



DeaflympicsGB



UK Deaf Sport

Safeguarding Children in Sport Policy

The Issue Status

The Issue Status is indicated by the version number in the footer of this document. It identifies the Issue Status of the 'UK Deaf Sport Safeguarding Children in Sport Policy'.

When any part of this document is amended, a record is made in the Amendment Log shown below.

The 'UK Deaf Sport Safeguarding Children in Sport Policy' can be fully revised and re-issued at the discretion of the UK Deaf Sport Board.

Issue	Amendment	Date	Initials	Policy Owner	Approving Body	Date Approved by Approving Body	Review Date
1.0	First version	2022			UKDS Board	August 2022	
2.0 - 2.9	Reviews, updates and changes made during the development process	July - October 2023	DB	JC	UKDS Board		
3.0	Agreed version With 2023 version of Working Together included	December 2023	DB	JC	UKDS Board	25 November 2023	October 2025

Contents

1. Introduction	3
2. Purpose	3
3. About UK Deaf Sport	4
4. Our Policy	5
5. Scope	5
6. Commitments	6
7. Implementation	7
8. Training and Support	8
9. Responsibilities of the Board	8
10. Reporting a Concern	9
11. Recording and Sharing Information	9
12. Multi Agency Working	10
Annex 1: Definitions of Abuse	11
Annex 2: Legislation and Guidance	14

1. Introduction

- 1.1 Safeguarding children in sport is the process of protecting children from harm by providing a safe space in which they can play sport and be active. A key part of UK Deaf Sport's (UKDS) role in child safeguarding is building a culture amongst deaf sport organisations of always acting in the best interest of all children.
- 1.2 For the purposes of this policy, the terms child and children are taken to mean a child or individual under the age of 18 and includes both children and young people.
- 1.3 Deaf or disabled children have the same rights to protection as any child, but research suggests they are up to 4 times more vulnerable to abuse than non-disabled children, because they may be dependent on others to help them communicate and/or for practical assistance and intimate care as well as having barriers in place that affect their ability to resist, avoid, understand, communicate or report abuse.
- 1.4 UKDS believes that safeguarding is everybody's responsibility. Safeguarding means:
 - 1.4.1 Protecting children from abuse or neglect and making sure that they are supported to have full and happy lives.
 - 1.4.2 Making sure children are supported to get good access to health care and stay well preventing impairment of children's health and development.
 - 1.4.3 Ensuring that children grow up in circumstances consistent with the provision of safe and effective care and making sure they get the support they need to make the most of their lives and get their full equal rights.
- 1.5 All parties who are associated with UKDS including UKDS Employees, Board Directors, Advisory Group and Committee Members, Volunteers and any other individuals working on behalf of UKDS, must safeguard and promote the welfare of children at all times. All play a part in preventing, identifying and reporting abuse and neglect.
- 1.6 UKDS aim to achieve excellent standards of safeguarding and meet the national benchmark of good practice laid down in the Child Protection in Sport Unit (CPSU) Standards for Safeguarding and Protecting Children in Sport¹.

2. Purpose

- 2.1 The purpose of this policy is to demonstrate the commitment of UKDS to safeguarding children and to ensure that everyone involved in UKDS is aware of:
 - Their role and responsibility for safeguarding children.
 - How to identify the indicators of abuse and neglect of children as set out in Annex 1: Definitions of Abuse.

¹ https://thecpsu.org.uk/media/445556/web_cpsustandards.pdf

- 2.2 This Safeguarding Children in Sport Policy is only one part of UKDS's approach to safeguarding and must be read in conjunction with the *UKDS Safeguarding Adults and Children Procedures*. The Safeguarding Adults and Children Procedures include information on who to contact and what to do if abuse is suspected, and what UKDS will do when someone reports suspected abuse to us.
- 2.3 This policy relates to the safeguarding of children. UKDS has a separate Safeguarding Adults in Sport Policy.

3. About UK Deaf Sport

- 3.1 UKDS is the leading organisation for deaf sport in the UK. Our vision is *Every Deaf Person Active and Inspired by Sport and Physical Activity*. Our mission is for more deaf people to participate in sport throughout their lives and more deaf athletes to perform on the world stage. UKDS use the term ²deaf to represent all people who are deaf, hard of hearing or have a hearing loss, whether this is acquired or from birth.
- 3.2 There are more than 12 million deaf people in the UK, and more than 50,000 deaf children. UKDS works in partnership with key organisations to ensure that deaf children and adults have equal opportunities to participate and excel in sport and physical activity as their hearing counterparts from grassroots to elite level. This includes working with decision-makers and professionals such as national sport governing bodies to support them to remove the challenges and barriers that prevent deaf people taking part in sport and physical activity.
- 3.3 As the National Governing Body for deaf sport, UKDS are responsible for ensuring good governance including the administration and coordination of deaf sport teams competing abroad at both a British and Home Nation level. UKDS is also responsible for the selection and management of the DeaflympicsGB Team, the official team that represents Great Britain at the Summer and Winter Deaflympics.
- 3.4 UKDS does not manage or deliver sporting activities other than managing the DeaflympicsGB Team. For the vast majority of its work UKDS Employees, Board Directors and other Volunteers will not work directly with participants in events and activities. However, UKDS recognises they may occasionally come into contact with children and adults as representatives of UKDS.
- 3.5 Event specific safeguarding procedures will be developed for any specific UKDS managed event, such as the Deaflympics. Specific safeguarding procedures will identify the onsite Designated Safeguarding Lead (DSL) and include a risk assessment of any possible safeguarding risk to children so that appropriate measures are put in place to keep children safe.
- 3.6 UKDS administer the entry process and registration of entrants to European and World Deaf Sport Championships. UKDS expect deaf sport organisations that want UKDS to enter their teams and athletes into international competitions to have:

² The term 'deaf' covers a range of definitions of deafness, including those who are profoundly deaf, have severe, moderate or mild hearing loss or are hard of hearing whether acquired or from birth. This includes the use of the terms Deaf and deaf whereby the use of a capital D in Deaf may denote those who identify as having a cultural and shared experience of being Deaf.

ICSD (who govern the Deaflympics) set their own criteria for eligibility which is a hearing loss of at least 55dB in the better ear (3 tone frequency average of 500, 1,000 and 2,000 Hertz, ANSI 1969 standard). DeaflympicsGB athletes will meet this standard.

- A robust safeguarding policy and procedures for that event which will be checked by UKDS as part of the entry process and before the team are registered.
 - A completed risk assessment that should cover risks to all participants, including safeguarding risks and steps they intend to take to ensure children are safeguarded from harm of any kind.
 - Specified, documented safeguards in place that protect and promote the welfare of children involved in their deaf sport. This includes checking safe recruitment processes and screening of volunteers and that there are appropriate safeguarding guidance documents in place.
- 3.7 UKDS seeks to influence, encourage and promote the adoption and implementation of robust measures to safeguard children by partner organisations and members.
- 3.8 We set clear criteria for deaf sport's governing bodies that want to be recognised as the National Governing Body for their sport and recommend governance and quality standards for other deaf sport organisations including the implementation of appropriate policies for safeguarding and identification of a designated safeguarding lead.
- 3.9 UKDS has also provided training in Safeguarding Children in Sport and completing Risk Assessment to deaf sport organisations.

4. Our Policy

- 4.1 UKDS believes the welfare of the child is paramount. UKDS is committed to prevent abuse and neglect through safeguarding the welfare of all children. All children without exception have rights as individuals and should be valued, listened to, treated with respect and protected from abuse regardless of gender, ethnicity, disability, sexuality or beliefs.
- 4.2 All children have a right to feel safe and secure when they come into contact with UKDS Employees, Board Directors and any other representatives of UKDS and during other organisation's events. No child should be treated any less favourably than others in being able to access sports and activities which meet their particular needs.
- 4.3 UKDS recognises that there is a legal framework within which sports need to work to safeguard children and to protect those who are unable to take action to protect themselves. UKDS will act in accordance with the relevant safeguarding children legislation and with local statutory safeguarding procedures (see Annex 2: Safeguarding Legislation and Guidance).
- 4.4 Actions taken by UKDS will be consistent with the principles of child safeguarding ensuring that any action taken is prompt, proportionate and that whenever possible it includes and respects the voice of the child concerned.

5. Scope

- 5.1 This Safeguarding Children in Sport Policy applies to all individuals involved with UKDS including Employees, Board Directors, Committee and Advisory Group Members and Volunteers and to all concerns about the welfare and safety of children who come into contact with UKDS as well as in the wider community.
- 5.2 This policy and other associated safeguarding policies and procedures will be published on the UKDS website.
- 5.3 UKDS expect our partner organisations, including, for example, deaf sport organisations, suppliers and sponsors to adopt and/or demonstrate their commitment to the principles and practice as set out in this Safeguarding Children in Sport Policy and associated safeguarding procedures.
- 5.4 To ensure UKDS always acts in all participants best interests and takes all reasonable steps to prevent harm to them, we have developed separate Safeguarding Adult and Children Procedures that detail when and how to report a concern. This ensures that people who are attending activities and events as representatives of UKDS know what to do if they should have a concern about a child or adult they come into contact with.

6. Commitments

- 6.1 UKDS will ensure that everyone involved with UKDS is given a copy of this policy and the Safeguarding Adult and Children Procedures so they understand their role and responsibility for safeguarding children, know what to do and who to contact if they have a concern relating to the welfare or wellbeing of a child. Where required, they will have completed and will be up to date with safeguarding children training and learning opportunities appropriate for their role.
- 6.2 Any concern about a child will be taken seriously, responded to promptly, and followed up in line with the Safeguarding Adult and Children Procedures. We recognise it is the responsibility of the safeguarding experts and agencies to determine whether abuse has taken place, but it is everyone's responsibility to report any concerns.
- 6.3 Confidential, detailed and accurate records of all safeguarding concerns will be maintained and securely stored in line with our Data Protection Policy and Safeguarding Adult and Children Procedures.
- 6.4 UKDS will act in accordance with best practice advice, for example, from the Child Protection in Sport Unit (CPSU), National Society for the Prevention of Cruelty to Children (NSPCC), the Ann Craft Trust, UK Sport, Sport England, Sport Wales, Sport Scotland, Sport Northern Ireland and National Governing Bodies.
- 6.5 UKDS will use safe recruitment practices, including undertaking Disclosure and Barring Service (DBS) checks for all Employees and Board Directors, and will assess the suitability of Volunteers, when relevant, to prevent the employment/deployment of unsuitable individuals in UKDS and within the deaf sporting community.

- 6.6 UKDS will share information about anyone found to be a risk to children and will cooperate with the appropriate bodies, for example, the DBS, Police and Local Authority Children's Services in taking action to safeguard a child.
- 6.7 This policy, related policies and the UKDS Safeguarding Adults and Children Procedures will be reviewed on a two-yearly basis and updated immediately whenever there are changes in relevant legislation and/or Government guidance as required by Sport England/Wales/Scotland/ Northern Ireland or as a result of any other significant change, event or feedback.
- 6.8 Through our IT provider, UKDS will ensure online safety and safeguards are in place that provide web-filtering, blocking access to restricted online material such as those tagged as adult content or crypto-mining among others.

7. Implementation

- 7.1 UKDS's approach to safeguarding is based on the principles recognised within UK and international legislation and government guidance (see Annex 2: Legislation and Guidance).
- 7.2 UKDS is committed to developing and maintaining its capability to implement this policy. In order to do so the following will be in place:
 - 7.2.1 A clear line of accountability within UKDS for the safety and welfare of all children.
 - 7.2.2 Management reporting to the UKDS Board following any safeguarding concern being raised, detailing how the concern is being/has been managed and addressed.
 - 7.2.3 An annual summary report to the UKDS Board summarising safeguarding concerns raised during the year and how they were managed and resolved.
 - 7.2.4 Safeguarding children procedures that deal effectively with any concerns of abuse or neglect, including those caused through poor practice.
 - 7.2.5 A Designated Safeguarding Lead (*see Annex 1 of the UKDS Safeguarding Adults and Children Procedures*).
 - 7.2.6 A delegated Safeguarding Lead for events and competitions hosted by UKDS.
 - 7.2.7 Checks to ensure that an appropriate and robust Safeguarding Children Policy and Risk Assessment is in place for each deaf sport event where UKDS are required to enter the team as the international federation and children are taking part.
 - 7.2.8 A process for forming a Case Management Group on a case-by-case basis with an appointed Chair and clear Terms of Reference (*see UKDS Safeguarding Adults and Children Procedures*).

- 7.2.9 Arrangements to work effectively with other relevant organisations to safeguard and promote the welfare of children, including arrangements for sharing information.
- 7.2.10 A Code of Conduct for Employees, Board Directors, Advisory Group and Committee Members and Volunteers that specifically states the expectation that they will avoid actual impropriety and any appearance of improper behaviour. It also sets out their responsibility to the welfare and safety of all participants in deaf sports, deaf athletes and UKDS Employees as an integral part of their role.
- 7.2.11 Risk assessments that specifically include the safeguarding of children.
- 7.3 UKDS has a range of policies and procedures that address the areas closely related to safeguarding and which are consistent with this Safeguarding Children in Sport Policy. These are detailed in the *UKDS Safeguarding Adults and Children Procedures*.

8. Training and Support

- 8.1 UKDS will ensure all Employees, Board Directors and Volunteers are provided with access to a copy of the safeguarding policies and procedures as part of their induction and that they are expected to become acquainted with them.
- 8.2 Employees and Volunteers with designated or special responsibilities in relation to safeguarding children will be provided with training where needed to enable them to develop and maintain the necessary skills and knowledge that reflects their safeguarding roles and responsibilities. For example, the Welfare and Safety Lead Director.
- 8.3 UKDS will guide and assist Members and deaf sport organisations to improve their knowledge of Safeguarding Children and Adults in Sport, to ensure they have sufficient knowledge of safeguarding legislation and guidance to support them in their specific roles.
- 8.3 UKDS will encourage deaf sport organisations to access training and will provide a link to suitable training modules that Members and other deaf sport organisations can access at a reasonable cost alongside any training hosted by UKDS.
- 8.4 As part of the induction process, new Board Directors, Committee and Advisory Group Members will be made aware of how to access the UKDS safeguarding policies and procedures.
- 8.5 Employees, Directors, Committee and Advisory Group Members must sign the agreement to abide by the UKDS Code of Conduct which sets out the expectations of their behaviour as a representative of UKDS.

9. Responsibilities of the Board

- 9.1 UKDS's Board is responsible for ensuring that children are not harmed in any way through contact with UKDS. They have a legal duty to act prudently which means that they must take all reasonable steps within their power to ensure that harm is prevented. It is particularly important where beneficiaries are children.

- 9.2 The UKDS Board is ultimately responsible for the welfare and safety of its people (including but not limited to Employees, Participants, and Volunteers) and any decisions made in this regard. It is a requirement of the Code of Sports Governance that the Board ensures its responsibilities towards welfare and safety are factored into the decisions it makes and appoints one of its Directors to take a lead in this area.
- 9.3 There is a Role Description for the Welfare and Safety Lead Director. This role has responsibility for checking and challenging the Board on decisions that affect welfare and safety across the organisation and for supporting the executive staff in this area.
- 9.4 The Lead Director also has a role to play in offering a direct route for raising any welfare and safety concerns from people for whom the organisation is responsible as set out in the *UKDS Safeguarding Adults and Children Procedures*. Annex 1 of these Procedures confirms that where the Designated Safeguarding Lead (DSL) is not available, or concerns relate to the DSL, the lead Director for Welfare and Safety will act as the DSL.
- 9.4 The Board and Lead Director must have clear oversight of all aspects of welfare and safety, including but not limited to safeguarding (adults and children), mental health and wellbeing (including psychological safety), anti-doping and integrity issues. The Welfare and Safety Lead Director advises the Board in such matters.
- 9.5 For safeguarding children, UKDS will implement and adhere to the Standards for Safeguarding and Protecting Children in Sport as issued by the NSPCC's Child Protection in Sport Unit (CPSU).

10. Reporting a Concern

- 10.1 UKDS has a clear procedure and a DSL for reporting safeguarding issues including poor practice or possible signs of abuse or neglect. This is covered in detail in the *UKDS Safeguarding Adults and Children Procedures*.
- 10.2 UKDS develops a separate Deaflympics Safeguarding Procedure that names the onsite delegated Safeguarding Lead and clearly explains the steps to be taken if Employees, Volunteers or Participants have a safeguarding concern during the Deaflympics.
- 10.3 It is the responsibility of the safeguarding experts and agencies to determine whether or not abuse or poor practice has taken place, but it is everyone's responsibility to report any concerns.

11. Recording and Information Sharing

- 11.1 All sports organisation must comply with the Data Protection Act 2018 (DPA) and the UK General Data Protection Regulations (UK GDPR).
- 11.2 Information about concerns of abuse includes personal data. It is therefore important to be clear as to the grounds for processing and sharing information about concerns of abuse. Processing information includes record keeping. Records

relating to safeguarding concerns must be accurate and relevant. They must be stored confidentially with access only to those with a need to know.

- 11.3 Sharing information, with the right people, is central to good practice in safeguarding children, however, information sharing must only ever be with those with a 'need to know'. This does **NOT** automatically include the child's parent or carer. Information should only be shared with family and/or carers where they are not involved in the abuse, either directly or indirectly, or on the advice of Children's Services as they need to know in order to help keep the child safe.
- 11.4 The purpose of Data Protection Legislation is not to prevent information sharing but to ensure personal information is only shared appropriately. Data protection Legislation allows information sharing within an organisation. For example:
- Anyone who has a concern about harm can make a report to an appropriate person within the same organisation.
 - Case Management Meetings can take place to agree to co-ordinate actions by the organisation.
- 11.5 There are many situations in which it is perfectly legal to share information about safeguarding concerns outside the organisation. In fact UKDS has a legal duty to share their concerns with appropriate agencies or professionals if they believe a child is suffering or at risk of suffering significant harm. This can be done without the consent of the child or their parents.
- 11.6 There is more information about sharing information in the *UKDS Safeguarding Adults and Children Procedures*.

12. Multi-Agency Working

- 12.1 Safeguarding children legislation gives the lead role for child safeguarding to the Local Authority Children's Services Departments. However, it is recognised that safeguarding can involve a wide range of organisations.
- 12.2 Sports bodies may need to cooperate with the Local Authority and the Police. Details of circumstances in which UKDS may need to cooperate with the Local Authority and/or the Police can be found in the *UKDS Safeguarding Adults and Children Procedures*.

Annex 1: Definitions of Abuse and Neglect

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger or via the internet. They may be abused by an adult or adults or another child or children.

This section identifies possible indications of abuse or harm of children.

- I. **Physical abuse:** may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child or failing to protect a child from that harm. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness in a child.
- II. **Neglect:** is 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 involve failure to provide adequate food and clothing or shelter (including exclusion from home or abandonment); failure to protect a child from physical and emotional harm or danger, failure to ensure adequate supervision; or the failure to ensure access to appropriate medical care or treatment.

Neglect may also occur during pregnancy as a result of maternal substance abuse. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

- III. **Sexual abuse:** involves forcing or enticing a child to take part in sexual activities, including prostitution. It doesn't necessarily involve violence and the child may not be aware that what is happening is abuse.

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 (including via the internet).

Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

- IV. **Emotional abuse:** is 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 children 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 the 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.

- V. **Child Sexual Exploitation:** is a type of sexual abuse. Children in exploitative situations and relationships receive things such as gifts, money, drugs, alcohol, status or affection in exchange for taking part in sexual activities. Children may be tricked into believing they're in a loving, consensual relationship. They often trust their abuser and don't understand that they're being abused. They can be groomed and exploited online.
- VI. **Child Criminal Exploitation:** is where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child under the age of 18 into any criminal activity -
- (a) in exchange for something the victim needs or wants; and/or
 - (b) for the financial or other advantage of the perpetrator or facilitator; and/or
 - (c) through violence or the threat of violence.

The victim may have been criminally exploited even if the activity appears consensual. Child criminal exploitation does not always involve physical contact; it can also occur through the use of technology.

- VII. **Child trafficking:** involves recruiting and moving children who are then exploited. Many children are trafficked into the UK from overseas, but children can also be trafficked from one part of the UK to another.
- VIII. **Domestic abuse:** can encompass a wide range of behaviours and may be a single incident or a pattern of incidents. Domestic abuse is not limited to physical acts of violence or threatening behaviour, and can include emotional, psychological, controlling or coercive behaviour, sexual and/or economic abuse.

Types of domestic abuse include intimate partner violence, abuse by family members, teenage relationship abuse and adolescent to parent violence. Anyone can be a victim of domestic abuse, regardless of gender, age, ethnicity, socio-economic status, sexuality or background and domestic abuse can take place inside or outside of the home.

Domestic abuse continues to be a prevalent risk factor identified through children social care assessments for children in need. Domestic abuse has a significant impact on children.

Children may experience domestic abuse directly, as victims in their own right, or indirectly due to the impact the abuse has on others such as the non-abusive parent.

- IX. **Female genital mutilation (FGM):** is the partial or total removal of external female genitalia for non-medical reasons. The age at which FGM is carried out varies. Religious, social or cultural reasons are sometimes given for FGM. However, FGM is child abuse. It's dangerous and a criminal offence.
- X. **Bullying and Cyberbullying:** usually happens over a lengthy period of time and can harm a child both physically and emotionally. Bullying includes verbal and non-verbal

abuse; threatening, intimidating or humiliating someone or ignoring or isolating someone; racial, sexual or homophobic bullying; physical assaults.

Cyberbullying can involve social networks, games and mobile devices. It includes sending threatening or abusive text messages, creating and sharing embarrassing images or videos and 'trolling' - sending menacing or upsetting messages.

Bullying is one of the most frequently reported causes of abuse or harm for children. UKDS is committed to the elimination of all forms of bullying and harassment. It is the right of each child to be free of fear of bullying or victimisation of any kind, including sexual, racial, and religious or disability harassment, or cyber bullying through mobile phones or online social network sites.

- XI. **Discriminatory abuse:** exists when values, beliefs or culture result in a misuse of power that denies opportunity to some groups or individuals. It can be a feature of any form of abuse of a child, but can be motivated because of age, gender, sexuality, disability, religion, class, culture, language, 'race' or ethnic origin. It includes any form of harassment, slurs or similar treatment.

All these forms of abuse are not mutually exclusive, and many situations will involve a combination of types of abuse. Much abusive behaviour may constitute a criminal offence. All suspected abuse must be investigated.

Annex 2: Legislation and Guidance

- I. For the purposes of this policy, the term children is taken to mean a child or individual under the age of 18.
- II. In Scotland, the definition of a child varies in different legal contexts. For example, a child is defined as under the age of 16 under *The Children (Scotland) Act 1995*. However, statutory guidance which supports the *Children and Young People (Scotland) Act 2014*, includes all children up to the age of 18 in relation to child abuse and neglect.
- III. The following is a summary of the key legislation relating to safeguarding children, which has been taken into consideration in the development of this policy. Although the policy mainly refers to English legislation, safeguarding legislation from the other home nations of Wales, Scotland and Northern Ireland is also considered in the development of this policy:
 - The Human Rights Act 1998
<https://www.legislation.gov.uk/ukpga/1998/42/contents>
 - The United Nations Convention for the Rights of the Child 1989
<https://www.unicef.org.uk/wp-content/uploads/2016/08/unicef-convention-rights-child-uncrc.pdf>
 - The Children Act 1989
<https://www.legislation.gov.uk/ukpga/1989/41/contents>
 - The Children Act 2004
<https://www.legislation.gov.uk/ukpga/2004/31/contents>
 - The Sexual Offences Act 2003
<https://www.legislation.gov.uk/ukpga/2003/42/contents>
 - The Equality Act 2010
<https://www.legislation.gov.uk/ukpga/2010/15/contents>
 - Working Together to Safeguard Children 2023 - A Guide to Multi-Agency Working to Help, Protect and Promote the Welfare of Children
[Working together to safeguard children 2023: statutory guidance \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/835733/Working_together_to_safeguard_children_2023_statutory_guidance.pdf)
 - The Children and Social Work Act 2017
http://www.legislation.gov.uk/ukpga/2017/16/pdfs/ukpga_20170016_en.pdf
 - The Children and Families Act 2014
http://www.legislation.gov.uk/ukpga/2014/6/pdfs/ukpga_20140006_en.pdf
 - Keeping Children Safe in Education September 2019
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/835733/Keeping_children_safe_in_education_2019.pdf
 - The Social Services Well-Being Act 2014 (Wales)
<https://www.legislation.gov.uk/anaw/2014/4/contents>

- The Children (Scotland) Act 1995
<https://www.legislation.gov.uk/ukpga/1995/36/contents>
- Children and Young People (Scotland) Act 2014
<https://www.legislation.gov.uk/asp/2014/8/contents/enacted>
- The Children (Northern Ireland) Order 1995
<https://www.legislation.gov.uk/nisi/1995/755/contents/made>