

Safeguarding and Child Protection Policy

September 2025

Our strategic objectives relating to young people with high learning potential, their parents and carers, and their schools

- *Empowering Young People*
- *Empowering Parents*
- *Creating a Community*
- *Advocating for Needs and Rights*
- *Strengthening our sustainability and effectiveness*

Table of Contents

1. Purpose of the Safeguarding Policy	3
2. Scope of the Safeguarding Policy	3
3. Definitions	3
4. Policy.....	4
5. Monitoring and Reporting	8
6 Training	9
7 Roles and Responsibilities	9
8 Related Standards, Policies and Processes.....	10
9 Revision History	10
Appendix 1: POTENTIAL PLUS UK SAFEGUARDING LEADS	12
Appendix 2: KEY LOCAL AUTHORITY CONTACTS	12
Appendix 3: SAFEGUARDING REPORT FORM	12
Appendix 4: TYPES OF ABUSE	13
Appendix 5: RADICALISATION AND EXTREMISM	14
Appendix 6: FEMALE GENITAL MUTILATION (FGM)	15
Appendix 7: CHILD SEXUAL EXPLOITATION	16

1. Purpose of the Safeguarding Policy

This policy aims to protect the children and young people Potential Plus UK supports by taking all reasonable steps to ensure that they are safe and feel safe. Potential Plus UK will focus on preventative actions to secure positive safeguarding outcomes.

In line with the Education Act 2002, Potential Plus UK safeguards and promotes the welfare of children and young people by ensuring a safeguarding culture throughout the organisation which:

- protects against maltreatment and prevents the impairment of health or development
- ensures a safe environment with effective care to help them to develop to their full potential
- ensures safer recruitment practices for both staff and volunteers
- ensures staff and volunteers are skilled in recognising concerns, know who to contact for support and are equipped to deal with concerns in line with best practice
- promotes partnership working with parents and other professionals
- takes swift action to secure the best outcomes.

2. Scope of the Safeguarding Policy

Safeguarding is everyone's responsibility. This policy, which will be reviewed annually, covers:

- all staff (employees and casual workers), volunteers, including trustees, and anyone working with or volunteering on behalf of Potential Plus UK
- any child protection concern involving a member of staff or a volunteer.

3. Definitions

3.1 Safeguarding is the action taken to promote the welfare of young people and to protect them from harm. It is not just protection from deliberate harm but includes issues such as:

- | | |
|--|--|
| ■ Neglect | ■ Health and safety, including site security |
| ■ Emotional abuse | ■ Bullying including cyber bullying |
| ■ Radicalisation and extremism <i>Appendix 5</i> | ■ Internet safety |
| ■ Female genital mutilation <i>Appendix 6</i> | ■ First aid and meeting the needs of children and young people with medical conditions |
| ■ Sexual exploitation <i>Appendix 7</i> | ■ Intimate care (e.g. taking children to a toilet) |
| ■ Use of physical intervention | ■ Managing allegations against staff |
| ■ Racist abuse, harassment or discrimination | |
| ■ Drug and substance misuse | |

3.2 Child protection is part of safeguarding and relates to specific concerns about harm to individual children and young people.

3.3 Safeguarding Team

- The Safeguarding Team is made up of the Designated Safeguarding Lead (who is also the Chief Executive) and the Deputy Designated Safeguarding Lead. *Appendix 1*
- They are supported by the Safeguarding Trustee, Chair of Trustees and Surrey Branch Lead.

4. Policy

4.1 Inter-agency working

- The Children Act 2002 makes it our duty to work in partnership with other children's workforce professionals or agencies to deliver prevention-focused integrated services.
- We are legally required to share information with agencies to ensure children and young people receive appropriate services. This information could relate to anyone covered by the scope of this policy or to the family, or others connected to the family.
- Potential Plus UK will liaise with Milton Keynes Multi Agency Safeguarding Hub (MASH) for safeguarding advice about any safeguarding or child protection concerns. Appendix 2

4.2 Working with parents and carers

Potential Plus UK recognises the importance of working in positive partnership with parents and carers to ensure the welfare and safety of children and young people. Therefore, we will:

- make parents/carers aware of our duty of care in safeguarding and promoting the welfare of young people, including the duty to refer concerns on
- provide the Safeguarding and Complaints policies on the website and on request
- provide opportunities for parents/carers to discuss concerns, including safeguarding, with staff during telephone advisory appointments and at other times as appropriate
- signpost parents/carers to other services and resources for extra or specialist support
- inform parents/carers when a referral will be made unless this may put the child in danger of harm when a referral will be made without contacting the parents/carers.

4.3 Child Protection

There are statutory procedures to deal with child protection concerns (Milton Keynes Safeguarding Partnership). All organisations we work with and all settings we use must be familiar with these procedures and able to implement them.

4.3.1 Dealing with disclosures

If a child discloses to a member of staff or a volunteer that they are being abused or are at risk of abuse, the member of staff, casual worker, trustee or volunteer must:

- Listen without displaying shock or disbelief and take seriously what the child is saying.
- Allow the child to talk freely to tell their story and avoid asking direct questions.
- Not promise confidentiality before, during or after the disclosure.
- Explain why the information must be passed on, to whom and what will happen next.
- Reassure them that what happened is not their fault and they were right to tell someone.
- Not pass judgement or criticise the alleged perpetrator.
- Make a formal record and pass this on to the Safeguarding Team.
- If there is immediate danger, contact the DSL before completing the Safeguarding Form

4.3.2 Referral

- If a child is at risk of suffering significant harm, there is a legal duty to share this information with MASH (or other Local Authority) and make appropriate referrals.

- A decision to refer a child via MASH will be made by the Safeguarding Team.

4.3.3 Attendance at child protection conferences and core groups

The DSL will liaise with MASH to ensure that all relevant information held by Potential Plus UK is provided during any child protection investigation and ensure that Potential Plus UK is represented at child protection conferences and core group meetings.

- Where possible, a member of staff or volunteer who knows the child well will attend
- If that is not possible, a member of the Safeguarding Team will attend
- If attendance is not possible, the DSL will provide a report prior to the meeting.

4.3.4 Monitoring of identified concerns

Where a child is the subject of a Child Protection Plan and Potential Plus UK is asked to monitor their participation and welfare, e.g. at events or branch activities, as part of this plan:

- A staff member or branch volunteer will monitor in collaboration with the DSL
- All information will be recorded and shared at each conference and core group meeting.

4.3.5 Records

- All concerns must be recorded on the Safeguarding Form. *Appendix 3*.
- Child protection records are highly confidential. They are kept electronically in a secure folder with access restricted to the Safeguarding Team and nominated trustee.
- The DSL must ensure that records are well-organised, fit for purpose and up to date.
- The DSL must be vigilant for patterns and any repeated incidents.
- Potential Plus UK will follow the Milton Keynes Together recommendation that records are kept until the child leaves education or for at least 10 years from the date of any incident/last incident if that is longer. Files can be scanned and saved electronically, and hard copies disposed of securely as confidential waste.

4.3.6 Confidentiality and information sharing

- Safeguarding ALWAYS overrides confidentiality; the welfare of the child is paramount.
- Information about a child and their family is confidential. It can only be shared with other professionals or agencies with the family's consent or if there are concerns about safety.
- If the child is under 12, consent to share information must be obtained from the parents/carers. Young people aged 12-15 may give their own consent if they have sufficient understanding of the issues. Once aged 16 and over, they may give their own consent.
- Where appropriate, parental consent to making a referral should be sought but, if withheld, the referral must still be made and parents made aware of this.

- Parental consent to a referral need not be sought if this is likely to cause further harm to the child, or if the child is a flight risk.
- Only relevant information should be shared, and only to those professionals who need to know. Staff and volunteers should consider the purpose of sharing and remind recipients that the information is confidential and only to be used for the stated purpose.
- The DSL can advise on confidentiality or information sharing.

4.4 Safe environment

4.4.1 Safer recruitment

Safer recruitment practices are an essential part of creating a safe environment. We will ensure that staff and volunteers working for and with Potential Plus UK are suitable to do so and do not pose any kind of risk. To do this, we will:

- Make extensive checks on applicants for all positions, including voluntary roles. Work will not start until all checks have been satisfactorily completed. For employees, this includes the receipt of at least 2 references and an investigation of any gaps in employment history.
- Recruitment panels for staff and casual workers who will be in contact with children will include one person who has completed safer recruitment training in the last 5 years.
- The recruitment interview will include at least one safeguarding question.
- Anyone in regular and/or unsupervised contact with children, including at events or in a branch, must have a valid Enhanced DBS check and encouraged to use the update service.
- If not, they must be accompanied by an employee, casual worker, trustee or volunteer with an enhanced DBS check at all times.
- The Chief Executive will seek evidence from third-party providers about their safeguarding policies to risk assess any proposed contact with young people.
- Parents/carers accompanying their own children to activities or who help at specific one-off events and are not left unsupervised with children, are not required to have a DBS check.

4.4.3 Single Central Record

The Chief Executive maintains the Single Central Record (SCR) of all employees, casual workers, trustees and volunteers who come into regular and/or unsupervised contact with young people. The SCR includes records that:

- An identity check against photo ID has been completed
- If the individual already holds a valid DBS certificate, that a check has been made to establish that the person is not barred from regulated activity relating to children
- If the individual does not hold a valid DBS certificate, that an enhanced Children's Barred List criminal record certificate has been obtained
- Proof of successful completion of essential qualifications has been obtained
- Each check completed or certificate obtained is dated
- When recruiting someone who lived outside the UK, that Potential Plus UK made -
 - further checks, e.g. Certificate of Good Conduct
 - checked, copied, validated and filed identity and immigration status from their passport
 - enquiries in the country of origin, as far as possible
 - thorough enquiries of referees, including previous and recent employers

If an individual does not come into contact with children or young people, has access to identifying information, this will be noted in the SCR.

4.4.4 Staff, casual workers and volunteers' conduct and safe practice

- We must all set a good example of conduct and behaviour to young people.
- We aim to protect adults from the risk of allegations being made against them by ensuring they maintain high standards of professionalism and appropriate boundaries.
- The Safeguarding Summary will be provided before any contact with young people and a signature obtained to confirm receipt.

4.4.5 Use of cameras and photographic images

Videos and photographs are used by Potential Plus UK to raise awareness and to promote services. When photographs or videos are taken:

- An 'official' photographer will be nominated (a staff member, casual worker, trustee or volunteer with a valid DBS certificate) and made known to parents/carers.
- Written consent will be gained from a parent/carer before taking an image of a child.
- If using a personal device, advance written permission from the DSL must be obtained. A member of staff will oversee the removal of images from the device once they are uploaded to the charity's secure area.
- Name tags will be blurred.
- Images will not promote exploitation, e.g. children in night or swim wear are inappropriate.

4.4.6 Restrictive physical intervention

Potential Plus UK's uses restrictive physical intervention only in line with MK Togethers Restrictive Physical Intervention Policy.

4.4.7 Allegations against staff and volunteers

Statutory guidance requires that the LADO be contacted within one working day if an allegation is made against anyone in the position of trusted adult with children or young people or whenever it is suspected or alleged that a trusted adult 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 children in a way that indicates they may pose a risk of harm to children.

An allegation against the Chief Executive should be made directly to the Safeguarding Trustee.

If an allegation is made about an individual who is involved with children in any capacity, Potential Plus UK, we will follow Milton Keynes Together <https://mkscb.procedures.org.uk/> guidance. The guidance should also be followed if it becomes known that an individual has, in their personal life, acted in a way that may have caused harm to a child as it may raise potential concerns about them in a professional capacity.

If the LADO unavailable, the Chief Executive will contact the Milton Keynes MASH.

The LADO can advise whether the criteria for LADO involvement are met and are responsible for:

- Advising around allegations and concerns and recommending a referral as appropriate.
- Convening a Strategy Meeting if the allegation requires police input and/or social care.
- Ensuring the child's voice is heard and that they are safeguarded.
- Ensuring a consistent, fair and thorough process for adults subject to an allegation.
- Monitoring the progress of cases to ensure they are dealt with as quickly as possible.

The LADO will decide whether there is a need for a **Strategy Discussion** to decide whether enquiries should be made under the S47 Children Act 1989. There may be 3 strands of enquiry:

- A police investigation of any possible criminal offence.
- Children's Social Care assessment about whether a child needs protection or services.
- Consideration by an employer of disciplinary action with respect to the individual.

Potential Plus UK will follow the LADO (or MASH) advice on immediate action to ensure the protection of child(ren) from harm. The responsibility rests with the Chief Executive / Chair of Trustees and does not have to wait until a Strategy Meeting. This may include temporarily removing the alleged perpetrator/named adult from their role, through suspension if necessary.

4.4.8 E-Safety

This policy applies equally to online safety. The DSLs will keep up to date with e-safety issues and provide advice and support to staff, volunteers and families accessing services and events online.

- Online events must be by invite only, using a waiting room to control access.
- If the online platform has a chat facility, the profanity block must be in use.
- Facilitators and participants must minimise the risk of images or information which identifies a young person's location, e.g. school uniform or an easy to identify landmark.
- Facilitators and/or hosts must ensure the background is appropriate when using video and be responsible for identifying and rectifying participants' inappropriate backgrounds.
- Permission to record or take screenshots must be sought in advance.
- Adults not working or volunteering for Potential Plus UK are not admitted to online events for young people without the prior agreement of the Safeguarding Team.

4.4.9 Whistleblowing

- All staff and volunteers have a legal duty to raise concerns if they feel an individual or Potential Plus UK is failing to safeguard and promote the welfare of children.
- If it is not possible to report a concern to the Safeguarding Team or there is reasonable doubt that it would be dealt with adequately, report the concern to Milton Keynes Together

5. Monitoring and Reporting

Whilst maintaining confidentiality, Potential Plus UK will:

- Issue the annually updated policy and procedures to staff, casual workers and volunteers
- Obtain written confirmation that they have read the policy, sought clarification if required and feel confident they know the steps to take should a concern arise

Potential Plus UK is the operating name of the National Association for Gifted Children www.potentialplusuk.org
Charity registration 31318 Company limited by guarantee 905037. The Open University, Vaughan Harley Building, Walton Hall, Milton Keynes MK7 6AA

- Monitor referrals, and quality assure actions taken and reports written
- Use monitoring information to determine training needs
- Keep Safeguarding as a standard agenda item at Trustees' Board meetings
- Share this policy with all families taking up services, e.g. assessments, activities and events both face-to-face or online and at branch activities and events
- Ensure the Safeguarding Trustee is informed of concerns, patterns and MASH involvement

6 Training

6.1 Who must take part in safeguarding training

Training is only required for adults in contact with young people. The DSL is responsible for identifying who needs training, ensuring its completion and keeping a dated record.

6.2 Training requirements

DSL and Deputy DSL	DSL training every 2 years
New staff, casual workers and volunteers	Full Safeguarding training package
Staff, casual workers and volunteers	Annual updates
1 member of recruitment panel	Safer Recruitment in the past 5 years.

7 Roles and Responsibilities

7.1 All staff and volunteers must:

- be responsible for identifying and reporting children suffering from abuse or neglect
- comply with safeguarding training and update requirements, and refer to *Appendix 4* for a definition of significant harm and indicators that may suggest a child is at risk
- seek advice from the Safeguarding Team if they are unsure about the risk
- confirm in writing that they have received, read and understood this Safeguarding Policy
- take appropriate action when an allegation is made against a member of staff or volunteer

7.2 The Chief Executive must ensure:

- this policy is fully implemented by staff, casual workers and volunteers
- the Safeguarding Team has sufficient time, resources and support to carry out the role
- staff are released to attend safeguarding training, conferences and professional meetings
- safer recruitment practice is followed for all paid or voluntary appointments
- a safe environment is established for staff, casual workers, trustees, volunteers, parents, children and young people to raise concerns about poor or unsafe practice
- Milton Keynes LADO is informed and appropriate action is taken if an allegation is made against any person who is involved with children in any capacity
- volunteers are competent, qualified and experienced to carry out the duties assigned them
- other adults or organisations working with children on behalf of Potential Plus UK have appropriate safeguarding, child protection policies and procedures in place
- branches are given appropriate support from Potential Plus UK head office

7.3 The Designated Safeguarding Leads will:

- attend Designated Safeguarding Lead training every two years
- review and quality assure policy and procedures, including the management of records
- provide annual training for all staff and identified volunteers
- ensure comprehensive induction for new staff
- provide advice and guidance to staff and volunteers on safeguarding issues
- make parents aware of our legal duty to share information
- link with other agencies (MASH, or the child's Local Safeguarding Children Board)

7.4 Board of Trustees will ensure that:

- safeguarding policies and procedures are consistent with those of Milton Keynes Safeguarding Children Board, MK Together <https://www.mktogether.co.uk/>
- this policy is regularly monitored, reviewed and updated to address any weaknesses
- procedures for whistleblowing are clearly signposted
- appropriate safer recruitment practices are in place
- there is a nominated Safeguarding Trustee and a DSL who reports directly to the Board of Trustees on the implementation of the safeguarding policy
- parents/carers and schools are made aware of safeguarding policies and procedures

8 Related Standards, Policies and Processes

- MK Together Partnership Handbook 2020/21 <https://www.mktogether.co.uk/wp-content/uploads/2020/06/MK-Partnerships-Handbook-2020-FINAL.pdf>
- Department for Education Working Together to Safeguard Children <https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>
- Keeping Children Safe in Education 2025
- Potential Plus UK's Whistleblowing Policy
- MK Together's Restrictive Physical Intervention Policy. <http://mkscb.procedures.org.uk/ykpyp/assessing-need-and-providing-help/additional-practice-guidance/restrictive-physical-intervention-policy>
- Allegations against adults follow Milton Keynes Together <https://mkscb.procedures.org.uk/>

9 Revision History

Version	Date Approved	Approved by	Owner:	Author	Summary of Change	Review Date
20200922	22 Sept 2020	Board of Trustees	Board of Trustees	Julie Taplin & Joy Morgan	Use of cameras & photographic images; training requirements; safe recruitment; e-safety; online activities.	Sept 2021
20210928	28 Sept 2021	Board of Trustees	Board of Trustees	Julie Taplin & Joy Morgan	Casual workers and trustees included at all points	Sept 2022
20210929	20 Sept 2022	Board of Trustees	Board of Trustees	Julie Taplin & Joy Morgan	Deputy DSL Tracy Morsbach; new report form	Sept 2023

20230919	19 Sept 2023	Board of Trustees	Board of Trustees	Julie Taplin & Joy Morgan	Manchester branch removal; SG form; add co. details, remove duplication,	Sept 2024
20240923	23 Sept 2024	Board of Trustees	Board of Trustees	Julie Taplin & Joy Morgan	SG Team update; clarification of roles and training needs	Sept 2025
20250922	22 Sept 2025	Board of Trustees	Board of Trustees	Joy Morgan & Rhys C Jones	Revised format	Sept 2026

Appendix 1: POTENTIAL PLUS UK SAFEGUARDING LEADS

Role	Name	Contact
Senior Designated Safeguarding Lead (DSL)	Olivia Smith	01908 646433 olivia.smith@potentialplusuk.org
Deputy Designated Safeguarding Lead (DDSL)	Natalie Jensen	01908 646433 natalie.jensen@potentialplusuk.org
Chair of Trustees	Rhys Jones	rhysjones@potentialplusuk.org
Safeguarding Trustee	Joy Morgan	joy.morgan@potentialplusuk.org
Designated Safeguarding Volunteer Surrey Branch	Michael O'Callaghan	safeguarding.surrey@potentialplusuk.org

Appendix 2: KEY LOCAL AUTHORITY CONTACTS

Name	Organisation	Email & Tel Number
Jo Clifford	Milton Keynes Local Authority Designated Officer (LADO)	jo.clifford@milton-keynes.gov.uk 01908 254306 lado@Milton-keynes.gov.uk 01908 254300 https://www.milton-keynes.gov.uk/children-young-people-families/children-s-social-care/the-role-of-the-lado-local-authority-designated-officer
MASH	Milton Keynes Multi Agency SG Hub	Mon-Thurs 9-5pm and Fri 9-4.30pm 01908 253169/70 Emergency Social Work Team (out of hours) 01908 265545 children@milton-keynes.gov.uk
CAIU (Child Abuse Investigation Unit)	Thames Valley Police	01908 276140
Rachel Mahon	Prevent Team at Thames Valley Police	PreventReferrals@thamesvalley.pnn.police.uk

Appendix 3: SAFEGUARDING REPORT FORM

The Safeguarding Report Form can be found here [Record of Safeguarding Concern.docx](#)

The most important thing of all is to make the referral. The below are guidelines to help you.

Ask yourself: if I had to hand this referral to a court of law, a school or parent, is it factual and free from opinion, inference or interpretation?

Potential Plus UK is the operating name of the National Association for Gifted Children www.potentialplusuk.org
Charity registration 31318 Company limited by guarantee 905037. The Open University, Vaughan Harley Building, Walton Hall, Milton Keynes MK7 6AA

- Highlight, make bold or underline the multiple-choice aspects of form
- Be concise; use bullet points
- Be factual; include what you saw or heard only
- Write down what was said with no interpretation, e.g. 'Dad said, "Mum doesn't give them any boundaries"' needs the 'Dad said' as it is his opinion and we do not know if it's true
- Don't speculate about medical reasons/diagnoses for comments or behaviours

Appendix 4: TYPES OF ABUSE

Abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases, multiple issues will overlap.

Abuse: maltreatment of a child. 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 others (e.g. via the internet). They may be abused by an adult or adults or by another child or children.

Physical abuse: may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Neglect: the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of health or development. Neglect during pregnancy may result from maternal substance abuse. Once born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision; provide access to appropriate medical care or treatment; neglect of a child's basic emotional needs.

Sexual abuse: forcing or enticing a child to take part in sexual activities, not necessarily involving a high level of violence and applies even if the child is not aware of what is happening. 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. It may include non-contact activities, e.g. involving children in looking at, or producing, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males; women and other children also commit sexual abuse.

Emotional abuse is persistent emotional maltreatment which causes severe and adverse effects on emotional development. It may involve: conveying that a child is worthless or unloved, inadequate, or valued only if they meet another's needs; not providing opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate; imposing age or developmentally inappropriate expectations or interactions; overprotection and limiting exploration and learning or preventing the participation in normal social interaction; seeing

or hearing the ill-treatment of another; serious bullying (including cyberbullying) causing fear or feeling in danger, or exploitation or corruption. A level of emotional abuse is involved in all maltreatment of a child, although it may occur alone.

Possible indicators of abuse and neglect N.B. this is not an exhaustive list

Neglect	• Inadequate or inappropriate clothing • Failure to thrive physically, underweight, unwell constantly hungry, tired and listless • Dirty or unhygienic appearance • Frequent unexplained absences from school • Lack of parental supervision
Physical abuse	• Injury, e.g. bruises, bites, burns or fractures with inconsistent explanation • Injuries in unexpected places or not typical of normal childhood injuries or accidents • High frequency of injuries • Parents seem unconcerned or fail to seek adequate medical treatment
Sexual abuse	• Sexual knowledge or behaviour that is unusually explicit or inappropriate for the age • Older boyfriend or associating with older people to the exclusion of usual friends • Being in possession of new expensive items, e.g. mobile phones, laptops, clothing • Injuries to genital or anal area or bruising, sexually transmitted infections, pregnancy • Unwillingness to undress for sports • Going missing, not attending school
Emotional abuse	• Developmental delay • Attachment difficulties with parents and others • Withdrawal and low self-esteem
Indirect indicators of abuse and neglect	• Sudden changes in behaviour, withdrawal and low self-esteem • Eating disorders • Aggressive behaviour towards others • Drug/alcohol misuse • Running away/going missing
Parental attributes	• Misusing drugs and/or alcohol • Physical/mental health or learning difficulties • Domestic violence • Avoiding contact with school/setting and other professionals

Appendix 5 – RADICALISATION AND EXTREMISM

Definitions

- **Extremism** is defined in the 2011 Prevent strategy as vocal or active opposition to fundamental British values (democracy, the rule of law, individual liberty, mutual respect and tolerance of different faiths and beliefs).
- **Radicalisation** refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

Legal Framework / Statutory Duties

Potential Plus UK is the operating name of the National Association for Gifted Children www.potentialplusuk.org
Charity registration 31318 Company limited by guarantee 905037. The Open University, Vaughan Harley Building, Walton Hall, Milton Keynes MK7 6AA

Potential Plus UK has a statutory duty under the Counter Terrorism and Security Act 2015 to prevent children from being drawn into extremism. We have zero-tolerance for extremist behaviour for all members of our community who have the right to learn and work in safety. We do not tolerate bullying of any kind and will challenge derogatory language and behaviour.

Staff and volunteers have a responsibility to help children understand and discuss sensitive topics, including terrorism and extremist ideas, and to learn how to challenge these ideas. Staff must:

- assess the risk of any child being drawn into terrorism
- report any concern that a child may be at risk from radicalisation (including hate crime, racism, bullying, online safety and extreme political views)
- record and report any concerns to the Safeguarding Team
- Ensure terrorist or extremist material cannot be accessed at events and branch activities.

Signs of vulnerability

There are no known definitive indicators that a young person is vulnerable to radicalisation but there are number of indicators that increase the risk, e.g.

- underachievement
- being in possession of extremist literature
- poverty
- social exclusion
- conflict with family over lifestyle
- change in behaviour
- confused identify
- victim of, or witness to. race or hate crimes
- rejection by peers, family, social groups, faith
- religious conversion
- traumatic personal, global or national events
- extremist influences

Early indicators of radicalisation or extremism

- showing sympathy for extremist causes
- attempts to impose extremist views or practices on others
- glorifying or advocating violence, especially to other faiths or cultures
- possessing illegal or extremist literature
- advocating messages similar to illegal organisations or other extremist groups
- out of character changes in dress, behaviour and peer relationships
- secretive behaviour
- intolerance of difference, including faith, culture, gender, race or sexuality
- graffiti, artwork or writing that displays extremist themes

Appendix 6 – FEMALE GENITAL MUTILATION (FGM)

FGM, any deliberate injury of alteration to genital organs for non-medical reasons, (also known as cutting) is a harmful practice with no religious, health or medical justification although communities may claim there is. It's not the same as male circumcision. FGM is a form of violence against females and a form of child abuse. It is led and practised by women.

FGM may have life-threatening complications both at the time of FGM in later life. The psychological trauma often stays with girls for the rest of their lives. This may lead to post traumatic stress, feelings of incompleteness, confusion, betrayal and depression.

FGM violates a number of human rights: equality and non-discrimination on the basis of sex: rights to health, security and physical integrity; the right to be free from torture and cruel, inhuman or degrading treatment; and the right to life when procedure results in death.

Female Genital Mutilation Act 2003

- It is illegal for it to happen within the UK
- It is illegal to take a British citizen abroad to have it happen
- It is illegal to assist in the process or to enable a girl to do it to herself

Indicators

- Long periods of time in toilets with bladder or menstrual problems
- Discomfort and reluctance to sit down
- Emotional and psychological issues e.g. withdrawal, depression etc

Contact the Safeguarding Team immediately if you suspect a child is at risk of being subjected to FGM or taken abroad for FGM.

Appendix 7: CHILD SEXUAL EXPLOITATION

MODELS OF EXPLOITATION

Boyfriend: the abuser starts a relationship with the young person who thinks they are entering a normal relationship. The abuser may shower them with gifts moving onto alcohol and drugs, then persuading the young person to 'do them a favour' by paying back a debt to a third person using sex. There are often several victims who do not know of each other.

Organised: organised/networked sexual exploitation. Young people are passed through networks and forced into sexual activity with multiple men. Young people often recruit others.

Inappropriate relationship: abuser has power over the victim, e.g. age, money, drugs, drink.

Gang related: gangs are groups with a discernible structure, territory, distinctive beliefs, values, attitudes and behaviours. They may offer inclusion and protection to socially disadvantaged young people. Gangs are primarily concerned with crime (often drug-related) and violence (often armed). Most gang members are young men, but young women may be involved, often as partners or 'links' (someone with whom to have casual sex).