people to stop them from using their legally defined rights and freedoms
- seeking to overthrow or change the political system outside of lawful means
- using or excusing violence towards public officials, including British armed forces and police forces, to stop them carrying out their duties
- attempting to radicalise and recruit others, including young people, to an extremist ideology.

All organisations that work with children and young people have a responsibility to protect children from being harmed by radicalisation and exposure to extremist views.

You can build young people's resilience to radicalisation and extremism by:

- helping improve their self-esteem and self-confidence

- promoting inclusivity and community cohesion
- helping young people understand how they can influence and participate in decision making.

### Reporting low-level concerns

A low-level concern is any concern, doubt, or worry that a worker may have acted in a way that conflicts with the standards and values of your organisation. It includes any behaviour which does not meet the expectations set out in your organisation's code of conduct.

Concerns or allegations can relate to behaviour inside or outside of work and do not have to directly involve children.

Low-level concerns might include:

- inadvertent or thoughtless behaviour
- behaviour that might be considered inappropriate depending on the circumstances
- behaviour which is intended to enable abuse.

Examples of such behaviour could include:

- being over-friendly with children
- having favourites
- adults taking photographs of children on their mobile phone
- engaging with a child on a one-to-one basis in a secluded area or behind a closed door
- humiliating children.

It's important to report any potential concerns about behaviour, including those which are considered low-level. Responding to low-level concerns gives a clear message that any form of inappropriate behaviour will not be tolerated. Left unaddressed, low-level concerns can escalate into more significant rule-breaking or even abuse.

### Reporting Allegations, Concerns or Suspicions of Abuse

You may receive a report from a child or adult at risk about an incident that has happened at Yorkshire Dance, online or elsewhere, or you may have suspicions about a colleague or a child's situation. Whatever the situation, you must ensure to the best of your ability that the person is safe and should report allegations or suspicions of abuse to the Designated Safeguarding Officer who will take the decision on how to act.

**If you believe there is a serious and immediate threat to the child or adult at risk, you should contact the police on 999 and inform the Designated Safeguarding Officer at the first opportunity**

Safeguarding is a sensitive and confidential issue and so this must always be done either face to face in a confidential space, via email or over the phone.

**You should make a full written record of what was seen, heard and/or told as soon as possible** about observing the incident or receiving the report – see template below. You have a moral and professional duty to pass on all comments and reports to the Designated Safeguarding Officer stated above. However, you must not attempt to investigate, substantiate or corroborate any reports. The Designated Safeguarding Officer will decide whether Social Care or other related services are informed. Effective sharing of information between local organisations and agencies is essential for

early identification of need, assessment and service provision to keep children and adults at risk safe. It is not your responsibility to decide if abuse has taken place - your role is to act on concerns and gather information. **The Designated Safeguarding Officer and Deputy Designated Safeguarding Officer are responsible for retaining and storing child protection records in line with NSPCC guidance.<sup>2</sup>**

In the government guidance 'Working Together to Safeguard Children' (2018) they list these 4 types of abuse:

- Physical abuse
- Emotional abuse (includes Online abuse)
- Neglect (includes sense of self)
- Sexual abuse

Additional forms of child abuse:

- Child Sexual Exploitation (CSE)
- Child Criminal Exploitation (CCE)
- Child Trafficking
- Experiencing or witnessing Domestic Abuse
- Female Genital Mutilation (FGM)

The Care Act (2014) lists the following 10 types of abuse specific to adults:

- Physical abuse
- Domestic violence or abuse
- Sexual abuse
- Psychological or emotional abuse
- Financial or material abuse
- Modern slavery
- Discriminatory abuse
- Organisational or institutional abuse
- Neglect or acts of omission
- Self-neglect

### Indicators of abuse

Indicators may be physical or behavioural and may include one or a combination of those listed (this is not a complete list):

- Regular flinching in response to sudden but harmless actions, for example someone raising a hand quickly
- Knowledge of 'adult issues' for example alcohol, drugs and/or sexual behaviour which is inappropriate for their age or stage of development
- Self-harming or thoughts about suicide
- Changes in eating habits or developing eating disorders
- Bruises which reflect bites, hand marks or fingertips, and/or the same injuries happening more than once.
- Any burns which have a clear shape of an object, for example cigarette burns
- Not receiving adequate medical attention after injuries
- Behaviour changes, from being withdrawn, to being overly aggressive

<sup>2</sup> <https://learning.nspcc.org.uk/media/3325/child-protection-records-retention-and-storage-guidelines-september-2023.pdf>

- Refusal to remove clothing for normal activities or keeping covered in warm weather
- Appearing not to trust particular adults
- Open references to domestic or other violence in the home
- Being unable to play
- Inability to make close friends
- Regularly dirty or 'smelly', personal hygiene needs are not being met
- Child acting in a sexually explicit way towards adults
- Regularly appearing hungry
- Running away from home
- Children who regularly miss school or don't take part in education

Additional possible indicators of 'grooming', child sexual exploitation or radicalisation

- Acquisition of money or possessions without plausible explanation
- Unknown adult(s) waiting outside to meet a child
- Open references to radical thoughts
- Using new slang words
- Wearing clothes or accessories in gang colours or getting tattoos
- Spending increasing amounts of time talking to people with extreme views (this includes online and offline communication)

Additional possible indicators of abuse against adults at risk/older adults

- Acting agitated or violent
- Loss of weight for no apparent reason
- Loss of interest in activities/things they previously enjoyed
- Concerned discussion of financial or property matters (financial abuse) or getting into debt

Additional possible indicators of Female Genital Mutilation (FGM)

- Having difficulty walking, standing or sitting.
- Spending longer in the bathroom or toilet.
- Appearing quiet, anxious or depressed.
- Acting differently after an absence from school or college.

### **What to do if somebody wishes to disclose information about harm or abuse**

You may be in a position where a child or adult at risk chooses to tell you information about harm or abuse that they have suffered or that they fear. It is very important that you give them the opportunity to communicate this.

It may be appropriate for you to find another person to listen to them with you, for example if you do not feel comfortable or confident or if another person is immediately available, but in many cases this may not be possible or desirable; you would need to judge whether the person wishing to disclose can wait or is willing to tell more than one person. Be prepared to listen to the person carefully and to make notes of what was said at the end of the conversation, using the checklist below.

During the conversation:

- Keep calm

- Observe and listen to the person rather than directly questioning them
- Be aware of your non-verbal communication
- Keep responses short, simple, slow, quiet and gentle
- Do not promise to keep secrets or promise that you won't tell anyone else
- Don't stop someone who is freely recalling significant events
- If you have difficulty in understanding the person's communication method, reassure them that you will quickly find someone who can help
- Tell the person they are not to blame and have done the right thing by telling you
- Avoid criticising or confronting any alleged perpetrator personally
- Don't end the conversation abruptly, allow plenty of time
- Tell the person what will happen next; be honest about what you can do. If a child doesn't want to tell a parent or carer, help them identify another adult they can tell.
- Make a written note of what is said, who is present and subsequent events

### **Managing peer-on-peer abuse or allegations made against a Child or Adult at Risk**

If a child or adult at risk displays inappropriate or harmful behaviour, you should inform the DSO or Deputy DSO as soon as possible. Report any allegations directly to the DSO or Deputy DSO. It's important to keep accurate and detailed notes on any concerns you have about their behaviour. You should share this record with the DSO and Deputy DSO. Include:

- details (name, age)
- the date and time of the incident
- what was happening before the incident took place
- what they said or did that gave you cause for concern (in as exact words if possible)
- whether the behaviour appeared spontaneous or premeditated.

Sometimes you might decide to talk to a child or adult at risk immediately if you see them behaving inappropriately, in order to manage the behaviour. Remember that they may not realise their behaviour is unacceptable. Talk to them calmly and explain why their behaviour is unsuitable and what they can do to improve it.

If allegations have been made against a child, or adult at risk, you should speak to your nominated child protection lead, who can advise you on the best way to proceed. If you talk to the child or adult at risk about the allegations before taking advice, it may make the situation worse.

### **Talking to a child who tells you they have behaved abusively**

You should talk to them calmly and remember that they need support.

- Reassure the child that they've done the right thing by telling you about it.
- Listen carefully to the child and let them tell their whole story. Don't try to investigate or quiz the child, but make sure you understand what they're saying.

- Use non-judgmental language.
- Tell them that you now have to do what you can to keep them and the other children involved safe.
- Never promise to keep what a child tells you a secret. Explain that you will need to speak to other people who can help.
- Reassure the child that they can get help to change their behaviour and move forward with their life

**A witnessed, reported or alleged incident of abuse by a child becomes a child protection concern when:**

- the behaviour involves sexual assault or physical assault
- the child who has experienced the abusive behaviour has suffered significant harm
- the behaviour forms part of a pattern of concerning behaviour by the child or young person who is being abusive
- the child carrying out the abuse is displaying sexualised behaviour<sup>3</sup>.
- you are concerned that the child carrying out the abuse may be doing so because they have experienced abuse themselves.

It is also a child protection concern when there's a significant difference of power between the child who is displaying abusive behaviour and the person being abused, for example when:

- there's an age difference of more than two years
- there's a significant difference in terms of size or level of ability
- the child displaying abusive behaviour holds a position of power (such as being a helper, volunteer or informal leader)
- the child being abused is significantly more vulnerable than the other child or young person.

### **Managing Allegations made against a Member of Staff or Volunteer**

You must ensure that the child or adult at risk is safe and away from the person against whom the allegation is made, and inform the Designated Safeguarding Officer immediately. In the case of an allegation against either of the Designated Safeguarding Officers, you should inform the other Designated Safeguarding Officer. You should make a written record, as above.

The Designated Safeguarding Officer should contact the local authority designated officer (LADO)  
Tel: 0113 378 9687 for advice on how to proceed.

Regardless of whether a police and/or Children and Young People's or Adult Social Care investigation follows, Yorkshire Dance will undertake an internal investigation and consider the implementation of disciplinary procedures if appropriate. This may involve an immediate suspension and/or dismissal depending on the outcome of the investigation.

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<sup>3</sup> [https://learning.nspcc.org.uk/child-abuse-and-neglect/harmful-sexual-behaviour#tooltip\\_content18422](https://learning.nspcc.org.uk/child-abuse-and-neglect/harmful-sexual-behaviour#tooltip_content18422)

**Reporting contacts**

<b>Leeds Children's Services Duty and Advice Team</b> Speak to a social worker to log concern for a child (Mon to Fri 8.30am – 5.00pm)	<b>0113 376 0336</b>
<b>Leeds Children's Emergency Duty Team</b> (Out of hours)	<b>0113 535 0600</b>
<b>Leeds Social Care Emergency Duty Team</b> (Out of hours)	<b>0113 378 0644</b>
<b>NSPCC Child protection Helpline</b>	<b>0808 800 5000</b>
<b>Leeds City Council Adult Social Care</b> Monday to Friday, 9am to 5pm)	<b>0113 222 4401</b>
<b>Adult Social Care Out of Hours</b> (Out Of Hours)	<b>0113 378 0644</b>

**FOR ALLEGATIONS AGAINST PROFESSIONALS/ VOLUNTEERS**

<b>Local Authority Designated Officer (LADO)</b> for practitioners working with children	<b>0113 378 9687</b>
<b>Local Authority Designated Officer (LADO)</b> for practitioners working with vulnerable adults	<b>0113 222 4401</b>

## CONFIDENTIAL TEMPLATE Reporting a Concern

Once filled please pass it on to the Designated Safeguarding Officer (Executive Director).

Please give details of everything that you know based on the conversation that you have had and/or observed.

Name of individual:

Age and/or date of birth:

First Language:

Disability:

other info:

Parent's/carer's name(s):

Home address (and phone no. if available):

Are you reporting your own concern or passing on those of somebody else? Give details:

Brief description of what has prompted the concerns: include dates, times, etc. of any specific incidents:

Any physical signs? Behavioural signs? Indirect signs? :

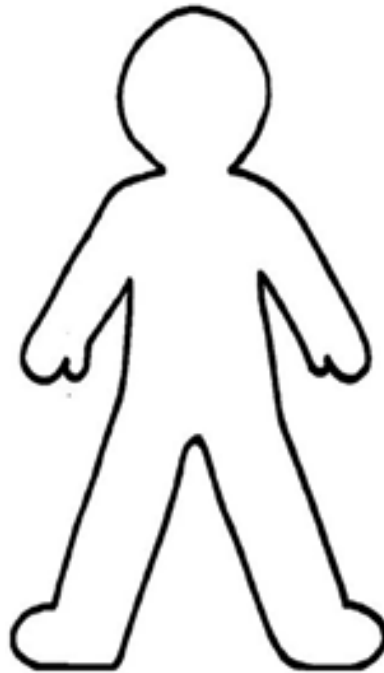
Have you spoken to the individual? If so, what was said (please be exact and do not make judgement)? :

Have you spoken to the parent(s)/ carer(s)? If so, what was said? :

Has anybody been alleged to be the abuser? If so, give details :

Have you consulted with anybody else? Please give details:

If any physical signs and you are able to, please note the location on this diagram by an X:



Your name and position:

Who are you passing this report to?:

Date of disclosure/concern: ..... Time of disclosure/concern .....

Location of disclosure/concern.....

Signature: .....