



Nominations, Effectiveness & Inclusion Committee of the Barbican Centre Board

APPENDIX PACK

Date: TUESDAY, 8 NOVEMBER 2022

Time: 1.45 pm

Venue: BARBICAN CENTRE

4. **SAFEGUARDING POLICY AND IMPLEMENTATION PLAN**

Appendix to the Report of the CEO, Barbican Centre.

For Decision
(Pages 3 - 24)

10. **ARTS COUNCIL ENGLAND NPO BAND 2 2022/2023 EXTENSION YEAR
QUARTER 2 UPDATE**

Appendix to the Report of the CEO, Barbican Centre.

For Discussion
(Pages 25 - 50)

This page is intentionally left blank

barbican

Safeguarding Policy

October 2022

barbican

Document status:	Final draft for approval
Prepared by:	Beth Bryan
Reviewers:	Nominations, Effectiveness and Inclusion Committee
Owner:	Claire Spencer
Approved by:	Nominations, Effectiveness and Inclusion Committee
Implementation date:	Ongoing
Review date:	September 2023
Document end date:	Annual Review and update
Version:	1

Table of contents

1	Purpose and scope	4
2	Wider context	4
3	Overview	4
4	Safeguarding children and adults at risk	5
5	Signs of abuse	6
6	Legal framework	7
7	What this means for our work	7
8	Responsibilities of individuals	8
9	Acting on concerns	10
10	Responding to allegations made against professionals	10
11	Oversight and challenge	11
	Appendix 1: Safeguarding and key contacts	12
	Appendix 2: Safeguarding champions	13
	Appendix 3: Reporting procedures	14
	Appendix 4: Incident & Disclosure Form	16
	Appendix 5: Recognising signs of abuse in children and adults	17
	Appendix 6: Safeguarding Protocol for remote / online activities	22

1 Purpose and scope

- 1.1 This policy provides guidance for all Barbican staff, Members and individuals, consultants and agencies contracted by or acting on behalf of the Barbican (paid or unpaid) who may come across concerns regarding the safeguarding and protection of children, young people and adults at risk within the context of their work.
- 1.2 It supports the City of London Corporation (City Corporation) in achieving Corporate Plan (2018-23) outcome 1: 'People are safe and feel safe'. It is relevant to the work contained in all corporate strategies that aim to impact children and adults at risk, from the apprenticeship strategy through to the volunteering strategy, and is key to ensuring that we are a responsible business.
- 1.3 The policy is relevant to all of the Barbican's work it delivers, commissions and funds.

2 Wider context

- 2.1 This policy also sits in a wider context of safeguarding policies, procedures and guidance. This includes:
 - The City of London Corporation Safeguarding Policy June 2021
 - The London safeguarding Children Board Procedures <https://www.londoncp.co.uk/>
 - COL guidance on safer recruitment <https://corpoflondon.sharepoint.com/sites/Intranet/SitePages/HR-TopicRecruitment.aspx#safeguarding>
 - Range of information and guidance on Safeguarding Children and Young People from the City and Hackney Safeguarding Children's Partnership <http://www.chscb.org.uk/>
 - Range of information and guidance on Safeguarding Adults from the City and Hackney Safeguarding Adults Board <https://hackney.gov.uk/safeguarding-adults-board>
 - Guidance on Safeguarding in Public Places <https://saferlondon.org.uk/wp-content/uploads/2018/03/Safeguarding-in-PublicSpaces-Toolkit-March-2018.pdf>

3 Overview

- 3.1 It is a duty of the Barbican to ensure that children and adults are safeguarded from harm.
- 3.2 Everyone has a responsibility to safeguard the welfare of children, young people and adults at risk, whatever the role of the individual, or Barbican service or department they work in.

- 3.3 Each department needs to be aware of how their staff interact with children and with adults at risk, providing appropriate training on safe working practices and on creating safe environments. Staff should be alert to any indications that a child or adult at risk may need to be safeguarded from harm and know who to contact if they have concerns.
- 3.4 Organisations the Barbican (as the City of London) contracts with will be required through the terms of their contract to have a similar policy in place for their staff as appropriate.
- 3.5 The significance of safeguarding to the wider organisation is recognised by its inclusion on the Corporate Risk Registers, Departmental Risk Assessments and the development and adoption of this policy.
- 3.6 The Barbican will work with the appropriate statutory bodies when an investigation into child abuse or a safeguarding adult's investigation is necessary.
- 3.7 For this policy to be effective, it is essential that each Barbican Department and related agencies and people working with them have an applied understanding of what safeguarding means, knows that safeguarding is everyone's responsibility, knows the signs and symptoms of potential harm, how to access safeguarding information, advice and guidance, and is committed to making an informed contribution to safeguard children, young people and adults at risk.

4 Safeguarding children and adults at risk

- 4.1 Any allegations or concerns that children and adults at risk may be suffering significant harm should be raised with the Barbican Designated Safeguarding Lead who will raise this with the City Corporation's Children and Families service or Adult Social Care service. There is no such thing as information being given "in confidence" – there is a duty of care and legal responsibility to respond to safeguarding concerns or incidents.

Children

- 4.2 Safeguarding and promoting the welfare of children is defined as:
- Protecting children from maltreatment
 - Preventing impairment of children's health or development
 - Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care; and
 - Taking action to enable all children to have the best outcomes

- 4.3 This document uses the legal definition of a child: anyone under the age of 18 years.
- 4.4 It should be noted that even a child who has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate for children and young people, does not change his or her status or entitlement to services or protection under the Children Act 1989.

Adults at risk

- 4.5 Adult Safeguarding is working with adults with care and support needs to keep them safe from abuse or neglect.
- 4.6 Adult safeguarding is aimed at people with care and support needs who may be in vulnerable circumstances and at risk of abuse or neglect.
- 4.7 An adult at risk is a person who has needs for care and support (whether or not the local authority is meeting those needs), is experiencing, or at risk of abuse or neglect. As a result of those care and support needs, they are unable to protect themselves from either the risk of, or the experience of abuse or neglect.
- 4.8 An adult at risk may therefore be a person who (this list is not exhaustive):
- Is elderly and frail due to ill health, physical disability or cognitive impairment
 - Has a learning disability
 - Has a physical disability and/or a sensory impairment
 - Has mental health needs including dementia or a personality disorder
 - Has a long-term illness/condition
 - Misuses substances or alcohol
 - Is a carer, such as a family member/friend, who provides personal assistance and care to adults and is subject to abuse
 - Is unable to demonstrate the capacity to make a decision and is in need of care and support

5 Signs of abuse

- 5.1 Staff will be able to recognise abuse. These are listed in Appendix 5.
- 5.2 Children, young people and adults at risk can be influence by those who would seek to radicalise them. The Barbican, as part of the City of London, has a legal duty to work to prevent people from being drawn into terrorism. This “prevent duty” is led by the Safer City Partnership, but safeguarding children and adults from

from the risk of radicalisation extends to all staff. As such, all staff should recognise the risk of radicalisation as a safeguarding issue and respond to signs of this as they would other abuse.

6 Legal framework

6.1 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
- 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 by:

- Placing a duty on local authorities to appoint children's services members who are ultimately accountable for the delivery of services
- Placing a duty on local authorities and their partners to co-operate in safeguarding and promoting the wellbeing of children and young people

6.2 For adults at risk the Care Act 2014 as well as the Mental Capacity Act 2005 sets out a clear legal framework for how local authorities and other parts of the health and care system should protect adults at risk of abuse or neglect.

7 What this means for our work

7.1 In their day to day work, those employed, contracted, volunteering or delivering any service whatsoever for or on behalf of the Barbican Centre, will endeavour to safeguard children and adults at risk by:

- Reporting in a timely way any concerns or suspicions
- Always giving a high priority to actions or protect a child or an adult from abuse
- Reporting without delay concerns or allegations
- Ascertaining the wishes and feelings of children and adults at risk, valuing them, listening to and respecting them
- Sharing information about safeguarding and good practice with children, parents, adults at risk, carers, staff and volunteers
- Sharing information about concerns with agencies who need to know and providing effective management for staff and volunteers through supervision, support and training
- Providing senior management commitment and accountability to safeguard and promote the welfare of

- children and adults at risk
 - Being clear about the responsibilities for safeguarding and promoting the welfare of children and adults at risk
 - Attending staff training and continuing professional development
 - Following safe recruitment, vetting procedures and responding to allegations against staff
 - Reviewing our policy and good practice annually
- 7.2 The Barbican Centre will support safeguarding work by ensuring all staff, consultants, agencies and anyone engaging in work (paid or unpaid) or acting on behalf of the Barbican Centre:
- Understand their legal and moral responsibility to protect children, young people and adults at risk from harm, abuse and exploitation
 - Have at least a basic understanding of child protection and adult safeguarding as part of their training and induction if they work directly with children or with adults at risk
 - Understand that their duty to report concerns that arise about a child or adult at risk, or a member of staff's conduct towards a child or adult at risk
- 7.3 The Barbican Centre will ensure that any procedures relating to the conduct of staff are implemented in a consistent and equitable manner.
- 7.4 Safeguarding is delivered and achieved through good interagency and multidisciplinary work between the Barbican Centre and other organisations. Standards of practice in work with children, young people, adults at risk and their families or carers are regularly reviewed in line with relevant national Guidance.
- 7.5 Working effectively with partners and other agencies means:
- Supporting the City and Hackney Safeguarding Children Partnership and the Safeguarding Adults Board to carry out their duties in partnership with other local organisations
- 7.6 The Barbican Centre has an established Safeguarding Group for staff, led by the Designated Safeguarding Lead.

8 Responsibilities of individuals

- 8.1 The Designated Safeguarding Lead is the designated person with overall responsibility for safeguarding children and adults at risk at the Barbican Centre.
- 8.2 All employees and anyone carrying out work (paid or unpaid) or acting on behalf of the Barbican Centre are to:

- Understand and apply this policy and procedure in their activities
- Identify opportunities and undertake appropriate training to support them in their role
- Act appropriately at all times and be able to challenge inappropriate behaviour in others
- Be able to recognise abuse
- Know how to report any concerns in a timely and appropriate way

8.3 In addition, Directors and Senior Managers should ensure they have sufficient oversight of safeguarding responsibilities particular to their areas. They should ensure they:

- Have a working knowledge of relevant legislation and guidance with respect to safeguarding and promoting the welfare of children and adults at risk and how this applies to their department
- Are responsible for communicating to all staff the importance of safeguarding and promoting the welfare of children and adults and that it is everybody's responsibility to do so
- Hold managers within their department to account for the contribution of their services to safeguarding and promoting the welfare of children and adults at risk
- Have effective working relationships with other parts of the Barbican Centre and within the City of London in order to safeguard and promote the welfare of children and adults at risk
- Report identified training needs of staff to managers with responsibility for staff training and offer opportunities to undertake appropriate safeguarding training
- That the policy and procedure is adhered to; and
- That all staff know how to access the whistle-blowing procedures

8.4 The responsibilities of the Safeguarding Champions are:

- To act as the Deputy Designated Safeguarding Lead (DDSL) for their area and undergo the required training.
- To ensure that all staff in their department are aware of what they should do and who they should go to if they are concerned that a child or adult at risk may be subject to abuse or neglect.
- To ensure that any concern about a child or adult at risk are acted on, clearly recorded, referred on where necessary and, followed up to ensure the issues are addressed.
- To record any reported incidents in relation to a child or adult at risk or breach of Safeguarding Policy and procedures.
- To ensure staff in their areas know how to access the

authority's local Safeguarding procedures.

- To ensure relevant staff access appropriate training if required.
- To ensure appropriate Safeguarding procedures are in place within their specific setting that fit with this policy and the wider London Safeguarding Procedures.
- To act as an escalation point for Safeguarding issues or cases where the appropriate or perceived appropriate steps have not been taken and the risk remains.
- To ensure that staff have regard for Safeguarding issues in their areas of work.
- To be familiar with the contact details for safeguarding leads for adults and children in the City of London, or within the borough in which they operate.

9 Acting on concerns

- 9.1 If you have concerns about a child or adult at risk or a disclosure has been made to you, report via the reporting procedures in Appendix 3 and alert the Designated Safeguarding Lead of actions taken. If he/she/they are unavailable, report to one of the other contacts or through the out of office hours lines listed in Appendix 1.

Staff, Contractors and Volunteers working outside the Square Mile who have concerns need to liaise with the Local Authority in that area. If they are unsure, they should liaise with their line manager or the Designated Safeguarding Lead.

- 9.2 **If you think a child or adult is at risk of immediate harm call 999**

10 Responding to allegations made against professionals

- 10.1 Where an allegation is made in relation to a professional working with children or young people you must contact the Local Authority Designated Officer (LADO). You can make a referral by emailing LADO@cityoflondon.gov.uk or phoning 020 7332 1215.
- 10.2 Where an allegation is made in relation to a professional working with adults at risk you must contact the lead professional for safeguarding adults. You can make a referral by emailing ian.tweedie@cityoflondon.gov.uk or phoning 020 7332 3129.
- 10.3 Any suspected immediate risk to any child or adult at risk should be responded to immediately and the case referred to the Children and Families Team or Adult Social Care team using the contact details in Appendix 1.

11 Oversight and challenge

- 11.1 This policy commits to aligning with the City of London Safeguarding Policy, which details that the City Corporation's actions, services and responsibilities to safeguard are overseen by the independently chaired City and Hackney Safeguarding Children Partnership and City and Hackney Safeguarding Adults Board. Annual Children's Safeguarding Audits are undertaken where all local agencies and organisations who provide services to children and young people are asked to self-assess the extent to which they meet the safeguarding requirements and standards as set out in Section 11 of the Children Act 2004. Similarly the City Corporation also completes the London Safeguarding Adults Partnership Audit tool. Both of these have to demonstrate how the City Corporation discharges its safeguarding responsibilities across the whole organisation and agencies it works with.
- 11.2 Oversight is provided by the Barbican's Nominations, Effectiveness and Inclusion Committee.

Appendix 1: Safeguarding leads and key contacts

Barbican Centre

NAME	CONTACT INFORMATION
Claire Spencer Barbican CEO Designated Safeguarding Lead	claire.spencer@barbican.org.uk 07510383820
Lauren Monaghan-Pisano Creative Learning Senior Producer Designated Safeguarding Lead	lauren.monaghan-pisano@barbican.org.uk 020 7382 6153
Natalie Levitt Creative Learning Senior Manager Designated Safeguarding Lead	natalie.levitt@barbican.org.uk
Ali Mirza Director of People, Culture & Inclusion DBS Lead	steve.eddy@barbican.org.uk
Sheree Miller Deputy Head of Audience Experience and Operations Audiences and lost children	sheree.miller@barbican.org.uk

City of London

NAME / RESOURCE	CONTACT INFORMATION
LADO (Local Authority Designated Officer) For allegations against a professional	020 7332 1215
Pat Dixon Safeguarding and Quality Assurance Service Manager Community and Children's Services	pat.dixon@cityoflondon.gov.uk
Children Social Care Services	0207 332 3621
Out of hours Children Social Care	0208 356 2346; or 0208 356 2710
Adult Social Care Services	0207 332 1224
Out of hours Adult Social Care Services	020 8356 2300
Police Public Protection Unit	0207 601 2941 In an emergency 999

External

NAME / RESOURCE	CONTACT INFORMATION
Extremism helpline	counter.extremism@education.gsi.gov.uk
NSPCC helpline	0808 800 5000

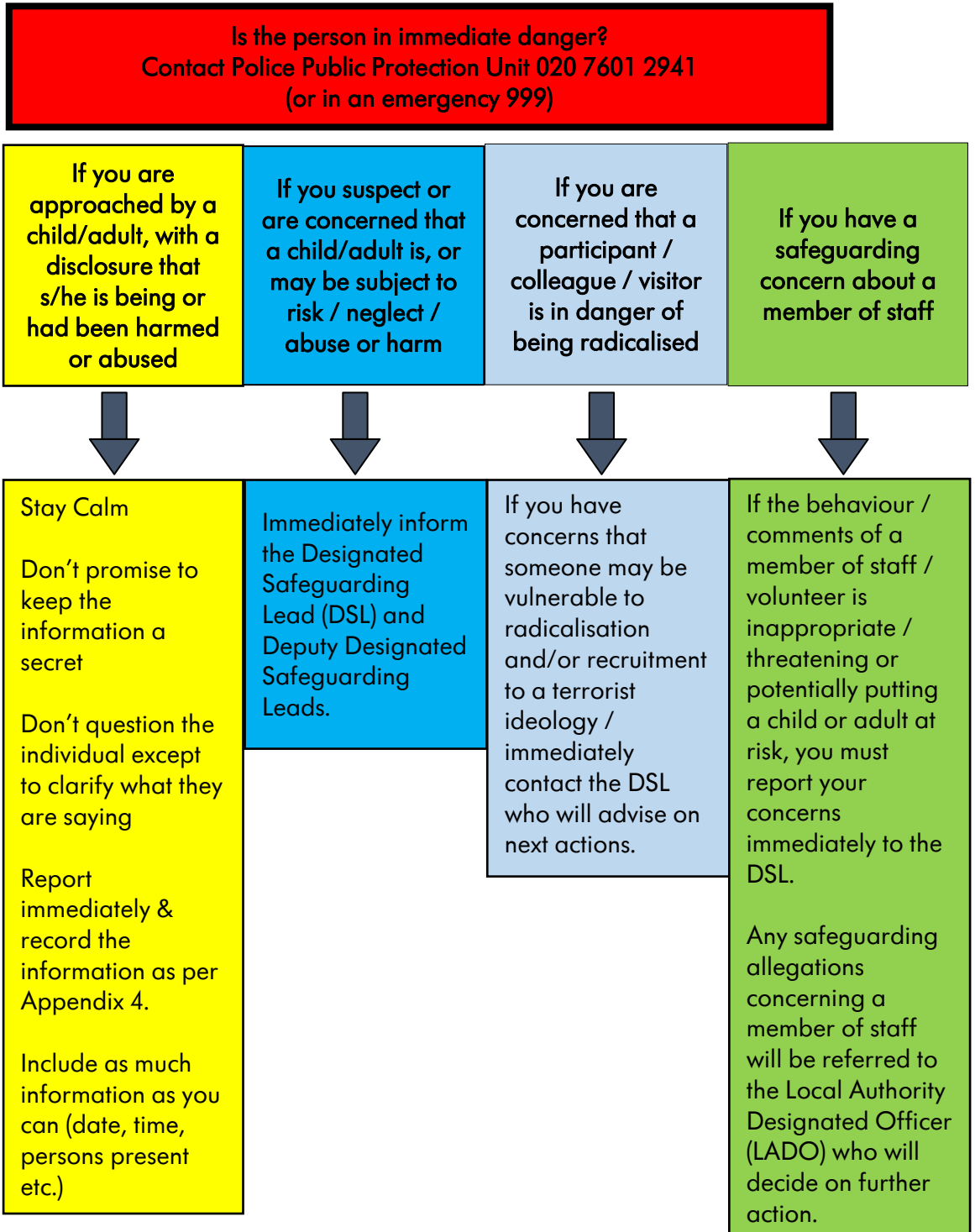
Appendix 2: Safeguarding Champions

Barbican Centre

AREA	CHAMPION(S)
Audience Experience	Sheree Miller, Deputy Head of Audience Experience and Operations
Business Events	Jackie Boughton, Head of Business Events
Cinema	Gali Gold, Head of Cinema
Communications	James Tringham, Head of Communications
Creative Collaboration & Learning	Karena Johnson, Head of CC&L
	Lauren Monaghan-Pisano, Senior Producer
	Natalie Levitt, Senior Manager
Development	Natasha Harris, Director of Development
Directors	Claire Spencer, CEO Designated Safeguarding Lead
IT and Finance	Sarah Wall,
HR	Steve Eddy, Head of HR
Marketing	Ben Jefferies, Head of Marketing (Acting)
Music	Huw Humphreys, Head of Music
Security / Cleaning	Jonathon Poyner, Director of Operations & Building
Theatre & Dance	Toni Racklin, Head of Theatre & Dance
Visual Arts	Shanay Jhaveri, Head of Visual Arts

Appendix 3: Reporting Procedures

What do you do if you are concerned about a child, adult at risk or a colleague?



Please report any concerns even if you are unsure whether it is a safeguarding issue.

If you have a concern and are unable to reach the Designated or Deputy Safeguarding Leads, do not hesitate to contact Children's Services, Adult Services or the police and inform the Designated and Deputy Safeguarding Lead in your area.
Contact details can be found in Appendix 1 of the Safeguarding Policy.

How do you report a concern about a child / adult at risk?

- You receive a direct report of **current** or **historical** abuse / harm / potential risk / concerns of radicalisation etc;
- You observe / hear something, but you are not sure it is a safeguarding issue;
- You receive third party information indicating potential safeguarding risk / harm

Report **immediately** to a DSL or the DDSL on the **same day** the concern was received.
Immediate danger or emergencies: Agree with the DSL to ring Police / Emergency Services

Safeguarding Incident & Disclosure Form (Appendix 4) to be completed by DSL or staff member **within 24 hours** of the date the concern was identified.

Feedback and support to staff member to agree next actions and/or potential referrals to other partner agencies; support to the person who has come forward or staff member; or closure of the notification (if safeguarding remit was not met). DSL to keep a robust record of all notifications received (regardless of remit).

Appendix 4: Incident & Disclosure Form

Also available on the intranet

Date concern is reported or disclosed:

Child /Young Person / Adult at risk's Full Name:

Date of birth:

Address of child/adult at risk:

Parent/carer contact details (where relevant):

Record the following in the child / adult's own words:

Date of the alleged incident:

Who was involved?

Where did it happen?

Any visible injuries observed? **Yes / no**

If yes, where are the injuries located and what does it look like?

Any other observations which will assist risk assessments?

Actions taken

Who did you report this concern to?

Date you reported the concern:

Are the parents of the child / young person aware of the disclosure or concern? **Yes / no**

Is the child at immediate risk of harm? **Yes / no** (please provide reasons for this)

Date form sent to the DSL or DDSL if DSL unavailable.

Check to make sure your report is clear now – and will be clear to a new reader in the future.

Please pass this form on the same day to the DSL or DDSL if DSL unavailable.

Signature of Staff Member:

Name of staff member (printed):

Position:

Date:

Time:

Appendix 5: Recognising signs of abuse

Child abuse

There are 4 forms of abuse in children, but any concerns should be reported:

<p>Physical</p>	<p>Non-accidental act or behaviour towards a person, causing injury, trauma or other physical suffering or bodily harm</p> <p>Possible Indicators: Injuries in unusual positions (i.e. back, buttocks, behind ears, genitals, etc.), injuries inconsistent with age, ability or lifestyle of the person, apparent marks, bites, burns, fractures, etc.</p>
<p>Sexual</p>	<p>Forcing or enticing a person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the individual is aware of what is happening.</p> <p>Possible Indicators: Detailed sexual knowledge inappropriate to age, sexually explicit language/behaviour, increased frequency to visit the toilet or wetting, excessively affectionate behaviour, fear of examinations or being alone, etc.</p>
<p>Psychological / Emotional</p>	<p>Persistent emotional maltreatment of a person such as to cause severe adverse effects on the person's mental health, emotional development and self-esteem.</p> <p>Possible Indicators: Physical, mental and emotional development delays, difficulties with trust and affection, negativity, hopelessness and negative views, lack of empathy, compassion and remorse, changes in appetite, poor concentration, difficulty making friends, their carer rejects and ignores them, their carer isolates them and prevents them from building relationships, etc.</p>
<p>Neglect / Acts of Omission</p>	<p>The withholding of the necessities of life, ignoring medical or physical care needs or the failure to provide access to health, social or educational services.</p> <p>Possible indicators: Failure to thrive, poor hygiene, constant hunger or tiredness, malnutrition, untreated medical problems, developmental delays, poor state of clothing, low self-esteem, apparent bed sores, etc.</p>

Indicators not exhaustive. Credit to First Aid Awareness Ltd.

Adult abuse

There are 10 forms of adult abuse identified in the Care and Support Statutory Guidance, but this list is not exhaustive and any concerns should be reported:

<p>Physical</p>	<p>Non-accidental act or behaviour towards a person, causing injury, trauma or other physical suffering or bodily harm</p> <p>Possible Indicators: Injuries in unusual positions (i.e. back, buttocks, behind ears, genitals, etc.), injuries inconsistent with age, ability or lifestyle of the person, apparent marks, bites, burns, fractures, etc.</p>
<p>Sexual</p>	<p>Forcing or enticing a person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the individual is aware of what is happening.</p> <p>Possible Indicators: Detailed sexual knowledge inappropriate to age, sexually explicit language/behaviour, increased frequency to visit the toilet or wetting, excessively affectionate behaviour, fear of examinations or being alone, etc.</p>
<p>Psychological / Emotional</p>	<p>Persistent emotional maltreatment of a person such as to cause severe adverse effects on the person’s mental health, emotional development and self-esteem.</p> <p>Possible Indicators: Physical, mental and emotional development delays, difficulties with trust and affection, negativity, hopelessness and negative views, lack of empathy, compassion and remorse, changes in appetite, poor concentration, difficulty making friends, their carer rejects and ignores them, their carer isolates them and prevents them from building relationships, etc.</p>
<p>Neglect / Acts of Omission</p>	<p>The withholding of the necessities of life, ignoring medical or physical care needs or the failure to provide access to health, social or educational services.</p> <p>Possible Indicators: Failure to thrive, poor hygiene, constant hunger or tiredness, malnutrition, untreated medical problems, developmental delays, poor state of clothing, low self-esteem, apparent bed sores, etc.</p>
<p>Domestic</p>	<p>Abuse between those aged 16 or over who are, or have been intimate partners or family members regardless of gender or sexuality.</p> <p>Possible Indicators: Signs of physical, sexual, psychological or financial abuse between partners.</p>
<p>Financial / Material</p>	<p>Taking, misusing or misappropriation of property, possessions or benefits or pressuring someone to use their property, possessions or benefits in a certain way.</p> <p>Possible Indicators: Unexplained sudden inability to pay bills or maintain lifestyle, unusual or inappropriate bank activity, withholding money, unusual interest shown by family or others in the person’s assets, etc.</p>

barbican

<p>Discriminatory</p>	<p>Harassment or insults because of someone’s race, gender, gender identity, age, disability, sexual orientation or religion.</p> <p>Possible Indicators: Lack of respect shown to an individual, signs of a sub-standard service offered to an individual, repeated exclusion from rights afforded to citizens such as health, education, employment, criminal justice and civil status, etc.</p>
<p>Organisational / Institutional</p>	<p>Neglect and poor standards of care in an institution or care setting.</p> <p>Possible Indicators: Repeated failures on the part of an organisation, despite warning and agreement to improve, routine acceptance of poor practice, lack of individual care plans, inappropriate physical intervention, etc.</p>
<p>Self-neglect</p>	<p>A wide range of behaviours with a person failing to care for their personal hygiene, health or surroundings.</p> <p>Possible Indicators: Very poor personal hygiene, lack of essential food, clothing or shelter, malnutrition and/or dehydration, neglecting household maintenance, inability or unwillingness to take medication or treat illness or injury, etc.</p>
<p>Modern slavery</p>	<p>Encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.</p> <p>Possible Indicators: Poor disheveled appearance, poor command of English or awareness of local environment, unwillingness to provide basic information about self, etc.</p>

Indicators not exhaustive. Credit to First Aid Awareness Ltd.

Other Safeguarding areas highlighted by 'Working Together to Safeguard Children 2018' and other sources

<p>Bullying</p>	<p>Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'.</p>
<p>Child criminal exploitation</p>	<p>As set out in the Serious Violence Strategy, published by the Home Office, where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or young person under the age of 18 into any criminal activity:</p> <ul style="list-style-type: none"> • in exchange for something the victim needs or wants, and/or • for the financial or other advantage of the perpetrator or facilitator and/or • through violence or the threat of violence. <p>The victim may have been criminally exploited even if the activity appears consensual.</p> <p>Child criminal exploitation does not always involve physical contact; it can also occur through the use of technology.</p>
<p>Child Sexual Exploitation is Child Sexual Abuse</p>	<p>It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity</p> <ul style="list-style-type: none"> • in exchange for something the victim needs or wants, and/or • for the financial advantage or increased status of the perpetrator or facilitator. <p>The victim may have been sexually exploited even if the sexual activity appears consensual.</p> <p>Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.</p>
<p>County Lines</p>	<p>This is common in county lines and occurs where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or young person under the age of 18. The victim may have been criminally exploited even if the activity appears consensual. Child Criminal Exploitation does not always involve physical contact; it can also occur through the use of technology.</p> <p>Criminal exploitation of children is broader than just county lines and includes for instance children forced to work on cannabis farms or to commit theft.</p>
<p>Domestic Violence or Abuse</p>	<p>The cross-government definition of domestic violence and abuse is: any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate</p>

barbican

	<p>partners or family members regardless of gender or sexuality.</p> <p>The abuse can encompass, but is not limited to:</p> <ul style="list-style-type: none"> • Psychological • Sexual • Financial • Emotional
<p>Female genital mutilation (FGM)</p>	<p>The term FGM covers all harmful procedures to the female genitalia for non-medical purposes. There are 4 types - all are illegal and have serious health and safeguarding risks. Regulated health and social care professionals, teachers and staff in England and Wales must report 'known' cases of FGM in under 18's to the police. The practice can cause severe pain and there may be immediate and/or long-term health consequences, including mental health problems, difficulties in childbirth, causing danger to the child and mother; and/or death.</p> <p>Statutory guidance on the responsibility to report FGM can be found in "Mandatory reporting of female genital mutilation: procedural information, 2015" and also in: "Multi-agency statutory guidance on female genital mutilation, April 2016".</p>
<p>Forced Marriage</p>	<p>A forced marriage is where one or both people do not (or in cases of people with learning disabilities or reduced capacity, cannot) consent to the marriage as they are pressurised, or abuse is used, to force them to do so. It is recognised in the UK as a form of domestic or child abuse and a serious abuse of human rights.</p> <p>The pressure and abuse put on people to marry against their will may be:</p> <ul style="list-style-type: none"> • Physical – for example, threats, physical violence or sexual violence • Emotional and psychological – for example, making someone feel like they are bringing 'shame' on their family • Financial – for example taking someone's wages, may also be a factor.

Appendix 6: Safeguarding Protocol for Remote / Online Activities

Also available on the intranet

Barbican's online teaching protocol is underpinned by the following Department for Education guidance:

- Safeguarding and remote education during coronavirus (COVID-19), May 2020: <https://www.gov.uk/guidance/safeguarding-and-remote-education-during-coronavirus-covid-19>

In accordance with the Guildhall School of Music & Drama, we also have safeguarding protocol for remote delivery for staff:

Protocol for Staff

- When teaching remotely, dress professionally and use a neutral background – ensure the participant is appropriately dressed
- Participant filming will need to be done in a communal area in their home and with no closed doors
- For sessions involving children we ask for a guardian/parent to sit in on the session or, if the session takes place in an open plan area, to be in the vicinity for the duration
- Please do not film from a public area where participants might be visible to members of the public
- Video recordings of sessions can **not** be shared online/via social media
- Screen shots are not allowed
- If using breakout rooms on video-conferencing platforms, please ensure a DBS-checked member of staff is present in each breakout room
- Arrangements for participants should be made only via your staff email to participants and/or parents
- Please copy a parent into all your correspondence if dealing with a child
- No staff communication with participants must take place via social media platforms (WhatsApp, chat rooms, gaming apps, messaging apps, text messages, personal email/phone)
- The Staff Code of Conduct remains in place in terms of professional boundaries
- In the event of a safeguarding complaint or incident during or after an online session, please report this immediately through the procedure outlined above
- Sessions should take place at reasonable times during the day, evening or on the weekend (no later than 21:00)

The Barbican is committed to reviewing our safeguarding policy and best practice annually.

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank