

Corporate Safeguarding Policy

Protecting Children, Young People
& Adults at Risk

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Contents

1 Introduction	1
2 Objectives of this Policy	1
3 Scope	1
4 Context	2
5 Governance Arrangements	3
6 Membership	4
7 Operational Group for Safeguarding Children and Adults	4
8 Roles and Responsibilities	5
Every Manager is responsible for:	5
9 Liaison arrangements	7
10 Strategic context	7
Carmarthenshire's Well-being Objectives:	7
11 The Council's Core Values	8
12 Performance and Measures	9
13 Risks	9
GLOSSARY	10



1 Introduction

Safeguarding and protecting children and adults at risk is a high priority for Carmarthenshire County Council and ensuring that there are robust arrangements and procedures in place.

This Corporate Safeguarding Policy provides a framework for every service within the Council setting out responsibilities in relation to safeguarding and protecting children and adults at risk as well as the methods by which

the Council will be assured that it is fulfilling its duties.

This policy applies to all Carmarthenshire County Council employees, councillors, volunteers and also service providers that are commissioned by the Council.

Safeguarding is everyone's business whether they work for, or on behalf of the Council.

2 Objectives of this Policy

To set out how Carmarthenshire County Council will meet its obligations towards the safeguarding of children and adults at risk;

To give assurances to the public, councillors, staff, volunteers and people carrying out

work on behalf of the Council that there are sound arrangements in place to safeguard children and adults at risk.

3 Scope

Whilst the Social Services and Well Being Directorate lead on dealing with enquires regarding concerns that individuals may be at risk of harm, everyone has a responsibility to safeguard the wellbeing of adults and children who may be at risk whatever their role. The policy covers all functions and services of the Council and applies to all Council employees, elected members, foster carers, individuals undertaking work placements and volunteers working within

the Council. Also independent contractors who are carrying out work on behalf of the Council.

The Council also has a duty to ensure that other organisations commissioned to provide services on their behalf have regard to the need to safeguard and promote the wellbeing of adults and children.

The Social Services and Well-being Act 2014 states:

A child at risk is a child who is experiencing or is at risk of abuse, neglect or other kinds of harm and; has needs for care and support whether or not the authority is meeting any

of those needs, an adult at risk is an adult who is experiencing or is at risk of abuse, neglect, has needs for care and support whether or not the authority is meeting any of those needs and; as a result of those needs is unable to protect him or herself against the abuse or neglect or the risk of it.



4 Context

Legislation which is contained within the various Acts and guidance that are identified below enshrine the right to protection from abuse. The legal starting point in achieving this objective is professional's duty to report allegations of abuse and neglect.

The law also identifies the Local Authority as the lead organisation in making enquiries to identify whether an individual is at risk and in coordinating the response to protect.

In practice this is never achieved in isolation or without clear leadership and accountability for the work which is equally set out in law, along with the duty to cooperate and collaborate with others.

The Council recognises that good practice in safeguarding brings together all activity aimed at promoting safe practice with vulnerable groups and preventing abuse and neglect. For this reason and because the law, policy, guidance and regulations change from time to time, it is impossible to provide an exhaustive list of relevant documents but the most significant items are included below:-

- **Social Services and Well Being Act 2014**
- **Education Act 2002 – plus 'Keeping Learners Safe' -The role of local authorities, governing bodies and proprietors of independent schools under the Education Act 2002**
- **Children Act 1989 and 2004**

- Safeguarding Children: Working Together under the Children Act 2004'.
- In Safe Hands' 2000
- Section 17 of the Crime and Disorder Act 1998,
- Mental Capacity Act 2005
- Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015
- Housing Act 2004
- Licensing Act 2003
- Human Rights Act 1998

- (subject to revision following the SSWB Act)
- CCC Whistle-Blowing policy
- CCC Recruitment Policies
- CCC Dealing with Domestic Abuse & Sexual Violence
- Policy and procedures for Safeguarding children, young people and vulnerable adults (Education - March 2013)

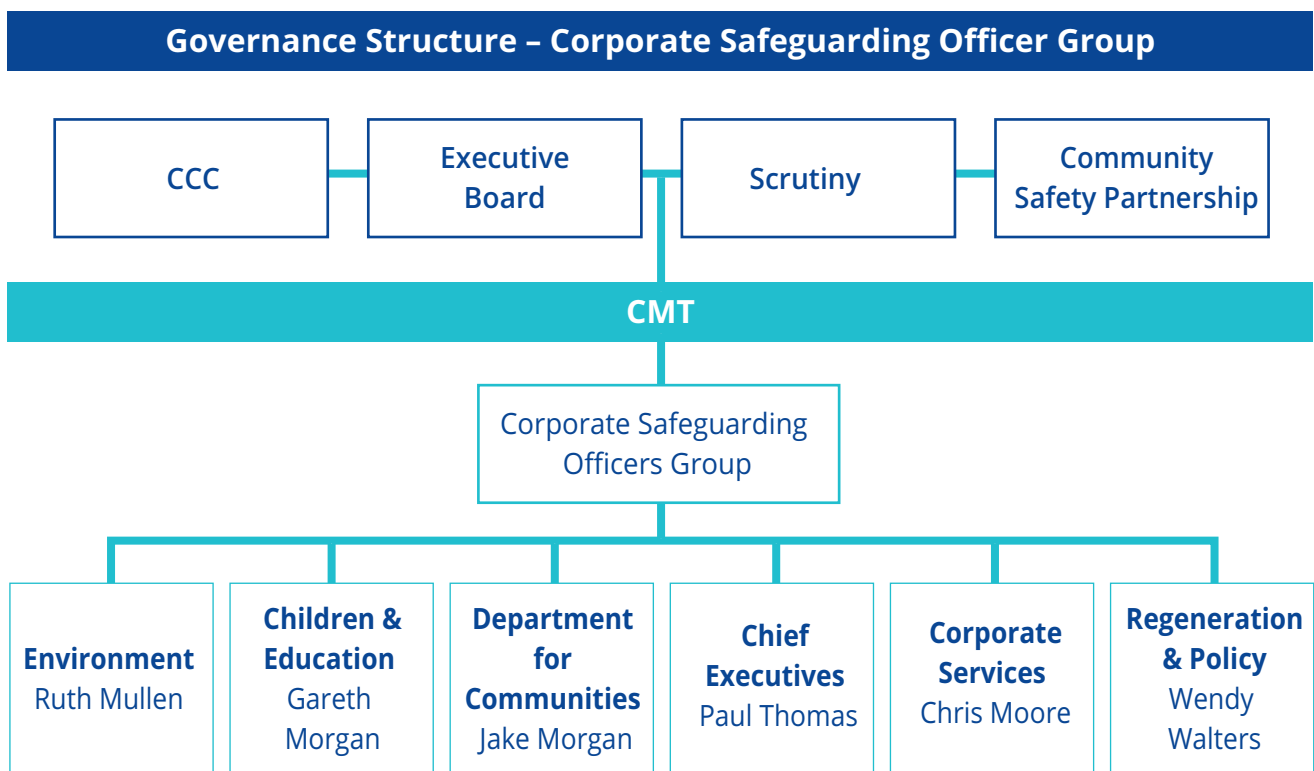
The Council will ensure that practice is compliant with the following policies and procedures:

- All Wales Child Protection Procedures 2008 (subject to revision following the SSWB Act)
- Wales Interim Procedures for the Protection of Vulnerable Adults 2013

Employees and councillors should act in accordance with the relevant professional Code of Conduct.

The intention is that this Corporate Safeguarding Policy will supplement and not replace any responsibilities already set out in legislation, policy or guidance set out above.

5 Governance Arrangements



6 Membership

- Director of Community Services (Chair and Statutory Director);
- Director for Education & Children’s Services (Lead Director for Children and Young People);
- Assistant Chief Executive, People Management & Performance or his/her

- representative;
- Other departmental representatives as nominated.
- A Children and an Adult Protection Services lead.

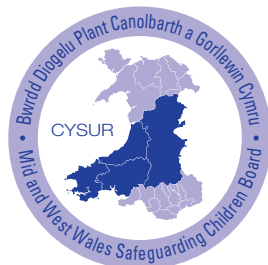
The group meets quarterly.

7 Operational Group for Safeguarding Children and Adults

Safeguarding Boards are the key statutory mechanism for agreeing how the relevant organisations in each area will cooperate to safeguard children and adults at risk, and for ensuring the effectiveness of what they do.

To discharge the **Mid & West Wales Safeguarding Board's** objectives effectively, there is one Board for Children and one for Adults with cross-cutting issues managed jointly across both.

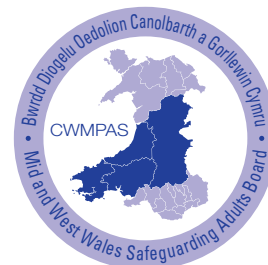
SAFEGUARDING CHILDREN



CYSUR: Child & Youth Safeguarding; Unifying the Region. They are responsible for delivering the following objectives:

- To **PROTECT** children within Mid & West Wales who are experiencing, or are at risk of abuse, neglect or other kinds of harm, and
- To **PREVENT** children within its area from becoming at risk of abuse, neglect or other kinds of harm.

SAFEGUARDING ADULTS



CWMPAS: Collaborative Working & Maintaining Partnership for Adult Safeguarding. They are responsible for delivering the following objectives:

- To **PROTECT** adults within Mid & West Wales who:
- Have needs for care and support, and are experiencing, or are at risk of, abuse or neglect; and
- To **PREVENT** those adults within Mid & West Wales from becoming at risk of abuse or neglect.

8 Roles and Responsibilities

All employees, councillors and volunteers have the duty to report concerns about abuse and neglect.

Children's Services have the responsibility for receiving and responding to new concerns about children and Adult Services have the

responsibility for receiving and responding to new concerns about adults at risk.

All safeguarding concerns should be reported to the Carmarthenshire County Council IAA service on 0300 333 2222.

Every Manager is responsible for:

- Recruiting employees/volunteers in accordance with relevant HR policy, including (where required) Disclosure and Barring Service checks.
- Ensure safeguarding is part of every employee/volunteer's induction.
- Identifying employees/volunteers who are likely to come into contact with children or adults at risk as part of their role.
- Ensuring training is delivered commensurate with role.
- Ensuring that all employees/volunteers are aware of how to report safeguarding concerns and to whom.
- Ensuring that all employees/volunteers are aware of the Council's Whistleblowing Policy.
- Ensuring that employees/volunteers are aware that they must conduct themselves in a manner which safeguards and promotes the wellbeing of children and adults at risk.
- Providing employees/volunteers with guidance about safeguarding concerns as required.

Service Commissioners will be responsible for ensuring that contractual arrangements specify responsibilities in relation to safeguarding in accordance with this Policy and existing commissioning policy.

Contractors, sub-contractors or other organisations funded by or on behalf of the Council are responsible for arranging checks through the Disclosure and Barring Service (where required) and for ensuring that their staff comply with regulatory and contractual arrangements relating to safeguarding children and adults.

Contractors are also responsible for informing relevant managers of the Council about any concerns they may have and to refer such safeguarding concerns to the IAA service.

All Elected Members will be invited to attend training in respect of safeguarding children and adults at risk and additional safeguarding training needs, e.g. in relation to their portfolios will be addressed as part of ongoing Personal Development Reviews.

Lead Member for Corporate Safeguarding - the Leader of the Council acts as the

'champion' for Corporate Safeguarding. The Lead Member will work closely with and take professional advice from a range of Senior Officers within the Authority, as appropriate.

The Lead Member will liaise and consult with other Cabinet Members on individual matters likely to affect their portfolios as set out in the Council's Scheme of Delegation.

Each Corporate Director through their Management Teams will be responsible for ensuring that all the statutory requirements in terms of safeguarding and promoting the welfare of children and adults at risk are addressed.

They are also responsible for putting in place appropriate systems within their service areas that ensure compliance with this policy. Ensuring appropriate training is delivered. Communicating information about who staff need to contact and making sure this information is reviewed regularly so that it is up to date and accurate. Compiling a report in respect of their Safeguarding arrangements that will be used to inform the Director of Social Services' Annual Report and that the annual Corporate safeguarding report for Scrutiny is delivered. Monitor the implementation of and compliance with this Policy across the Council. Set clear lines of accountability. Ensure that there are lead safeguarding managers within each service area. Ensure that the Council implements the UN Convention on the Rights of the Child.

All Heads of Service through their Management Teams will be jointly responsible for ensuring that all the statutory requirements in terms of safeguarding and promoting the welfare of children and adults receive due consideration.

All Heads of Service must ensure that where those posts are designated as regulated activity. (see

<https://www.gov.uk/government/organisations/disclosure-and-barring-service>) Their staff are checked through the Disclosure and Barring Service (DBS) procedures and that their staff conform to the Policy and Guidelines for Safeguarding Children and Adults. All Heads of Service must establish arrangements to ensure that they comply with the requirements of this policy and the Council's Criminal Records Policy. All Heads of Service must arrange that records are kept of every check that is made by the DBS.

Statutory Director of Social Services. This role as defined by the Social Services and Well-Being Act 2014 is fulfilled by the Council's Director of Community Services and has the final and indivisible responsibility for safeguarding issues accountability to safeguard and promote the welfare of children and adults at risk. He is responsible for ensuring that the Council has appropriate safeguarding measures to protect children and young people, adults and vulnerable older people and he is responsible for reporting at a corporate level to councillors on their effectiveness

The annual Head of Service reports will be an opportunity for challenge and used to inform the 'Director of Social Services - Annual Report'.

The Chief Executive will ensure that there are effective safeguarding arrangements in place, including policies and procedures, that those policies and procedures are implemented, that there are effective governance arrangements in place and that all statutory requirements are being met and that procedures for reporting concerns are in place and that these are implemented and known within the organisation.

9 Liaison Arrangements

Regular meetings are held between the Director of Education and Children's Services, Head of Children's Services and the Director of Community Services. Other parties may be included as required or deemed appropriate.

The Head of Children's Services has open access to the Director of Community Services for consultation, information gathering,

specific performance issues and workforce development.

Therefore within Carmarthenshire the lead officer for Safeguarding Children, the Head of Children's Services has a reporting line to both directors.

10 Strategic Context

At a strategic level, this approach to safeguarding supports the delivery of the Council's three priorities as set out in the Corporate Plan. At an All Wales level, keeping people safe contributes to the Wellbeing

goals as set out in the Well-being of Future Generations Act to improve the economic, social, environmental and cultural well-being of Wales.

Carmarthenshire's Well-being Objectives

Start Well

1. Help to give every child the best start in life and improve their early life experiences
2. Help children live healthy lifestyles
3. Continue to improve learner attainment for all
4. Reduce the number of young adults that are not in education, employment or training

Live Well

5. Tackle poverty by doing all we can to prevent it, helping people into work and improving the lives of those living in poverty
6. Creating more jobs and growth throughout the county
7. Increase the availability of rented and affordable homes
8. Help people live healthy lives (tackling risky behaviour and obesity)
9. Supporting good connections with friends, family and communities

Age Well	<ul style="list-style-type: none">10. Support the growing numbers of older people to maintain dignity and independence in their later years11. A Council wide approach to supporting Ageing Well in Carmarthenshire
In a Healthy and Safe Environment	<ul style="list-style-type: none">12. Looking after the environment now and for the future13. Improving the highway and transport infrastructure and connectivity14. Promoting Welsh Language and Culture
In addition a Corporate Objective	<ul style="list-style-type: none">15. Governance and Use of Resources

11 The Council's Core Values

In delivering this strategy it is important that we maintain our core values in everything we do:-



12 Performance and Measures

Reporting, monitoring and reviewing.

The Corporate Safeguarding Group for Safeguarding Children and Adults will publish an Annual Report as part of the Directors report. This report will draw attention to the Council's performance in complying with the Corporate Policy and Guidelines.

Management Team, the Executive Board and to the full Council.

It is proposed to submit the Annual Report every June. Specific attention will be given to the key performance measures which may vary over time.

The report will be submitted to the Corporate

13 Risks

Safeguarding Risk Register

We will monitor the Risk Register on a regular basis.

Contact details:

If a Councillor (or any member of the public) has concerns regarding the safety of an individual, then the Children's Services Referral Team (Children's Services) should be contacted immediately on 01554 742322 or the Adult Services Advice and Assessment Team on 0300 333 2222.

The Social Services Out-of-Hours Team should be contacted on 0300 333 2222 if the issue arises after 5.00pm, Monday to Friday and on weekends and Bank Holidays.

The Police must be contacted immediately if the child or adult is in danger.

This document will be reviewed annually.

Glossary

Categories and indicators of abuse and neglect

Safeguarding means protecting people's health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect.

Safeguarding adults includes:

- Protecting their rights to live in safety, free from abuse and neglect.
- People and organisations working together to prevent the risk of abuse or neglect, and to stop them from happening.
- Making sure people's wellbeing is promoted, taking their views, wishes, feelings and beliefs into account.

Safeguarding children and promoting their welfare includes:

- Protecting them from maltreatment or things that are bad for their health or development.
- Making sure they grow up in circumstances that allow safe and effective care

Effective safeguarding arrangements should be underpinned by two key principles:

- Safeguarding is everyone's responsibility: for services to be effective each professional and organisation should play their full part; and
- A person-centred approach: for services to be effective they should be based on a clear understanding of the needs and views of adults and children.

Section 197(1) of the Social Services and Well-

being (Wales) Act 2014 specifies the categories of abuse which are:

- Physical
- Sexual
- Psychological / Emotional
- Neglect
- Financial

Financial abuse has been added as a new category for Children under the Social Services & Well-being (Wales) Act 2014.

Categories and indicators of abuse – adults at risk

Section 197(1) of the Social Services and Well-being (Wales) Act 2014 provides definitions of 'abuse' and 'neglect'.

Abuse means physical, sexual, psychological, emotional or financial abuse (and includes abuse taking place in any setting, whether in a private dwelling, an institution or any other place) and financial abuse which includes:

- having money or other property stolen
- being defrauded
- being put under pressure in relation to money or other property
- having money or other property misused

Neglect means a failure to meet a person's basic physical, emotional, social or psychological needs, which is likely to result in an impairment of the person's well-being (for example, an impairment of the person's health).

The following is a non-exhaustive list of examples for each of the categories of abuse and neglect:

- Physical abuse

- Hitting, slapping, over or misuse of medication, undue restraint, or inappropriate sanctions.

Sexual abuse

Rape and sexual assault or sexual acts to which the adult has not or could not consent and/or was pressured into consenting.

Psychological abuse

Threats of harm or abandonment, coercive control humiliation, verbal or racial abuse, isolation or withdrawal from services or supportive networks (coercive control is an act or pattern of acts of assault, threats, humiliation, intimidation or other abuse that is used to harm, punish or frighten the victim).

Neglect

Failure to access medical care or services, negligence in the face of risk-taking, failure to give prescribed medication, failure to assist in personal hygiene or the provision of food, shelter, clothing; emotional neglect.

Financial abuse

In relation to people who may have needs for care and support and includes:

- an unexpected change to their will.
- sudden sale or transfer of the home
- unusual activity in a bank account
- sudden inclusion of additional names on a bank account
- signature does not resemble the person's normal signature
- reluctance or anxiety by the person when discussing their financial affairs
- giving a substantial gift to a carer or other third party
- a sudden interest by a relative or other third party in the welfare of the person.
- bills remaining unpaid
- complaints that personal property is missing
- a decline in personal appearance that may indicate that diet and personal requirements are being ignored

- deliberate isolation from friends and family giving another person total control of their decision-making;

Any of the above forms of abuse could be motivated by the personal characteristics of the victim. This may make it a hate crime. These involve a criminal offence perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's actual or perceived disability, race, religion and belief, sexual orientation and transgender.

Abuse categories

Extract from the Social Services & Well-being (Wales) Act 2014

Physical abuse - hitting, slapping, over or misuse of medication, undue restraint, or inappropriate sanctions.

Types of physical abuse

- Assault, hitting, slapping, punching, kicking, hair-pulling, biting, pushing
- Rough handling
- Scalding and burning
- Physical punishments
- Inappropriate or unlawful use of restraint
- Making someone purposefully uncomfortable (e.g. opening a window and removing blankets)
- Involuntary isolation or confinement
- Misuse of medication (e.g. over-sedation)
- Forcible feeding or withholding food
- Unauthorised restraint, restricting movement (e.g. tying someone to a chair)

Possible indicators of physical abuse

- No explanation for injuries or inconsistency with the account of what happened
- Injuries are inconsistent with the person's lifestyle
- Bruising, cuts, welts, burns and/or marks on the body or loss of hair in clumps
- Frequent injuries
- Unexplained falls
- Subdued or changed behaviour in the

- presence of a particular person
- Signs of malnutrition
- Failure to seek medical treatment or frequent changes of GP

Sexual abuse - rape and sexual assault or sexual acts to which the vulnerable adult has not or could not consent and/or was pressured into consenting

Indicators of sexual abuse can be both physical and behavioural, including:

- New emergence of sexually transmitted diseases (STDs)
- New difficulty sitting or walking
- Pelvic injury
- Bruises on inner thighs or around the genital area
- Anal or genital pain, bleeding, or irritation
- Bloody, torn, or stained undergarments
- Extreme agitation
- Withdrawal from social interactions
- Panic attacks, or emerging post-traumatic stress disorder (PTSD) symptoms
- Inappropriate, aggressive, or unusual sexual behaviour
- Suicide attempts

Psychological abuse - threats of harm or abandonment, coercive control, humiliation, verbal or racial abuse, isolation or withdrawal from services or supportive networks (coercive control is an act or pattern of acts of assault, threats, humiliation, intimidation or other abuse that is used to harm, punish or frighten the victim);

Types of psychological or emotional abuse

- Enforced social isolation – preventing someone accessing services, educational and social opportunities and seeing friends
- Removing mobility or communication aids or intentionally leaving someone unattended when they need assistance
- Preventing someone from meeting their religious and cultural needs

- Preventing the expression of choice and opinion
- Failure to respect privacy
- Preventing stimulation, meaningful occupation or activities
- Intimidation, coercion, harassment, use of threats, humiliation, bullying, swearing or verbal abuse
- Addressing a person in a patronising or infantilising way
- Threats of harm or abandonment
- Cyber bullying

Possible indicators of psychological or emotional abuse

- An air of silence when a particular person is present
- Withdrawal or change in the psychological state of the person
- Insomnia
- Low self-esteem
- Uncooperative and aggressive behavior
- A change of appetite, weight loss/gain
- Signs of distress: tearfulness, anger
- Apparent false claims, by someone involved with the person, to attract unnecessary treatment

Neglect - failure to access medical care or services, negligence in the face of risk-taking, failure to give prescribed medication, failure to assist in personal hygiene or the provision of food, shelter, clothing; emotional neglect. (See also self-neglect)

Types of neglect

- Failure to provide or allow access to food, shelter, clothing, heating, stimulation and activity, personal or medical care
- Providing care in a way that the person dislikes
- Failure to administer medication as prescribed
- Refusal of access to visitors
- Not taking account of individuals' cultural, religious or ethnic needs
- Not taking account of educational, social and recreational needs

- Ignoring or isolating the person
- Preventing the person from making their own decisions
- Preventing access to glasses, hearing aids, dentures, etc.
- Failure to ensure privacy and dignity

Possible indicators of neglect:

- Poor environment – dirty or unhygienic
- Poor physical condition and/or personal hygiene
- Pressure sores or ulcers
- Malnutrition or unexplained weight loss
- Untreated injuries and medical problems
- Inconsistent or reluctant contact with medical and social care organisations
- Accumulation of untaken medication
- Uncharacteristic failure to engage in social interaction
- Inappropriate or inadequate clothing

Financial abuse in relation to people who may have needs for care and support:

Possible indicators of this include:

- unexpected change to their will.
- sudden sale or transfer of the home
- unusual activity in a bank account
- sudden inclusion of additional names on a bank account
- signature does not resemble the person's normal signature
- reluctance or anxiety by the person when discussing their financial affairs
- giving a substantial gift to a carer or other third party
- a sudden interest by a relative or other third party in the welfare of the person
- bills remaining unpaid
- complaints that personal property is missing
- a decline in personal appearance that may indicate that diet and personal requirements are being ignored
- deliberate isolation from friends and family giving another person total control of their decision-making.

Self-Neglect

Capacity is a highly significant factor in both understanding and intervening in situations of self-neglect.

Self-neglect can happen as a result of an individual's choice of lifestyle, or the person may:

- be depressed,
- have poor health,
- have cognitive (memory or decision making) problems, or
- be physically unable to care for self.

Types of self-neglect

- Lack of self-care to an extent that it threatens personal health and safety
- Neglecting to care for one's personal hygiene, health or surroundings
- Inability to avoid self-harm
- Failure to seek help or access services to meet health and social care needs
- Inability or unwillingness to manage one's personal affairs

Indicators of self-neglect:

- Very poor personal hygiene
- Unkempt appearance
- Lack of essential food, clothing or shelter
- Malnutrition and/or dehydration
- Living in squalid or unsanitary conditions
- Neglecting household maintenance
- Hoarding
- Collecting a large number of animals in inappropriate conditions
- Non-compliance with health or care services
- Inability or unwillingness to take medication or treat illness or injury

Definitions of Child Abuse and Neglect

(All Wales Child Protection Procedures 2008)

A child is abused or neglected when somebody inflicts harm, or fails 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. A child or young person up to the age of 18 years can suffer abuse or neglect and require protection via an inter-agency child protection plan.

Physical abuse

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 caregiver fabricates or induces illness in a child whom they are looking after.

Emotional abuse

Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate or valued only in so far as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. It may involve causing children frequently to feel frightened or in danger, for example by witnessing domestic abuse within the home or being bullied, or, the exploitation or corruption of children. Some level of emotional abuse is involved in all types of ill treatment of a child, though it may occur alone.

Neglect

Neglect 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. It may involve a parent or caregiver failing to provide adequate food, shelter and clothing, failing to protect a child from physical harm or danger, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs. In addition, neglect may occur during pregnancy as a result of

maternal substance misuse.

Sexual abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Child sexual exploitation (CSE) 'Child sexual exploitation is a form of sexual abuse where children are sexually exploited for money, power or status. It can involve violent, humiliating and degrading sexual assaults. In some cases, young people are persuaded or forced into exchanging sexual activity for money, drugs, gifts, affection or status. Consent cannot be given, even where a child may believe they are voluntarily engaging in sexual activity with the person who is exploiting them. Child sexual exploitation doesn't always involve physical contact and can happen online. A significant number of children who are victims of sexual exploitation go missing from home, care and education at some point.

Domestic violence and abuse

The cross-government definition of domestic violence and abuse is:
any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to:

- psychological
- physical
- sexual

- financial
- emotional

Domestic abuse and young people

Young people in the 16 to 17 age group can also be victims of domestic violence and abuse.

Controlling behaviour

Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

Coercive behaviour

Coercive behaviour is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.

A coercive or controlling behaviour offence came into force in December 2015. It carries a maximum 5 years' imprisonment, a fine or both. Victims who experience coercive and controlling behaviour that stops short of serious physical violence, but amounts to extreme psychological and emotional abuse, are able to bring their perpetrators to justice.

Hate Crime

A Hate Incident is any incident which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender.

Further information on Hate Crime (including how to report a hate crime) can be found on the Bridgend Community Safety Partnership website.

Modern slavery and human trafficking

Modern Slavery is the term used within the UK and is defined within the Modern Slavery Act 2015. The Act categorises offences of Slavery, Servitude and Forced or Compulsory Labour and Human Trafficking.

These crimes include holding a person in a position of slavery, servitude forced or compulsory labour, or facilitating their travel with the intention of exploiting them soon after. Although human trafficking often involves an international cross-border element, it is also possible to be a victim of modern slavery within your own country.

It is possible to be a victim even if consent has been given to be moved.

Children cannot give consent to being exploited therefore the element of coercion or deception does not need to be present to prove an offence.

Safeguarding children in education

All schools will have identified a Designated Child Protection Teacher (DCPT) with responsibility for safeguarding and child protection. All schools will also have their own child protection policy. The policy will identify the key personnel.

Any concerns around safeguarding should be reported to the DCPT or the deputy in their DCPT's absence.

Staff should ensure they keep full and accurate records of their concerns, including details of any disclosures, and should include action taken e.g. 'referred to DCPT'.

Record keeping is vitally important when dealing with safeguarding and records should be clear, precise and distinguish fact and opinion.

Records must always include the name of the child, date of incident/concern, full name of the person making the record and details of action taken and people spoken to.

Although the Designated Child Protection Teacher is the person with responsibility for child protection and safeguarding, if a member of staff has concerns that a matter has not been addressed they can make a

referral themselves.

Remember Child Protection is everyone's responsibility and any individual can make a referral to children's services assessment team. Professionals cannot remain anonymous when making referrals.

Under the Social Services and Well-Being (Wales) Act 2014 HDUHB has a statutory duty to inform the local authority of any adults or children who may be at risk.

Dyfed Powys Police Public Protection Unit

This unit assists local officers with some of the most sensitive criminal investigations, providing support and guidance for cases such as child and adult protection, domestic abuse, sexual offences, missing people and mental health.

The department also participates in MAPPA (Multi-Agency Public Protection Arrangements) with the probation service to effectively manage risks posed by violent and sexual offenders living in the force area.

The unit work with statutory partners and third sector agencies long after a case is closed in court to look after the wellbeing of victims and the general public.

The Police Unit can be contacted on 101.

Hywel Dda University Health Board (HDUHB)

The Health Board works closely with other agencies such as the police, social services and education to appropriately share information and safeguard adults and children at risk. Some of the situations children and adults at risk are affected by which require a safeguarding response include abuse & neglect, child sexual exploitation (CSE), domestic abuse, female genital mutilation (FGM), Deprivation of Liberty Safeguards (DoLS), Mental Capacity Act (MCA), human trafficking and radicalisation.