



EMPOWER AND ELEVATE

Inspire. Rise. Thrive

Safeguarding Policy



Policy Statement

The **purpose** and **scope** of our safeguarding and child protection policy is:

To protect our participants/children from harm and provide our children, staff, parents/carers, and Empower and Elevate community with the overarching principles, procedures and good practice within our child-centred and coordinated approach to safeguarding and child protection.

We shall strive to achieve this by addressing current legislation (and any amendments to the same), policies and guidance surrounding the protection of children in England and will incorporate:

- In recognition that Berkshire Child Protection procedures are followed.
- Consideration of the Human Rights Act 1998, The Children Act 1989 (and 2004 amendment), The Equality Act 2010, Public Sector Equality Duty, statutory guidance on the Prevent duty and female genital mutilation when making individual decisions about children.
- Reflects our whole business approach and commitment to safeguarding and child protection.
- Clear procedures to support safeguarding and child protection.
- The underpinning of other relevant policies including attendance, behaviour, staff code of conduct, online safety, low-level concerns, whistleblowing, and our formal complaints procedure (see appendix C).

We recognise that safeguarding is **everybody's** responsibility within Empower and Elevate.

We believe that all staff in Empower and Elevate play an important role in identifying concerns early, providing help and support for our children, promoting their welfare, and preventing concerns from escalating. We all have a responsibility to support children holistically and provide a safe environment in which they can learn, grow and have fun.

This policy is publicly available via our website and at the reception at our Holiday Camps, it is reviewed annually (as a minimum) and will be kept up to date throughout the year, as required.



Roles and Responsibilities

All staff (including directors) are required to:

- Be able to identify who the Designated Safeguarding Lead (DSL) is.
- Contribute to providing a safe environment where our participants can thrive and flourish.
- Contribute to supporting the children's best outcomes.
- Recognise that high self-esteem, confidence, supportive friends, and good lines of communication with a trusted adult help to protect our children.
- Respond in accordance with our zero-tolerance approach to any sexual violence and sexual harassment, and to any indirect or direct discrimination of any kind.
- Be aware of indicators of the different forms of abuse and neglect, and any other safeguarding issues that are prevalent at a local, contextual, or national scale at the time.
- Respond to safeguarding and child protection concerns promptly, and in line with the procedures outlined in this policy and local child protection procedures, ensuring quality and secure record keeping and effective collaboration with other agencies.

The Designated Safeguarding Lead (DSL) will take lead responsibility for safeguarding and child protection. The full responsibilities of the DSL include:

- Making sure all staff are aware of how to raise safeguarding concerns.
- Ensuring all staff understand the symptoms of child abuse and neglect.
- Acting as a source of support, advice and expertise to staff on matters of safety and safeguarding and when deciding whether to make a referral by liaising with relevant agencies.
- A good understanding of local, contextual, and national safeguarding issues including child-on-child abuse, harmful sexual behaviour and the local response and support available to support all children involved in sexual violence and sexual harassment.
- Taking part in strategy discussions and inter-agency meetings, and/or supporting other staff to do so.
- Keeping the Directors informed of any safeguarding issues arising.

The DSL is supported by the Deputy Designated Safeguarding Lead(s) (DDSL) and the DDSL(s) will fulfil the role of DSL in their absence.



Training

Empower and Elevate will raise staff awareness and incorporate signs of abuse, neglect, specific safeguarding issues into briefings, staff induction training, and ongoing development training to all staff.

Universal Safeguarding Training for all staff will take place every three years, formally by an external approved provider but safeguarding training and awareness will take place regularly and at least annually throughout the year. This will include dissemination of key information from the DSL and DDSL(s), such as from DSL network meetings and briefings. Staff will complete and keep up to date with other key safeguarding training including, Prevent, Female Genital Mutilation (FGM) and Safer Recruitment.

The DSL and DDSL(s) will have undertaken, as a minimum, the 'Targeted Designated Safeguarding Lead Training' by an external approved provider. This will be updated every two years in accordance with guidance.



Key Contacts

Role	Name	Contact Details
Designated Safeguarding Lead (DSL)	Rebecca Freeman	0118 2274951
Deputy Designated Safeguarding Lead (DDSL)	William Galvin	0118 2274950
Members of staff who have also received the Designated Person training		
Local Authority Designated Officer (LADO)	LADO RBWM	01628 683150 LADO@achievingforchildren.org.uk
Children's Social Care - for reporting concerns	MASH	01628 685995 Privacy to the Single Point of Access - Section 1 - Achieving for Children (achieveservice.com)
	Emergency Duty Service - after hours, weekends and public holidays	01344 786543
RBWM Safeguarding Board		Royal Borough Windsor & Maidenhead Safeguarding Adults Children Partnership - Safeguarding Children (rbwmsafeguardingpartnership.org.uk)



Procedures

Our procedures are in accordance with the relevant statutory guidance including:

- Working Together to Safeguard Children (2018)
- The Prevent Duty
- The Berkshire LSCB Child Protection Procedures

To support our safeguarding and child protection procedures the key contact information on page 5 will be regularly communicated to our children, staff, and parents/carers.

Procedures in this policy are supported by other Empower and Elevate policies and our approach to safeguarding of “**it could happen here**”. Our ethos is child-centred, and decisions are made in the best interests of the child.

In all cases, if staff are unsure, they should always speak to the DSL, DDSL(s) or directors.

Confidentiality and Information Sharing

We recognise that the Data Protection Act (DPA) 2018 and UK GDPR does not prevent, or limit, the sharing of information for the purposes of keeping children safe and that timely information sharing is essential to effective safeguarding.

We will ensure that our confidentiality protocols are in line with the following guidance: [Information sharing: advice for practitioners \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/671112/information-sharing-advice-for-practitioners.pdf)

Child protection records are normally exempt from the disclosure provisions of the Data Protection Act, which means that children and parents/carers do not have an automatic right to see them. If any member of staff receives a request from a child or parents/carers to see child protection records, they will refer the request to the DSL or Directors.

We will ensure that the information is only disclosed on a ‘need to know’ basis, including Domestic Abuse notifications.

Record Keeping

We will keep accurate, written records of all concerns about a child (noting the date, location, details of the incident, actions taken, decisions reached and the outcome).

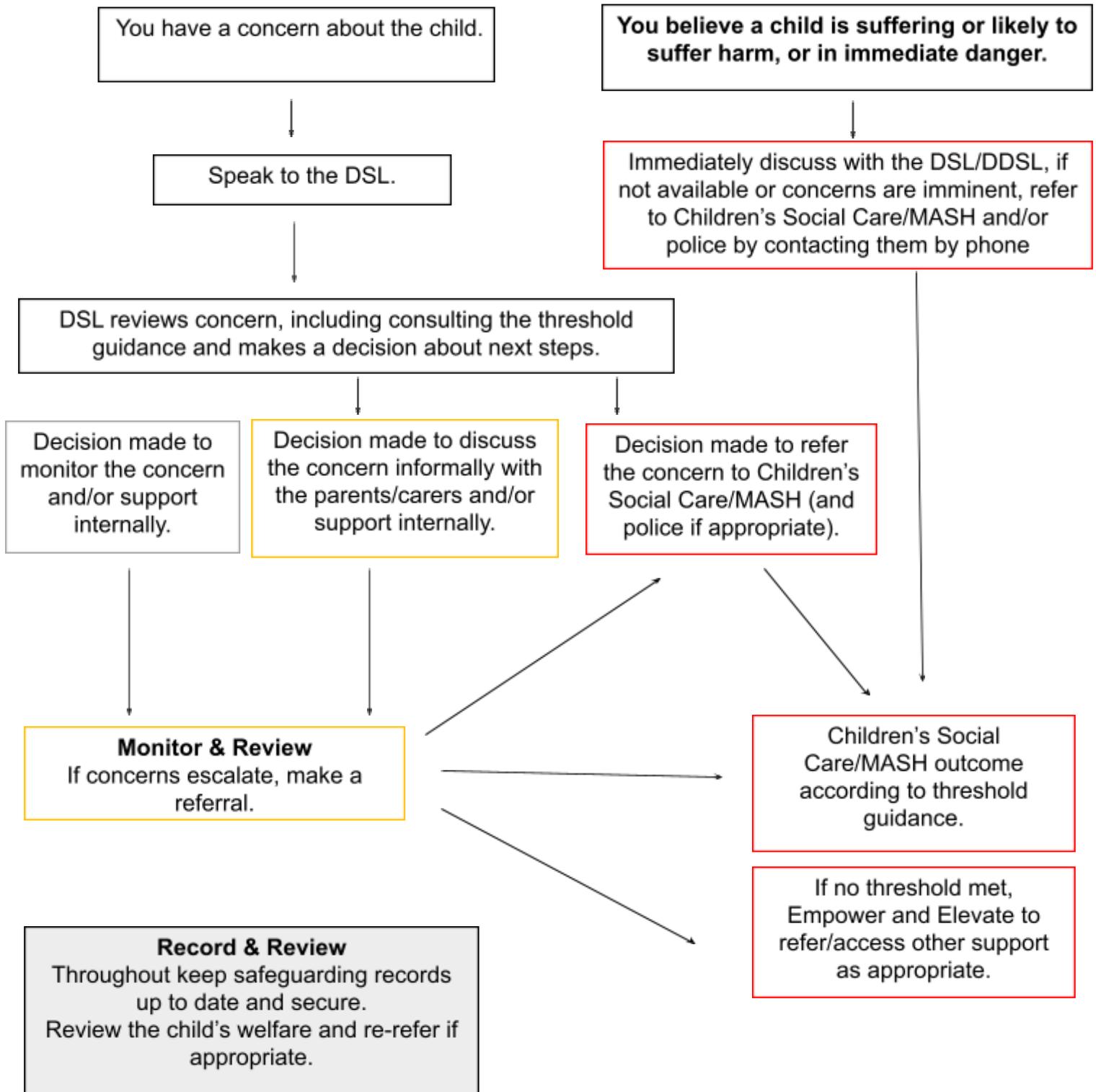
All Safeguarding concerns are logged on via the Logging a Concern form and emailed directly to the DSL, available to all staff of Empower and Elevate.

We will ensure concerns and referral records are kept securely, in a separate child protection file for each child.



Procedure for when you are concerned about a child.

We define safeguarding as protecting children from maltreatment, ensuring they can develop mentally, physically and socially in a safe environment, further enabling them to have the best outcomes. Staff will take action and act immediately and appropriately if they have any concerns about a child.





Procedure for FGM, Radicalisation and Mental Health

FGM is illegal in the UK and a form of child abuse.

All those working with young people have an important role to play in supporting the mental health and wellbeing of their children. Mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.

FGM	Radicalisation	Mental Health
<p>If you discover that FGM has taken place, or a child is at risk of FGM any member of staff must immediately report this to the police. Following this, contact will then be made to Children’s Social Care.</p> <p>Unless they have been specifically told not to disclose, they should also discuss the case with the DSL and involve children’s social care as appropriate.</p> <p>Any other member of staff who discovers that an act of FGM appears to have been carried out they must speak to the DSL and follow the local safeguarding procedure.</p> <p>Any member of staff who suspects a child is <i>at risk</i> of FGM or suspects that FGM has been carried out should speak to the DSL and follow our local safeguarding procedures.</p>	<p>If there is an immediate threat, call 999.</p> <p>If you have concerns that a child may be at risk of radicalisation, discuss this with the DSL immediately.</p> <p>This may then include making a Prevent referral Contact ACT Early or You can also call the national police Prevent advice line 0800 011 3764, in confidence, to share your concerns with our specially trained officers.</p>	<p>If you have a mental health concern about a child that is also a safeguarding concern and/or the wider safeguarding concern is further impacting on the child’s mental health, follow the process on page 7..</p> <p>If you have a mental health concern that is not also a safeguarding concern, speak to the DSL to agree on a course of action.</p>



Child-on-Child Abuse

Our zero-tolerance approach to any form of child-on-child abuse is supported by our behaviour policy and our child-on-child policy.

All staff recognise that children can abuse their peers (both online and offline) including, bullying, abuse in intimate personal relationships between children, physical abuse, sexual abuse, sexual violence and harassment, consensual and non-consensual sharing of nude and semi-nude images and/or videos, upskirting, initiation/hazing type violence and rituals.

If a concern is raised relating to the nudes/semi-nudes, we will respond in accordance with [Sharing nudes and semi-nudes: advice for education settings working with children and young people - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/consultations/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people)

We recognise that some groups are potentially more at risk. Evidence shows that girls, children with special educational needs and disabilities (SEND), and lesbian, gay, bisexual and transgender (LGBT) children are at greater risk. Children with SEND or certain health conditions can face additional safeguarding challenges and are 3 times more likely to be abused than their peers and we offer additional support for these children, please speak with DSL for further advice and guidance.

Sexual Violence, Sexual Harassment and Harmful Sexual Behaviour

We will respond appropriately to all reports and concerns about sexual violence and/or sexual harassment both online and offline, including those that have happened outside of the Empower and Elevate.. We are clear that sexual abuse, violence and harassment is not acceptable, and will never be tolerated and is not an inevitable part of growing up.

Whilst any report of sexual violence or sexual harassment should be taken seriously, staff are aware it is more likely that girls will be the victims of sexual violence and sexual harassment and more likely it will be perpetrated by boys.

Procedure for child-on-child abuse

We will follow the procedure on page 7, but we will ensure in all cases:

- The DSL is informed.
- Our response to child-on-child abuse will be immediate and supportive for all involved, and we will work with key agencies if appropriate to mitigate any further risks (such as; parents/carers, Police, and Children's Social Care).
- We will reassure victims that they are taken seriously and will be supported and kept safe.
- A risk assessment if appropriate will be created for all involved.



Online Safety

Our approach to online safety is based on addressing the four categories of risk:

1. **Content** – being exposed to illegal, inappropriate or harmful content, such as pornography, fake news, racism, misogyny, self-harm, suicide, antisemitism, radicalisation and extremism.
2. **Contact** – being subjected to harmful online interaction with other users, such as peer-to-peer pressure, commercial advertising and adults posing as children or young adults with the intention to groom or exploit them for sexual, criminal, financial or other purposes.
3. **Conduct** – personal online behaviour that increases the likelihood of, or causes, harm, such as making, sending and receiving explicit images (e.g., consensual and non-consensual sharing of nudes and semi-nudes and/or pornography), sharing other explicit images and online bullying; and
4. **Commerce** – risks such as online gambling, inappropriate advertising, phishing and/or financial scams.

We recognise the importance of safeguarding children from potentially harmful and inappropriate online material, and we understand that technology is a significant component in many safeguarding and wellbeing issues.

Online Safety Procedure

- If staff have safeguarding concerns linked with online safety and/or filtering and monitoring, they must report these to the DSL promptly.
- This will then be recorded appropriately.



Other important procedures

Attendance

Empower and Elevate Sports Camp is dedicated to the safety and well-being of all participants.

Our Missing Child Policy is designed to provide clear guidelines and procedures to be followed in the event that a child is reported missing during camp activities.

Reporting a Missing Child

Immediate Response

- If a staff member suspects or is informed that a child is missing, they must initiate the Missing Child Procedure immediately.
- Do not delay in reporting a missing child to camp management and, if necessary, to local authorities.

Inform Camp Management

- Notify the Camp Director or designated management personnel immediately.
- Provide all available details about the missing child, including their name, age, physical description, and last known location.

Emergency Services Contact

- If the child is not located promptly, contact local emergency services (police) and provide them with all relevant information.

Search Procedures

Search Team Activation

- Activate a search team composed of staff members, ensuring that other staff members continue to supervise the remaining children.
- Clearly define search areas and ensure systematic coverage.

Communication during Search

- Maintain constant communication among search team members.
- Update camp management regularly on the progress of the search.

Documentation

- Document the details of the search, including areas covered, time, and any observations made.
- Provide this documentation to authorities if necessary.

Parent/Guardian Notification

Notify Parents/Guardians

- Notify the parents or guardians of the missing child immediately.
- Provide clear and accurate information about the situation and the ongoing search efforts.



Continuous Communication

- Maintain open and continuous communication with parents/guardians, providing updates as new information becomes available.

Reunification:

Found Child

- If the missing child is located, ensure a staff member remains with the child until reunited with their parent or guardian.
- Document the circumstances surrounding the child's discovery and the reunification process.

Exploitation

Child Criminal Exploitation (CCE) and Child Sexual Exploitation (CSE) are forms of child abuse and if we suspect a child is being exploited, we will respond immediately which can include:

- Contacting the Police and/or Children's Social Care
- Completing the exploitation tool and sending this to the MASH Team at RBWM.

Critical Incidents, including a child death

In the event of a critical incident, we will take immediate action which will include contacting the RBWM MASH team, to ensure an appropriate, multi-agency response. If we are aware of a child death (whether expected or unexpected), we will contact the MASH team.

[Royal Borough Windsor & Maidenhead Safeguarding Adults Children Partnership - Child Death Overview Panel \[CDOP\] \(rbwmsafeguardingpartnership.org.uk\)](http://rbwmsafeguardingpartnership.org.uk)

Working Together

We will take an active role and work collaboratively with key agencies regarding child protection, safeguarding, education and welfare matters, including attendance and providing written reports at child protection conferences and core groups.

Local key agencies include:

- Schools of which Participants attend.
- Education Welfare Service
- Youth Justice Team
- RBWM Multi-Agency Safeguarding Hub
- Children's Social Care
- SEMH Inclusion Team
- RBWM Special Education Needs Department



- The Police
- LADO
- Child and Adolescent Mental Health Services (CAMHS)

For those children who have a social worker, we will notify Children's Social Care if:

- There is a change in the child's behaviour and/or circumstances that raises safeguarding concerns.

Empower and Elevate will be aware of the requirement for children to have an Appropriate Adult while being questioned or detained by the Police (Police statutory guidance, PACE Code C 2019).

Communication with Parents/Carers

We will:

- Ensure that parents/carers are informed of the responsibility placed on Empower and Elevate and staff in relation to child protection.
- Undertake appropriate discussion with parents/carers, including prior to the involvement of another agency unless the circumstances preclude this action. If Empower and Elevate believes that notifying parents/carers could increase the risk to the child or exacerbate the situation, advice will be sought from Children's Social Care.
- Regularly communicate key safeguarding education relevant to parents/carers, including how to support their child in being safe in our provisions, in the community and online.



Safer Recruitment, low-level concerns, and allegations against staff

We will operate safer recruitment practices including ensuring appropriate DBS, identity checks and reference checks for all staff and volunteers are undertaken according to the **Local Authority's Safer Recruitment Toolkit**.

One member of staff on the recruitment panel will have completed safer recruitment training and Empower and Elevate will consider digital screening of all potential new staff at the shortlisting stage in accordance with Safer Recruitment.

We will adhere to the Empower and Elevate Low-Level Concerns policy where there may be a concern regarding a member of staff, supply staff, volunteer, or contractor when:

- The concern may be inconsistent with the staff code of conduct.
- The concern does not meet the allegations threshold or is otherwise not considered serious enough to consider a referral to the LADO.

The purpose of this low-level concerns policy is to embed a culture of openness, trust, and transparency in which Empower and Elevates values and expected behaviour set out in the staff code of conduct are lived, monitored and reinforced constantly by all staff.

If we are in any doubt as to whether the information which has been shared about a member of staff's conduct, low-level concern or whether this meets the harm threshold, we will consult with the LADO as appropriate.

We will ensure that all staff read and understand our staff code of conduct and low-level concerns policies.

A low-level concern should be reported to either Director William Galvin or Director Rebecca Freeman. Low-level concerns and allegations against staff will be recorded securely and will be managed confidentially, and on a need-to-know basis only.

All staff and volunteers will be aware that sexual relationships with children aged under 18 are unlawful and could result in legal proceedings taken against them under the Sexual Offences Act 2003 (Abuse of Trust).

Empower and Elevate will ensure that communication between our children and adults, is via business devices and platforms only and that communication is transparent and takes place within clear and explicit professional boundaries and is open to scrutiny.



Procedure for managing safeguarding concerns and allegations made about staff, including, volunteers, and contractors.

All staff must know how to recognise an allegation and who to report to.

ALLEGATION

This might arise as a complaint, grievance, suspicion, concern, during discussions from child, parent, member of staff or member of the public.

If an allegation concerns one of our Directors then please report to the other Director.

Report to the Director.

Discussion between Director and Local Authority Designated Officer (LADO)

Director raises concerns with person involved.

(keeping in line with low level concern policy)

Referral form to LADO

The next course of action and timescales are agreed at this point. Consider also:

- information for the adult, witnesses, child/young person and parents/carers
- on-going support for the member of staff, child and parents/carers
- statements, if needed, for the whole staff, community and press

- Do not tell anyone, particularly the staff involved.
- Take advice from the Local Authority Designated Officer (LADO) before taking any action.
- Make initial enquiries only.
- Do not investigate or interview.
- Usual principles of confidentiality apply.
- Deal objectively with everything.
- Existing loyalties must be put to one side.
- Think the unthinkable, believe the unbelievable.
- Keep detailed records of actions and statements at all stages.

*NSPCC Whistleblowing
Helpline 0800 028 0285*



Appendix A

Abuse and Neglect (extracted from Keeping Children Safe in Education (2023))

Abuse is a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Harm can include ill treatment that is not physical as well as the impact of witnessing ill treatment of others. This can be particularly relevant, for example, in relation to the impact on children of all forms of domestic abuse. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults or by another child or children.

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

Emotional abuse: the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning or preventing the child from participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Sexual abuse: involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing, and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. The sexual abuse of children by other children is a specific safeguarding issue in education and all staff should be aware of it and of their Empower and Elevate or college's policy and procedures for dealing with it.



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

All staff are aware that child sexual and child criminal exploitation are forms of child abuse.



Appendix B

Linked policies (this is not intended to be an exhaustive list):

Administering Medication Policy
Anti-Bullying Policy
Arrivals and Departures Procedure
Behaviour Management Policy
Complaints Policy
Child Protection Policy
Data Protection/GDPR Policy
Emergency Evacuation Procedure
Equality and Inclusion Policy
Fire Procedure
First Aid Policy
Health and Safety Policy
Illness and Accidents Policy
Lock Down Policy
Lone Working Policy
Missing Child Procedure
Mobile Phone Policy
Participation Policy
Refund Policy
Risk Assessment Policy
Safeguarding Policy
Safer Recruitment Policy
SEND Policy
Social Media Policy
Staff Behaviour Policy
Smoking/Vaping, Alcohol & Drugs Policy
Uncollected Child Policy
Working with Children in Cold/Wet/Hot Weather Conditions Policy



Appendix C

Specific Safeguarding Issues (this is not an exhaustive list, please refer to Keeping Children Safe in Education, in particular Annex B)

Bullying including cyber bullying
Child abduction and community safety incidents
Child Sexual Exploitation (CSE)
Child Criminal Exploitation (CCE)
Children and the court system
Children missing from Education
Children of substance misusing parents/carers
County lines
Domestic abuse
Substance abuse
Fabricated or induced illness
Formal complaint policy
Children with family members in prison
Faith abuse
Female Genital Mutilation (FGM)
Forced Marriage Gangs and Youth Violence
Gang Activity
Gender-based violence/violence against women and girls (VAWG)
Hate crime
Mental health
Homelessness
Health and well-being
'Honour-based' abuse
Child-on-Child abuse
Consensual and non-consensual sharing of indecent images/nude/semi-nude images/videos
Sexual violence and sexual harassment between children in Empower and Elevates
Private fostering
Preventing radicalisation (The Prevent Duty)
Online abuse including indecent images/nude/semi-nude images/videos
Teenage relationship abuse
Trafficking
Missing children and vulnerable adults
Child sexual abuse within the family
Poor parenting, particularly in relation to babies and young children
Serious violence
Cybercrime



Appendix D

Links to Further Guidance:

[Governance Handbook 2020 \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

Berkshire Child Protection Procedures – <http://berks.proceduresonline.com/>

DfE harmful online challenges and hoaxes [Harmful online challenges and online hoaxes - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

Home Office Criminal Exploitation of children and vulnerable adults: County Lines guidance (Sep 2018)

[Criminal Exploitation of children and vulnerable adults: County Lines guidance \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

[Keeping children safe during community activities, after-school clubs and tuition: non-statutory guidance for providers running out-of-Empower and Elevate settings - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

[Keeping children safe: code of practice \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

Multi Agency Statutory Guidance on Female Genital Mutilation (July 2020) –
[HM Government - Multi-agency statutory guidance on Female Genital Mutilation \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

NSPCC Harmful Sexual Behaviour Framework

<https://learning.nspcc.org.uk/research-resources/2019/harmful-sexual-behaviour-framework>

Prevent Duty Guidance and Advice for Empower and Elevates and childcare providers <https://www.gov.uk/government/publications/prevent-duty-guidance>

Serious Violence Home Office Strategy

<https://www.gov.uk/government/publications/serious-violence-strategy>

Special educational needs and disability code of practice: 0 to 25 years
[SEND Code of Practice January 2015.pdf \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

UKCCIS Guidance: Sharing nudes and semi-nudes: advice for education settings working with children and young people

[Sharing nudes and semi-nudes: advice for education settings working with children and young people - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

What to do if you're worried a child is being abused (Advice for Practitioners, March 2015) - [Stat guidance template \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)



Working Together to Safeguard Children (July 2018) [Working Together to Safeguard Children 2018 \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/682222/Working-Together-to-Safeguard-Children-2018.pdf)