

CHILDREN AND YOUNG PEOPLE SCRUTINY 2 SEPTEMBER 2019

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, April 2018 to March 2019 and to highlight the required actions for April 2019 to March 2020.

Summary

2. In line with the national guidance, the Designated Officer function is to ensure that:
 - (a) Advice and guidance is provided to partner agencies and staff where an allegation is made against a person who works with children (paid or voluntary capacity).
 - (b) The Designated Officer will facilitate and oversee this process. The Designated Officer does not investigate. That is the role of the employer or if a criminal allegation, the Police.
 - (c) 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 is effectively disseminated.
4. All organisations working with children in Darlington are required to policies and procedures in place 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.
6. The allegation can be in connection with:
 - (a) Employment
 - (b) voluntary activity
 - (c) Work placement
 - (d) The individual's own children
 - (e) Related to the community or private life of a partner, member of the family or other household member.

Recommendations

7. It is recommended that:

- (a) The contents of the report and the work undertaken during 2018/19 and the priorities of the Designated Officer service for 2019/20 be noted.
- (b) That the annual report be agreed.
- (c) That the report be publicised on the Darlington Safeguarding Partnership website;
- (d) To consider how to promote the role of the Designated Officer 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

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

Designated Officer Annual Report 2018-19

Managing allegations and concerns against staff, carers or volunteers

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Designated Officer Annual Report 2018-19

Managing allegations and concerns against staff, carers or volunteers

1.0 Purpose of report

- 1.1 The purpose of this report is to update the Darlington Safeguarding Board and partners on the progress and performance of the Designated Officer (DO), (previously known as the Local Authority Designated Officer LADO) April 2018 to March 2019 and to highlight the required actions for April 2019 to March 2020.

2.0 Introduction / National Context

- 2.1 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 (July 2018) and Keeping Children Safe in Education: statutory guidance for schools and colleges (September 2018).

In line with the guidance, the Designated Officer function is required to ensure that:

- Advice and guidance is provided to partner agencies and staff.
 - Any allegation made against a person who works with children in either a paid or a voluntary capacity is investigated. The Designated Officer will facilitate and oversee this process to conclusion. The Designated Officer does not investigate. That is the role of the employer or if a criminal allegation, the Police.
 - Designated Officer meetings are effectively chaired and an agreed outcome of the investigation is established.
 - Allegations are appropriately managed by employers to protect not only the welfare of children but also staff.
 - Support actions are taken without delay to protect children.
 - All learning from Designated Officer referrals is effectively disseminated.
- 2.3 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.
- 2.4 The criterion for a Designated Officer referral is when a person is alleged to have:
- Behaved in a way that has harmed or may harm a child.

- Has possibly committed a criminal offence against or related to a child.
- 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.

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.

3.0 Local Arrangements

- 3.1 Darlington Borough Council has one Designated Officer who is based with the Safeguarding Boards Business Unit. A Development Officer within the Safeguarding Board deputises for the Designated Officer in her absence. A key benefit of this arrangement has been the greater flexibility and improved accessibility of agencies to liaise with the Designated Officer, as either one or both are available on a daily basis. The post is an independent role within the authority, which ensures the Designated Officer remains impartial.
- 3.2 Clear arrangements are in place to ensure robust oversight and monitoring of the Designated Officer function. This has been 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.
- 3.3 During 2018/19 consideration has been given to whether the Designated Officer role should be located within the Safeguarding Boards Business Unit structure. This issue will be further discussed by Management after the new Darlington Safeguarding Partnership procedure comes into force in July 2019.

4.0 Cross boundary issues

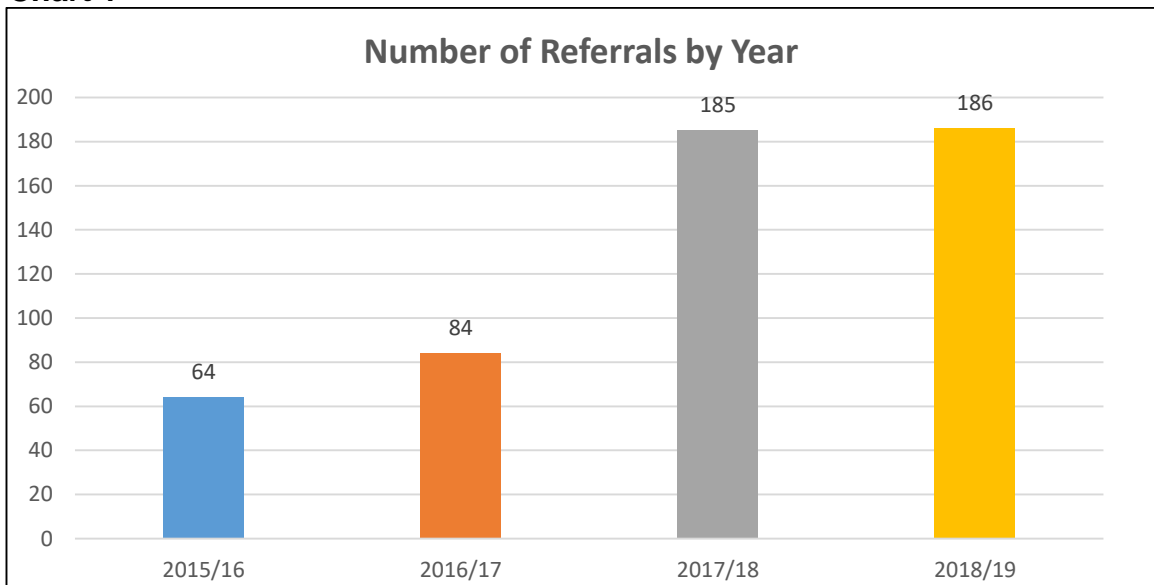
- 4.1 Where a child from the Darlington Local Authority area makes an allegation in a setting or placement which is outside the Darlington Borough Council jurisdiction, the lead responsibility for action lies with the local authority for the area where the alleged abuse occurred.
- 4.2 In these circumstances, the Designated Officer and, where appropriate, the child's Social Worker, will liaise with the relevant local authority and agree a joint strategy.
- 4.3 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.
- 4.4 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.

4.5 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.

5.0 Referrals

5.1 In 2018-2019, the Designated Officer service received a total of 186 referrals, of which 31 were determined to meet the Designated Officer threshold for an Initial Evaluation Meeting, this is 17% of all referrals. The remaining 153 referrals did not meet this threshold.

Chart 1

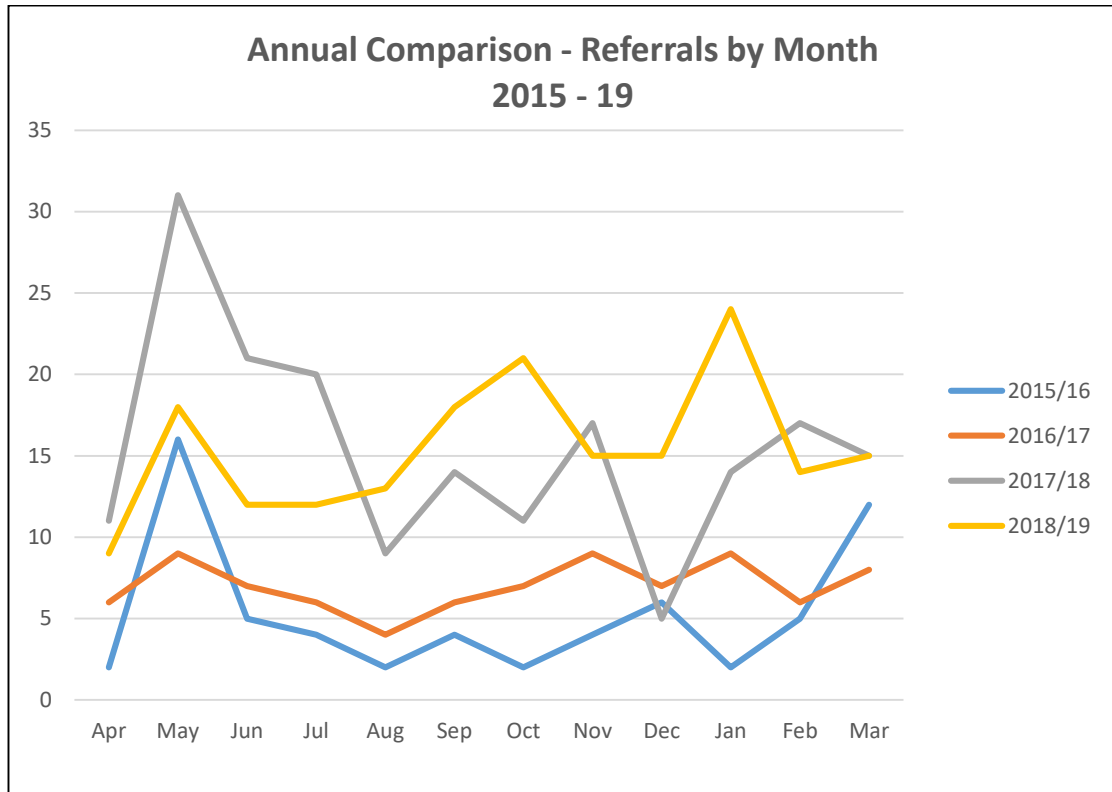


5.2 Initial Evaluation Meetings take place when it is clear that information sharing would be beneficial between agencies involved e.g. Designated Safeguarding leads within the referring organisation, Human Resources, Police, and Children's Services. This can be after a strategy meeting held by Children's Services or be a standalone meeting. In some circumstances it is appropriate to share information over the phone without the need of convening an Initial Evaluation meeting.

5.3 The figures in Chart 2 show that through May to June 2018 the referral rate decreased from 63 to 40. This follows the pattern seen in previous years.

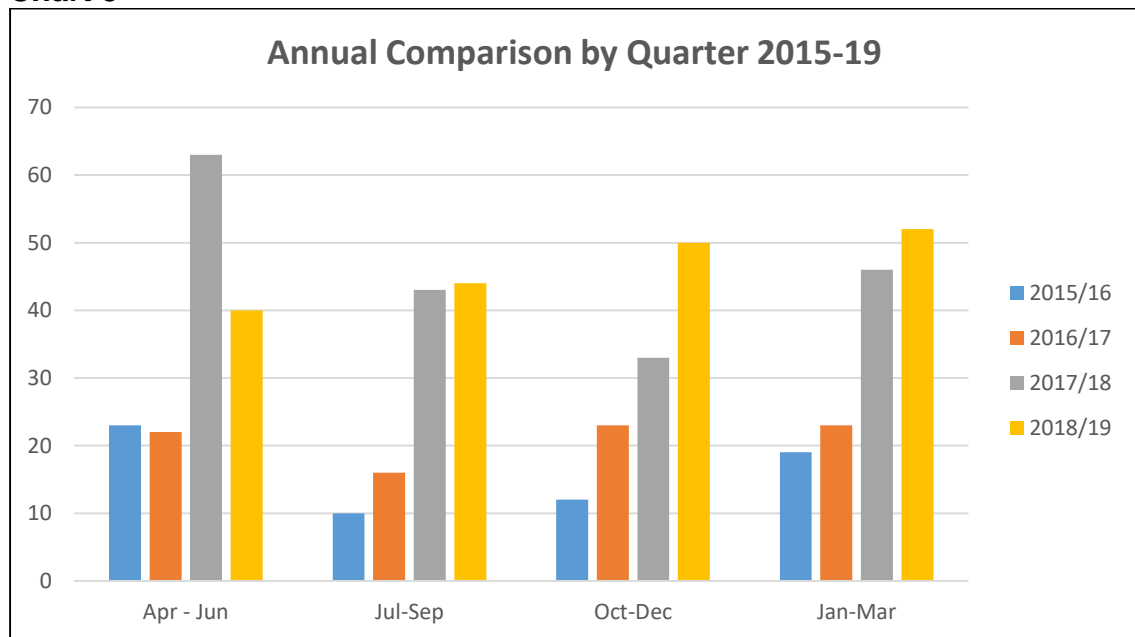
There was a significant increase in referrals during the October to December period, from 33 to 50. This may be as a result of Designated Officer briefings which were undertaken with individual organisations. The DO undertook bespoke briefings for a number of organisations namely, ARQ (a LGBT voluntary group), Marchbank School, Beaumont Hill School, Witherslack group, ADL School, and a number of Team meetings within Darlington's Children's Services as well as four multi agency briefings during 2018-19.

Chart 2



5.4 Often there can be an increase in the number of referrals prior to school holiday periods; this was seen in August and December 2018. There were 13 referrals in August, an increase of 4 and 15 in December which was a significant increase from 5 the previous year.

Chart 3

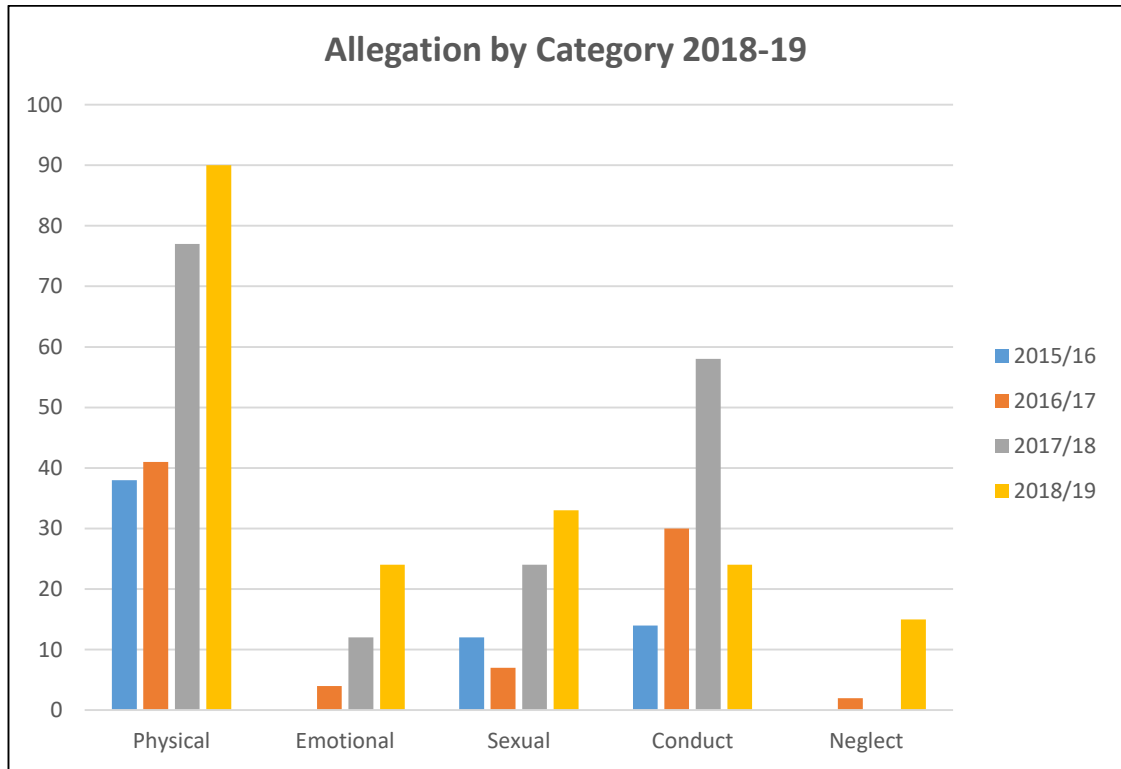


6.0 Area of Concern

- 6.1 Of the 186 referrals accepted in 2018/19 the main category for referral was allegation of physical abuse. In 2018/19, 90 (48%) of accepted referrals were in relation to physical abuse. 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. One school which has an intake of pupils who have been excluded from mainstream schooling because of challenging behaviour, made 26 referrals to the DO accounting for 29% of all educational referrals. 24 of the referrals were due to allegations of assault during physical interventions.
- 6.2 As can be seen from chart 4 below, there has been an increase in referrals of allegations of sexual abuse from 24 during 2017/18, to 32. This is an increase for the second year running. This represents 17% 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 safeguarding training provided by the Local Authority to multi-agency groups. The Local Authority and Local Safeguarding Children Board provide a wide range of safeguarding training for professionals and includes both adult and children's safeguarding.
- 6.3 There was a significant rise in in the number of referrals under the category of neglect from none in 2016 /17 to 14 in 2017/18. There were 16 referrals in 2018/19 representing 9% of all cases.
- 6.4 There has also been an increase in the number of referrals with regards to allegations of emotional abuse, rising from 12 referrals in 2017/18 to 24 in 2018/19. Emotional abuse referrals represent 13% of all referrals to Designated Officer. The reason for this may be due to a better understanding of the term emotional harm from training provided.
- 6.5 The one area where there was a decrease in referrals was Conduct which accounted for 24 (13%) of the referrals in 2018/19. This is a significant fall from 58 conduct issues during 2017/18. The use of conduct as an area of concern is not included in Working Together but is widely used by Designated Officers as some referrals do not fit neatly into the four categories of physical, sexual, emotional and neglect. There has been on-going discussion regionally as to which Local Authorities are still using this category. The outcome and recommendations have been considered at the national quarterly Designated Officer meeting and a decision made that it was the responsibility of the individual Local Authorities whether the term conduct is used. The majority of referrals received relating to conduct were in relation to physical interventions with young people.

6.6 The overall trend within the Designated Officer service is that a number of referrals continue to be of a complex nature and this often requires more than one Designated Officer meeting. Designated Officer referrals predominately involve a Human Resources representative from the referring employer and Police involvement.

Chart 4

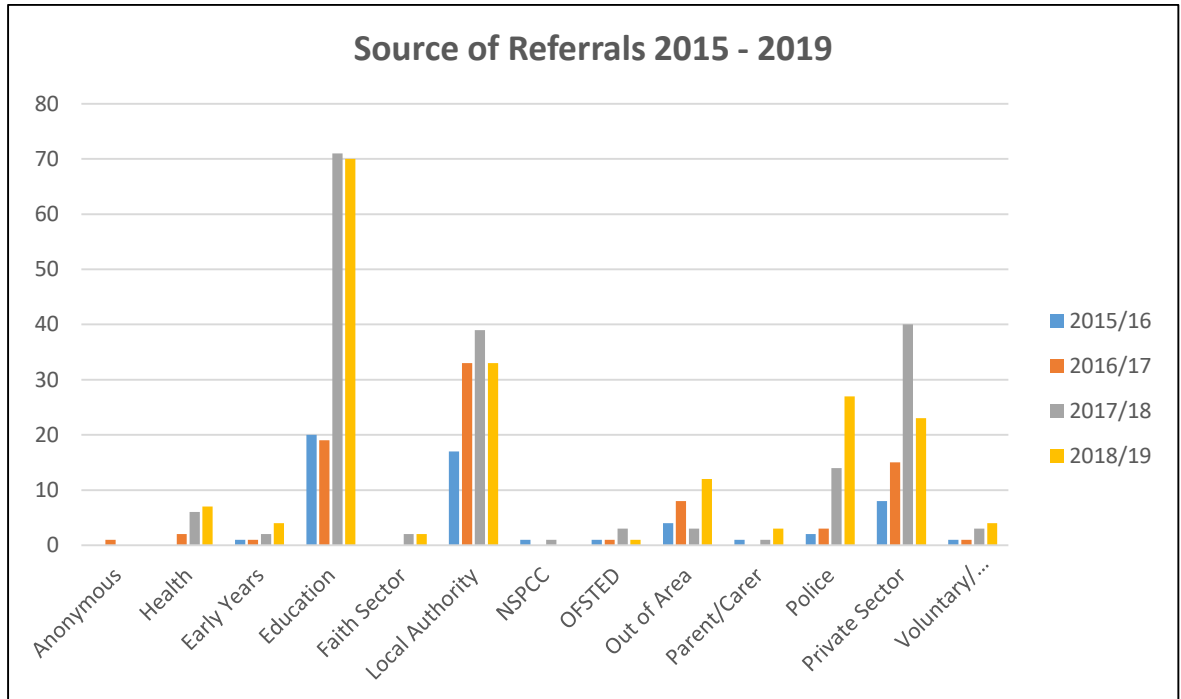


7.0 Source of Referrals by Profession / employment setting

7.1 As can be seen in Chart 5 Education settings in 2018/19 continue to be the largest referring group, accounting for 70 (38%) of the 186 referrals made. The majority of referrals from school were as a result of restraints. Referrals from Early Years is a standalone referral with 7 referrals during 2018/19.

7.2. 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 Designated Officer role. The North East Ecumenical Board have revised their schedule of quarterly meetings and will include an invite to all North East Designated Officers.

Chart 5

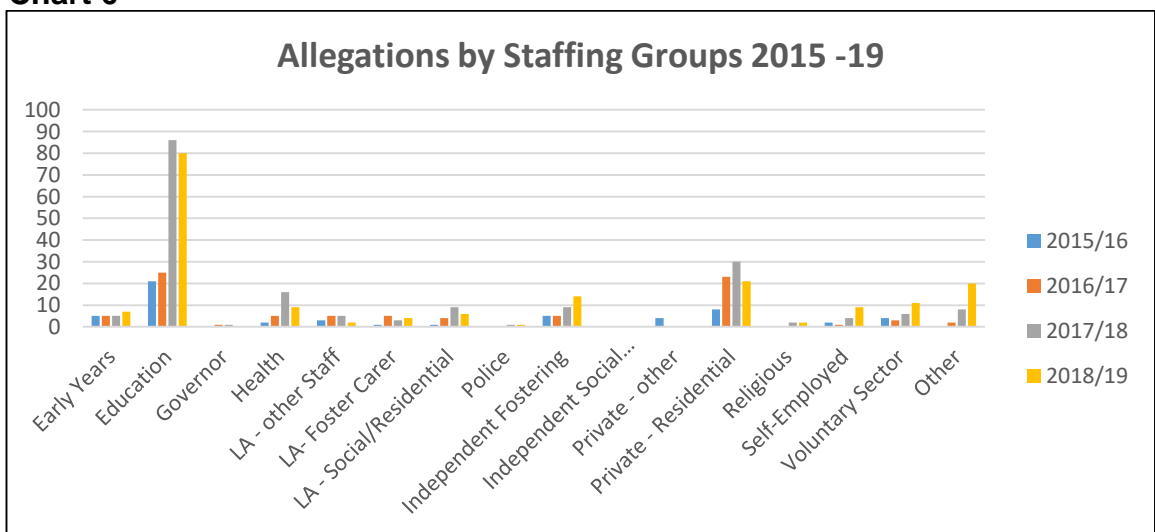


7.3 Referrals have continued to be received from a wide range of professions / Settings.

8.0 Allegations by staff group

8.1 The Chart 6 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



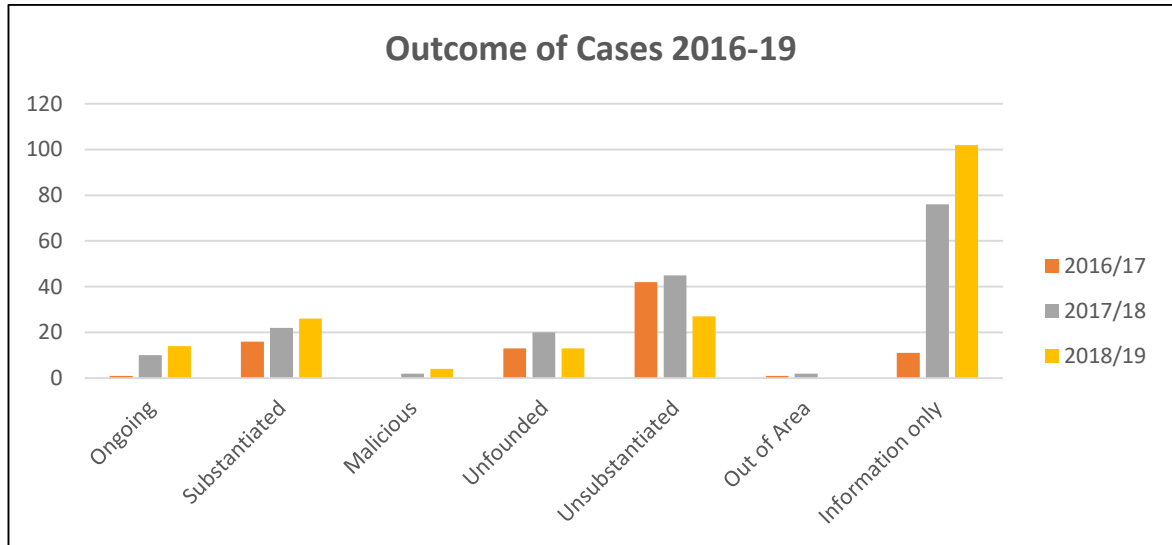
8.2 As would be expected the largest number of allegations by staffing groups is that of education where 80 referrals were made which is 43% of all allegations.

- 8.3 During 2018/19, of the 80 education referrals, 34 (43%) were regarding employees from Primary schools; 37 (46%) from secondary schools; 6 (8%) from further education; 2 (3%) from residential establishments with attached education provision and 1 from education but school which was out of area (1%). Fifty-one (64%) of education referrals were under the category of physical abuse.
- 8.3 The number of referrals regarding Independent Fostering Carers is stable with 9 referrals being referred during 2018/19. There have been 4 referrals relating to Darlington Borough Council Foster Carers during the recording period.
- 8.4 The Designated Officer has undertaken briefing sessions with staff from within Darlington Borough Council which includes the Fostering Team, the Assessment Teams and the Life Stages Team (0-25).
- 8.5 The Designated Officer continues works closely with the service Manager for the Fostering Team following a decision in 2018 that all referrals about foster carers (i.e. including Independent Fostering Agencies) would be shared with the Service Manager. This would enable the Service Manager to keep a close check on those agencies whose standards of care fall below what is expected of an accredited provider of services. When appropriate this information is shared with the Commissioning Team.

9.0 Outcomes of cases

- 9.1 In relation to the 26 cases where the allegations were substantiated, action being taken against all of the staff in question. This led to 8 staff being dismissed (31%), 4 resignations (15%), 2 referrals to the Disclosure and Barring Service (8%), 1 resulted in no further action (4%) and 11 staff re-instated (42%).
- 9.2 There were 27 unsubstantiated outcomes, leading to 1 resignation (4%); 23 staff were re-instated (85%) and 3 resulted in no further action (11%).
- 9.3 There were 13 cases unfounded, where 9 staff were re-instated (69%) and 4 were where no further action was taken (31%). Overall 4 cases were deemed to be malicious; all 4 were re-instated, 2 of which were following disciplinary investigations.
- 9.4 Over the year, 102 cases which were recorded as for information only and 14 cases remain open; these are either on-going Police investigations or complex internal investigations.
- 9.4 The category of out of area has been included in information only.

Chart 8



10.0 Performance

10.1 The Designated Officer continues to work to the professional standards as set out in Working Together. The performance of the Designated Officer is measured and monitored through supervision between the Head of Quality Assurance & Practice Improvement and the Designated Officer.

10.2 The number of Designated Officer referrals that progressed through to an Initial Evaluation meeting was 31 (17%).

Local targets are set in line with an earlier version of Working Together (2010) that:

- 80% of Designated Officer cases are resolved within one month
- 90% within three months

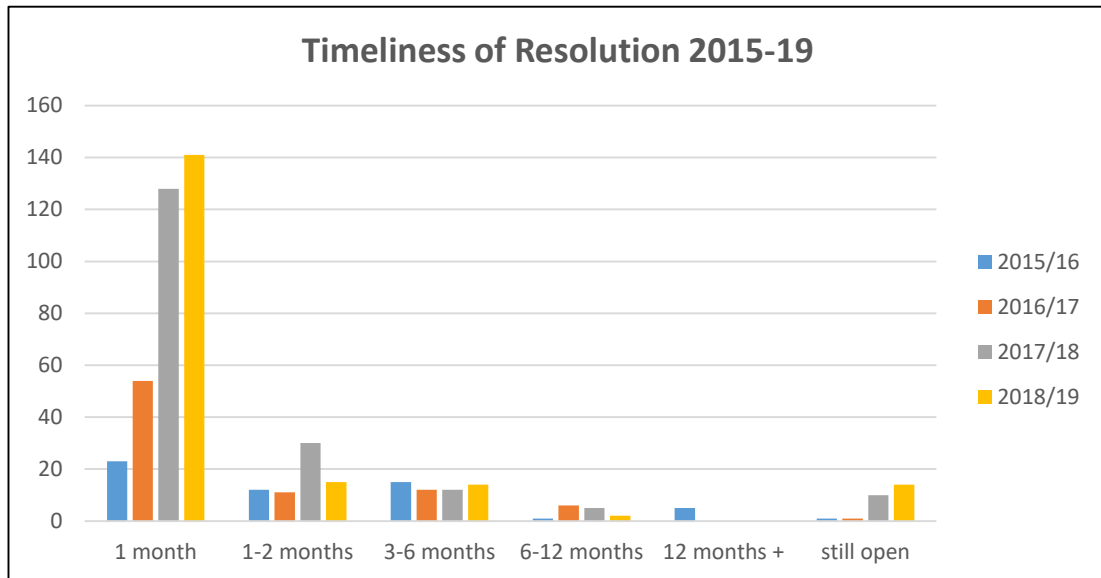
10.3 Allegations are resolved in a timely manner with 139 (75%) of total cases being resolved in one month, this is a 6% improvement on the previous year. Resolutions timescales can be impeded by the complexity of cases involving ongoing criminal investigations and internal investigations where the employee has declared themselves unfit for work therefore delaying disciplinary action.

10.4 84% of cases were resolved within 3 months and 91% within 6 months. There were a further 2% that concluded after 6 months. The remaining cases were ongoing and not finalised at the end of this reporting period, this is predominantly involving ongoing complex cases and criminal or internal investigations. At the time of writing the report 8% of cases were still active.

10.5 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. However it must be noted once Police are involved or a case is referred to an employer for disciplinary procedures to be followed, the

Designated Officer is reliant on external process which impact on resolution timescales.

Chart 9



11.0 Freedom of Information Requests

11.1 During 2018/19 the Designated Officer service has continued to take the lead with regards to Freedom of Information Requests with regards to allegations made about adults working with children. Over the year total of 4 requests were received, 2 from members of the public and 2 from the media.

12.0 Service Improvements & Developments 2018/19

12.1 See Appendix 1.

13.0 DO Service Priorities and Plan 2019/20

13.1 In 2019/20 the Designated Officer Service plans to continue to promote awareness of the service across a range of professions to ensure that appropriate referrals are coming in and to break down any barriers to agencies seeking the advice and support of the Designated Officer Service. There are a number of briefings arranged for all of Darlington Borough Council's children's residential workers for June 2019. There are multi-agency briefings to be held in April and September 2019. A number of schools have asked for bespoke packages to be provided for their individual establishments.

13.2 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.

- 13.3 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.
- 13.4 The Designated Officer Service aims to be crucial to frontline practice to safeguard children in Darlington.
- 13.5 In 2019/20 the Designated Officer service has identified 8 key priorities (Appendix 2) which are pivotal to the on-going development of the service.

14.0 Recommendations

- 14.1 To note the contents of the report and the work undertaken during 2018/2019 and to acknowledge the priorities of the Designated Officer service for 2019/2020.
- 14.2 To share the Annual report with Darlington Safeguarding Partnership and Members who will be asked to:
- Agree this annual report;
 - Agree its publication on the Darlington Safeguarding partnership website;
 - To consider how they will continue to promote the role of the DO within their own organisation.

15.0 References

- Working Together to Safeguard Children July 2018
- Keeping Children Safe in Education September 2018
- Guidance for Staff facing an allegation 2014
- Guidance for Safer Working Practice October 2015 – Safer Recruitment Consortium

16.0 Author

Carol Glasper
Designated Officer (Designated Officer)
Safeguarding Boards Business Unit
Date: 31 July 2019

Appendix 1

Service Improvements & Developments 2018/19

A number of actions were identified for development of the Designated Officer function during 2018-2019 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 2019	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 2019	This is on-going.
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 limited.
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 date 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	DO	On-going	The DO attends quarterly regional DO meetings. The DO to attend annual DO conference. The National DO Conference was planned for 10 May 2019 which was later than anticipated

	gathering of performance data.			due to difficulties with Conference venue. DO for Darlington attended the Conference. All information from Conference to be shared via email.
7	DO will continue to develop recording practice with system developments for future reports	DO and Line Manager	On-going	This has been picked up as priority for 2019/20
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. There is an on-going discussion as to whether a National Guidance will be appropriate for such a wide diversity of Local Authorities.
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	Completed	Completed
11	To review and up-date the Guidance for staff facing an allegation	DO	Completed	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 Safeguarding Trainer. There has been 4 multi-agency DO briefings held during 2018-19. There has been bespoke packages delivered for a range of organisations including Darlington Children's Services Fostering Team, ARQ voluntary project and 4 individual packages for schools.

Appendix 2

DO Service Priority Plan 2019/20**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 appointment of a permanent DO has been delayed due to the re-organisation of Darlington Safeguarding Partnership.	The DO will have completed the induction courses and successfully completes their probationary period.	Head of Service	Revised date : January 2020

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 Darlington Safeguarding Partnership (DSP) information will be easily accessible and relevant referrals made to the relevant services. When a new DO is appointed a letter giving details to be sent out to all partner agencies.; DSP 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 (see above)

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 2020

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 2020

s) Lead Time

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 02.10.2019 and every subsequent 3 month

Action Success measure(s) Lead Time

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	On-going

Priority 7: To review the DO minute template

Action	Planned Outcome	Lead	Timescale
Review the format of DO initial evaluation meetings template for inclusion in Liquid Logic. [See Action 4 above]	Review recent DO strategy meetings on an agreed audit form which will be used to inform and support changes to DO recording	DO	September 2019

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

Action	Planned outcome	Lead	Timescale
Training to be offered to raise professionals' and volunteer's awareness of the DO role.	Referrals will be timely and appropriate	DO and Safeguarding training co-ordinator	To March 2020

Appendix 3

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.

Appendix 4

Definitions of Abuse – from Working Together 2018

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.