



The Harmony Project Child Protection and Vulnerable Adults Safeguarding Policy Procedure and Guidelines Sept 23

“If you see something, say something”

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The Harmony Project – Child Protection and Vulnerable Adults Safeguarding Policy

Policy prepared by	Lisa Atkinson, Clare Long & Helen Taylor
Policy approved by CEO	Richard Dunne
Signed by CEO	
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Reviewed by and on	Morwenna Lewis on 30 th September 2023
Signed by CEO	

The Harmony Project is committed to safeguarding all those who work for the organisation and those we interact with when carrying out our work, particularly when planning and delivering our educational activities with young people.

As a charity we are obliged to act according to the principals of the Children Act 2004. The Harmony Project will endeavour to safeguard children and adults at risk by providing safe, enjoyable activities and opportunities. As a charity organisation we have a duty of care and a moral obligation to protect people from abuse.

This policy has been developed in accordance with the principles established by the NSPCC, **The Children Act 2004**, and **Working Together to Safeguard Children 2018, Safeguarding Vulnerable Groups Act 2006, Keeping Children Safe in Education 2023**.

This policy is mandatory for all staff and its aim is to:

- Protect children and vulnerable adults partaking in any Harmony Project related activities
- Raise awareness amongst all staff, so that they know what to do if they are concerned about a child or vulnerable adult
- Protect staff by giving practical, common sense guidelines to avoid placing themselves in situations where they may put themselves or others at risk
- Protect the organisation by showing that we have taken 'all reasonable steps' to provide a safe environment for everyone

All staff including those who do not have a specific role working with young people, have a duty to safeguard and promote the welfare of children and adults at risk.

All staff will be made aware of the policy and the supporting procedures. They will be clear on their responsibility to report all concerns to the Designated Safeguarding Lead. The Designated Safeguarding Lead and their deputies will receive regular training and support for this role.

1. The Harmony Project recognises its responsibility to safeguard the welfare of:
 - a. All current staff enrolled on PAYE
 - b. Freelance staff and other paid collaborators
 - c. External organisations/individuals with whom we engage, including:
 - Members of the public at our events
 - Staff and students at schools and universities

Where the Harmony Project has a duty of care, all individuals, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or gender identity, have the right to equal protection from all types of harm or abuse.

To achieve this duty of care, the Harmony Project will work in partnership with the appropriate individuals and agencies in promoting safeguarding and ensure the correct procedures and guidelines are in place and clearly understood.

2. In implementing its safeguarding duties, the Harmony Project will:
 - a. Address legal requirements.
 - b. Take account of relevant guidance and good practice relating to the charity sector.
 - c. Provide for the protection of children, young adults and adults with vulnerabilities who come into contact with the Harmony Project.
 - d. Provide, staff, students and volunteers with guidance on procedures that must be adopted and set out what is expected in the event an individual may be experiencing, or be at risk of, harm.
3. In implementing this Policy, the Harmony Project will:
 - a. Value the needs, views and best interests of those considered to be at risk.
 - b. Devise safeguarding procedures and guidelines for all members of staff.
 - c. Recruit staff and volunteers safely by ensuring all appropriate checks, including criminal record checks and calling for references.
 - d. Share information about safeguarding good practice with staff and volunteers and provide effective management for staff and volunteers through supervision, support and training.
 - e. Share personal information about concerns with internal and external individuals appropriately and within the information sharing protocols.

4. When following this Safeguarding Policy, members of staff also need to consider other relevant Harmony Project policies relating to health and safety, data protection and equality and diversity.
5. The Director of the Harmony Project is the designated senior member of staff with overall responsibility for this policy, working closely with the Harmony Project Designated Safeguarding Lead who is responsible for the regular review and implementation of this policy.
6. The role of the Designated Safeguarding Lead is to:
 - a. Provide guidance and support relating to safeguarding
 - b. Develop, review, update and disseminate over-arching policy and procedures
 - c. Keep updated and advise the charity on changes in legislation, regulation and guidance from appropriate external agencies
 - d. Liaise with external agencies where individual cases require this
 - e. Ensure the highest level of confidentiality, while ensuring that information is shared as necessary to safeguard individuals, and
 - f. Ensure the charity's compliance with legislation, regulation, relevant guidance and the protection of the charity's reputation
7. Information sharing within the Harmony Project concerning an individual will be limited to the minimum required, and will take place:
 - a. Where professional requirements relating to Fitness to Practice or Professional Suitability become an issue
 - b. Where a safeguarding issue is, or becomes relevant, in relation to events, workshops, employment, volunteering or other activity directly affecting the work of the Harmony Project
8. There will be sharing of relevant information concerning safeguarding of individuals with external agencies where lawful, and through the processes authorised by the Director of the Harmony Project – and the Board of Trustees, as appropriate.

Definitions

For the purpose of The Safeguarding Policy and Procedures for the Harmony Project:

Safeguarding is the process that aspires to keep all children and adults at risk safe from harm, accidents and crime, promoting their mental and physical health, wellbeing and development.

Abuse is a selfish act of oppression and injustice, exploitation and manipulation of power by those in a position of authority. This can be caused by those inflicting harm or those who fail to act to prevent harm. Abuse is not restricted to any socio-economic group, gender or culture.

Adult at Risk of harm

Individuals aged 18 years or over; who may need community care services for reason of mental health issues or other disabilities, age or illness; who may be unable to take care of themselves, or unable to protect themselves against significant harm or exploitation.

Child Protection is ensuring that children are safe from abuse and neglect. Child protection covers individual children identified as either suffering or at risk of harm.

A Child is defined in the Children Act 1989 as anyone under the age of 18.

Staff are those employed on a contract of employment at the Harmony Project including those working on a self-employed, voluntary or unpaid basis.

Clients are people that have been enrolled on a specific project that is being delivered by staff.

Policies are a guiding principle used to set direction in an organisation.

Procedures are a series of steps to be followed as a consistent and repetitive approach to accomplish an end result.

Guidelines provide background information to help you make informed decisions about policies and procedures.

Context of the policy

The Harmony Project supports Every Child Matters 2003. These are the five outcomes;

- 1) Be healthy
- 2) Stay safe
- 3) Enjoy and achieve
- 4) Make a positive contribution
- 5) Achieve economic well-being

Policy statement

The Harmony Project is committed to promoting the safety and welfare of all children and adults at risk by adopting this Safeguarding Policy, Procedures and Guidelines for the Harmony Project.

This policy applies to all children and adults at risk, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity.

All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.

All staff will be aware of their responsibility to report any concerns however small. This applies to all staff, the Board of Trustees, volunteers, students and anyone contracted to work on our behalf.

We are committed to reviewing our policy and procedures every year, in light of changes in relevant legislation, or following a significant incident.

Role of the Designated Safeguarding Leads - Policy

Key functions of the Designated Safeguarding Leads are:

- To receive and manage all reports of incidents, allegations or suspicions of abuse or poor practice.
- To pass reports and concerns to the:
 - C-SPA
Phone: 0300 470 9100 (Monday – Friday 9am – 5pm)
Out of hours phone: 01483 517898 to speak to our emergency duty team
Email: cspa@surreycc.gov.uk
 - ***If there is a concern relating to a school in a different county, reports and concerns will be passed onto the appropriate local authority or academy trust.***
- To take advice from Surrey County Council, other local councils (relating to schools we may visit) NSPCC and the Government.
- To manage allegations in a professional, confidential and fair way.
- Inform the Director (Richard Dunne) about any action taken and any further action required.
- Ensure that proper records, of any referral and action taken are kept safely and in confidence.
- Work together with the Deputy DSL to lead Safeguarding training, ensuring that the policy is accessible.
- To monitor and review the Safeguarding Policy and our practice across the organisation regularly to ensure that we comply with current best practice.
- To share information and training about Safeguarding with staff, volunteers, children and parent.

General Health and Safety for events – Policy

It is our duty and legal obligation to ensure that we reasonably ensure that we do everything we can to ensure that events are safe and well managed.

All activity and events should have at least one member of staff leading on Safeguarding, raising awareness of the policy and guidelines among other staff, external staff, parents, children and adults at risk.

Reporting allegations: Staff responsibility – Policy

The welfare of children and adults at risk is paramount and abuse; apparent, actual or suspected must be reported. Even if the truth of the disclosure is uncertain, an appropriate response has to be made.

It is not the responsibility of any member of staff to decide whether or not abuse or poor practice is actually taking place.

Staff should never try to deal with a suspicion, allegation or actual incident of abuse themselves. The incident should be reported immediately to the Designated or Deputy Safeguarding Lead. See **Contact details**, page 1.

Staff should accurately record details on the **Incident Report Form Appendix A**, with no reference to personal opinions. If the incident involves an external educational setting, the Harmony Project staff should also inform the setting's DSL and provide them with an identical record of factual evidence, for the setting to follow their own policy relating to record keeping.

Staff should only share details of an allegation with those who need to know, such as the DSL or Deputy DSL.

Staff should not promise confidentiality to children.

Staff should be vigilant and aware of signs of abuse.

If you see something, say something.

Images and media – Policy

It is important to minimize the risk of anyone using images and films of children in an inappropriate way.

Children, parents and carers have a right to decide whether their images are taken and how they may be used. We will always use our **Image Consent Form** when recording images. See **Appendix B**.

Some activities take place in the public realm and where it is not possible to control all photography and filming. Any concerns about inappropriate or intrusive photography or filming, or about the use of images, should be challenged, safely, reported to the Designated Safeguarding Lead and treated in the same way as any other Safeguarding concern. Parents and public should be prepared to identify themselves if requested and respectfully asked to state their purpose for photography/filming.

E safety – Policy

The Harmony Project has a duty of care to protect people who make use of Information Technology as part of their involvement with us. We will ensure that, as an organisation, we operate in-line with our values and within the law in terms of how we use Information Technology.

The Harmony Project will use our procedures to deal firmly, fairly and decisively with any examples of all inappropriate ICT use, complaints or allegations; (including breaches of filtering, illegal use, cyberbullying, or use of ICT to groom a child or to perpetrate abuse). If the Harmony Project has reasonable suspicions that criminal activity is or has taken place then more detailed monitoring will occur without notice to the individual concerned. In line with the Harmony Project's Safeguarding Policy, the Harmony Project reserves the right to carry out routine checks on network storage to ensure that the content is in compliance with our policies and the law.

Guide to teaching online – Policy

Before starting an online training session or webinar, remind the group:

- Training sessions are to be recorded by the Harmony Project only and recordings will be sent out to all participants and those who signed up. Attendees are to be informed of recording at the start of each session and given time to turn their camera off or leave. Private information, obtained from those signing up for training or webinars, will not be shared.
- Personal details; such names of pupils, schools and any contact details will not be recorded or reproduced on any platform.
- The Harmony Project staff must seek school and or parental permission before they contact any young people online.
- If young people are present, two adults should always be present online and the adult responsible for the group (i.e. acting in Loco Parentis) should never leave the Harmony Project staff alone with young people.
- Care must be taken if the young people are in an informal education setting; each case will be different, therefore please refer to the Designated Safeguarding Lead.
- Any disclosure of online abuse will be dealt with in the same way as a face-to-face disclosure.
- If unsure about the safety of the app, platform or site being used, please refer to Net Aware for up-to-date information and advice: <https://saferinternet.org.uk/blog/net-aware-update-from-the-nspcc>

PROCEDURE

The Harmony Project Child Protection and Vulnerable Adults

Safeguarding Procedure

The Harmony Project (THP) deems child protection of the highest priority. On a day-to-day basis, THP team does not directly interact with pupils in schools, it is providing resources for teachers to use and developing relationships with school staff groups.

There are occasions when THP team will visit schools to run workshops, support learning, evaluate progress and gather evidence to promote the work of THP.

The Director of THP is the Designated Safeguarding Lead (DSL) supported by the Head of Schools & Outreach and the Curriculum Resources Developer as the joint Deputy DSLs.

All team members of THP who interact directly with schools are DBS checked.

The appointment of all new team members of staff is subject to satisfactory DBS assessment.

A record of each THP team member's DBS training is held and updated by the Events & Project Coordinator.

Child Protection Safeguarding training is undertaken by all new members of THP team as part of their induction.

When approaching schools, THP Schools' Coordinator will confirm to the school that they will follow the school's Safeguarding Policies and Procedures - and request these and the name of the School's DSL in advance of any school visit. This will be evident through online written communication.

All THP team members must ensure they are accompanied by a school staff member if, as may occur on occasions they are in direct contact with a pupil(s). Reference to this must be included in inductions for both team members and the Board.

Dealing with suspicions and allegations

All members of staff have a duty to report any concerns to a member of the safeguarding team, however small. For **Contact Details** see page 1. They will follow the procedure summarised on page 13.

Responding to an allegation by a child – Procedures

Children and adults at risk who are being abused will generally only tell people they trust and with whom they feel safe. By listening, and taking it seriously, you will already be helping to protect them.

Record exactly what has been said to you and complete the **Incident Report Form Appendix A**, as soon as possible. Include all the details, record the facts and do not give opinions.

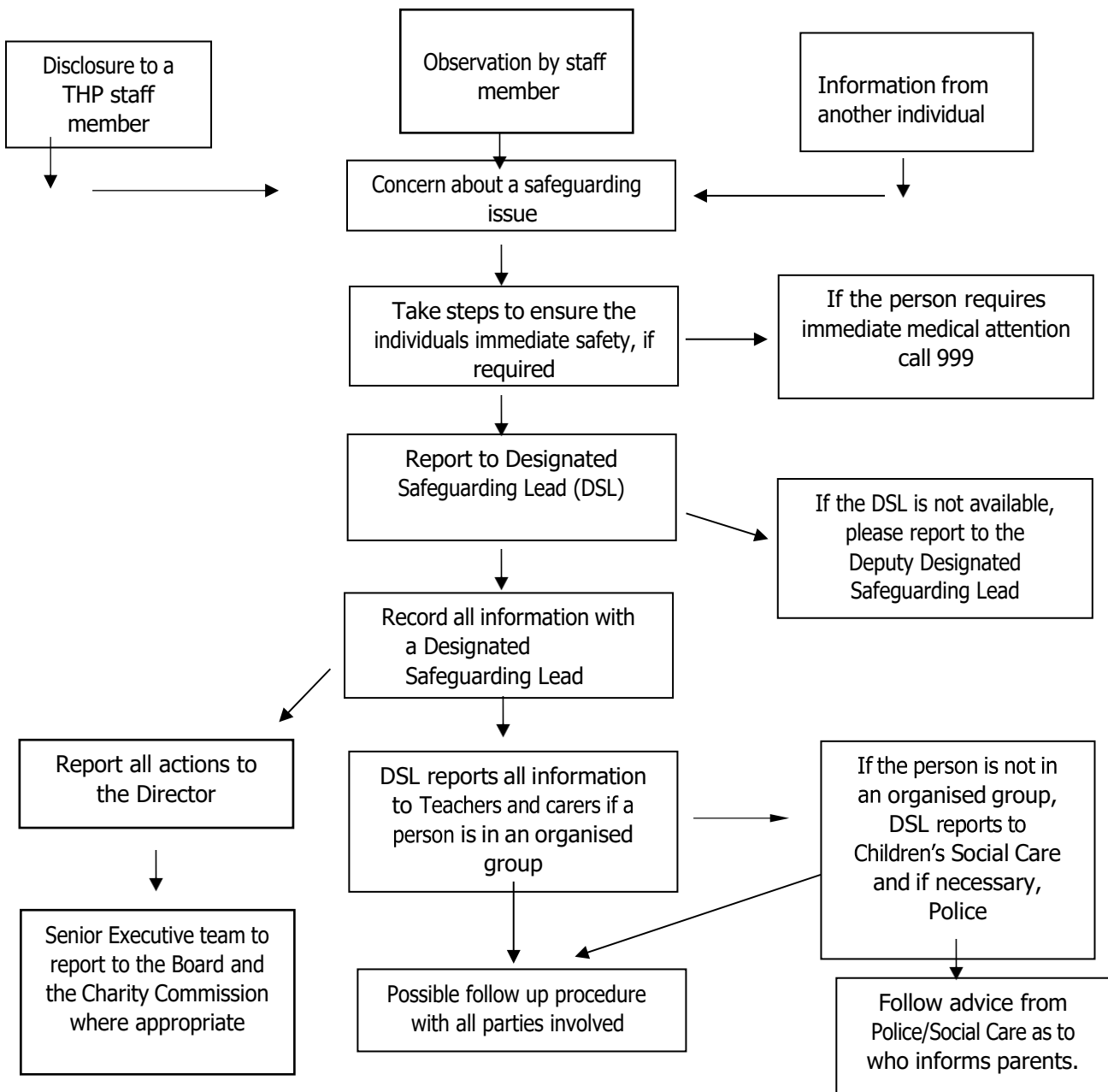
Responding to allegations against staff – Procedures

If you become aware of a safeguarding allegation, poor practice or any other suspicious behaviour - record what has been observed and complete the **Incident Report Form Appendix A**, as soon as possible. It is important to stick to the facts only and not give any personal opinions.

Responding to concerns about a member of staff

Start by speaking to the member of staff about your concerns and listen to what they have to say. If appropriate, agree on a course of action to address any of the concerns raised. If there are concerns around the member of staff's safety, this should be brought to the attention of the Designated Safeguarding Lead. Inform the Designated Safeguarding Lead or a Deputy Designated Safeguarding Lead - for **contact details** see page 1 - so that the individuals can be protected and you can gain some support yourself in what could be a difficult situation.

Reporting concerns about a safeguarding issue – Procedures



- If the concern involves a member of staff or child, follow the procedure above and report to the Harmony Project’s Designated Safeguarding Lead.
- If the DSL is the subject of an allegation, first the enquiry will be directed to the Deputy DSL who will then escalate this to the Board of Trustees.
- If the concern involves a teacher/group leader/parent/carer, follow the procedure above and the Harmony Project Designated Safeguarding Lead will report to the DSL for the school/group.

Supporting members of staff who have had allegations made against them – Procedures

The Harmony Project has a duty of care to all staff and should act to minimise stress inherent in the allegations and disciplinary process.

Individuals will be informed of concerns or allegations as soon as possible and be told the likely course of action; unless there is an objection by Social Care or the Police.

In the event of employee suspension, they must be kept informed of both the progress of their case and developments occurring in the workplace.

Social contact with colleagues and friends should not be precluded except where it is likely to be prejudicial to the gathering and presentation of evidence. This will be made as a joint decision with appropriate bodies and taking in to account internal requirements. Where suspension takes place, all contact with the Harmony Project will happen through the Head of Business Development & Operations in the first instance.

When an employee returns to work following a suspension, or at the conclusion of a case, planned arrangements should be made to facilitate their reintegration. This may involve informal counselling, guidance, support, reassurance and help to rebuild confidence in their role.

E-safety – Procedures

We will:

- Support people using our service to use the opportunities offered by mobile technology and the internet in a way that keeps them safe and shows respect for others
- Ensure that the Harmony Project staff gain written permission from any setting and follow the setting's guidelines when recording images of young people. See **Image Consent Form, Appendix B.**
- Ensure that any social media tools used are risk assessed in advance.

The Harmony Project staff should only contact individuals using the Harmony Project email accounts (which are monitored as necessary).

- All staff must refer any potential safeguarding issues to the Designated Safeguarding Lead.

Teaching online – procedures

To create a safe environment for when teaching online, there are several things you should consider. Practicalities:

- Ensure the host is in control of the screen.
- Learn how to mute and unmute all participants, including video screens.
- Be conscious of your backgrounds removing all personal and sensitive material and be aware of others in the room.
- Remind users about respecting others and using the chat box for commentary. Dress and talk appropriately.

Organisational procedures

The Harmony Project aims to protect children, adults at risk and the Harmony Project by adopting the following procedures:

Recruitment of staff

Staff recruited to work with children and adults at risk must be checked for any issues which may give reason for concern. The application pack includes:

- An application form together with a role profile including the nature of responsibility towards children and adults at risk, what skills are expected and what kind of person is required.

All of the Harmony Project staff, must undergo the same procedures to ascertain information such as: past career, relevant interests, any gaps in employment and reasons for leaving, educational qualifications and National Governing qualifications.

Selection of staff

If a job description potentially involves unaccompanied access to a child or adults at risk, the Harmony Project will write a specific risk assessment, make relevant background checks, obtain consent for Disclosure and Barring (DBS) checks, and require applicants to disclose any previous criminal convictions, cautions and formal warnings by completing a **Self-Disclosure Form, Appendix C**.

A minimum of two references will be requested, from reputable sources followed up by letter or telephone. References should include the person's suitability to work with children and adults at risk. Where a person has worked with children and adults at risk at least one reference should be taken up from that employer.

Acceptable forms of personal identification will be the same as are used for the Disclosure and Barring Service. Effective measures are in place to ensure confidentiality of information held.

Interview and the Harmony Project Induction

A representative/s from the Harmony Project will meet each applicant for an interview. Expectations, roles and responsibilities of the job will be clearly outlined.

All new staff will receive a Harmony Project Induction in which they:

- Meet key people and find out about the Harmony Project's mission and aims
- Sign the Harmony Project's policy documents
- Take part in safeguarding training

Training

Designated Safeguarding Leads will attend the following training:

- Safeguarding Protecting Children and Adults at risk
- Disability Awareness

Retention of records – Procedures

Type of Record	Retention
<p>Safeguarding concerns that the Harmony Project refers on to Social Care or the Police. Including concerns about physical, sexual, emotional or neglect, disclosures or information from a third party which suggests somebody is being abused; concerns about a parent or another adult, or a young person who has been abused by another young person.</p>	<p>The referral should be acknowledged in writing by Social Care and the Harmony Project keeps this on file.</p> <p>Records should be kept indefinitely in a secure place.</p>
<p>Welfare concerns that the Harmony Project decide, after consultation, do not necessitate a referral to children’s social care or the police. In such rare circumstances the organisation should make a record of the concern and the outcome.</p>	<p>Personnel files and training records should be kept for 7 years after employment ceases.</p>
<p>Concerns where a member of staff has breached the code of conduct, a record of the behaviour, the action taken and outcome should be recorded.</p>	<p>Personnel files and training records should be kept for 7 years after employment ceases.</p>
<p>Disclosure and Barring Service</p>	<p>The actual disclosure form must be destroyed after 6 months. However, it is advisable that organisations keep a record of the date of the check, the reference number, the decision about vetting and the outcome.</p>

Records and confidentiality – Procedures

Records should be kept confidential and stored in secure folders in the Harmony Project's electronic secure SharePoint system. Records should only be shared with those who need to know about suspicions, allegations or actual incidents of abuse:

- The Designated Safeguarding Lead
- The parent/ carer of the person who is alleged to have been abused.
- The person making the allegation.
- Social Care/Police
- The alleged abuser (and parents if the alleged abuser is a child).

A record of all those to whom Disclosures or Disclosure information has been revealed should be kept and it is a criminal offence to pass this information to anyone who is not entitled to receive it.

Destruction of Records

Files for employees convicted of abuse will be kept forever and stored securely and separately when archiving.

Data Protection

The Harmony Project is fully committed to protecting the rights and privacy of individuals in accordance with the Data Protection Act 2018.

GUIDANCE

Responding to an allegation from a child or adult who has become at risk

What to do	What not to do
Stay calm.	Don't panic or over-react. It is unlikely that the child is in immediate danger.
Listen, hear and believe.	Don't probe for more information. Questioning the participant may affect how their disclosure is received at a later date.
Give time to the person to say what he or she wants.	Don't make assumptions, paraphrase or offer alternative explanations.
Reassure and explain that he or she has done the right thing in telling. Explain that only those who need to know will be informed.	Don't promise to keep secrets or that everything will be OK (it might not be).
Act immediately in accordance with the procedure in this policy.	Don't try to deal with it yourself.
Record in writing as near as verbatim as possible what was said as soon as possible.	Don't make negative comments about the alleged abuser or add any personal thoughts and opinions.
Report to the Designated Safeguarding Officer.	Don't disclose anything to colleagues.
Complete the Incident Report Form. (Appendix A)	Don't make anyone repeat a story unnecessarily.

Good practice in the care of children and adults who have become at risk

Guidance: All Harmony Project staff should demonstrate professional behaviour to protect themselves from allegations of misconduct. The following are common sense examples of how to create a positive culture and climate.

Good practice means:

- Treating all children/ adults at risk equally with respect and dignity.
- Always working in an open environment, maintaining a safe and appropriate distance with children and adults at risk, avoiding private or unobserved situations and encouraging open communication.
- Building balanced relationships based on mutual trust and empowering children and adults at risk to share in decision making.
- Being an excellent role model – this includes not smoking, swearing or drinking alcohol in the company of young people and adults at risk.
- Giving enthusiastic and constructive feedback rather than negative criticism.
- Recognising the developmental needs and capacity of young people and adults at risk.

Never:

- Engage in rough physical or sexually provocative games.
- Be alone with a child or adult at risk.
- Allow or engage in any form of inappropriate physical contact.
- Allow the use of inappropriate and/or offensive language unchallenged.
- Make sexually suggestive comments, even in fun.
- Allow allegations made by a child or adult at risk to go unrecorded or not acted upon.
- Do things of a personal nature for children or adults at risk that they can do for themselves.
- Invite or allow children or adults at risk to meet outside your professional remit unsupervised.

Incidents that must be reported / recorded:

If a child or an adult is at risk accidentally, seems distressed in any manner, appears to be sexually aroused by your actions, misunderstands or misinterprets something you have done, **report any concerns to the Designated Safeguarding Lead immediately.**

Recognition of abuse – Guidance

It is not easy to recognise where abuse may, or has already taken place. It is acknowledged that the Harmony Project staff members are not experts and it is not our responsibility to decide whether or not an incident has taken place. It is our responsibility to raise any concerns or allegations that have been made. It is the responsibility of the Police/Social Services to undertake investigations.

Identifying Signs of Possible Abuse

Most children will receive cuts, grazes and bruises from time-to-time and their behaviour may give reason for concern. There may be other reasons for these factors, but any concern should be immediately shared with a Designated Safeguarding Lead to assess the situation.

There are a number of ways in which abuse becomes apparent:

- A child or adult at risk discloses abuse.
- Someone else discloses that they believe somebody has been or is being abused.
- A child or adult at risk may show signs of physical injury for which there appears to be no satisfactory explanation.
- A child or adults at risk behaviour may indicate that it is likely that he/she is being abused.
- Unexplained bruising, cuts or burns on the child, or adult at risk particularly if these are parts of the body not normally injured in accidents.
- An injury which a parent or carer tries to hide, or for which they might have given different explanations.
- Changes in behaviour such as the child or adult at risk suddenly becoming quiet, tearful, withdrawn and aggressive or displaying severe tantrums.
- Loss of weight without a medical explanation.
- An inappropriately dressed or ill-kept child or adult at risk who may also be unclean.
- Sexually explicit behaviour, for instance playing games and showing awareness which is

inappropriate for the child's age.

- A lack of trust in adults, particularly those who would normally be close to the child or adult at risk.
- A member of staff's behaviour or in the way in which he/she relates to a child or adult at risk, causes concern.
- The above signs do not necessarily mean that a child has been abused. However, if you are concerned about the welfare of a child or adult at risk, you must act. **Do not** assume that another person will.

Definitions of abuse – Guidance

The main forms of abuse are as follows:

Physical abuse

Physical abuse can lead directly to neurological damage, physical injuries, disability or, at the extreme, death. Harm may be caused by the abuse itself taking place in a wider family or institutional context of conflict and aggression, including inappropriate or inexperienced use of physical restraint.

Physical abuse has been linked to emotional and behavioural problems and educational difficulties. Violence is pervasive and the physical abuse frequently coexists with domestic violence.

Emotional abuse

Sustained emotional abuse has adverse long-term consequences for children's development impacting on a child's mental health, behaviour and self-esteem; it is especially damaging in infancy. Underlying emotional abuse is as important, as other more visible forms of abuse in terms of its impact on the child. Domestic violence is abusive in itself. Adult mental health problems and parental substance misuse may be features in families where children are exposed to such abuse.

Sexual abuse

Sexual abuse is forcing or enticing children and adults who are at risk into sexual activities. Child sexual exploitation occurs when a child is coerced or groomed into an exploitative situation.

Abuse has been linked to Disturbed behaviour – including self-harm, inappropriate sexualised behaviour, sexually abusive behaviour, depression and a loss of self-esteem. Its adverse effects may endure into adulthood. The severity of impact is believed to increase the longer the abuse continues, the more extensive the abuse, and the older the child.

A number of other features of sexual abuse have been linked with severity of impact, including the relationship of the abuser, the extent of premeditation, the degree of threat and coercion, sadism, and bizarre or unusual elements. A child or person at risk's ability to cope with the experience of sexual abuse, once recognised or disclosed, is strengthened by the support of a non-abusive adult carer who believes the child, helps the claimant understand the abuse, and is able to offer help and protection. A proportion of adults and children and young people who sexually abuse have themselves been sexually abused as children and may have been exposed to domestic violence and discontinuity of care. However, it would be quite wrong to suggest that most children who are sexually abused inevitably go on to become abusers themselves.

Neglect and self neglect

Severe neglect of young children has adverse effects on children's ability to form attachments and is associated with major impairment of growth and intellectual development. Persistent neglect can lead to impairment of health development, and long-term difficulties with social functioning, relationships and educational progress.

People who self-neglect or are neglected may experience low self-esteem through to, in extreme cases, death. The impact of neglect varies depending on how long a person has been neglected, the claimants age, and the multiplicity of neglectful behaviours they may be experiencing.

Bullying and cyber bullying

Bullying occurs when individuals or groups seek to harm coerce or intimidate someone who is perceived to be vulnerable and can take place anywhere there is inadequate supervision. It is possible the abuser may be a young person.

Anyone can be the target of bullying, sometimes singled out for physical reasons, appearing vulnerable or belonging to a different race, faith or culture. Bullying is unacceptable behaviour and will be dealt with seriously both in regards to the behaviour exhibited and the reasons for the behaviour.

Domestic abuse

Domestic abuse is any type of controlling, threatening or violent behaviour between people in a relationship. Exposure to domestic abuse is child abuse.

Female genital mutilation

Female genital mutilation is the removal or external female genitals for non-medical reasons. It is a dangerous and criminal offence.

Financial or material abuse

Could occur in cases of theft of money or valuables or when an abuser is using the claimant's money inappropriately. It also includes being a claimant or scams and doorstep crimes.

Discriminatory abuse

Refers to harassment, slurs or unfair treatment relating to race, gender, age, disability sexual orientation and religion.

USEFUL CONTACTS

Richard Dunne 07872 959 334 (24 hours)	Director of Education and DSL richard@theharmonyproject.org.uk
Catherine Smith 07920 460 056	Head of Schools & Outreach & Deputy DSL catherine@theharmonyproject.org.uk
Gabriella May 07779 101 801	Schools & Curriculum Resources Coordinator & Deputy DSL gabriella@theharmonyproject.org.uk
Morwenna Lewis 07811 445 242	Head of Business Development & Operations morwenna@theharmonyproject.org.uk
Clare Long 07976 371 489	Events & Project Coordinator clare@theharmonyproject.org.uk