
DESIGNATED OFFICER ANNUAL REPORT

SUMMARY REPORT

Purpose of the Report

1. The purpose of this report is to update Members of the Children and Young People Scrutiny Committee on the progress and performance of the Designated Officer (DO) service, (previously known as the Local Authority Designated Officer (LADO) April 2017 to March 2018 and to highlight the required actions for April 2018 to March 2019.

Introduction/National Context

2. The framework for the management of allegations of abuse is set out in Working together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children (2015) and Keeping Children Safe in Education: statutory guidance for school and colleges on safeguarding children and safer recruitment (2015).
3. In line with the guidance, the Designated Officer function is required to ensure that:
 - (a) Advice and guidance is provided to partner agencies and staff.
 - (b) Any allegation made against a person who works with children in either a paid or a voluntary capacity is investigated. The DO will facilitate and oversee this process to conclusion. The DO does not investigate. That is the role of the employer or if a criminal allegation, the Police.
 - (c) DO meetings are effectively chaired and an agreed outcome of the investigation is established.
 - (d) Allegations are appropriately managed by employers to protect not only the welfare of children but also staff.
 - (e) Support actions are taken without delay to protect children.
 - (f) All learning from DO enquiries is effectively disseminated.
4. All organisations within Darlington are required to have clear policies / procedures in place that outline how and what their organisation should do in the event that an allegation is made against an employee/volunteer who has contact with children.

These policies and procedures should be in line with Darlington Safeguarding Children Boards' procedures.

5. The criterion for a Designated Officer referral is when a person is alleged to have:-
 - (a) Behaved in a way that has harmed or may harm a child.
 - (b) Has possibly committed a criminal offence against or related to a child.
 - (c) Behaved towards a child or children in a way that indicates that he or she would pose a risk of harm if they work regularly or closely with children.
6. The allegation can be in connection with employment / voluntary activity / work placement, regarding individual's own children or related to the community or private life of a partner / member of the family / household member.

Recommendations

7. It is recommended that:
 - (a) The contents of the report and the work undertaken during 2017/18 and the priorities of the Designated Officer service for 2018/19 be noted.
 - (b) That the annual report be agreed.
 - (c) That the report be publicised on the DSCB website;
 - (d) To consider how to promote the role of the DO within their own organisation.

Suzanne Joyner
Director of Children and Adult Services

Background Papers

There were no background papers used in the preparation of this report

Carol Glasper: Extension 6459

Appendix 1	Service Improvements & Developments 2017-2018
Appendix 2	DO Service Priority Plan 2018 / 19
Appendix 3	Definitions of allegation management outcomes
Appendix 4	Case studies
Appendix 5	Definitions of abuse

S17 Crime and Disorder	Nil Impact
Health and Well Being	Nil Impact
Carbon Impact	Nil Impact
Diversity	This report relates to any adult over the age of 18 and where an allegation of abuse and neglect has been made against them
Wards Affected	All wards are affected
Groups Affected	This report relates to any adult over the age of 18 and where an allegation of abuse and neglect has been made against them
Budget and Policy Framework	Nil Impact
Key Decision	No
Urgent Decision	No
One Darlington: Perfectly Placed	Nil Impact
Efficiency	Nil Impact
Impact on Looked After Children and Care Leavers	Nil Impact

MAIN REPORT

Local Arrangements

8. Darlington Borough Council has two Designated Officers 1FTE who are based with the Safeguarding Board's business unit, they also undertake the role of Development Officer supporting the work of the Boards. A key benefit of this arrangement has been the greater flexibility and improved accessibility of agencies to liaise with the DO, as either one or both are available on a daily basis. The post is an independent role within the authority, which ensures the DO remains impartial.
9. Clear arrangements are in place to ensure robust oversight and monitoring of the DO function. This is provided through regular supervision with the Head of Quality Assurance, to ensure that policies are applied consistently and fairly and that all cases are progressed in a timely manner.
10. During 2017/2018 consideration had been given to whether the Designated Officer role should be located within the Safeguarding Board's Business Unit structure. This issue should be resolved in 2018/19.
11. The considerable increase in referrals is due to the way in which notifications to the Designated Officer were recorded during 2017-2018. In previous years, all enquiries which did not meet the DO threshold were recorded as information only and not included in the statistics. This provided only a partial view of the level of work undertaken by the DO.

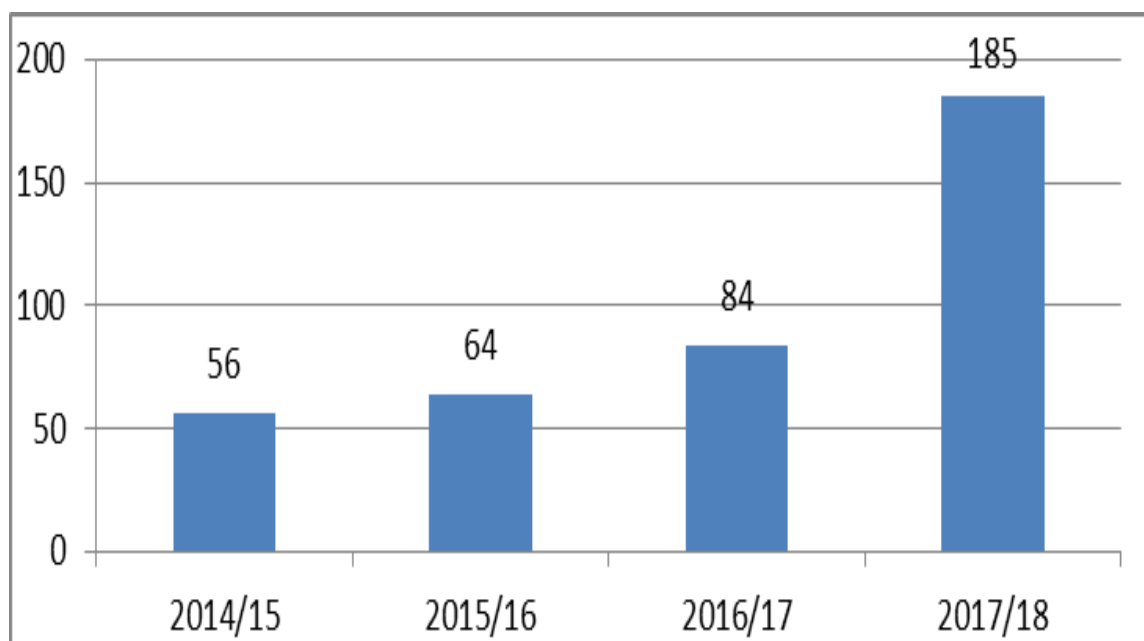
Cross Boundary Issues

12. Where a child from the Darlington Local Authority area makes an allegation in a setting or placement which is outside the Darlington Borough Council jurisdiction, the lead responsibility for action lies with the local authority for the area where the alleged abuse occurred.
13. In these circumstances, the Designated Officer and, where appropriate, the child's Social Worker, will liaise with the relevant local authority and agree a joint strategy.
14. Checks should be made as to whether there are any other children in the placement. If so, the child's Social Worker and manager must be informed, and the Designated Officer should consult them about the action required.
15. Interviews of children from Darlington Local Authority areas will usually be undertaken by their own local children's social care services in conjunction with the police as appropriate.
16. Where the referral relates to a child from another local authority, temporarily placed in an establishment located within the Darlington Local Authority area, the Designated Officer should liaise with the child's home authority about the roles and responsibilities in carrying out this procedure.

Referrals

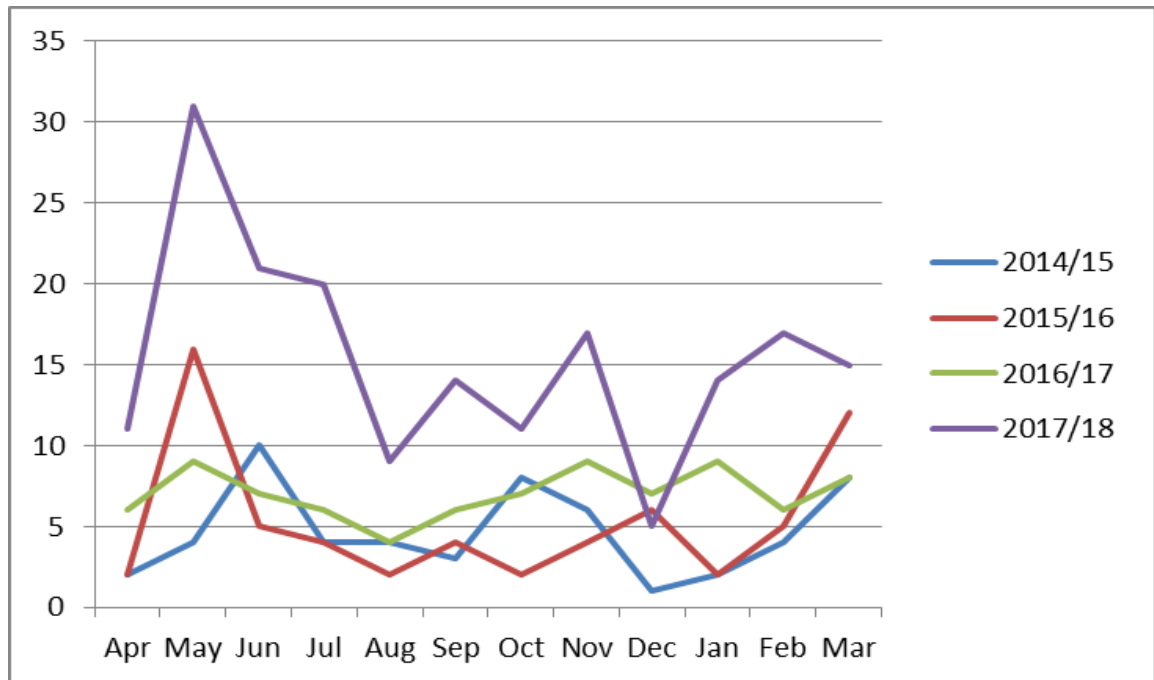
17. In 2017-18, the Designated Officer service received a total of 185 enquiries, of which, 42 were determined to meet the DO threshold for an Initial Evaluation Meeting. This equates to 22.7% of all referrals. The remaining 143 enquiries did not meet the threshold for referral or strategy however, advice support and guidance was offered. During 2017-2018 all enquiries were recorded as a referral in order that the DO workload could be evaluated.

Chart 1 Number of referrals 2014 – 2018



18. Initial Evaluation Meetings take place when it is clear that information sharing would be beneficial between agencies involved e.g. Human Resources, Police, and Children’s Services. This can be after a strategy meeting held by Children’s Services or be a standalone meeting. In some circumstances it is appropriate to share information over the phone without the need for convening an Initial Evaluation meeting.
19. The figures in Chart 2 show that through May to July 2017, the referral rate increased. There were other smaller increases in November 2017 and February 2018. It should be noted that there had been DO briefings in May 2017 and October 2017, which may account for an increase in late May and November.

Chart 2 Annual Comparisons 2014-2018 Referrals by Month



20. As in previous years there was a downward trend in the rate of enquiries during some school holidays, evidenced in the months of August 2017, December 2017. However there is an anomaly in February 2018 when there was an unusual spike in referrals not previously seen. There were seventeen referrals in February 2018. There were nine referrals from a school setting but two related to issues within a staff member's private life and were for information only. The other were from a variety of other settings. There were Management Allegation briefings in February 2018 which may account for the rise in the referral rate.

Chart 3 Annual Comparison by Quarter 2014-2018

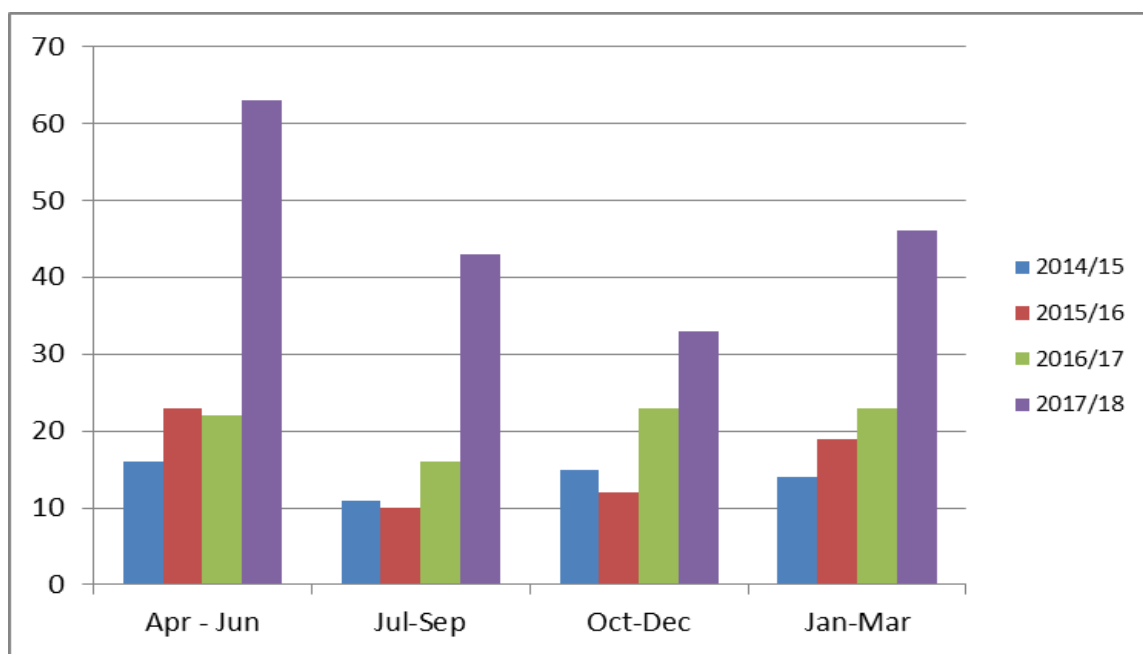


Table 3 Annual Comparisons 2014-2018 Referrals by Month

	Apr - Jun	Jul - Sep	Oct - Dec	Jan - Mar	TOTAL
2014/15	16	11	15	14	56
2015/16	23	10	12	19	64
2016/17	22	16	23	23	84
2017/18	63	43	33	46	185

Area of Concern

21. Of the 184 referrals accepted in 2017/18, the main category for referral was allegation of physical abuse. In 2017/18, 77 of accepted referrals were made under the category of physical abuse accounting for 42% of cases. This figure correlates with the presenting referrals from education, often involving physical restraints being used within educational settings i.e. Team Teach which is an approved management model for dealing with children and young people who are posing a risk to themselves or others.

22. As can be seen from chart 4 below, there has been an increase in referrals of allegations of sexual abuse from 7 in 2016/17 to 24 during 2017/18. The number of allegations re sexual abuse represents 13% of all cases referred. How Safe are our children 2016, reported that all parts of the UK have seen a national rise of child protection referrals for the category of sexual abuse. This increase is in line with the national rise and is suggestive of how professionals in Darlington are more aware of the incidents of sexual abuse, due to the ongoing face to face safeguarding training

provided by the Local Authority to multi-agency groups.

23. Although there has been an increase in referrals with regards to allegations of neglect, rising from no referrals in 2016/17 to 14 in 2017/18, the percentage of Neglect referrals remained at 8% of all referrals to DO. There is no clear reason for this rise but it may be due to a difference or better understanding of the term 'neglect'.
24. There has been an increase in the number of referrals with regards to allegations of emotional abuse, rising from 4 referrals in 2016/17 to 12 in 2017/18, however the proportion of referrals received is similar to the previous year. Emotional abuse referrals represent 7% of all referrals to DO.
25. Conduct accounted for 58 (31%) of the referrals in 2017-18. The use of conduct as an area of concern is not included in Working Together 2015, but is still widely used by Designated Officers. There is an on-going discussion regionally as to which Local Authorities are still using this category. The outcome and recommendations will be considered at the national quarterly DO meeting. The majority of referrals received relating to conduct, were in relation to physical interventions with young people.
26. The overall trend within the DO service is that a number of referrals continue to be of a complex nature and this often requires more than one strategy meeting. DO referrals predominately involve a Human Resources representative from the referring employer and Police involvement.

Chart 4 Allegations by Category 2017-2018

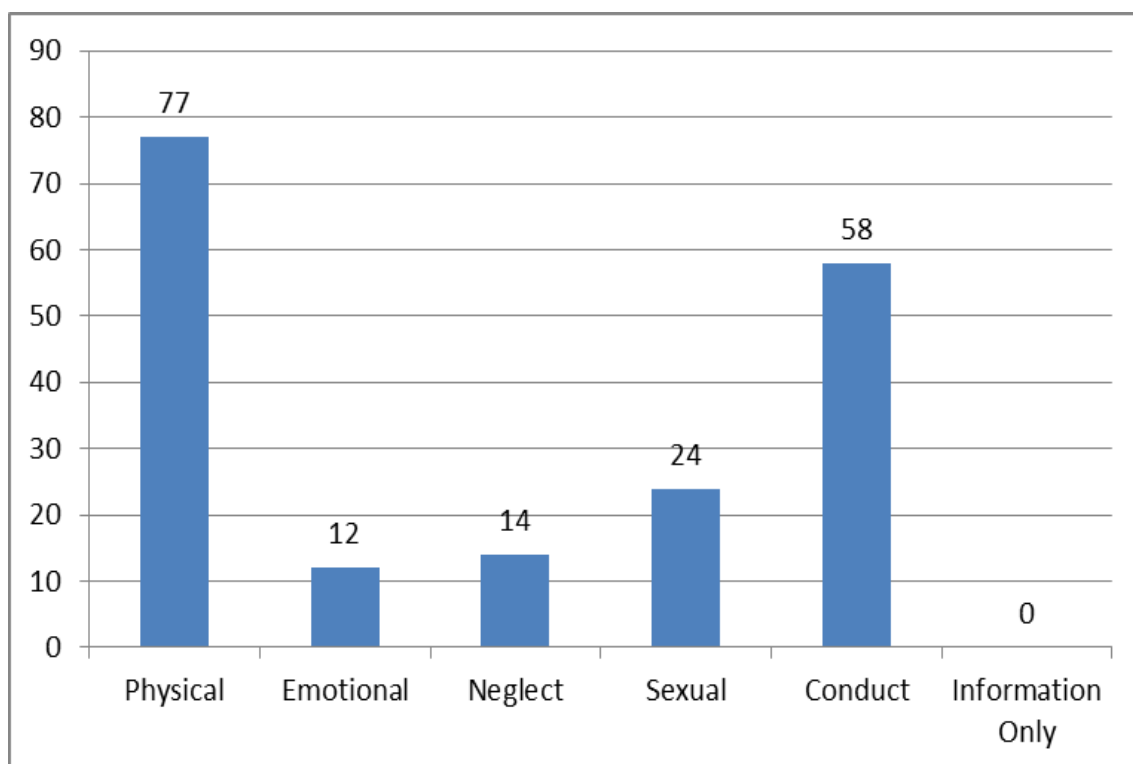


Table Allegations by Category comparison with last year

	Physical	Emotional	Neglect	Sexual	Conduct	Info only
2016/17	49%	5%	8%	0%	36%	2%
2017/18	42%	7%	8%	13%	31%	0%

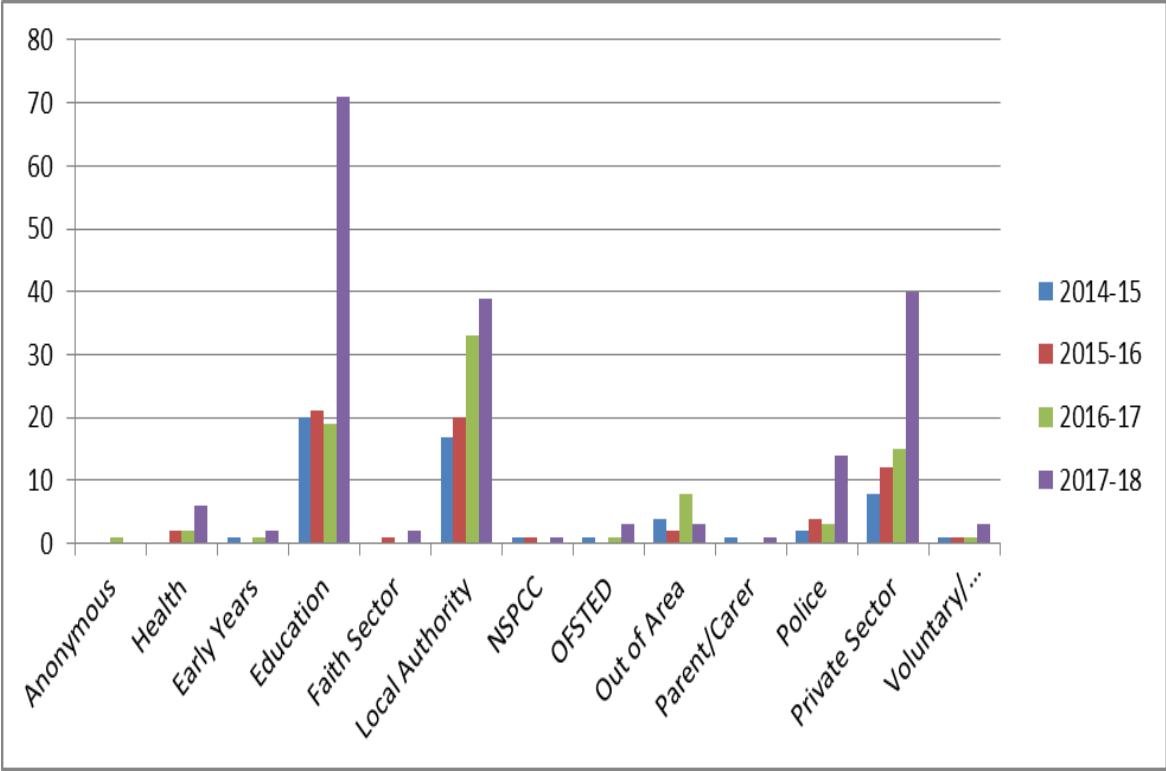
Note: percentages may not add up to 100% due to rounding

Source of Referrals by Profession / employment setting

27. As can be seen in Chart 5 Education settings in 2017/18 are the largest referring group, accounting for 71 of 185 referrals. This therefore accounts for 38% of all referrals in 2017/18 when grouping all Educational settings together. At the point of writing this report, education is not broken down into settings other than early years being a standalone provision. A task for 2018/19 will be to separate the education referrals into the following categories; - primary, secondary, further education and special educational. A separate category will also be for schools attached to residential units. It would seem that most educational allegations arise from restraint or physical intervention by staff.
28. The Designated Officer continues to liaise with the North East Ecumenical Safeguarding Group, to ensure that interaction and engagement between the faiths continues to share an understanding of the safeguarding roles and responsibilities within each church and the cross border issues faced as well as to raise awareness of the DO role. It was agreed a booklet will be developed explaining the

safeguarding roles within each of the churches, along with the relevant safeguarding contact details. It is anticipated this will be on an annual basis to continue the engagement and increase awareness.

Chart 5 –Source of referrals



29. Referrals have continued to be received from a wide range of professions/settings. In this reporting year the ‘other’ category has seen an increase in its diversity and referral numbers to the DO Service. This would support a view that the active work undertaken by the DO Service with regards to the role of the DO, has led to an increased awareness within the different profession / settings. The referrals were received from a wide range of agencies these included; Child-minders; Scout Leaders; Police.

Allegations by Staff Group

30. Charts 6 and 6a illustrates the number of referrals made for the types of staffing groups across various settings. Some staffing groups are illustrated together for example; Local Authority Social Work and Residential staff. However there are on-going discussions on whether roles should be further distinguished to give a truer picture of the type of staff group allegations are being made against.

31. As would be expected, the largest number of allegations by staffing groups is that of education with 86 referrals being made which is 36% of all allegations.

32. The number of referrals regarding Independent Fostering Carers, saw an annual increase from 5 referrals in 2016/17 to 9 referrals for 2017/18. This is a rise in referrals for the second year in a row. There have been 4 referrals relating to Darlington Borough Council Foster Carers.
33. The Charts shows that referrals are made across a wide range of roles and settings, whether paid staff or volunteers as outlined in the national guidelines.

Chart 6 Allegations by staffing group 2014-2018

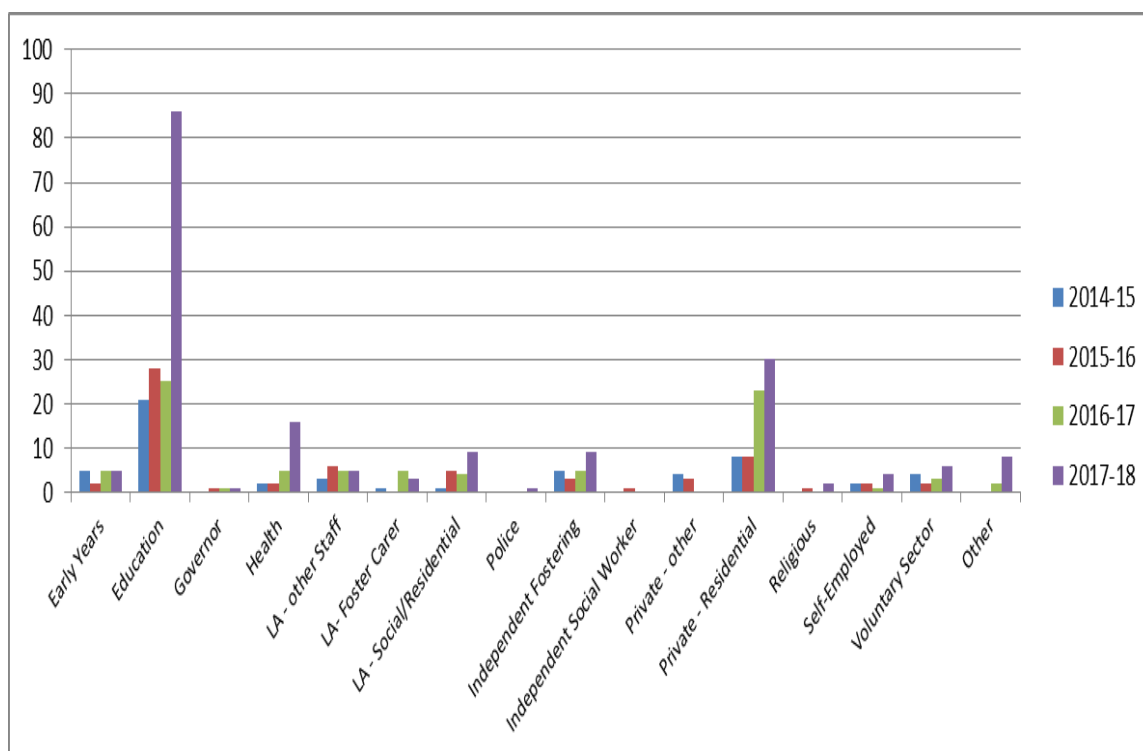
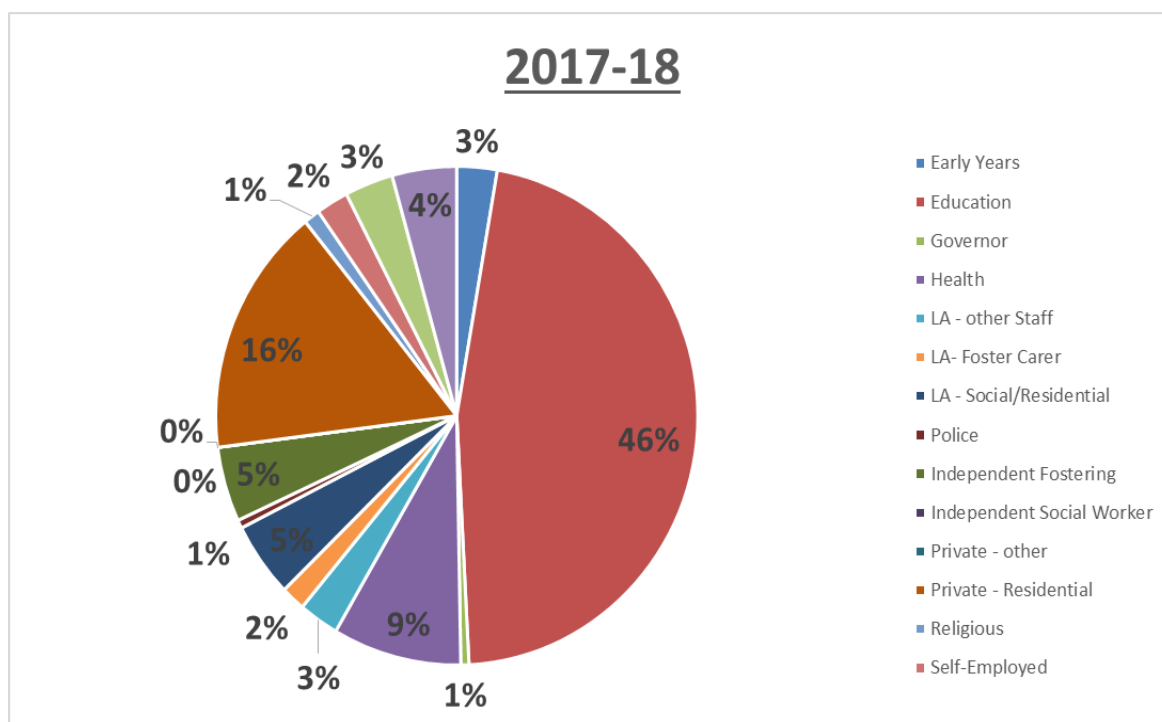


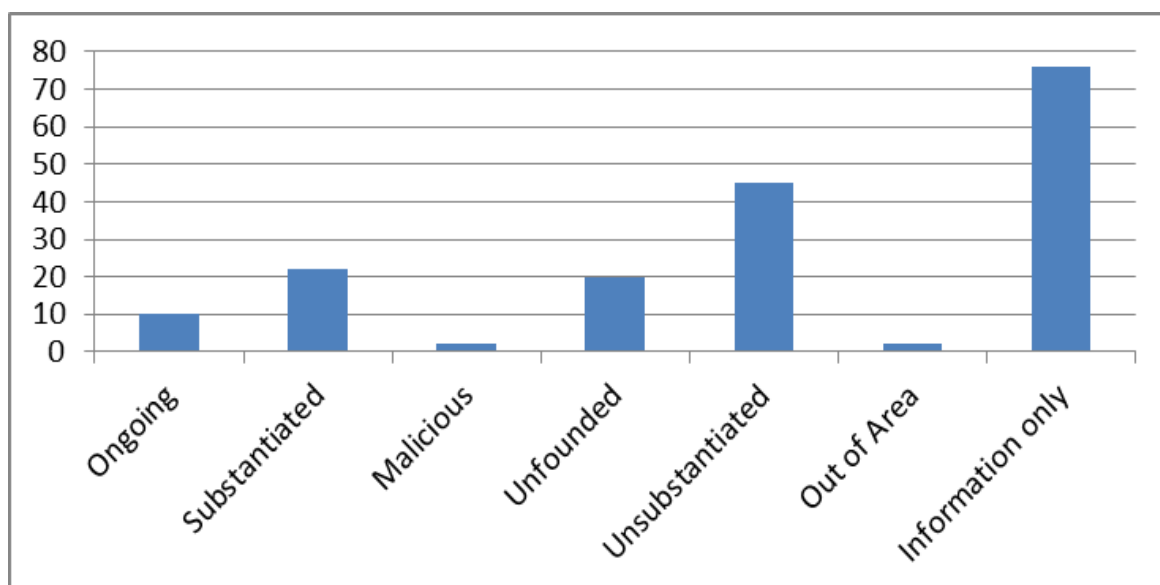
Chart 6a Allegations by staff groups 2017-2018



Outcomes of cases

- 34. In relation to the 21 (11%) cases where the allegations were substantiated, with action being taken against all of the staff in question. This led to 2 staff requiring additional training to effectively fulfil the duties of their post, 5 staff being dismissed, 2 resignations, 1 resignation with an agreed settlement; 5 disciplinary, 1 foster carer being de-registered and 5 staff being re-instated.
- 35. There were 49 (26%) unsubstantiated outcomes, leading to 2 dismissals; 3 receiving Management advice and further training ; 8 re-instated; 2 resigned; 34 no further action.
- 36. There were 21 (11%) cases unsubstantiated. 2 (1%) cases were recorded as out of area; 18 (10%) were ongoing and 76 (41%) were recorded as for information only.

Chart 8 Outcome of cases 2017-2018

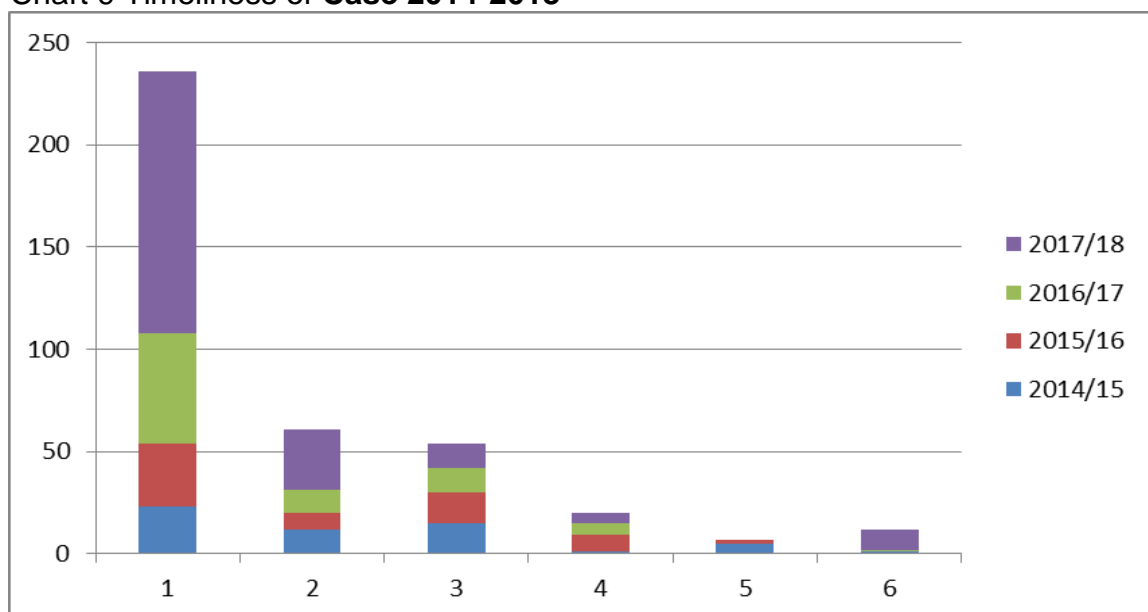


Performance

37. The Designated Officer Service continues to work to the professional standards as set out in Working Together. The performance of the DO is measured and monitored through supervision between the Head of Quality Assurance & Practice Improvement and the DO.
38. The number of DO enquiries progressing to referral and Strategy leading to an Initial Evaluation meeting was 42 (23%).
39. Working Together 2010 set out expectations that:
 - (a) 80% of LADO cases are resolved within one month
 - (b) 90% within three months
40. The number of Designated Officer cases resolved within 1 month as at end March 2018 was 128 which is 69% of total cases. This is an increase from 64% in 2016/17. However this is still below the accepted resolution of 80%. This is due to the complexity of cases including, on-going Police investigations and internal investigations where the alleged perpetrator may have declared themselves unfit for work and therefore, disciplinary action was delayed. . The total number of cases closed within 3 month is 160 which is just over 85%; less than 5% away from the expected total of 90%. Again this is due to on-going Police or internal investigations. There were 5 cases open longer than 6 month. There are 10 cases still active at the time of writing this report.
41. The Designated Officer Service in its attempt to seek a timely resolution to any referral, tracks all open cases on a 4 weekly basis to ensure that updates on

outcomes of investigations are received and to enable cases to be closed in a timely manner.

Chart 9 Timeliness of **Case 2014-2018**



Freedom of Information Requests

42. During 2017/18 the DO service has continued to take the lead on freedom of information requests with regards to allegations made about adults working with children. During the time frame of the annual report there were a total of 4 requests, 2 of which were from unknown applicants and 2 from the media. The requests were for information re non recent sexual abuse of looked after children; allegations of a sexual nature against staff in a looked after child's care home; allegations of sexual abuse within a boarding school setting and allegations of a sexual nature against staff within social services.

Service Improvements & Developments 2017/18

43. See Appendix 1.

DO Service Priorities and Plan 2018/19

44. In 2018/19 the Designated Officer plans to continue to promote awareness of the service across a range of professions, to ensure that appropriate referrals are submitted and to break down any barriers to agencies seeking the advice and support of the DO Service.

45. The Service also wants to improve the quality of the performance information gathered and to maximise the efficiency of the service through the use of

electronic recording systems.

46. The Service will have an active role in the development of Liquid Logic to ensure that Darlington Children's Services can improve data matching where appropriate.
47. The DO Service aims to be crucial to frontline practice to safeguard children in Darlington.
48. In 2018/19 the DO service has identified 9 key priorities (Appendix 1) which are pivotal to the on-going development of the service.

Service Improvements & Developments 2017/18

A number of actions were identified for development of the DO function during 2017-2018 which would further improve the performance of the service. The progress against these actions is highlighted below.

	Action	Lead	Timescale	Update
1	DO will continue to raise awareness of the DO role via a range of media throughout the coming year	DO	March 2018	All relevant information re DO has been posted on the Local Safeguarding Children's Board and will be updated regularly
2	DO will continue to engage with the Safeguarding Multi Agency Trainer and Safeguarding Education Officer in relation to continual roll out of designated training	DO	March 2018	The DO continues to engage and provide training as evidenced throughout the annual report.
3	DO to continue to forge links with faith settings in addition to Christian organisations across Darlington and the North East	DO	On-going	The DO has attempted to engage with faith organisations outside of the Christian faith but despite invitations to briefings the uptake has been negligible.
4	DO to liaise with Police in relation to any historical allegations that may come as a result of the Independent Enquiry into Child Sexual Abuse.	DO	On-going	The DO has an agreed strategy in place referring any notifications of historical sexual abuse from the Independent Enquiry into Child Sexual Abuse.

5	The DO will continue to maintain accurate records of referrals, decision making and outcomes; monitor data and identify any themes that emerge and feed these themes into training	DO	On-going	Records are reviewed monthly to ensure that they are accurate and up to date. Cases are discussed in monthly supervision with the Line Manager.
6	DO will remain informed of local, regional and national practice and any legislative changes which may affect recording of allegations and the gathering of performance data.	DO	On-going	The DO attends quarterly regional DO meetings. The DO to attend annual DO conference which unfortunately was cancelled in March 2018 due to inclement weather conditions. It was held in May 2018 but Darlington DO unable to attend as only appointed the week of the Conference All information from Conference was shared via email.
7	DO will continue to develop recording practice with system developments for future reports	DO and Line Manager	On-going	Liquid Logic will be the preferred recording tool. The DO will engage with staff developing Liquid Logic to include recording and collection of data from the DO service. This will feed into the performance indicators and ensure more accurate recording.
8	To develop a safer recruitment guidance to offer further support and guidance to settings	DO and HR	Completed	The Safe Recruitment guidance is available on Darlington Borough Council's Recruitment and Selection Policy.
9	The DO will provide feedback on National DO standards and seek approval from DSCB and legal Services	DO	On-going	The National Standards are not yet completed.

10	The DO will review and up-date the procedure for Managing Allegations and concerns against staff, carers or volunteers and seek approval via the DSCB Practice and Development and Procedures sub-group.	DO	On-going	
11	To review and up-date the Guidance for staff facing an allegation	DO	Completed	This has been completed but will be kept under review.
12	The DO will undertake planned training events with Designated Safeguarding Leads within Education settings; foster carers; residential providers' both local and private.	DO	On-going	The DO continues to liaise with the Trainer. There has been 9 DO briefings held during 2017/18 and include 2 bespoke packages for individual providers.

DO Service Priority Plan 2018 / 19**Priority 1. To ensure the induction of a newly appointed DO is successful and the appointee is retained**

Action	Planned outcome	Lead	Timescale
Permanent DO to be enlisted onto the appropriate induction courses	The DO will have completed the induction courses and successfully completes their probationary period.	Head of Service	December 2018

Priority 2: To ensure that all publicity information with regards to the DO has the most up to date contact details and name of the DO

Action	Planned Outcome	Lead	Timescale
Details of DO to be uploaded onto Darlington's website and DSCB information will be easily accessible and relevant referrals made to the relevant services. Should a new DO be appointed a letter giving details to be sent out to all partner agencies.; DSCB to be updated with DO's Name; email to be sent to all agencies on DO database to advise them of name and contact details of DO.	Websites and literature to have the name and contact details of the DO. All agencies will have correct details of DO. DO information will be easily accessible and relevant referrals made.	DO	On appointment of DO

Priority 3: To raise the profile of the DO Service

Action	Planned Outcome	Lead	Timescale
Training to continue to be offered via the annual briefing sessions. Bespoke training events to be offered for organisations where a training need has been identified.	To seek to continue to improve employer's awareness across the Local Authority, of their duty of care by offering bespoke training which should lead to an increase in appropriate referrals from a broader range of organisations	DO	To March 2019

Priority 4: DO database/recording to be integrated within Liquid Logic

Action	Planned Outcome	Lead	Timescale
DO to work with IT service to ensure that DO recording systems are transferred to Liquid Logic.	For the DO service will be electronic and solely use Liquid Logic. For all performance indicators to be available on Liquid Logic which will feed figures into the DO Annual report.	DO and Business Management	To March 2019

Priority 5: To develop and approve with northern partners a regional DO referral form

Action	Planned Outcome	Lead	Timescale
DO to attend quarterly regional DO meetings and have an input into the regional referral form.	Regional data sharing will be undertaken. New Regional referral form to be used in the North East until the national referral form has been agreed.	DO	Regional meeting 02.10.2018

Priority 6: To continue to participate and strengthen Darlington's role at regional and national events

Action	Planned Outcome	Lead	Timescale
DO to attend all pre-agreed regional DO meetings to ensure that Darlington's views and opinions are represented. DO to attend National Annual DO Conference	To be a lead organisation in the area of practice development	DO	March 2019

Priority 7: To review the DO minute template

Action	Planned Outcome	Lead	Timescale
Review recent DO strategy meetings on an agreed audit form which will be used to inform and support changes to DO recording	Review recent DO strategy meetings on an agreed audit form which will be used to inform and support changes to DO recording	DO	December 2018

Priority 8: To provide bespoke training for professionals in relation to DO role and improve quality of referrals.

Action	Planned outcome	Lead	Timescale
Training to be offered to raise professionals' awareness of the DO role.	Referrals will be timely and appropriate	DO and Safeguarding training co-ordinator	To March 2019

Priority 9: To continue to forge links with faith settings across Darlington and the North East in addition to Christian organisations

Action	Planned Outcome	Lead	Timescale
To review the ways in which DO has engaged with faith organisations other than those of Christian organisations e.g. through Community Police Liaison Officers.	To improve relationships with faith groups other than Christian and offer a high level of support and advice to these other groups.	DO	December 2018

Definitions of allegation management outcomes

The Department for Education requires the following definitions be used when determining the outcome of allegation investigations:

Substantiated: there is sufficient identifiable evidence to prove the allegation.

False: there is sufficient evidence to disprove the allegation.

Malicious: there is clear evidence to prove there has been a deliberate act to deceive and the allegation is entirely false.

Unfounded: there is no evidence or proper basis which supports the allegation being made. It might also indicate that the person making the allegation misinterpreted the incident or was mistaken in what they saw. Alternatively, they may not have been aware of all of the circumstances.

Unsubstantiated: this is not the same as a false allegation. It means that there is insufficient evidence to prove or disprove the allegation. The term, therefore, does not imply guilt or innocence.

Case Study 1 - physical abuse

Background

A staff member within an educational setting was alleged to have bruised a young person whilst restraining them by the use of Team Teach. This was following an altercation where the young person was being verbally and physically abusive to the staff member and refused to adhere to an instruction to leave the classroom.

Intervention

A DO meeting was held due to criteria:

- Behaved in a way that has harmed or may harm a child
- Has possibly committed a criminal offence against or related to a child

A DO Initial Evaluation meeting was arranged and the following invited:

- Police
- Operation's Manager for School
- Team Leader from School
- Young person's Social Workers from the host Local Authority.

DO advice offered:

- Staff member to be removed from the Team Teach rota. The reason for this was that the school had a duty of care not only to the young person but also to the Staff member.
- School were to consider whether the staff member was being targeted by pupils or whether their tolerance was less than other staff and they failed to de-escalate situations and used Team Teach inappropriately.

Outcome

Police decided to take no further action. Due to sickness of Police investigator and holidays of witnesses, this process took 4 month.

The staff member was relieved from Team Teach intervention for a period of 6 months. The outcomes were reviewed and a follow up phone call was made by DO to ensure the staff member had been removed from Team Teach rota.

Case unsubstantiated.

Case Study 2 - neglect

Background

Young person had earlier attended a hospital appointment at a local walk in centre, where they requested to go in alone due to being supported by a member of staff of opposite gender. The young person continued their day, however some time later they disclosed that earlier during the medical appointment they had been given a number of

tablets and that they had taken them all. The young person was then taken to Darlington Memorial Hospital to be assessed. The concern raised was who at the medical appointment had prescribed the tablets. Within the medical records it showed in detail that the young person had a history of self-harming behaviour and was known to have attempted numerous overdoses and also displayed other self-injurious behaviours.

Intervention

A DO meeting was held due to criteria that a member of Hospital staff:

- Behaved in a way that has harmed or may have harmed a child.
- Has possibly committed a criminal offence against or related to a child.

A DO Initial Evaluation meeting was arranged and the following invited:

- Young person's Social Worker
- Young person's and their support worker
- representative from the Hospital's H.R. department
- Police.

Outcome

The Hospital Trust were to conduct a root-cause analysis reporting the outcome of this to the DO and the young person's Social Worker. A management discussion was to take place with the employee. Ofsted were advised of the recommendations from the meeting and the outcome of the root cause investigation.

DO contacted SW following root cause analysis and management discussion agreed how the case should be finalised.

Case substantiated leading to a disciplinary hearing.

Case Study 3 - sexual abuse

Background

A sports referee allegedly sent an inappropriate snap chat picture of themselves to a 16 year old boy, who was a member of a sports club and then asked the youth 'to show him his body'. The matter was reported to police by the club welfare officer

Intervention

A DO meeting was convened due to the following criteria:

- Behaved in a way that has harmed or may have harmed a child.
- Possibly committed a criminal act against or related to a child.

A DO Initial Evaluation meeting was arranged and the following invited:

- DO
- Police
- representative from the sports club

The purpose of the meeting was to discuss the allegations and actions to be taken to safeguard children. The action plan agreed was that the alleged perpetrator was suspended immediately from the Club.

Outcome

A DO Initial evaluation was held.

Police took no further action due to lack of evidence.
Case unsubstantiated; however the Sports Club continued with an internal investigation resulting in the alleged perpetrator being dismissed.

Definitions of Abuse – from Working Together 2015

Emotional Abuse

The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only 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 participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), 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, though it may occur alone.

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.

Sexual Abuse

Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of 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.

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 as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- a. Provide adequate food, clothing and shelter (including exclusion from home or abandonment);
- b. Protect a child from physical and emotional harm or danger;
- c. Ensure adequate supervision (including the use of inadequate care-givers);

d. Ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.