

# **SAFEGUARDING POLICY FOR YOUNG PEOPLE**

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## **ACCESSIBILITY NOTE**

If you need this document in another format please contact [sara.zarkovic-diard@biteback2030.com](mailto:sara.zarkovic-diard@biteback2030.com) and we will see what we can do to support you. We have also included definitions of useful terms at the end of this document but if there is anything you do not quite understand or want to talk about do reach out to the youth team.

## **PURPOSE**

Bite Back's driving force are the young activists that campaign with us. As a charity we have a responsibility to take care of you – the young people we work with. This is known as having a duty of care towards you. Together we need to make sure we provide a safe and respected environment, where we have each other's backs. Safeguarding is a part of many things we do. In order to provide a safe environment and opportunity for everyone to take part, together we need to have an eye on a lot of things.

## **WHAT WE SHOULD EXPECT FROM EACH OTHER**

Our duty of care towards all young activists is to be alert to harm and abuse anywhere. This includes all of our staff, all activists whether they are under or over 18.

Here we outline Bite Back's expectations of your attitude and behaviour while engaging with staff and other people you come into contact with. This is to ensure we are keeping everyone safe and prioritising everyone's welfare.

Below are examples of situations & spaces where harm and abuse can occur:

- Coercive and controlling relationships (friendships, partners, family)
- Things going on in your community or in a social or sports context
- Your school and extra-curricular activity spaces
- Any of the activities and events we do at Bite Back

## YOUR ENGAGEMENT AT BITE BACK

Your engagement with Bite Back involves:

- Online video conferencing or telephone calls with other young people, staff, and any other people Bite Back may work with. This might include photographers, businesses, and politicians.
- In person events including training days, overnight events, media appearances, range of campaigning events
- Online activity including social media representation, [on which we have a policy](#).

This policy applies to all our young people, volunteers, interns and any other associated young people connected to Bite Back 2030.

## OUR VALUES

At Bite Back we live and breathe our values - they reflect how we are structured and how we engage with one another and the spaces we are in.

**Real:** straight up about our experiences; transparent about our motives; doing it because we believe in it. We have nothing to gain but our health.

**Resilient:** We won't give up. We will always advocate for change. Setbacks don't set us back. We are a Bite Back family.

**Respectful:** We value every voice equally. We are a place where you can be yourself and express yourself freely. We listen.

**Fresh:** focused on new ideas, change, new ways of thinking. Committed to staying surprising

**Energetic:** Loud, young, dynamic and well versed.

## **YOUR RESPONSIBILITY**

As a Bite Back activist, you are responsible to:

- Uphold and act in line with Bite Back's values at all times
- Have a positive and proactive attitude
- Be responsible in making sure the spaces we are in are safe and promote everyone's welfare
- Please talk to the Youth team (see contact details below) if:
  - You're worried or unsure about anything regarding yourself or anyone else
  - You have faced any harm or abuse yourself (that might be anywhere - at home, a one to one relationship, school, college, university, at work, in sports, a social context, or at Bite Back)
  - You have witnessed any direct or indirect harm or abuse of someone else in the context above.

## **UNDER 18 vs. OVER 18**

If you are a Bite Back activist and 18 years old or over, you are a young adult in your own right. We view you as a role model for others, this includes what you do with others over 18, and how you behave with younger activists.

Bite Back activists under 18 should expect that over 18s:

- Work effectively as role models
- And any observations under 18s have in regards to anyone's behaviour and their concerns regarding any harm and or abuse will be deeply respected and acted upon.

All activists have a duty to cooperate, working alongside Bite Back staff to ensure we're working together to safeguard everyone.

## **SAFEGUARDING INDUCTION**

During the safeguarding induction we look in detail at what to look out for, what you might do, and what you might do while acting on concerns in everyday situations.

## BEHAVIOURAL EXPECTATIONS

We have expectations on how you behave and conduct yourself as a Bite Back activist. We take the behaviour of all Bite Back activists very seriously. We regularly reflect on the spaces we are in. There are times when behaviour is viewed as serious and is viewed as not ok for that person to continue to work with us as a Bite Back activist anymore.

In lower level situation(s), we will work directly with individuals or groups, investigating what has been happening and what we will be doing about it.

These situations include:

- Any inappropriate conduct of a sexual nature
- Not representing our values
- Risking Bite Back's reputation
- Having a negative attitude with other Bite Back activists, staff whether that's in person or online

## ACTING ON SERIOUS SAFEGUARDING CONCERNS

In situations where behaviours or abuse has:

1. Met a serious level
2. Met a need for an immediate response to risk
3. Involved a number of children or young people at serious levels of risk or harm
4. Involved a number of young people and younger children and or vulnerable adults over a longer period of time

**In these kinds of situations Bite Back has a duty to go straight to a multi-agency safeguarding hub (also known as MASH) or the police.** For any **lower level concerns**, we will inform your/their parent(s)/guardian(s), school, college, or university or we will signpost you/them to a support organisation.

## AS PART OF OUR DUTY OF CARE

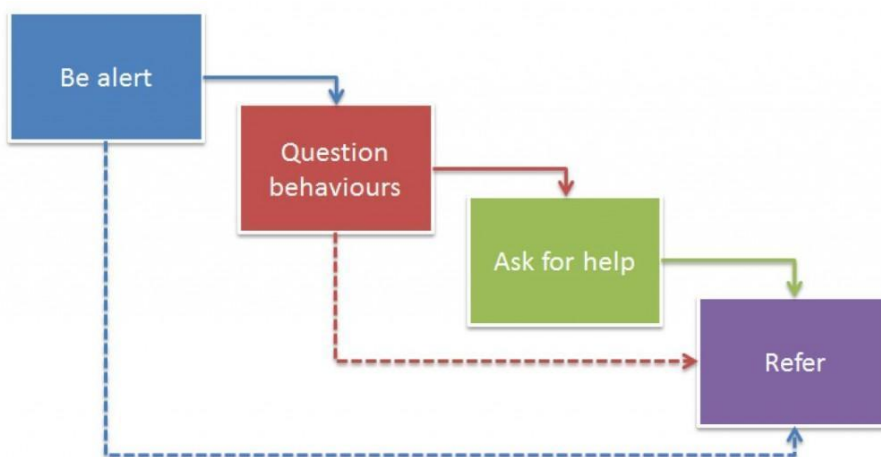
We have a responsibility to:

- Maintain contact with your parent(s) or guardian(s) to help promote and ensure your ultimate wellbeing and safety (we'll always talk to you about this).
- Be in contact with your school, college, or university to help ensure that everyone is working together effectively
- Signposting you to a range of services or organisations that might offer support

## WHAT WE DO IF SOMETHING SERIOUS HAPPENS (OFTEN KNOWN AS CHILD PROTECTION PROCEDURE)

### How we deal with a situation

Whether you or anyone else has concerns about you or any other Bite Back activist(s), this is generally what happens. Like your school, college or university it is not our job to investigate but it is our job to refer to a multi-agency safeguarding hub (MASH).



### Being alert

1. Where you become aware of, sexual harassment and violence between young people including one to one romantic relationships, between friends or at a party or social event, and with people who should be seen as a 'trusting adult' (school, college, university, sport coaches).
2. Physical injuries and controlling relationships within a home situation that may involve Bite Back activists or younger children.
3. Ongoing bullying and shaming behaviours that affect confidence and self esteem and may cause someone to be mentally unwell or be thinking about taking their life.

### Question behaviours & asking for help

If you can, talk to the person that you have concerns for about your concerns, and ask them how they feel about things. You might tell them what you have noticed, if you think it's something serious. You might also decide to talk to someone else about it in the Bite Back staff team. If you have concerns for yourself, talk to the Bite Back team about what you are worried about.

**Who we'll talk to**

A member of the Bite Back team will talk to you and/ or the person(s) that you have concerns about and ask how you or they are to explore a bit more. At this stage we would also be in contact with your parent(s) or guardian(s) and talk to you about any immediate risk or harm you feel that you or anyone else might face.

At this stage, we will talk about immediate actions you might take to reduce a level of immediate risk that might be supported by a parent or guardian and Bite Back staff. This may include:

- Not having contact with someone who is causing harm
- Finding ways for you not to be involved in certain activities, events, or situations.

**Refer**

When we refer to a multi-agency safeguarding hub (MASH) or contact the police in very serious situations it will mostly be using the words and descriptions of what you have told us and informing them of any other people that may be involved. Bite Back staff will be alongside you to continue to talk and offer support.

## USEFUL TERMS AND CATEGORIES OF HARM

Term	Definition/Meaning
Safeguarding	Safeguarding is the action that is taken to promote the welfare of children and protect them from harm (NSPCC).
Abuse	Abuse happens when a person harms someone else. It can be physical, sexual or emotional, but can also involve neglect (NSPCC)
Harm	The ill treatment or the impairment of the health or development of the child (NSPCC)
Online abuse	Online abuse is any type of abuse that happens on the internet. It can happen across any device that's connected to the web, like computers, tablets and mobile phones. And it can happen anywhere online, including: Social media Text messages and messaging Apps Emails Online chats Online gaming Live-streaming sites (NSPCC)
Emotional abuse	Any type of abuse that involves the continual emotional mistreatment of someone. It's sometimes called psychological abuse. Emotional abuse can involve deliberately trying to scare, humiliate, isolate or ignore someone.
Domestic abuse	Abuse that occurs in a domestic setting, such as in a marriage or cohabitation. Domestic violence is often used as a synonym for intimate partner violence, which is committed by one of the people in an intimate relationship against the other person, and can take place in relationships or between former spouses or partners. In its broadest sense, domestic violence also involves violence against children, parents, or the elderly.
Coercive control	An act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten someone.
Exploitation	Taking advantage of an imbalance of power to coerce, manipulate or deceive someone.



Sexual harassment and violence	When someone carries out unwanted (violent) sexual behaviour towards another person that makes them feel upset, scared, offended or humiliated.
Welfare	The state of doing well especially in respect to, happiness, well-being, good fortune or prosperity
Multi-agency safeguarding hub (MASH)	MASH is a team which brings together other specialist agencies and organisations who work together to put the victim at the heart of all decisions - identifying risks and responding with effective interventions.
Substance misuse	also known as drug/alcohol abuse, is a patterned use of a drug/alcohol in which the user consumes the substance in amounts or with methods which are harmful to themselves or others (NHS)
Retaliation	To get 'revenge', retaliate, repay an injury or harm caused to someone.
Bullying and Cyberbullying	Bullying is behaviour that hurts someone else physically and or/ emotionally. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining someone. Cyberbullying is bullying that takes place online. Unlike bullying offline, online bullying can follow the child wherever they go, via social networks, gaming and mobile phone. (NSPCC)