



Safeguarding Procedures and Guidelines

INTRODUCTION

Safeguarding and the welfare of children, young people and adults is everyone's responsibility. Everyone involved in the Youth Sport Trust has an important and valued role to play.

The following procedures and guidelines provide information to everyone involved with the Youth Sport Trust to support the implementation of the Youth Sport Trust Safeguarding Policies. These procedures and guidelines should be read in conjunction with the [Children and Young People Safeguarding Policy](#)

The Youth Sport Trust have an Adults Safeguarding Policy which can be found [here](#).

We are continually looking to improve our procedures and make our documents as user friendly as possible. If you have any comments, please contact [**safeguarding@youthsporttrust.org**](mailto:safeguarding@youthsporttrust.org). This is a confidential email address that is monitored regularly by the Lead Safeguarding Officer and Deputy Safeguarding Officer.

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Safeguarding roles and responsibilities at the Youth Sport Trust

YOUTH SPORT TRUST BOARD

The Youth Sport Trust Board has ultimate responsibility for safeguarding and protecting children, young people and adults across our charity. The Board approves the Youth Sport Trust Safeguarding Children and Young People Policy and the Safeguarding Adults Policy, and actively supports the charity's duty to safeguard children, young people and adults. A dedicated Board Welfare and Safety Champion is appointed to ensure safeguarding is prioritised across our charity and in accordance with the UK Code for Sports Governance, the NSPCC Child Protection in Sport Unit annual review requirements and the Ann Craft Trust Safeguarding Adults in Sport Framework.

YOUTH SPORT TRUST LEAD SAFEGUARDING OFFICER (LSO)

The Lead Safeguarding Officer has overall responsibility for promoting the safeguarding of children, young people and adults, raising awareness of issues relating to their welfare within the charity and the promotion of a safe environment for all children, young people and adults which the Youth Sport Trust engages.

The role includes, but is not limited to receiving, managing referrals of alleged abuse and/or poor practice and referring cases as required to the relevant home nation statutory agency. Responsibility for writing, updating, reviewing content and information for the charity's Safeguarding Policies, Procedures and Guidance, ensuring awareness and dissemination across the charity. Managing the safe recruitment process including criminal records checks, induction and training and providing safeguarding and welfare advice, guidance and signposting to everyone involved in the charity.

The LSO will provide safeguarding reports and updates to the Board and Senior

Leadership Team, and prepare and review the Safeguarding Training Strategy. A full job description can be found [here](#).

DEPUTY SAFEGUARDING OFFICER

Where the Lead Safeguarding Officer is unavailable the Deputy Safeguarding Officer will have full responsibility.

SAFEGUARDING STRATEGY GROUP (SSG)

The Youth Sport Trust Safeguarding Strategy Group oversees the safeguarding and protection of children, young people and adults across our charity providing critical support, advice and guidance in embedding safeguarding procedures across the Youth Sport Trust. The SSG Terms of Reference provides further information on the purpose of the group, its principles, membership, roles and responsibilities and key tasks. The Terms of Reference can be found [here](#).

CASE MANAGEMENT GROUP (CMG)

The Youth Sport Trust Case Management Group has responsibility to safeguard, protect and promote the welfare of children, young people and adults. The CMG will act in accordance with the relevant home nation legislation and guidance detailed in these Safeguarding Children Procedures, and in the Youth Sport Trust Safeguarding Adults Policy and Procedures.

The group provides advice, guidance and recommendations in relation to the management of safeguarding cases, concerns and adverse criminal record check disclosures on a case-by-case basis across the charity. The Terms of Reference for the Case Management Group detailing their role and responsibilities, membership and person specification can be found [here](#).

EVENT SAFEGUARDING LEAD

The Event Safeguarding Lead is appointed to ensure the welfare of all participants and support staff and volunteers at the event. They are selected for their skills and knowledge, such as being able to manage matters of a safeguarding and welfare nature in a calm, appropriate and confidential manner. They should be approachable and available to provide safeguarding, welfare advice and ensure reporting procedures are in place and followed in the event of any safeguarding or welfare concerns.

EVENT CASE MANAGEMENT GROUP

The role of the Event Case Management Group is to manage the initial response to reported concerns about children, young people and adults at an event and determine how to respond appropriately to that concern.

SAFEGUARDING CHAMPIONS

Our Safeguarding Champions play a key role in ensuring the safeguarding and welfare of everyone who engages with our charity. They are our check and challenge on the ground, ensuring that safeguarding is always paramount and that our policies and procedures are promoted, embedded, effective and continue to develop. Our Champions work and meet with the Safeguarding Strategy Group (SSG) monthly to share any concerns, challenges, innovative ideas and suggestions from their teams to continually develop our safeguarding policies and procedures. Our Champions share safeguarding information from the SSG and wider organisation with their teams, keeping everyone up to date. Additionally signposting their colleagues to the help, support and guidance available. The role and responsibilities of the group can be found [here](#).

UK child protection framework and the law

The UK's four nations – England, Northern Ireland, Scotland and Wales each have their own child protection system and laws to help protect children from abuse and neglect. Each nation has a framework of legislation, guidance and practice to identify children who are at risk of harm, take action to protect those children and prevent further abuse occurring.

Everyone involved with working with children and young people across the Youth Sport Trust is encouraged to make themselves aware of the roles, responsibilities and referral processes in the nations you are working or volunteering in.

Below is a summary of the legislative framework and child protection systems across the nations. The summary is informed by the information provided by the NSPCC. We recommend everyone refers to the detailed resources at [Child protection system in the UK | NSPCC Learning](#) for further information.

In all four nations you can contact the police in an emergency by dialling 999.

NSPCC

Is the leading children's charity in the UK, specialising in child protection and dedicated to protecting children today to prevent abuse tomorrow. They are the only UK children's charity with statutory powers, which means they can take action to safeguard children at risk of abuse.

The NSPCC Helpline is a free service available to all adults with concerns regarding children. It does not have to be an emergency or a report about child abuse they also offer guidance and support on issues affecting children.

The NSPCC voice Helpline on **0808 800 5000** is currently operating within a limited daily time frame. However, you can email help@NSPCC.org.uk at any time. Further information can be found at [NSPCC Helpline | NSPCC](#)

ENGLAND

The Children Act 1989 provides the legislative framework for child protection in England. Key principles established by the Act include the paramount nature of the child's welfare and the expectations and requirements around duties of care to children.

This is strengthened by the Children Act 2004, which encourages partnerships between agencies and creates more accountability.

Both Acts were amended by the Children and Social Work Act 2017.

Working Together to Safeguard Children (2023) is key statutory guidance for anyone working with children in England. It sets out how organisations and individuals should work together and how practitioners should conduct the assessment of children.

The Criminal Justice Bill 2023 places a legal requirement on anyone in regulated activity relating to children in England to report it if they know a child is being sexually abused.

Under the Bill anyone who fails in their legal duty to report child sexual abuse could be barred from working with children and young people.

In addition, anyone who actively protects child sexual abusers by intentionally blocking others from reporting or covering up the crime could go to prison for seven years. Making mandatory reporting a legal requirement delivers on a key recommendation in the Independent Inquiry into Child Sexual Abuse (IICSA) report to protect children from harm.

Safeguarding Partners

Local safeguarding partners are responsible for child protection policy, procedure and guidance at a local level. The local safeguarding arrangements are led by three statutory safeguarding partners:

- The local authority
- The Integrated Care Board (ICB, previously Clinical Commissioning Group or CCG)
- The police.

Working together with other relevant agencies, they must co-ordinate and ensure the effectiveness of work to protect and promote the welfare of children, including making arrangements to identify and support children at risk of harm.

Children's Social Care

Children's social care duties include providing services to children in need, such as children with disabilities or children in care, making enquiries if a child may be suffering significant harm such as abuse, and contributing to child protection plans and arrangements where risks are assessed as ongoing.

Children's social care services have duty officers to receive referrals and offer advice on a 24-hour basis. Children's social care and the police will liaise and work closely together when a crime against a child is alleged or suspected and will jointly plan an investigation.

Local Authority Designated Officer (LADO)

The role of the LADO (or Designated Officer) is set out in Working Together to Safeguard Children (2023) and is governed by the Local Authorities duties under the Children Act 2004.

The LADO is responsible for managing allegations against adults who work with children. This involves working with police, children's social care, employers and other involved professionals. The LADO does not conduct investigations directly, but rather oversees and directs them to ensure thoroughness, timeliness and fairness. Ordinarily, to ensure impartiality, the LADO will not have direct contact with the adult against

whom the allegation has been made, or the family of the child/children involved but will, as part of their role, ensure that these have information regarding outcomes.

A referral must be made to the LADO within one working day where there is a concern or allegation that an individual who works or volunteers with children has:

- Behaved in a way that has harmed a child or may have harmed a child
- Possibly committed a criminal offence against or related to a child
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children
- Behaved or may have behaved in a way that indicates they may be unsuitable to work with children.

Multi Agency Safeguarding Hub (MASH)

Many local authorities have established multi-agency safeguarding hubs (MASH) to bring safeguarding agencies together such as Children's Social Care, police, health, probation, mental health and other agencies. Following referral, the MASH will support information sharing and decision-making.

CONTEXTUAL SAFEGUARDING

In England, the term contextual safeguarding has been integrated into the Government guidance Working Together to Safeguard Children and Keeping Children Safe in Education.

It means an approach to understanding, and responding to, children's experiences of significant harm beyond their families. It recognises the different relationships children and young people form in their neighbourhoods, schools and online can feature violence and abuse. As seen in the other areas of concern section below.

It requires everyone who works or volunteers with children and young people to have a consideration for their needs in the wider non-family context. Children and young people may be vulnerable to abuse or exploitation from

within their peer groups, those in a position of trust and/or from within the wider community.

Within the Youth Sport Trust we recognise there are certain environments or contexts where children may be more vulnerable.

Further information for England can be found at: [Child protection system for England | NSPCC Learning](#)

WALES

In Wales, much of the Children Act 1989 and Children Act 2004 applies to both England and Wales. In April 2016, Part 3 of the Act (which refers to support for children and families provided by local authorities) has been replaced by the Social Services and Wellbeing (Wales) Act 2014. This provides the legal framework for social service provision in Wales.

Regional Safeguarding Children Boards

At a local level regional safeguarding children boards co-ordinate and ensure the effectiveness of work to protect and promote the welfare of children. They are responsible for local child protection policy, procedure and guidance. Each board includes any:

- Local Authority
- Chief Officer of Police
- Local Health Board
- NHS Trust
- Provider of probation services that falls within the safeguarding board area.

Local Authority Child Protection Team

The local authority child protection team has a legal duty to investigate any concerns referred to them. If the child is not in immediate danger, there will be an initial assessment of the child's needs.

They have a statutory duty to assess the needs of a child if they need additional support to that provided by their family. If a child appears to be suffering or at risk of suffering significant harm the local authority has a duty to investigate under Section 47 of the Children Act 1989.

Further information for Wales can be found at [Child protection system for Wales | NSPCC Learning](#)

NORTHERN IRELAND

The Northern Ireland Executive, through the Department of Health (DoH), is responsible for child protection in Northern Ireland. They set out policy, legislation and statutory guidance on how the child protection system should work.

The legislative framework for Northern Ireland's child protection system is set out in The Children (Northern Ireland) Order 1995.

The Safeguarding Board for Northern Ireland (SBNI)

The SBNI co-ordinates and ensures the effectiveness of work to protect and promote the welfare of children. The board includes representatives from health, social care, the police, the probation board, youth justice, education, district councils and the NSPCC. The SBNI is responsible for developing policies and procedures to improve how different agencies work together.

Health and Social Care Trust (HSCT) Gateway Services team.

In circumstances that are not an emergency, the HSCT Gateway Services Team is the first point of contact for all new referrals to children's social services. When the HSCT Gateway Service receives a referral about a child, they will first assess if the child is at immediate risk of danger.

If the child is not in immediate danger, the HSCT Gateway Service will conduct an initial assessment within 10 working days. They will use all the available information to decide what further action is required.

Further information for Northern Ireland can be found at [Child protection system for Northern Ireland | NSPCC Learning](#)

SCOTLAND

The Scottish Government is responsible for child protection in Scotland. It sets out policy, legislation and statutory guidance on how the child protection system should work.

The Children (Scotland) Act 1995 outlines the legislative framework for Scotland's child protection system. It covers parental responsibilities and rights, and the duties and powers local public authorities have for supporting and promoting the safety and welfare of children.

The Children and Young People (Scotland) Act 2014 amends the Children (Scotland) Act 1995 to ensure children's rights are upheld.

The United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Bill, which is moving through the Scottish Parliament, will incorporate the United Nations Convention on the Rights of the Child (UNCRC) into Scottish

law. This means that public authorities across Scotland will have to comply with children's rights in all the work they do (Scottish Parliament, 2021).

The key guidance for anyone working with children in Scotland is the National guidance for child protection in Scotland.

Child Protection Committees (CPCs)

Are responsible for multi-agency child protection policy, procedure, guidance and practice.

Within each local authority, CPCs work with local agencies, such as children's social work, health services and the police, to protect children.

Further information for Scotland can be found at [**Child protection system for Scotland | NSPCC Learning**](#)

Procedures, guidance and promoting best practice at the Youth Sport Trust

DUTY OF CARE AND LOCO PARENTIS

The Youth Sport Trust has a duty of care to all children and young people taking part in our events and activities. Safeguarding and promoting the welfare of children and young people is an important aspect of our duty of care ensuring they are safe, secure and protected from harm.

Effective Safeguarding Policies, Procedures, Code of Ethics and Conduct, awareness and training and a culture of listening to children and young people we engage with are essential in ensuring we meet our duty of care.

When the Youth Sport Trust are responsible for managing the event or activity, we will hold a duty of care which begins when children and young people attending are signed in by their teacher or parent/carer and ends when they are signed out.

When parents/carers/teachers are not part of the event or activity the Youth Sport Trust will hold loco parentis responsibility. Loco parentis means 'instead of' or 'in place of' a parent/carer. This means that whilst the child or young person is in our care, we are responsible for their health, safety, welfare and wellbeing.

POSITION OF TRUST

Position of Trust is a legal term defined in The Sexual Offences Act 2003 for England, Wales and Northern Ireland. It is against the law for any adult in a position of trust to engage in a sexual activity/relationship with a child or young person in their care, even if the child is over the age of consent.

The Act defines a position of trust as any adult caring for, training, supervising or being in sole charge of a child under the age of eighteen. All adults who work with children and young people at Youth Sport Trust events and activities are legally in a position of trust.

In Scotland, the Positions of Trust Law is set out in the Sexual Offences Act (2009).

The Youth Sport Trust expect all adults working and volunteering with children and young people at our events and activities to understand they have a legal responsibility in accordance with the law. In addition, staff are expected to always adhere to the Youth Sport Trust Policies, Procedures and Guidance and the Code of Ethics and Conduct.

Employees and volunteers in a position of trust should be aware that sending messages or images deemed inappropriate by text, email, social media, webcam or any other electronic /digital media to children and young people under 18 year-old is in breach of the Youth Sport Trust Policy and Procedures. Additionally, such conduct may be a criminal offence.

All concerns alleging a breach of a position of trust will be treated very seriously by the Youth Sport Trust and may result in disciplinary action. Where appropriate, a referral will be made to the relevant statutory agencies. This could include, but not be limited to, the Police, Local Authority Designated Officer (LADO), Multi Agency Safeguarding Hub (MASH), other statutory agencies and to the Disclosure and Barring Service (DBS).

The NSPCC provide further guidance on this area, and we encourage everyone to read this guidance and ensure they are familiar with their legal duty and responsibilities.

[Preventing abuse in positions of trust | NSPCC Learning](#)

WHISTLEBLOWING

The Youth Sport Trust is committed to creating a safe environment and culture of openness, in which, all those involved in the charity can raise concerns about unacceptable practice

and misconduct including the behaviour of an adult towards a child or young person. We will ensure all individuals who raise concerns in good faith will be supported and treated fairly.

The Whistleblowing Policy sets out the way individuals can raise their concerns and how those concerns will be dealt with. The Whistleblowing Policy can be found [here](#).

Anyone with a concern can contact the Youth Sport Trust Safeguarding Team at safeguarding@youthsporttrust.org or calling **01509 462963**.

CODE OF ETHICS AND CONDUCT AND PROMOTING BEST PRACTICE IN YOUR ROLE

The Youth Sport Trust's Code of Ethics and accompanying Codes of Conduct provide the standards of behaviour expected of everyone involved with the charity. They can be found [here](#).

They allow the Youth Sport Trust to uphold its values of trust, integrity, responsibility, inclusion, courage and collaboration across all areas of our work.

Everyone involved with the Youth Sport Trust is encouraged to play their part in ensuring all aspects of our work are inclusive and welcoming, allowing everyone to participate in our activities and events in a safe and enjoyable environment, and be safeguarded from harm.

In addition to the Code of Ethics and Conduct there are four key actions points that are intended to increase your self-awareness when working with children and young people, they are:

1. Ensure supervised contact

- Never agree to meet a child or young person on your own or away from the event/delivery venue in face-to-face and online settings.
- Always be in open view when working with children and young people. Avoid situations where you and an individual or group of children or young people are

completely unobserved in face-to-face and online settings.

- Always work with two adults when speaking with an individual child or young person in face-to-face and online settings.
- Ensure that at residential events, adults should not enter a child's room or invite children into their rooms unless in an emergency. If an adult is working in a supervisory capacity, they should only enter a child's room when accompanied by another adult.

2. Maintain boundaries

- Do not swap contact details directly with a child or young person.
- Do not personally buy/give a child or young person a present/gift, even as a well done or thank you.
- Avoid unnecessary physical contact with children and young people. Where any form of manual/physical support is required, it should be provided openly and with the consent of the child or young person.
- When emailing a child or young person, always include the child's parent/carer and copy in a colleague.
- Do not make sexually suggestive comments to a child or young person.
- Never do things of a personal nature that a child or young person can do for themselves. It is the responsibility of the child or young person's carer to provide such help if it is required.
- Give enthusiastic and constructive feedback and avoid negative criticism.
- Be an excellent role model and lead by example promoting positive behaviour and conduct. This includes not smoking or drinking alcohol at Youth Sport Trust events and activities.
- Report all instances of unacceptable behaviour, allegations and concerns of abuse and poor practice.
- Respect your position of trust and maintain appropriate boundaries and relationships with young people.

- Keep the sharing of personal information to a minimum.

3. Be inclusive

- Promote fairness at all times.
- Always put the welfare of the child or young person first.
- Respect the rights, dignity, and worth of all and treat everyone equally. This includes using appropriate language, showing respect to others and never manipulate people or situations inappropriately.

4. Be aware online

- Any engagement with individual children and young people through social media should be in a public forum and reactive i.e., conversation initiated by a child or young person.
- Do not accept a follower or friend request from a child or young person known through the Youth Sport Trust if your account is private.
- Never like, share or comment on posts which have no connection with the child's or young person's work with the Youth Sport Trust.
- Do not share identifying details about a child or young person, such as their home address, email address or telephone number.

WELCOMING AND SAFEGUARDING CHILDREN WITH AN ADDITIONAL VULNERABILITY

The Youth Sport Trust is committed to ensuring our programmes and activities are open and accessible to all children and young people. We recognise some children and young people are disadvantaged by their experiences. This could be because of a family circumstance, poverty, discrimination, disability, mental health, domestic violence, child abuse or substance and alcohol misuse.

The more challenges a child or young person faces, the greater their vulnerability to abusive behaviour, grooming, exploitation and other types of harm. We recognise these additional vulnerabilities and consider them

when implementing our safeguards to protect children and young people in our care.

Children and young people with additional vulnerabilities are children first. They need to enjoy opportunities and experiences open to all children and young people in a safe environment.

The Youth Sport Trust is committed to supporting children and young people with additional vulnerabilities to be fully involved in our programmes through the provision of a range of activities, training, and supportive practice. This may involve talking with a child/young person, teacher and/or their parents or carers about what their abilities are, what assistance or reasonable adjustments can be made and how we can help them to participate in our events and activities in a safe, inclusive, and enjoyable environment.

SAFE RECRUITMENT

The Youth Sport Trust has a responsibility to ensure all children and young people are protected from harm and have the right to take part in our events and activities in a safe, positive, and enjoyable environment. Our Recruitment and Selection Policy enables the Youth Sport Trust to reduce the risk of potential harm to children and young people.

When recruiting employees, workers or volunteers all reasonable steps will be taken by the Youth Sport Trust to ensure suitable people are selected. The process for recruiting employees, workers and trustees will be led by the Youth Sport Trust HR Department. The recruitment of volunteers will be led by specific Programme Managers of the Youth Sport Trust with support from HR.

The Youth Sport Trust Recruitment and Selection Policy can be found at [rcpo02-recruitment-selection-policy-v3-dec-2023.pdf](#).

The Youth Sport Trust requires any individual engaged in Regulated Activity or Regulated Work to undertake a criminal record check to work/volunteer with children. Depending on the nature of the role and the level of

supervision, the Youth Sport Trust will require either Enhanced or Enhanced with barred list checks. A criminal record check must be completed every three years.

CRIMINAL RECORD CHECKS

It is a requirement that any individual applying for a role working with children, young people and/or adults at risk participate in and comply with the procedures of the Disclosure and Barring Service, Disclosure Scotland or AccessNI (as appropriate). Following recruitment all individuals engaged in such roles will be required to update their criminal records check every three years.

All criminal records checks, or self-disclosure conducted in accordance with the Youth Sport Trust Policies and Procedures which reveal adverse information will be considered by the Lead Safeguarding Officer and the Case Management Group. Such adverse information may include but not be limited to, convictions, cautions, reprimands, warnings, information shared by statutory agencies, third parties or self-disclosure by an individual.

The Lead Safeguarding Officer and Case Management Group may:

1. Conclude the information disclosed does not affect their suitability to work with children, young people and/or adults at risk and the individual can be appointed or continue in their role without restriction or further action.
2. Conclude the information disclosed about an individual applying for a role does affect their suitability to work with children, young people and/or adults at risk. In such cases the Youth Sport Trust may discontinue the recruitment process or withdraw a conditional offer of employment.
3. Conclude the information disclosed about an individual already employed by the Youth Sport Trust may affect their suitability to continue in their role. In such cases the Youth Sport Trust may refer to the Youth Sport Trust Disciplinary Procedure.

4. Request further information including (but not limited to) obtaining an explanation to the adverse information disclosed, request references from the individual or obtain the individuals consent to contact relevant third parties for further information.

5. Require the individual to participate in a risk assessment to consider the information disclosed and make recommendations to the Youth Sport Trust on the individual's suitability to work with children, young people and/or adults. The risk assessment will be conducted by an appropriately qualified professional appointed by the Youth Sport Trust. Such risk assessment may be at the expense of the individual.

TRAINING

It is essential that everyone working with children and young people at the Youth Sport Trust receive appropriate training, support, supervision and mentoring in their roles. The Youth Sport Trust is committed to ensuring our employees, workers, trustees and volunteers receive a safeguarding induction and training appropriate to the level and requirements of their role with refresher training at least every three years.

It is a mandatory requirement for all employees, workers, trustees and volunteers to complete the CIMSPA endorsed Safeguarding at the Youth Sport Trust E-learning course. All new employees and volunteers will be expected to complete the training within one month of starting their role with the Youth Sport Trust.

Types of child abuse and poor practice

The NSPCC definition of child abuse is “when a child is intentionally harmed by an adult or another child. Abuse can happen over a period of time but can also be a one-off action. It can be physical, sexual or emotional and it can happen in person or online. It can also be a lack of love, care and attention, this is called neglect.”

All those involved at the Youth Sport Trust have a responsibility to be able to recognise and respond to signs and indicators of child abuse. It is not always easy to recognise but it is critical to remember that you do not have to decide whether a concern or incident is or is not child abuse or poor practice. It is your responsibility to act on any concerns by reporting them.

PHYSICAL ABUSE

Physical abuse is when someone hurts or harms a child or young person on purpose. It may include but not be limited to hitting, kicking, shaking, pushing, poisoning, burning, biting, scalding, drowning or any other method of causing non-accidental harm.

Physical abuse may occur when:

- The nature and intensity of a sport or activity exceeds the capacity of the child's or young person's immature growing body
- The use of drugs or harmful substances is encouraged to enhance performance or delay puberty
- Children and young people are made to perform a movement, they do not have the skill to execute and this causes an injury
- Children and young people are required to participate in sport or activity when injured.

EMOTIONAL ABUSE

Emotional abuse is the continual emotional mistreatment of a child or young person. It is sometimes referred to as psychological abuse.

Emotional abuse can involve deliberately trying to scare, humiliate, isolate or ignore a child or young person.

Emotional abuse can happen on its own but can be part of other kinds of abuse making it difficult to spot the signs or tell the difference.

Over time, emotional abuse can have serious long-term effects on a child's or young person's social, emotional and physical health and development.

Emotional abuse may occur through:

- Humiliating or constantly criticising a child or young person
- Threatening, shouting, name calling at a child or young person
- Making the child or young person the subject of jokes or using hurtful sarcasm
- Pushing a child or young person too hard or not recognising their limitations
- Not recognising a child or young person's own individuality or trying to control their participation.

SEXUAL ABUSE

Sexual abuse is when a child or young person is forced, enticed or tricked into sexual activities. It does not always involve violence and the child or young person may not understand that what is happening to them is abuse or that it is wrong. They may be afraid to tell someone. Sexual abuse can happen anywhere and can be in person or online.

There are two types of sexual abuse:

1. Contact abuse is where an abuser makes physical contact with a child or young person. This can include:

- Sexual touching of any part of the body, whether the child or young person is wearing clothes or not
- Using a body part or object to rape or

penetrate a child or young person

- Forcing a child or young person to take part in sexual activities
- Making a child or young person undress or touch someone else.

2. Non-contact abuse is where a child or young person is abused without being touched by the abuser. This can be in person or online and can include:

- Exposing or flashing
- Showing pornography
- Exposing a child or young person to sexual acts
- Forcing a child or young person to make, view or share child abuse images or videos
- Making, viewing, or distributing child abuse images or videos
- Forcing a child or young person to take part in sexual activities or conversations online or through a smartphone.

GROOMING

Grooming is when someone builds a relationship, trust and emotional connection with a child or young person so they can manipulate, exploit and abuse them. Children and young people who are groomed can be sexually abused, exploited or trafficked.

Anybody can be a groomer, no matter their age, gender or race. They will hide their true intentions and may spend months or years gaining the trust of the child or young person, their families and friends, and if they work or volunteer with children and young people, the trust of their employer and their work colleagues.

Groomers may:

- Seek access to abuse by looking for jobs or volunteer roles with regular contact with children and young people. Actively seek out organisations with unclear boundaries, policies and procedures
- Test the culture of an organisation by breaking small rules to see whether their behaviour is challenged. If left unchallenged

it provides the environment for these policy breaches to escalate

- Build trust by ensuring they appear respectable and even indispensable to their employer
- Exploit their power, use secrets and manipulation to control a child or young person
- Use social media so the grooming process can take place away from the organised activity and progress at greater speed. Groomers do not need to meet children and young people in real life to abuse them.

NEGLECT

Neglect is the ongoing failure to meet a child or young person's basic needs and the most common form of child abuse. The NSPCC define four types of neglect as:

- Physical neglect where a child or young person's basic needs, such as food, clothing, or shelter, are not met or they are not properly supervised or kept safe
- Educational neglect where a parent/ carer does not ensure their child is given an education
- Emotional neglect where a child or young person does not get the nurture and stimulation they need. This could be through ignoring, humiliating, intimidating or isolating them
- Medical neglect where a child or young person is not given proper health care. This includes dental care and refusing or ignoring medical recommendations.

Neglect can put children and young people in danger and can also have long term effects on their physical and mental wellbeing.

Neglect can be difficult to spot and issues that may impact on a child or young person's experience of our events and activities may be due to financial hardship for their family, examples could be having clothing that is dirty or inadequate, seeming hungry or having no packed lunch or liquid refreshments.

BULLYING

Bullying is when one person or a group of people, deliberately harm, intimidate or coerce someone perceived to be vulnerable. It can cause considerable distress and harm to an individual's health, development, and wellbeing and in some cases cause them significant harm.

Bullying includes a range of abusive behaviour that is repeated, but can include:

- **Verbal:** name-calling, unkind comments, spreading rumours, laughing at someone, forcing someone to do or say something, encouraging someone to hurt themselves
- **Physical:** hitting, kicking, shoving, spitting, burning, non-consensual touch
- **Emotional:** excluding someone from the group, forcing someone to do something they do not want to do
- **Cyber/Online:** messages, posts, videos that are intended to hurt or cause harm, pretending to be someone else to cause them harm
- **Racist:** Where someone feels they are targeted for their race and can include name calling, physical abuse, manipulation, coercion, social exclusion. In some cases, this may also constitute a hate crime and can be reported to the police
- **LGBTQ:** Where someone feels they are targeted for their sexuality and/or gender (whether actual or perceived). It can include homophobic, biphobic and/or transphobic comments and remarks, physical abuse, manipulation, coercion, social exclusion, sexual violence and harassment
- **Disablist:** Disabled children and children with additional needs such as SEND are significantly more likely to experience bullying behaviour. It can include disablist comments, name-calling, physical abuse, sexual abuse, manipulation, coercion and social exclusion
- **Discriminative:** bullying based on any perceived weakness or difference.

This list is not exhaustive.

The Youth Sport Trust Anti-Bullying Policy applies to all children and young people at Youth Sport Trust events and activities. Its purpose is to prevent bullying happening, provide information and further guidance and to ensure all concerns are acted upon in accordance with the policy. It can be found [here](#).

NON-RECENT/HISTORIC ABUSE

These terms refer to disclosures of abuse that were perpetrated in the past. It could be an adult disclosing abuse when they were under 18 years-old. All allegations of non-recent abuse should be reported to the Youth Sport Trust Safeguarding Team.

As with any allegation, it is important to reassure survivors that they will be listened to and to inform them of support available, such as the [National Association for People Abused in Childhood](#).

WHAT IS POOR PRACTICE/LOWER-LEVEL CONCERNS?

Poor practice or a lower-level concern is when the behaviour of an individual in a position of responsibility, falls below the Youth Sport Trusts required standards as set out in our Safeguarding Policies, Procedures and Guidelines and Code of Ethics and Conduct. The behaviour may not be immediately dangerous or intentionally harmful to a child or young person, but it is likely to set a poor example.

Examples can include:

- Unintentional or thoughtless behaviour that can raise worries about the person's motivation or ability to work with children and young people
- Behaviour that might be considered inappropriate depending on the circumstances
- Any concern, nagging doubt, sense of unease no matter how small about an individual

- Behaviour that does not meet the threshold for a statutory agency referral but is a breach of the Youth Sport Trust Policies and Code of Ethics and Conduct. Examples could be shouting at children and young people, swearing or using unacceptable language, not following the Youth Sport Trust's Policies and procedures or ignoring health and safety.

is an excellent source of information at [**Safeguarding children and child protection | NSPCC Learning**](#)

Such behaviour may be due to a misunderstanding or lack of knowledge or may be deliberate. In all cases, it requires challenge as soon as possible so appropriate action can be taken to educate and correct behaviour. Not reporting concerns of this nature can allow situations to escalate, for unchallenged poor practice to become accepted culture and for those involved to be adversely impacted.

OTHER AREAS OF CONCERN FOR CHILDREN AND YOUNG PEOPLE

Increasingly across our communities there are a range of specific areas of concern that children and young people may be experiencing. Links have been provided to further guidance on these areas:

Child Sexual Exploitation: [**Child Sexual Exploitation and How to Keep Your Child Safe | NSPCC**](#)

Radicalisation: [**Protecting children from radicalisation | NSPCC**](#)

Bullying and Cyberbullying : [**Helping Children Deal with Bullying and Cyberbullying | NSPCC**](#)

Racism : [**Talking to children about racism | NSPCC**](#)

Criminal exploitation and gangs (including county lines): [**Criminal exploitation and gangs | NSPCC**](#)

Female genital mutilation: [**Female Genital Mutilation – Prevent and Protect | NSPCC**](#)

The links in this section are not intended to be exhaustive and sadly there are many other areas of concern that children and young people may face. The NSPCC website

Recognising, responding to, reporting and recording a concern at the Youth Sport Trust

The Youth Sport Trust has developed a process to recognise, respond, report and record any concerns or issues they may have relating to a child in our care. There are four steps involved in taking appropriate action – known as the 4 R's.

WHEN SHOULD YOU ACT?

There are many reasons for acting and can include (but not be limited to):

- Something a child or young person has said or disclosed
- Something you have observed, witnessed, or been told by someone else
- Signs or suspicions of abuse or harm
- Significant and/or unexplained changes in a child or young person's demeanour or behaviour
- Allegations made against an employee or volunteer
- Allegations made about a parent, carer, or someone else
- Allegations or observations of bullying
- Alleged breaches of the Youth Sport Trust Code of Ethics and Conduct and/or poor practice
- Allegation or observation of inappropriate behaviour.

It is important that even if an incident occurs outside the Youth Sport Trust environment, it should still be reported to the Youth Sport Trust Safeguarding Team.

Remember

You do not have to decide that a concern is or is not child abuse, poor practice/lower-level concern, a breach of the Youth Sport Trust Safeguarding Policy and Procedures and the Code of Ethics and Conduct.

You do have a responsibility to refer your concern following the procedures below so that others can decide what, if any, appropriate action should be taken.

STEP 1: RECOGNISING THE CONCERN

Everyone working with children and young people should be aware of the signs and indicators of possible abuse. Indicators can include a child or young person:

- Becoming quiet, withdrawn, anxious, appearing nervous or lacking in confidence
- Becoming aggressive, disruptive, or unreasonable
- Starting to stammer or not communicating
- Having unexplained or concerning injuries such as burns, cuts and bruises situated in areas of the body which are not normally prone to injury through play such as soft tissue areas
- Starting to bully other children
- Appearing dirty, hungry, or inadequately dressed
- Displaying sexually explicit behaviour and/or inappropriate sexual awareness beyond what is expected of their age group and development.
- Having difficulty in making friends
- Seeming afraid of parents/carers
- Having variations in eating patterns, including overeating or loss of appetite
- Having an excessive fear of making mistakes
- Being frightened to tell you what is wrong.

It should be recognised that this list is not exhaustive and the presence of some or all these indicators, does not necessarily mean the child or young person is being harmed.

STEP 2: RESPONDING TO A CONCERN

If a child or young person tells you they or another person is being or has been harmed, or you witness or become concerned about someone's behaviour you should:

- Stay calm
- Reassure the person reporting their concerns that they have done the right thing in telling you
- Listen carefully to what is being said
- Ensure you do not show upset, disgust

or disbelief at what they tell you

- Be honest and explain you cannot keep what they are saying a secret and never promise to do so
- Keep an open mind and do not make assumptions or judgments
- Ask open questions, only if you need to clarify what they have told you
- Reassure the person you take their concerns seriously and tell them the actions you will or will not be taking
- Write down what has been said as soon as possible after or during the conversation
- Sign and date any paperwork referring to the concern. This could be used at a later date in criminal and care proceedings
- Share with the person that the concern will be reported to the Youth Sport Trust Lead, Deputy and or Event Safeguarding Officer so appropriate action can be taken.

Never:

- Confront the alleged abuser/perpetrator or make comments about them
- Make promises or agree to keep information a secret
- Ask leading questions or make comments or suggestions
- Discuss the allegations with anyone who does not have a need to know
- Take sole responsibility for dealing with the concern
- Delay in reporting the concerns to the Youth Sport Trust Lead/Deputy Safeguarding Officer or the Event Safeguarding Officer.

Not all children and young people are able to express themselves verbally. Communication difficulties may mean that it is hard for a child or young person to explain or be understood. Additionally, it is sometimes difficult to distinguish possible signs of abuse or harm from the symptoms of medical conditions or other needs.

However, the welfare of the child or young person is always paramount, and all concerns must be reported in accordance with the Youth Sport Trust policies and procedures.

STEP 3: REPORTING A CONCERN

The Youth Sport Trust aims to create a culture where everyone feels confident to raise a concern without prejudice to their own position. If you are worried about a child, young person or an adult you must report your concerns.

It is never easy to hear a distressing concern or allegation of harm or abuse against a child or young person whether you are experienced or new to your role at the Youth Sport Trust. Always remember your role is not to take sole responsibility or make decisions, and you will always be fully supported during the referral process.

EMERGENCY REPORTING

If you believe a child or young person has been harmed or may be at risk of immediate harm, contact:

- Police on 999
- Emergency contact details included in the Safeguarding Plan for the Event. The plan will hold the relevant Home Nation Children's Social Care/Services, Multi Agency Safeguarding Hub (MASH), Local Authority Designated Officer (LADO) or any other statutory service local to the event or activity.
- The Youth Sport Trust Lead/Deputy Safeguarding Officer must be contacted, as soon as possible, to inform them of any emergency action taken as soon as possible.

REPORTING AT A YOUTH SPORT TRUST EVENT/ACTIVITY

At all Youth Sport Trust events and activities there will be a Safeguarding Lead and safeguarding arrangements in place. For larger events, you may be required to attend a briefing prior to the event. The safeguarding plan arrangements and any briefing will describe the safeguarding roles and responsibilities for the event and what to do if you have a concern at the event. It is important you read, understand and follow all the safeguarding arrangements in place for an event. This allows you to play your part in creating a safe environment for children

and young people and act should you have a concern. If anything is unclear or you do not understand always ask.

REPORTING IN SCHOOLS (INCLUDING OTHER EDUCATION SETTING)

When delivering events and activities in a school or working directly under the supervision and management of school staff, the school arrangements for child safeguarding and protection will apply. Schools and other education settings work in accordance with statutory guidance from the Department for Education called Keeping Children Safe in Education 2023.

You must inform the designated teacher or designated safeguarding lead for the school with any safeguarding or welfare concerns you have, so they can take appropriate action in accordance with their Child Safeguarding Policies and Procedures. Ensure you keep a record of your referral, the name of the staff member you made your referral to and sign and date any paperwork.

In all cases, the Youth Sport Trust Lead/Deputy Safeguarding Officer must be informed of any concerns referred to a school immediately following the event or activity.

REPORTING WHEN WORKING IN PARTNERSHIP SETTINGS

When delivering events and activities in a partnership setting where the partner arrangements for child safeguarding and protection apply, you must inform the designated safeguarding lead with any safeguarding or welfare concerns you have. The designated Safeguarding Lead will take appropriate action in accordance with their Child Safeguarding Policies and Procedures. Ensure you keep a record of your referral, the name of the staff member you made your referral to and sign and date any paperwork.

In all cases, the Youth Sport Trust Lead/Deputy Safeguarding Officer must be informed of any concerns referred to a partner immediately following the event or activity.

REPORTING OUTSIDE AN EVENT OR ACTIVITY

When concerns arise away from a Youth Sport Trust event or activity the Youth Sport Trust Lead Officer or Deputy Lead Officer should be contacted. We don't need to say anything else as the next column on page 19 has the contacts clearly shown.

STEP 4: RECORDING THE CONCERN

Wherever possible, any report must be made using the Youth Sport Trust Safeguarding Incident Report Form, which sets out the required information.

You should report as much factual detail as possible avoiding hearsay or assumptions.

If you do not have access to the Safeguarding Incident Report Form your report should include:

- Your name, position or role and contact details
- Who your concern is about, providing their name and any personal or contact information
- How you know about the concerns you are reporting. Are you responding to something you have been told, witnessed, or observed directly or are you responding to concerns raised by someone else
- Full details of your concern such as what has happened, where did it happen, when did it happen, who is involved and was anyone hurt or injured
- The names and contact details of any witnesses
- Details of actions taken to date
- Any other relevant information
- Your signature and dated.

Some of the information above may not be known or be available to you or the Youth Sport Trust. Remember, you can only refer to the information you have. Referrals must never be delayed to allow for searches for missing information that you may or may not be able to find.

YOUTH SPORT TRUST SAFEGUARDING TEAM CONTACTS

Call the Youth Sport Trust Lead or Deputy Safeguarding Officer on
01509 462963

Email the Safeguarding team at
safeguarding@youthsporttrust.org

This is not a 24-hour service. All matters are triaged during working hours (Monday – Friday between the hours of 9am – 5pm).

Advice and guidance can always be sought from the NSPCC Child Protection Helpline 0800 800 5000 and follow the instructions to speak to an NSPCC Advisor. The helpline is currently operating within a limited daily timeframe. In addition, you can email **help@NSPCC.org.uk** at any time. This is a free service and you do not have to say who you are.

Please remember the Youth Sport Trust Lead or Deputy Safeguarding Officer should always be informed whether an emergency or non-emergency referral has been made.

PROTECTION AND SUPPORT

It is understandable that those who raise safeguarding concerns are worried about the health and wellbeing of children, young people or adults and/or possible repercussions. We aim to encourage openness and will support all staff who raise genuine concerns, even if they turn out to be mistaken.

Anyone who raises a safeguarding concern in good faith will not suffer any detrimental treatment as a result of raising a concern. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the Lead Safeguarding Officer, HR Department or your Line Manager immediately.

SAFEGUARDING CONCERNS PROCEDURE

You have been told or made aware of concerns about a child or young person.

E.g. alleged abuse, poor practice or concerns about their safety, welfare and wellbeing.

Has the child/young person been harmed, at risk of harm
or in need of immediate medical attention?

Yes

Call 999 for Emergency Services.

Follow all instructions provided to safeguard the child/young person.

In a medical emergency if onsite paramedics are available call them for assistance after you have called 999.

Report and record all actions taken to safeguard the child/young person to the Event Safeguarding Lead

No

Is this a Youth Sport Trust event/activity following the Youth Sport Trust Child Safeguarding Policy and Procedures?

Yes

Report the concerns to the Youth Sport Trust Event Safeguarding Lead as soon as possible.

Complete the Youth Sport Trust Safeguarding Incident Report Form

The Youth Sport Trust Event Safeguarding Lead will determine and record all actions and plans to safeguard the child/young person.

The Youth Sport Trust Event Safeguarding Lead will report to the Youth Sport Trust Lead/Deputy Safeguarding Officer.

No

Report your concerns immediately to the Designated Safeguarding Lead at the school/other partner organisation.

The Designated Safeguarding Lead at the school/other partner organisation will determine and record all actions and plans to safeguard the child/young person.

Report all actions taken with the school/partner organisation to safeguard the child/young person to the Youth Sport Trust Lead/Deputy Safeguarding Officer as soon as possible after the event.

Confidentiality, information sharing and retention of records

All referrals and concerns received by the Youth Sport Trust will be treated in confidence and will be shared only with individuals within the Youth Sport Trust, or with those from whom the Youth Sport Trust may seek advice on confidential terms (such as independent safeguarding professionals), on a strictly 'need to know' basis. The details of the referral/concerns may also be shared with other bodies (again on a 'need to know' basis and to the extent appropriate) where that is in the interests of preventing harm to any young person(s) or adult(s) at risk.

You play a vital role in maintaining this confidentiality and must not share details with anyone outside the reporting chain.

Confidentially ensures:

- The safety of the child or young person involved
- Action is taken to protect the child or young person
- Individuals involved in any complaint are protected from gossip and assumptions
- Individuals who have a complaint made against them receive fair treatment.

We will do everything we can to ensure that you can raise a matter of concern to the Youth Sport Trust without fear of victimisation, subsequent discrimination or other disadvantage. We do not encourage staff to make disclosures anonymously, although we will make every effort to investigate anonymous disclosures. You should be aware that proper investigation may be more difficult, or impossible, if we cannot obtain further information from you. It is also more difficult to establish whether any allegations are credible. Anyone who is concerned about possible reprisals if their identity is revealed should come forward to the Lead or Deputy Safeguarding Officer so appropriate measures can then be taken to preserve confidentiality.

The Youth Sport Trust follows the Government Guidance Information sharing advice for safeguarding practitioners. The seven golden rules for information sharing are:

1. Remember that the General Data Protection Regulation (GDPR), Data Protection Act 2018 and human rights law are not barriers to justified information sharing but provide a framework to ensure that personal information about living individuals is shared appropriately
2. Be open and honest with the individual (and/or their family where appropriate) from the outset about why, what, how and with whom information will, or could be shared, and seek their agreement, unless it is unsafe or inappropriate to do so
3. Seek advice from other practitioners, or your information governance lead, if you are in any doubt about sharing the information concerned, without disclosing the identity of the individual where possible
4. Where possible, share information with consent, and where possible, respect the wishes of those who do not consent to having their information shared. Under the GDPR and Data Protection Act 2018 you may share information without consent if, in your judgement, there is a lawful basis to do so, such as where safety may be at risk. You will need to base your judgement on the facts of the case. When you are sharing or requesting personal information from someone, be clear on the basis of which you are doing so. Where you do not have consent, be mindful that an individual might not expect information to be shared
5. Consider safety and wellbeing: base your information sharing decisions on considerations of the safety and wellbeing of the individual and others who may be affected by their actions
6. Necessary, proportionate, relevant, adequate, accurate, timely and secure. Ensure that the information you share is

necessary for the purpose for which you are sharing it, is shared only with those individuals who need to have it, is accurate and up-to-date, is shared in a timely fashion, and is shared securely (see principles)

7. Keep a record of your decision and the reasons for it – whether it is to share information or not. If you decide to share, then record what you have shared, with whom and for what purpose. Always sign and date your records.

CHILD PROTECTION RECORDS, RETENTION AND STORAGE

The Youth Sport Trust will act in accordance with the Data Protection Policy and Retention and Disposal Policy for the charity. In addition the Youth Sport Trust adhere to the guidance of the NSPCC child protection records retention and storage guidelines which can be accessed at [Child protection records retention and storage guidance | NSPCC Learning](#)

Youth Sport Trust Policies, procedures and guidance quick links

- [Safeguarding Children and Young People Policy](#)
- [Safeguarding Adults Policy](#)
- [Safeguarding Incident Report Form](#)
- [Code of Ethics and Conduct](#)
- [Anti-Bullying Policy](#)
- [Social Media Policy](#)
- [Data Protection Policy](#)
- [Equality, Diversity and Inclusion Policy](#)
- [Youth Sport Trust Safeguarding Strategy Group Terms of Reference](#)
- [Youth Sport Trust Case Management Group Terms of Reference](#)
- [Youth Sport Trust Champions role description](#)
- [Role description for the Youth Sport Trust Lead Safeguarding and Deputy Safeguarding Officer](#)
- [Whistleblowing Policy](#)
- [Dealing with challenging behaviours and promoting positive behaviour Youth Sport Trust guidance document](#)
- [Keeping children safe online Youth Sport Trust guidance document](#)
- [Missing children and young people flowchart](#)

External help and useful information links

NSPCC

The NSPCC are the leading charity fighting to end child abuse in the UK and Channel Islands.

Their voice helpline 0800 800 5000 is currently operating within a limited daily timeframe. 24-hour email help is available at help@nspcc.org.uk is for adults concerned about a child. You can contact them by phone or online to get advice or to share your concerns about a child. This can be anonymously if you wish.

NSPCC LEARNING

Provide a large range of safeguarding guidance, resources and training to help everyone working or volunteering with children keep them safe at [NSPCC Learning | Safeguarding and child protection](#)

You can sign up for a free weekly newsletter from the NSPCC to keep up-to-date and informed of all the latest safeguarding and child protection news at [CASPAR | NSPCC Learning](#)

CHILDLINE

Childline is free, private and confidential and exists to help and support anyone under nineteen in the UK with any issues they are going through.

Children and young people can talk about anything with trained counsellors to support them any time of the day or night. You can talk to ChildLine on the phone, by email or through 1-2-1 counsellor chat.

Call Childline on 0800 1111 or go to www.childline.org.uk for advice and support.

MIND

Mind is a charity providing help and support to anyone experiencing a mental health problem and actively campaigns to raise awareness,

improve services and promote understanding.

Further information and links to helplines can be found at [Information and support – Mind](#)

YOUNG MINDS

The UK's leading charity fighting for children and young people's mental health.

Further information, helplines and guidance can be found at [YoungMinds | Mental Health Charity For Children And Young People | YoungMinds](#)

THINKUKNOW

ThinkuKnow is an education programme from the National Crime Agency's Child Exploitation and Online Protection (CEOP) Command.

It aims to inform children about the risks of sexual abuse and exploitation, both online and off, and educate them as to how they can reduce these risks.

Further information and resources can be found at [CEOP Education \(thinkuknow.co.uk\)](#)

INEQE SAFEGUARDING GROUP

Empowers people to stay safer through education and the use of innovative technology. As a leading independent safeguarding organisation, they provide an online safety hub providing education and resources for children, young people, families, and professionals working with children and young people at:

[Online Safety - Ineqe Safeguarding Group](#)

NSPCC WHISTLEBLOWING ADVICE LINE

The NSPCC offers a free advice and support helpline to support anyone worried about how a child protection or child safeguarding issue is being managed by an organisation. Call 0800 028 0285 or email help@nspcc.org.uk

NAPAC

Providing support and information for people abused in childhood. Call 0800 085 3330 or

[NAPAC – Supporting Recovery From Childhood Abuse](#)

SAMARITANS

Samaritans offer free, 24-hours listening and support to people and communities in times of need. Call 116 123 or find further information at **[Samaritans | Every life lost to suicide is a tragedy | Here to listen](#)**

NATIONAL YOUTH AGENCY

Is the national body for youth work in England, the National Youth Agency (NYA) exists to champion its transformative power. They believe all young people should have the opportunity to benefit from the life-changing impact of extraordinary youth workers and trained volunteers. They provide comprehensive resources, insight, advice and guidance at **[About us – National Youth Agency \(nya.org.uk\)](#)**

YOUTH SCOTLAND

Youth Scotland is the national charity for supporting and delivering youth work in the community. We believe in changing lives through youth work. They offer Youth Work essentials to offer information on a clear and comprehensive guide to **[safe youth work practice, including child protection policies, health and safety and employment law.](#)**

FAMILY RIGHTS GROUP

Family Rights Group promotes policies and practices that keep children safe within their family and strengthen the family and community networks of those children who cannot live at home. Further information can be found at Helping families **[Helping children – Family Rights Group \(frg.org.uk\)](#)**

FAMILY LIVES

Providing support and advice with a parenting or family issue, you can call the helpline on 0808 800 2222 or **[Family Lives](#)**

FALSE ALLEGATION SUPPORT ORGANISATION (FASO)

FASO is a voluntary organisation dedicated to supporting anyone affected by false allegations of abuse. Further information can be found at **[False Allegations FASO Can we help you after a false allegation? \(false-allegations.org.uk\)](#)**