

**Safeguarding
Children and
Vulnerable Adults
Policy 2021**



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Last review: April 2021
Date of next review: April 2022

Our Safeguarding Team

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Deputy Designated Safeguarding Officer (DDSO)

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SUMMARY

Music as Therapy International provides training and support to independent care practitioners worldwide, so that they may use techniques and activities informed by basic principles of music therapy in their work with children, young people and adults with care and support needs (hereafter referred to as “vulnerable adults”).

We believe strongly that the welfare of the children, young people and vulnerable adults we encounter through our work is the responsibility of everyone who works for *Music as Therapy International*, regardless of their role. Our understanding of this is detailed in Section 1.

The purpose of this policy is:

- To ensure the welfare and protection of children, young people and vulnerable adults with whom *Music as Therapy International* works directly.
- To ensure the charity’s Trustees, employees (including freelance workers), Project Contributors and volunteers understand the overarching principles that guide our approach to safeguarding and the processes we follow to ensure we all act appropriately in response to any concern around abuse.
- To commit to complying with our procedures in practice, monitoring and reporting on this, and reviewing our policy regularly.

It applies to the charity’s Trustees, employees (including freelance workers), Project Contributors and volunteers who have been engaged to work with *Music as Therapy International*. It has been drawn up on the basis of law and guidance detailed in Appendix 2. A glossary of terminology used is provided in Appendix 1.

It is of note that all our projects are delivered in partnership with established care settings and it is unusual for anyone working with *Music as Therapy International* to be in contact with any children, young people and vulnerable adults on their own. Despite this, we are committed to ensuring adequate training to protect the welfare of children, young people and vulnerable adults is undertaken by our employees (including freelance workers), and Project Contributors. Our approach to training is detailed in Section 2i).

In practice, delivery of our projects means working closely with the local care setting in line with their safeguarding policy and guidance if ever we have concerns about the welfare of any child, young person or vulnerable adult we encounter. The procedure we follow when we are working in places with safeguarding policies in place is detailed in Section 2ii).

However, some of our projects take us to countries where safeguarding policies are not always in place and local practice may not be congruent with UK standards and procedures. This does not absolve us of our responsibilities regarding the welfare of children, young people and vulnerable adults with whom we work directly but does mean we need to be sensitive to the local context. The procedure we follow in such places is detailed in Section 2iii).

This policy should be read alongside our policies and procedures on our Duty of Care to Project Contributors, Equal Opportunities, Consent and Privacy and Data Protection.

SECTION 1: Overarching Principles of our Approach

The welfare of the children, young people and vulnerable adults we encounter through our work is the responsibility of everyone who works for *Music as Therapy International*, regardless of their role.

We recognise that:

- The welfare of children, young people and vulnerable adults is paramount.
- All people, regardless of age, disability, gender, racial and ethnic heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse.
- Some people are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- Working in partnership with children, young people and vulnerable adults, together with their parents, carers and other agencies is essential to promoting vulnerable people's welfare.
- Although our projects take us to countries where safeguarding policies are not always in place and local practice may not be congruent with UK standards and procedures, this does not absolve us of our responsibilities regarding the welfare of children, young people and vulnerable adults with whom we work directly.
- There is a real risk that abuse can escalate when it is challenged and so investigating concerns and sharing information relating to concerns must be approached with utmost sensitivity.

We will seek to keep children, young people and vulnerable adults safe by:

- Valuing them, listening to and respecting them.
- Appointing a Designated Safeguarding Officer (DSO) for children, young people and vulnerable adults, a deputy (DDSO) and a Lead Trustee for Safeguarding (LTS). Contact details for these individuals are given on p.2 (Key Contacts).
- Following the procedures for safe recruitment and training (See Section 2i).
- Adopting safeguarding practices and reporting concerns by following our procedures (See Sections 2ii or 2iii).
- Providing effective management for employees (including freelance workers), Project Contributors and volunteers through supervision, support and training, detailed in Sections 2 and 3.
- Recording and storing personal information relating to the children, young adults and vulnerable adults with whom we work, professionally and securely (See Section 2v).
- Following our procedures when identifying and sharing concerns and relevant information with agencies that need to know, and involving children, young people, parents, families and carers appropriately (See Section 2vi).
- Following our procedures to keep the children, young people and vulnerable adults with whom we work physically and emotionally safe when we are working with them directly, as detailed in Section 3.

- Using our procedures to manage any allegations against Trustees, employees (including freelance workers), Project Contributors and volunteers relating to our work with children, young people and vulnerable adults appropriately, as detailed in Section 4.
- Providing guidance on making complaints and whistleblowing as detailed in Section 4.
- Monitoring our compliance to our Safeguarding Children and Vulnerable Adults Policy with the measures detailed in Section 5.

SECTION 2: Safeguarding Procedures

We recognise our responsibility to promote the welfare of all children and vulnerable adults and to keep them safe. We are committed to practising in a way that protects them and have clear procedures to support this.

i) Procedures for safe recruitment and training

As part of our recruitment process, all employees (including freelance workers), Project Contributors and volunteers who have been engaged to undertake work for *Music as Therapy International* which involves direct contact with – or responsibility for - children, young people or vulnerable adults must provide:

- Personal Identification documents, one of which must be photographic (e.g. Passport).
- Evidence of their right to work/volunteer in the UK (See our policy on “Right to Work”).¹
- Two professional references.
- Evidence of a clear enhanced DBS Check within 3 years (we keep a scanned copy on file). *Music as Therapy International* is registered with UKCRBS to obtain enhanced DBS clearance on behalf of our Trustees, employees (including freelance workers), Project Contributors and volunteers. This includes a further check against the DBS Children Barred List and/or the DBS Adult Barred List as required by the role and project.²
- Evidence of at least Level 2 safeguarding training undertaken within the past 3 years (See also Section 3i).²
- Evidence of registration with the Health and Care Professionals Council (mandatory) and British Association for Music Therapists (desired) [UK Music Therapists only].²
- Evidence of their own professional indemnity insurance, where in place [Music Therapists only].

¹ Where work will be taking place in the UK or payment will be made to someone resident in the UK.

² Appropriate alternatives may be sought for International Music Therapists for whom these requirements are not locally available.

Once appointed, all employees are provided with access to all our policies and specific induction is given to ensure their understanding of those which are of greatest relevance to their role.

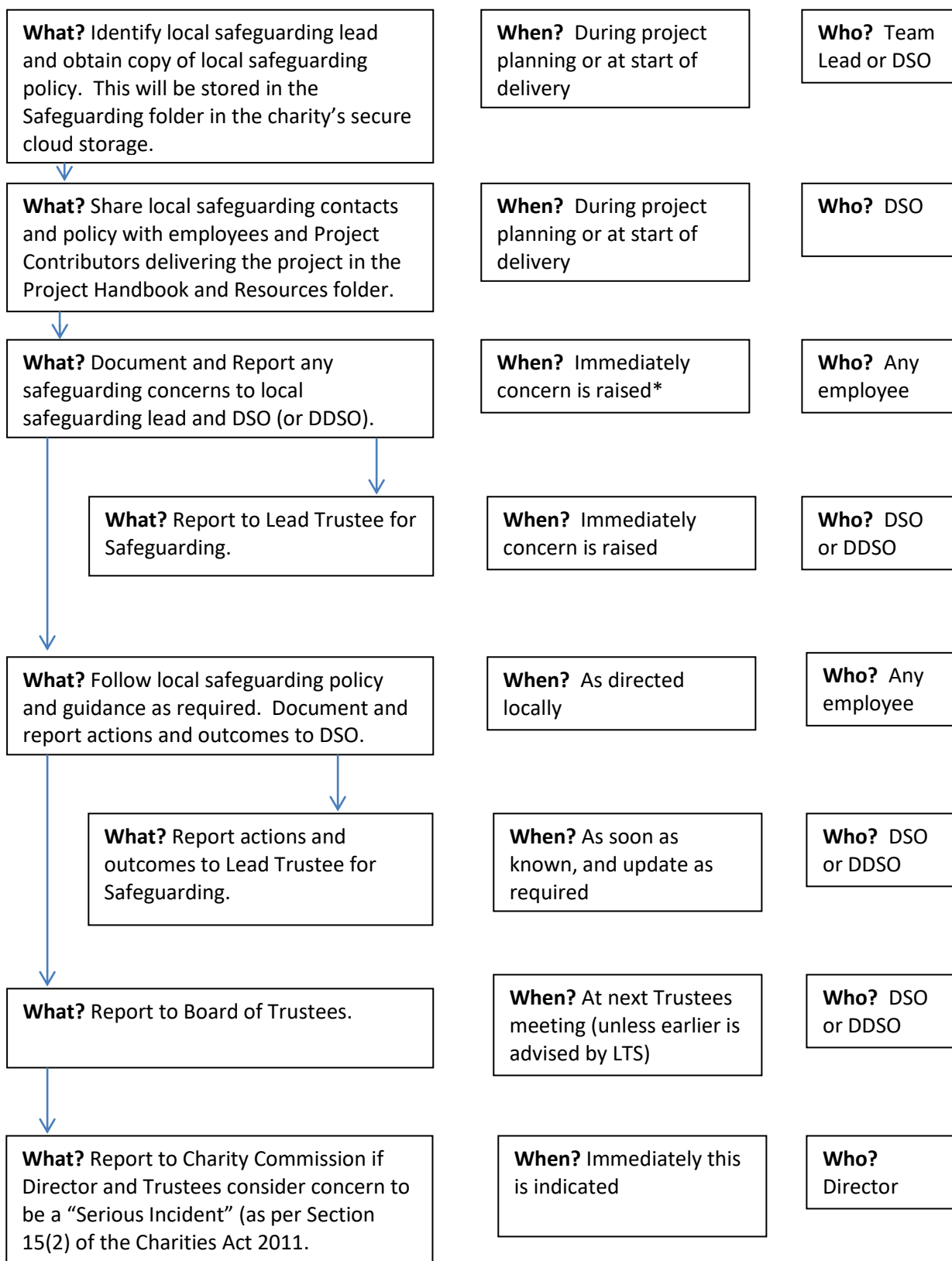
Anyone whose work with us involves potential direct contact with – or responsibility for - children, young people or vulnerable adults is given focused induction to ensure their understanding of our Safeguarding Policy. See also Section 3 of this policy.

Where projects are delivered in care settings with their own safeguarding policy and guidance in place, this information is shared with those employees (including freelance workers), Project contributors, involved in project delivery (including local safeguarding lead contact information).

Additional procedures for safe recruitment of Trustees

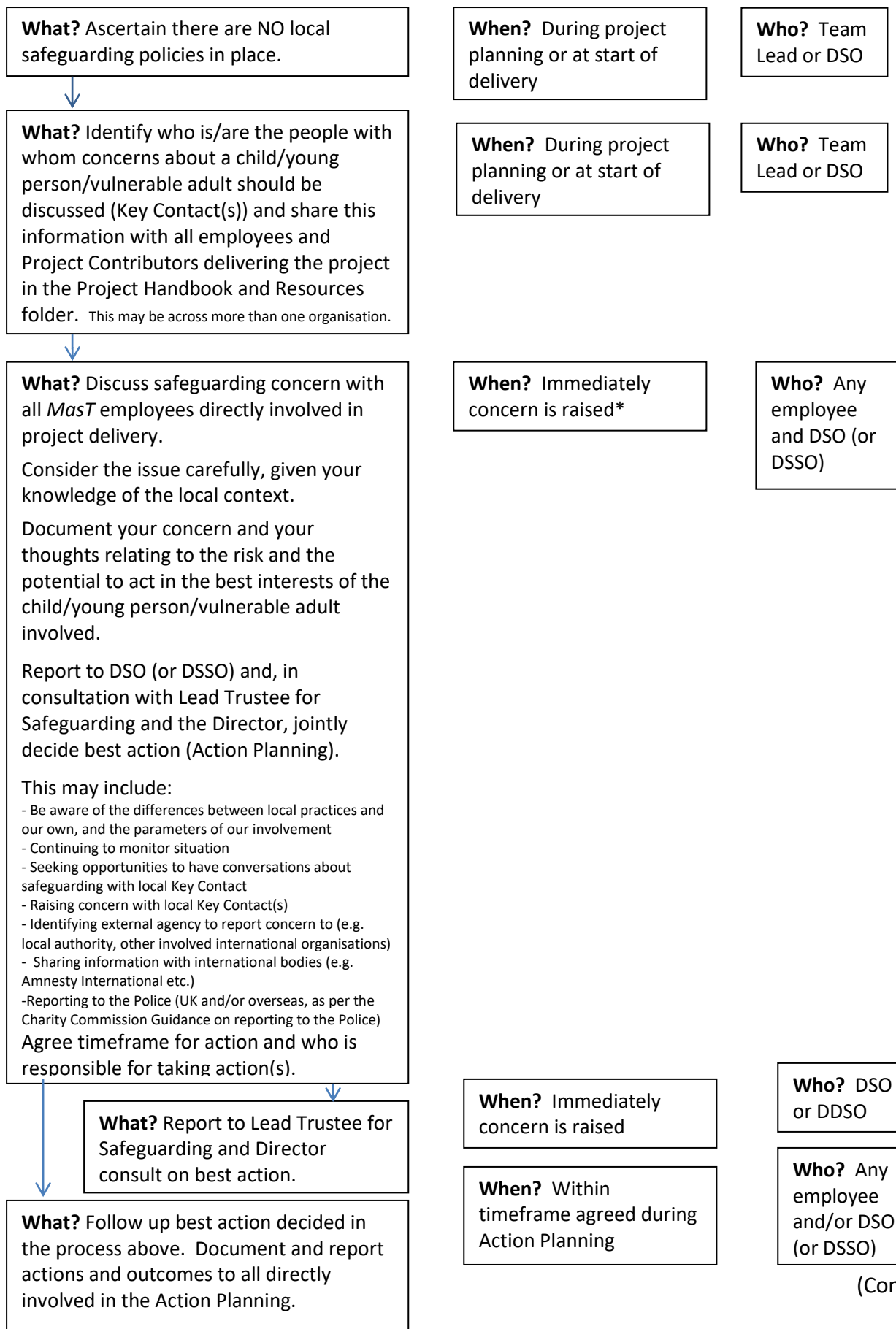
All Trustees are required to sign a declaration to confirm that they are not disqualified from acting as a charity trustee. We also request an enhanced DBS check for all our Trustees at the point of recruitment and every 3 years of their tenure thereafter. Any new Trustee appointment is required to provide two references.

ii) Safeguarding Procedure when we are working in places with safeguarding policies in place

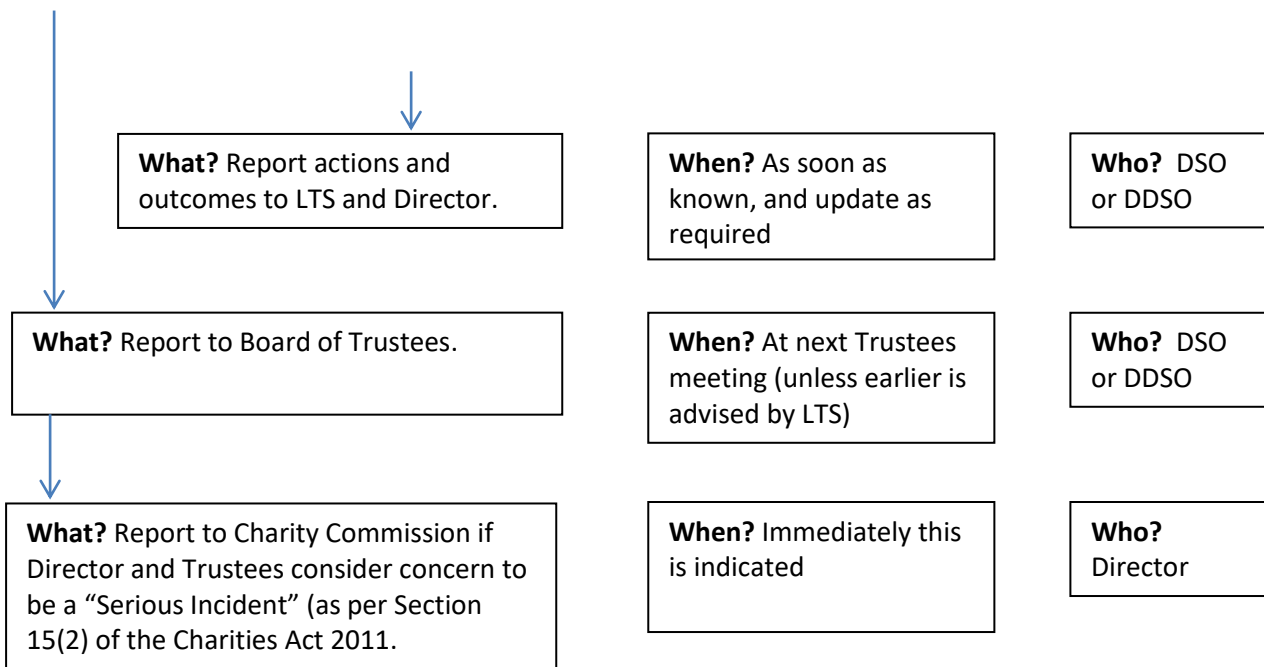


*** In the rare situation where there are no local practitioners available to work with to follow local emergency procedures and you judge a child, young person or vulnerable adult to be at life-threatening risk, the employee should contact the emergency services IMMEDIATELY.**

iii) Safeguarding Procedure when we are working in places without safeguarding policies in place



(Cont'd...)



*** In the rare situation where there are no local practitioners available to work with to follow local emergency procedures and you judge a child, young person or vulnerable adult to be at life-threatening risk, the employee should contact the emergency services IMMEDIATELY.**

iv) Supervision and Support

The DSO and DDSO are available to provide *ad hoc* supervision at any time an employee encounters a specific safeguarding concern, or think they might have encountered something which could indicate safeguarding risk. It is never too early to start a discussion with our safeguarding team.

In addition to this, the charity is in weekly contact with all employees who have been engaged to undertake work for *Music as Therapy International* which involves direct contact with – or responsibility for - children, young people or vulnerable adults. They are offered the opportunity for a confidential weekly support call from the charity during the delivery of any project. Time is allowed within these calls to invite comments relating to safeguarding and to explore issues or potential issues as they arise. Where necessary the DSO or DDSO will be consulted and/or the employee directed to follow our procedures detailed above.

Given the need for detailed understanding of the local context and potential subjectivity of our response to safeguarding concerns raised in settings where there is no safeguarding policy in place, employees (including freelance workers), Project Contributors and volunteers working in direct contact children, young people or vulnerable adults in such settings may only do so in pairs. Not only does this enhance the collection of information and ameliorate risk of subjectivity, but it provides additional scope for peer support.

v) Storing Information

Music as Therapy International is committed to protecting personal information relating to all those who contribute to our work or participate in our projects. Full details about our approach can be found in our separate Consent Policy, and Privacy and Data Protection Policy.

We are aware of the risk that abuse can escalate when it is challenged and so investigating concerns must be approached with great sensitivity. This extends to the information we store relating to safeguarding concerns involving children, young people and vulnerable adults. We ensure it is treated confidentially and stored securely in a Safeguarding folder in the charity's secure cloud storage that is only accessible by the DSO, DDSO, LTS and the Director. Any files that hold sensitive information is stored securely for the maximum duration of 10 years. If at this point the Safeguarding Team have good reason to consider it

necessary, a summary document (excluding any sensitive information) may be retained as a reference record for a further 10 years. All other related files will be permanently deleted.

As detailed in SECTION 2 ii) our safeguarding procedure when we are working in places with safeguarding policies in place is to follow local policy and guidance. It follows that we will follow local policy and guidance on storage of information, which may include information being stored on the premises of the partner organisation in adherence with their safeguarding and data protection policies.

As detailed in SECTION 2 iii) some of our projects take place in settings without safeguarding policies in place. In such circumstances we ensure that all information relating to safeguarding issues held by us is stored as detailed above. Such assurance cannot necessarily be given for how information is stored by our partner organisations and we are mindful of this when sharing information (see below).

vi) Sharing Information

We are aware of the risk that abuse can escalate when it is challenged and so investigating concerns must be approached with great sensitivity. This extends to how we share information relating to safeguarding concerns involving children, young people and vulnerable adults.

However, fears about sharing information must not be allowed to stand in the way of the need to promote the welfare, and protect the safety of children. When it is in the best interests of the child, young adult or vulnerable adult, it is our responsibility to share information. We approach this on a strictly 'need to know' basis. Decisions relating to sharing information may be made by the DSO or DDSO, guided by the person who raised the safeguarding concern, local policies in the setting where the concern arose, LTS and the Director.

Our approach to sharing information is informed by the Seven Golden Rules for Information Sharing, as set out by the Government (2018):

1. Remember that the General Data Protection Regulation (GDPR), Data Protection Act 2018 and human rights law are not barriers to justified information sharing, but provide a framework to ensure that personal information about living individuals is shared appropriately.
2. Be open and honest with the individual (and/or their family where appropriate) from the outset about why, what, how and with whom information will, or could be shared, and seek their agreement, unless it is unsafe or inappropriate to do so.
3. Seek advice from other practitioners if you are in any doubt about sharing the information concerned, without disclosing the identity of the individual where possible.
4. Where possible, share information with consent, and where possible, respect the wishes of those who do not consent to having their information shared. Under the GDPR and Data Protection Act 2018 you may share information without consent if, in your judgement, there is a lawful basis to do so, such as where safety may be at risk. You will need to base your judgement on the facts of the case. When you are sharing or requesting personal information from someone, be clear of the basis upon which you are doing so. Where you do not have consent, be mindful that an individual might not expect information to be shared.
5. Consider safety and well-being: Base your information sharing decisions on considerations of the safety and well-being of the individual and others who may be affected by their actions.
6. Necessary, proportionate, relevant, adequate, accurate, timely and secure: Ensure that the information you share is necessary for the purpose for which you are sharing it, is shared only with those individuals who need to have it, is accurate and up-to-date, is shared in a timely fashion, and is shared securely.
7. Keep a record of your decision and the reasons for it – whether it is to share information or not. If you decide to share, then record what you have shared, with whom and for what purpose.

As detailed in SECTION 2 ii) our safeguarding procedure when we are working in places with safeguarding policies in place is to follow local policy and guidance. It follows that we will follow local policy and guidance on sharing relevant information.

As detailed in SECTION 2 iii) some of our projects take place in settings without safeguarding policies in place and may also not have policies in place relating to data protection or information sharing. Such settings are always outside the UK our frameworks may not be locally recognised. As such we cannot always know what will happen locally to the information we share and local understanding or awareness of the risk that abuse can escalate when it is challenged. What we know of the local context and practices must be given particularly careful consideration when decisions are made about what information we share, how and with whom. These decisions will be made jointly by the person who have identified the safeguarding concern, the DSO (or DDSO), the LTS and the Director within the Action Planning stage of our Safeguarding Procedure (See Section 2 iii).

vii) Escalation

When working in settings that do have Safeguarding Policies in place, if the setting's response to a safeguarding concern is deemed insufficient by the person who raised the concern, this person should report back to the DSO (or DDSO). The DSO (or DDSO) in consultation with the LTS will then contact the setting's Safeguarding Lead directly within 5 working days to discuss their actions in response to the incident or concern raised. Should appropriate action still fail to result within 4 working weeks, the DSO (or DDSO), in consultation with the LTS and the employee will report the incident to the relevant Local Authority (if the setting is in the UK) and/or the Police (where it is clear that the incident involves criminality). The DSO and LTS may decide to take this action sooner, particularly if they feel that someone is in immediate danger. In settings abroad, a suitable organisation or governmental body will be identified and reported to. This may include local Police. When reporting to authorities abroad, we always take into account local laws and risks to those involved, as per the Charity Commission guidance on criminal reporting of safeguarding offences including overseas (2019).

Should there be disagreement between the DSO/DDSO and the person who raise the concern regarding the adequacy of the response within the setting, the DSO/DDSO will advise the person that they have the right to report the incident directly to the relevant Local Authority (in the UK) or suitable organisation (abroad). The DSO/DDSO will identify the suitable organisation(s) if the setting is outside of the UK.

When working in settings that do not have Safeguarding Policies in place, responses to safeguarding concerns will always be decided in discussion between the person who raise the concern and the DSO/DDSO and LTS. In the unlikely event of an unresolved disagreement on the response, the DSO (or DDSO) will advise the person that they have the right to contact a suitable organisation, which will be identified by the DSO (or DDSO).

SECTION 3: Keeping children, young people and vulnerable adults safe

Music as Therapy International is committed to keeping children, young people and vulnerable adults safe by ensuring that all employees (including freelance workers), Project Contributors and volunteers who have been engaged to undertake work for *Music as Therapy International* which involves direct contact with – or responsibility for - children, young people or vulnerable adults have adequate safeguarding training and there are identified people within the organisation with lead responsibility for safeguarding.

i) Safeguarding Training

What do the Levels referred to in this section mean?

Level 2 safeguarding training is the minimum level encouraged for nonclinical and clinical staff who have contact (however small) with children, young people, parents/carers or adults who may pose a risk to children.

Level 3 safeguarding is relevant to clinical staff working with children, young people and/or their parents/carers and/or any adult who could pose a risk to children and who could potentially contribute to assessing, planning, intervening and/or evaluating the needs of a child or young person and parenting capacity (regardless of whether there have been previously identified child protection/safeguarding concerns or not)¹.

The Designated Safeguarding Officer, Deputy Safeguarding Officer, Lead Trustee for Safeguarding, the Director and the UK Programme Assistant will have access to a minimum of Level 2 Safeguarding Training every 3 years.

All employees (including freelance workers), Project Contributors and volunteers who have been engaged to undertake work for *Music as Therapy International* which involves direct contact with – or responsibility for - children, young people or vulnerable adults will be required to evidence a minimum of Level 2 safeguarding training within the past three years, or to undertake safeguarding training externally (or to which they may be signposted) or provided by *Music as Therapy International*. Training by *Music as Therapy International* will be provided face-to-face and supported with written resources:

- Full briefing on our Safeguarding Policy and procedures prior to project delivery
- Recognising the signs and symptoms and abuse
- How to respond to people who have experienced or are experiencing abuse
- Information sharing, confidentiality and data protection

ii) Who in Music as Therapy International has lead responsibility for safeguarding?

Designated Safeguarding Officer: *Alexia Quin*

Our Designated Safeguarding Officer is the first point of contact for any safeguarding concerns.

Deputy Designated Safeguarding Officer: *Makeda Mitchell*

In the absence of our Designated Safeguarding Officer, safeguarding concerns should be brought to our Deputy Designated Safeguarding Officer.

If the Designated Safeguarding Officer is known to be unavailable during any period when the charity has employees (including freelance workers), Project Contributors and volunteers engaged in undertaking work which involves direct contact with – or responsibility for - children, young people or vulnerable adults, arrangements will be made to ensure the DDSO is “on duty” and the involved employees will know of these arrangements.

Lead Trustee for Safeguarding: *Jo Ashby*

Our Lead Trustee for Safeguarding represents our Board of Trustees who have primary responsibility for safeguarding within the charity and managing risk.

Director: *Alexia Quin*

As well as being our Designated Safeguarding Officer, our Director actively contributes to Action Planning when we are working in places without safeguarding policies in place, leads on investigation into allegations against employees and has responsibility for safeguarding compliance.

Our safeguarding team is there to:

- Ensure that all employees (including freelance workers), Project Contributors and volunteers are aware of what they should do and who they should go to if they have concerns that a child, young person or vulnerable adult may be experiencing, or has experienced abuse or neglect.

¹ Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff. Royal College of Paediatrics and Child Health 2019

- Ensure that concerns are acted upon appropriately and clearly recorded.
- Provide supervision and support to the person who is raising a safeguarding concern.
- Ensure actions identified in response to safeguarding concerns or allegations against employees are followed up.
- Act promptly to ensure any allegations made against any Trustees, employees (including freelance workers), Project Contributors and volunteers are fully investigated, and to protect any affected children, young people or vulnerable adults from risk or harm.
- Consider recommendations to improve our Safeguarding Processes which may arise from any instance of raising a safeguarding concern.
- Reinforce the utmost need for confidentiality and to ensure that employees (including freelance workers), Project Contributors and volunteers are adhering to good practice with regard to confidentiality and security.
- Give support and afforded protection to employees (including freelance workers), Project Contributors and volunteers if necessary under the Public Interest Disclosure Act 1998 ensuring they are dealt with in a fair and equitable manner and kept informed of any action that has been taken and its outcome.
- Manage risk.
- Ensure compliance with our Safeguarding Policy in practice.

All contact details are given in the Summary section of this policy (p.2).

SECTION 4: Allegations, Whistle-Blowing and Complaints

***Music as Therapy International* will ensure that any allegations made against any Trustees, employees (including freelance workers), Project Contributors and volunteers are fully and promptly investigated.**

Where an employee is thought to have committed a criminal offence the police will be informed. If a crime has been witnessed the police will be contacted immediately. If the incident occurs outside the UK, the guidance of the British Embassy will be sought immediately and their guidance will be followed with respect to reporting the incident locally.

The safety of the individual(s) concerned is paramount. A risk assessment will be undertaken immediately to assess the level of risk posed by the alleged perpetrator to children, young people or vulnerable adults. This will include an assessment of whether it is safe for them to continue in their role or any other role within the charity whilst the investigation is undertaken.

The Director will liaise with the relevant organisations and authorities to discuss the best course of action and to ensure that *Music as Therapy International's* disciplinary procedures are coordinated with any other enquiries taking place as part of the ongoing management of the allegation.

Whistle-Blowing is the raising of a concern inside or outside the workplace, where the concern is about incidences of wrongdoing that are a danger to others (including members of the public). The concern may be about an incident that happened in the past, is happening now, or you believe will happen in the near future. Such concerns can be raised with the Director or Trustees at any time who will initiate a full investigation within 7 days. Whistle-Blowing (and the legal protection it affords) only relates to reporting:

- a criminal offence
- risk of danger to someone's health and safety
- risk or actual damage to the environment
- a miscarriage of justice
- the charity breaking the law
- covering up of wrongdoing by an individual

Whistle-blowing legislation is to protect whistle-blowers who make an allegation in good faith. It is emphasised that you have nothing to fear by raising your concerns. Provided you are acting in reasonable

belief that you are acting in the public interest, it does not matter if you are mistaken. However, disciplinary action may be taken against any Trustees, employees (including freelance workers), Project Contributors and volunteers who is discovered to have made allegations frivolously, falsely or maliciously, for example to pursue a personal grudge against another employee.

Our process for handling concerns or complaints in other areas, including discrimination, bullying and harassment are outlined in our separate Equal Opportunities Policy. All staff are aware of this policy and will be supported to use it.

SECTION 5: Policy dissemination, implementation and compliance

No policy guarantees safe practice. It is ensuring awareness of our policy and procedures and our compliance with this policy that assures we are fulfilling our responsibility to safeguard the children, young people and vulnerable adults with whom we work.

All our employees (including freelance workers), Project Contributors and volunteers who have been engaged to undertake work for *Music as Therapy International* which involves direct contact with – or responsibility for - children, young people or vulnerable adults are given a full briefing on our safeguarding policy and procedures before commencing work with us, and a copy of our policy for their records. This is the responsibility of our Designated Safeguarding Officer.

Our Designated Safeguarding Officer is responsible for ensuring we comply with our policy in practice and should raise concerns relating to this with the Director, at any time. A compliance checklist is used annually to support this.

Our Director – together with our Deputy Designated Safeguarding Officer - investigates how we have fulfilled the commitments within this policy in practice on an annual basis and reports this to the Trustees. Our Director is responsible for investigating any breaches in our compliance and, together with the Safeguarding Team, ensuring appropriate steps are taken to address them.

This Safeguarding Policy is reviewed annually by the Safeguarding Team. Any arising recommendations for revision must be approved by the Director and the Trustees. The Designated Safeguarding Officer has responsibility for ensuring any changes made to the policy are clearly communicated to all Trustees and employees.

Appendix 1

Glossary

Within this policy, the following terms have been used:

- **Abuse:** is maltreatment of a child or an adult. This maltreatment can be of a sexual, emotional, physical, psychological and financial nature.
- **British Association for Music Therapists (BAMT):** is the professional body for Music Therapy in the UK, providing both practitioners and non-practitioners with information, professional support, and training opportunities.
- **Care setting:** This is a place where we deliver projects to provide the resources and skills for care practitioners of the setting to run music sessions or to use the principals of music therapy with those in their care. Care settings include: schools, clinics, hospices, centres for any age demographics or specific special needs, therapy centres, etc.
- **Confidentiality:** is defined as 'the state of keeping or being kept secret or private'. All health and social care settings must take steps to ensure an individual's information is protected from unauthorised access.
- **Employee (including freelance worker):** is a person employed for a fee or salary, to work for *Music as Therapy International*.
- **Health and Care Professionals Council:** is a regulator of health and care professions in the UK. This role is to protect the public. Source: Health and Care Professionals Council.
- **Information sharing:** The exchange of data between parties, e.g. organisations, people and technologies.
- **Music therapy:** is a broad, flexible discipline in which music is used as a creative and non-verbal medium through which the difficulties of children, young people and vulnerable adults can be addressed.
- **Neglect:** The persistent failure to meet a person's basic physical or psychological needs. It may result from carelessness or a disregard for the needs of others. It is likely to result in the serious impairment of the child's health or development, and can seriously impact the health and wellbeing of the neglected adult.
- **Project:** is a tailored type of training or support offered by *Music as Therapy International* to address specific aims and needs of care settings worldwide by equipping their care practitioners with the skills, knowledge, resources, experience and confidence to run music sessions or to use the principals of music therapy in their work with children, young people and vulnerable adults.
- **Project Contributor:** is a person who is not employed for wages or salary, to deliver projects for *Music as Therapy International* to provide skills and support to care practitioners globally.
- **Professional indemnity insurance:** is a commercial policy designed to protect business owners, freelancers and the self-employed if clients claim a service is inadequate.
- **Safeguarding:** is a term introduced in the UK to encompass a wide range of measures and principles to ensure that the basic human rights of individuals are protected, including the right to be kept safe from harm, abuse or neglect.
- **Safeguarding Team:** consist of appointed people within *Music as Therapy International* who handle safeguarding concerns. The team is made up of a Designated Safeguarding Officer (DSO), a Deputy Safeguarding Officer (DDSO), and a Lead Trustee for Safeguarding (LTS). (See p.3 in the Safeguarding Children and Vulnerable Adults Policy).
- **Trustee:** *Music as Therapy International* is overseen by a Board of Trustees. The charity's Board of Trustees have overall accountability for the organisational development and the activities undertaken in the pursuit of the charitable objectives.

- **Volunteer:** is a person who is not employed for wages or salary, but freely offers to undertake work for *Music as Therapy International*. A volunteer can be a Project Contributor, but also someone who undertakes fundraising and administration tasks for the charity.
- **Vulnerable adult:** is an adult who is or may be for any reason unable to take care of themselves, or unable to protect themselves against significant harm or exploitation (also see the definition of 'Adult at risk', and 'Adult in need of protection', p.17)
- **Welfare:** the health, happiness, and fortunes of a person.
- **Whistle-Blowing:** The raising of a concern inside or outside the workplace, where the concern is about incidences of wrongdoing that are a danger to others (including members of the public).

There are some terms that have not been used in this policy, but are used beyond this policy in the lexicon of safeguarding regarding children, young people and vulnerable adults:

- **Arranged marriage:** The families of both spouses take a leading role in arranging the marriage, but the choice of whether or not to accept the arrangement still remains with the prospective spouses. Source: Multi-agency practice guidance: Handling cases of forced marriage. HM Government June 2014.
- **Assessment:** is carried out to identify the needs of an individual and whether these needs are met. It also looks at how an individual's day-to-day life and wellbeing are being impacted.
- **Bullying:** A vicious kind of aggressive behaviour distinguished by repeated acts against weaker victims who cannot easily defend themselves. It is often aimed at certain groups of people who are different, e.g. because of their race, religion, gender or sexual orientation.
- **Domestic violence:** is any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who have been intimate partners or family members. Domestic violence can include psychological, physical, sexual, financial and emotional abuse. It also includes 'honour' based violence, female genital mutilation (FGM) and forced marriage.
- **Emotional abuse:** The persistent emotional maltreatment of a child. Emotional abuse causes severe and persistent adverse effects on the child's emotional development.
- **Extremism:** is strongly linked to terrorist activity. An extremist holds strong beliefs which are contrary to fundamental British values such as democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths, etc.
- **Forced marriage:** is a marriage in which one or both spouses do not consent to the marriage but are coerced into it. Duress can include physical, psychological, financial, sexual and emotional pressure. In cases of vulnerable individuals who lack the capacity to consent to marriage, coercion is not required for a marriage to be forced. Source: Multi-agency practice guidance: Handling cases of forced marriage. HM Government June 2014.
- **Human trafficking:** The movement of people from one place to another by use of threats or force for the purpose of exploitation (which includes sexual exploitation, economic exploitation, criminal exploitation, domestic servitude, etc.)
- **Physical abuse:** The intentional causing of physical harm to a child or an adult. It could involve hitting, shaking, throwing, poisoning, burning, scalding, drowning, suffocating or fabricated and induced illness. It can happen at any time of life.
- **Radicalisation:** The HM Government Prevent Strategy 2011 defines radicalisation as 'the process by which a person comes to support terrorism and forms of extremism leading to terrorism.'
- **Sexual abuse:** Sexual abuse involves forcing or enticing a child to take part in sexual activities, regardless of whether or not the child is aware of what is happening. The perpetrators can be adult men and women and other children.
- **Terrorism:** As defined in the Terrorism Act 2000, terrorism is 'an action that endangers or causes serious violence to a person/people, causes serious damage to property or seriously interferes or disrupts an electronic system... ...the use of threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious or ideological cause.'

There are some terms that have not been used in this policy, but are used beyond this policy in the lexicon of safeguarding regarding children only:

- **Child criminal exploitation:** This happens when an individual or a group of individuals control, coerce, deceive or manipulate a child or young person into a criminal activity. Criminal exploitation does not require physical contact and can occur via the use of technology.
- **Child protection:** An activity that is carried out to protect a child who is suffering from, or is likely to suffer from, significant harm.
- **Child sexual exploitation:** This is a form of child abuse. An individual or group of individuals control, coerce, deceive or manipulate a child or young person into sexual activity. Sexual exploitation does not require physical contact and can occur via the use of technology.
- **Common Assessment Framework (CAF):** A standardised approach to assessing the additional needs of children and young people and deciding how these should be met. The CAF is a key part of delivering frontline services that are focused on meeting the needs of children and young people. It can be used by practitioners across children's services in England.
- **County lines:** This term describes gangs and organised criminal networks expanding their criminal activities from larger cities to small towns using dedicated mobile phone lines (deal lines) to sell drugs. Often, these organisations exploit children and vulnerable adults to move and store drugs and money.
- **Cyberbullying:** happens online via texting, emailing, instant messaging or posting messages on social media or in chat rooms. It is different to other forms of bullying because it can take place everywhere and at any time. Anyone can be a victim. Degrading messages quickly reach not only the target but also a vast number of onlookers. This increases the humiliation felt by the victim.
- **Early help:** was recommended by the Munro Review in 2011, calling for local authorities to be duty-bound to provide these type of services. Early help aims to prevent a child, or young person becoming a child in need or requiring child protection to promote their wellbeing and safety.
- **Education, Health and Care Plan:** A plan covering the education, health and social care needs of a child or young person with a disability and/or special educational needs.
- **Fabricated illnesses:** This is a rare form of child abuse which occurs when a parent or carer exaggerates or deliberately induces signs or symptoms of illness in a child.
- **Female Genital Mutilation (FGM):** is a procedure in which the female genital organs are injured or changed. There is no medical reason for what is frequently a very traumatic and violent experience for the victim, and FGM can be harmful in many ways.
- **Grooming:** is a process by which a sexually exploitative adult manipulates a child into sexual exploitation by purporting to be the child's partner. The child is seduced into feeling loyal to their 'partner' and becomes emotionally and materially dependent on them through a process of being isolated from family, friends and professionals.
- **Online grooming:** Online grooming is an exploitative process preparatory to sexual abuse. It involves the use of technology to set up an abusive situation online.
- **Parent carer:** An adult who has parental responsibility for a child with a disability and provides, or intends to provide, care for this child.
- **Parental mental ill health:** is a broad term which covers many conditions, including but not limited to anxiety, depression, psychotic illness and bipolar disorder. When referring to parental mental ill health, anyone who has regular responsibility for the care of the child is included – they do not need to have parental responsibility.
- **Parental substance misuse:** Refers to the harmful or hazardous use by parents of psychoactive substances, including alcohol and illicit or prescription drugs.
- **Toxic Trio:** is used to describe issues of domestic violence, parental mental ill health and parental substance misuse. These factors are considered to be indicators of increased risk to children and young people when they are present in the family.

There are some terms that have not been used in this policy, but are used beyond this policy in the lexicon of safeguarding regarding adults only:

- **Adult at risk:** A definition introduced by the Adult Safeguarding: Prevention and Protection in Partnership (2015) in Northern Irish adult safeguarding. Defined as a person aged 18 or over whose exposure to harm through abuse, exploitation or neglect may be increased by their personal characteristics, such as their age, a disability and/or their life circumstances, which include isolation, socioeconomic factors and living conditions.
- **Adult in need of protection:** A definition introduced by the Adult Safeguarding: Prevention and Protection in Partnership (2015) in Northern Irish adult safeguarding. A person aged 18 years or over whose exposure to harm through abuse, exploitation or neglect may be increased by their personal characteristics and/or life circumstances. It also refers to someone who is unable to protect their own wellbeing, property, assets, rights or other interests, as well as to where the action or inaction of another person or persons is causing, or is likely to cause, them to be harmed. Note: self harm and self-neglect are excluded from Northern Irish policy.
- **Adult Practice Review (APR):** A multi-agency review process that attempts to determine what could have done differently by the agencies and individuals involved to prevent harm or death from happening.
- **Consent:** An individual's voluntary and ongoing permission for an intervention.
- **Disclosure and Barring Service (DBS):** A governmental body which provides a copy of a person's criminal record.
- **Discriminatory abuse:** Discriminatory abuse is usually motivated by discriminatory and oppressive attitudes towards individuals based on protected characteristics, which includes race, gender, culture, background, religion or belief, disability/ability, sexual orientation and age.
- **Financial abuse:** Financial abuse involves theft or misuse of an individual's money, personal possessions and/or resources without their consent.
- **General Data Protection Regulation (GDPR):** EU regulation on data protection and privacy.
- **Local Safeguarding Adults Board (LSAB):** A statutory, multi-organisational partnership committee.
- **Mental capacity:** This term describes whether a person has the mental capacity to make their own decisions.
- **Non-disclosure agreement (NDA):** A legally-binding confidentiality agreement, also known as a 'gagging order'.
- **Non-statutory guidance:** This is not used to comply or to adhere to legislation, but is more to help improve practice. Non-statutory guidance tends to be shorter and more accessible.
- **Organisational abuse:** occurs when there are ongoing or one-off incidences of poor treatment of individuals receiving care and support. It can occur within an institution, in a specific care setting (such as a hospital) or in the individual's own home.
- **Regulations:** These are the ongoing processes of monitoring and enforcing the law. On a simplistic level, regulations outline what actions need to be taken to comply with legislation.
- **Safeguarding Adults Board (SAB):** A multi-agency partnership with the purpose of ensuring that local safeguarding arrangements work effectively and that adults at risk are protected from abuse and neglect.
- **Safeguarding Adults Reviews (SAR):** A multi-agency review process that attempts to determine what could have been done differently by the agencies and individuals involved to prevent harm or death from happening.
- **Self-neglect:** A behavioural condition in which a person neglects to care for their own basic needs, including personal hygiene, health, food, clothing and living conditions.
- **Safeguarding Guidance (SG):** Outlines practices and ways of working that support the compliance of legislation. Codes of Practice are examples of Statutory Guidance.

Appendix 2

Legal framework

This policy has been drawn up on the basis of law and guidance that seeks to protect children, young people and vulnerable adults, namely:

- United Nations Convention on the Rights of the Child 1991
- Data Protection Act 2018
- Human Rights Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Children and Social Work Act 2017
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- Children and Families Act 2014
- Special educational needs and disability (SEND) code of practice: 0 to 25 years - Statutory guidance for organisations which work with and support children and young people who have special educational needs or disabilities; HM Government 2015
- Keeping Children Safe in Education September 2019
- Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers; HM Government 2018
- Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children; HM Government 2018
- Mental Capacity Act 2005
- The Care Act 2014
- Safeguarding and protecting people for charities and trustees; HM Government 2018
- Guidance on reporting to the police; Charity Commission 2019