

# ARMY CADET SAFEGUARDING CHILDREN POLICY



Version 1.3 | March 2023

## CHANGE CONTROL RECORD

Change No	Date of Change	Change
1	2013	Initial Version.
1.2	2021	Update to reflect changes in legislation.
1.3	March 2023	Update to policy statement in line with CFSO 2200. Key Terms updated to include forced marriage, trafficking, FGM, radicalisation, domestic abuse and non-recent abuse. Signs and Symptoms section included. Legal framework for devolved nations included. Infographic on the actions required updated in line with CFSO 2200.



**ARMY CADETS SAFEGUARDING CHILDREN POLICY****Policy Statement**

1. All children have the right to protection from all forms of abuse and harm at all times, including when engaged in Cadet activities and when in contact with members of the Army Cadets.
2. The Army Cadets is a committed child-centred organisation that prioritises engaging safe people to provide safe activities for young people.
3. All must respond swiftly and appropriately when suspicions or allegations of abuse arise. Failure to follow this policy displays negligence and provides sufficient evidence to begin a safeguarding or disciplinary case with the Army's Cadet Forces.
4. **It is the responsibility of all persons within the Army Cadets to help create and maintain a culture in which (taken from [Working Together to Safeguard Children 2018](#)):**
  - a. Children are protected from maltreatment.
  - b. Impairment of children's mental and physical health or development is prevented.
  - c. Children are able to grow up in circumstances consistent with the provision of safe and effective care.
  - d. Action is taken to enable all children to have the best outcomes.
  - e. The risk of circumstances where a child may be harmed are minimised.
  - f. Take appropriate actions to address concerns and report any incidents where a child has been or could have been placed at risk of harm.
5. The Army Cadets is a child-centred organisation. The wellbeing and safeguarding of children takes primacy over all other considerations. Engagement with external agencies, including police and disclosure and barring services as required, ensures the Army Cadets remains a safe space operated by safe people.
6. Within Combined Cadet Force Army Section, hosting schools lead on safeguarding and school policies must be followed.

**Key Terms**

7. Throughout this policy, and all Army Cadets safeguarding documents, the following key terms are defined:
  - a. **'Child (or children)'**. For the purpose of this policy, a child is defined as any person who has not yet reached their 18th birthday. Some cadets in the Combined Cadets Force (Army Section) may be over the age of 18 before they complete year 13, for the purposes of this policy, they will be included in the definition of 'children'.

Scottish legislation recognises 16-18 year olds as ‘young people’ in law but for the purposes of this policy the phrases ‘child’ and ‘children’ will apply to anyone who has not yet reached their 18th birthday. ‘Children’, therefore may be interpreted as ‘children and young people’ throughout.

- b. **‘Duty of care’** refers to the responsibility held by all adult members of the Army Cadets and requires them to always act in the best interest of children and young people, taking appropriate steps to ensure protection from harm or abuse.
- c. **‘Child-centred’** refers to the importance of listening to and hearing the children we support, taking their views and concerns seriously and acting on what they tell us to best meet the needs of cadets as individuals and keep them safe, in collaboration with their families as appropriate.
- d. **‘Abuse’** is a form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm.
- e. **‘Physical abuse’** is defined as deliberately hurting a child and causing physical harm.
- f. **‘Emotional abuse’** involves the persistent emotional maltreatment of a child, which has a severe and persistent negative effect on the child’s emotional development, seeing or hearing the abuse of another person is also emotional abuse.
- g. **‘Child sexual abuse’** is when a child is forced or enticed to take part in sexual activities. This may involve physical contact or non-contact activities and can happen online or offline. Children and young people may not always understand that they are being sexually abused.
- h. **‘Grooming’** is when someone builds a relationship, trust and emotional connection with a child or young person so they can manipulate, exploit and abuse them. Children and young people who are groomed can be sexually abused, exploited or trafficked. Anybody can be a groomer, no matter their age, gender or race. Grooming can take place over a short or long period of time – from weeks to years. Groomers may also build a relationship with the young person’s family, friends or others in their protective network to make them seem trustworthy or authoritative.<sup>1</sup>
- i. **‘Neglect’** is not meeting a child’s basic physical and/ or psychological needs. It is a form of child abuse that can have serious and long-lasting impacts on a child’s life - it can cause serious harm and even death.
- j. **‘Exploitation’** is considered as a separate category of abuse in Northern Ireland, and is the intentional ill-treatment, manipulation or abuse of power and control over a child or young person; to take selfish or unfair advantage of a child or young person or situation, for personal gain. It may manifest itself in many forms such as child labour, slavery, servitude, engagement in criminal activity, begging, benefit or other financial fraud or child trafficking. It extends to the recruitment, transportation, transfer, harbouring or receipt of children for the purpose of exploitation. Exploitation can be sexual in nature.<sup>2</sup> In Scotland, the national definition includes criminal exploitation and trafficking.

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<sup>1</sup> [NSPCC definition](#)

<sup>2</sup> [Co-Operating to Safeguard Children and Young People in Northern Ireland 2017](#)

- k. **‘Forced marriage’** is where one or both people do not (or in cases of people with learning difficulties or who are under-age, cannot) consent to the marriage and where duress is used to enforce the marriage. ‘Duress’ includes psychological, sexual, financial or emotional pressure and physical violence.<sup>3</sup> Children at risk of a forced marriage may fear upcoming holidays, may be missing for periods of time, not be allowed to leave the home or socialise, or be monitored by members of their family.<sup>4</sup>
- l. **‘Trafficking’** is the recruitment, transportation, transfer, harbouring or receipt of people through force, fraud or deception, with the aim of exploiting them for profit.<sup>5</sup>
- m. **‘Female genital mutilation’** (FGM) involves the partial or total removal of external female genitalia or other injury to the female genital organs for non-medical reasons.<sup>6</sup>
- n. **‘Radicalisation’** is the process by which a person comes to support terrorism and extremist ideologies.<sup>7</sup>
- o. **‘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.<sup>8</sup>
- p. **‘Non-recent abuse’** is sometimes referred to as historic abuse. Non-recent abuse may refer to an adult who was abused when under the age of 18, or a young person/ child who was abused at a younger age. Reports of non-recent abuse are managed in the same way as reports of current abuse.

## Signs and Symptoms

8. Some common signs and symptoms that there may be something concerning happening in a child’s life include:
- a. unexplained change in behaviour or personality
  - b. seeming anxious
  - c. becoming uncharacteristically aggressive or withdrawn
  - d. poor bond or relationship with caregiver
  - e. running away or going missing
  - f. knowledge of adult subjects that are inappropriate for their age
  - g. explanations of injuries that are inconsistent with the injuries

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<sup>3</sup> [www.refuge.org.uk](http://www.refuge.org.uk)

<sup>4</sup> [www.safelives.org.uk](http://www.safelives.org.uk)

<sup>5</sup> [United Nations Office on Drugs and Crime](http://www.unodc.org)

<sup>6</sup> [World Health Organisation](http://www.who.int)

<sup>7</sup> [Educate Against Hate](http://www.educate-against-hate.org)

<sup>8</sup> [Working Together to Safeguard Children 2018](http://www.working-together-to-safeguard-children.org)

9. These signs don't always mean a child is being abused, but concerns should be reported to the Designated Safeguarding Lead and the Army Cadet Safeguarding Hub, in order to ensure the child is safe.

### Responsibilities

10. It is the duty of all Cadet Force Adult Volunteers and members of staff throughout the Army Cadets to take responsibility for protecting children and prioritising their wellbeing whilst undertaking Army Cadets activities.

11. Advice on safeguarding matters can be sought from the Designated Safeguarding Lead (DSL) within the Army Cadet Force County or Combined Cadet Force school, the Army Cadet Safeguarding Hub, or the NSPCC. It is always appropriate to contact Police or children's social care immediately, and directly, when there is information to indicate a child is at imminent risk of harm, or there is evidence of recent harm. Action to protect children must not be delayed inappropriately whilst advice is sought. The role of the Designated Safeguarding Lead in the Army Cadet Force is held by the **Cadet Executive Officer** of each County. Contact details for the County Cadet Executive Officer can be found on each County's Army Cadet Force website.

12. For Combined Cadet Force (Army section) activities, hosting schools lead on safeguarding and so the school's Designated Safeguarding Lead is the lead.

13. The **Army Cadet Safeguarding Hub** provides a team of Case Workers who manage all reported safeguarding allegations, concerns, disclosures and incidents with the support of Cadet Executive Officers in their Designated Safeguarding Lead role. The Army Cadet Safeguarding Hub can be contacted directly by emailing [RC-Cdts-INCREP-0Mailbox@mod.gov.uk](mailto:RC-Cdts-INCREP-0Mailbox@mod.gov.uk).

14. Assurance of Safeguarding is provided by regular Brigade Safeguarding Steering Group meetings chaired by the Commander or Deputy Commander of the Army's Regional Point of Command. The Army Cadet Safeguarding Management Group provide a focus on policy and strategic direction with the engagement of external professionals to ensure transparency.

### Recruitment and training of Cadet Force Adult Volunteers

15. All Cadet Force Adult Volunteers receive enhanced disclosure checks from their appropriate disclosure organisation<sup>9</sup>. These checks are renewed every three years (or individuals are registered on an update service with one of these organisations and their certificate is checked for updates at three yearly intervals). In addition, two references are taken for each Cadet Force Adult Volunteer upon application. Every Cadet Force Adult Volunteer is trained in safeguarding during their induction and undertakes annual safeguarding refresher training, engagement with training is recorded and assured.

### Legal Framework

16. Each UK nation is responsible for its own policies and laws. The safeguarding systems in each nation differ in some detail and statutory guidance from each stipulates what organisations must do to ensure the wellbeing and safety of children and young people. This

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<sup>9</sup> Appropriate disclosure organisation – Disclosure and Barring Service (DBS) in England or Wales, PVG or Disclosure Scotland in Scotland, and AccessNI in Northern Ireland.

policy is in line with the legal requirements and statutory guidance of England, Northern Ireland, Scotland and Wales.

17. Further legislation and statutory guidance on safeguarding children and young people is detailed in:

- a. **England.** [Working Together to Safeguard Children](#) and [Keeping Children Safe in Education](#).
- b. **Northern Ireland.** [Co-operating to Safeguard Children and Young People in Northern Ireland](#) and the [Safeguarding Board for Northern Ireland Procedures Manual](#).
- c. **Scotland.** [National Guidance for Child Protection in Scotland](#).
- d. **Wales.** [Welsh Government Safeguarding Guidance](#).

18. Army Cadet Force and Combined Cadet Force (Army section) Regulations, and Cadet Force Standing Order 2200 are available internally and provide information about the expectations of members of the Army Cadets in relation to Safeguarding.

### **How to respond to Safeguarding allegations or concerns**

19. If a child says they or another child is being abused (including any allegations against a member of staff, Cadet Force Adult Volunteer or another young person), or if there are concern for a child's welfare outside of Cadets, the following steps must be considered and followed as indicated:

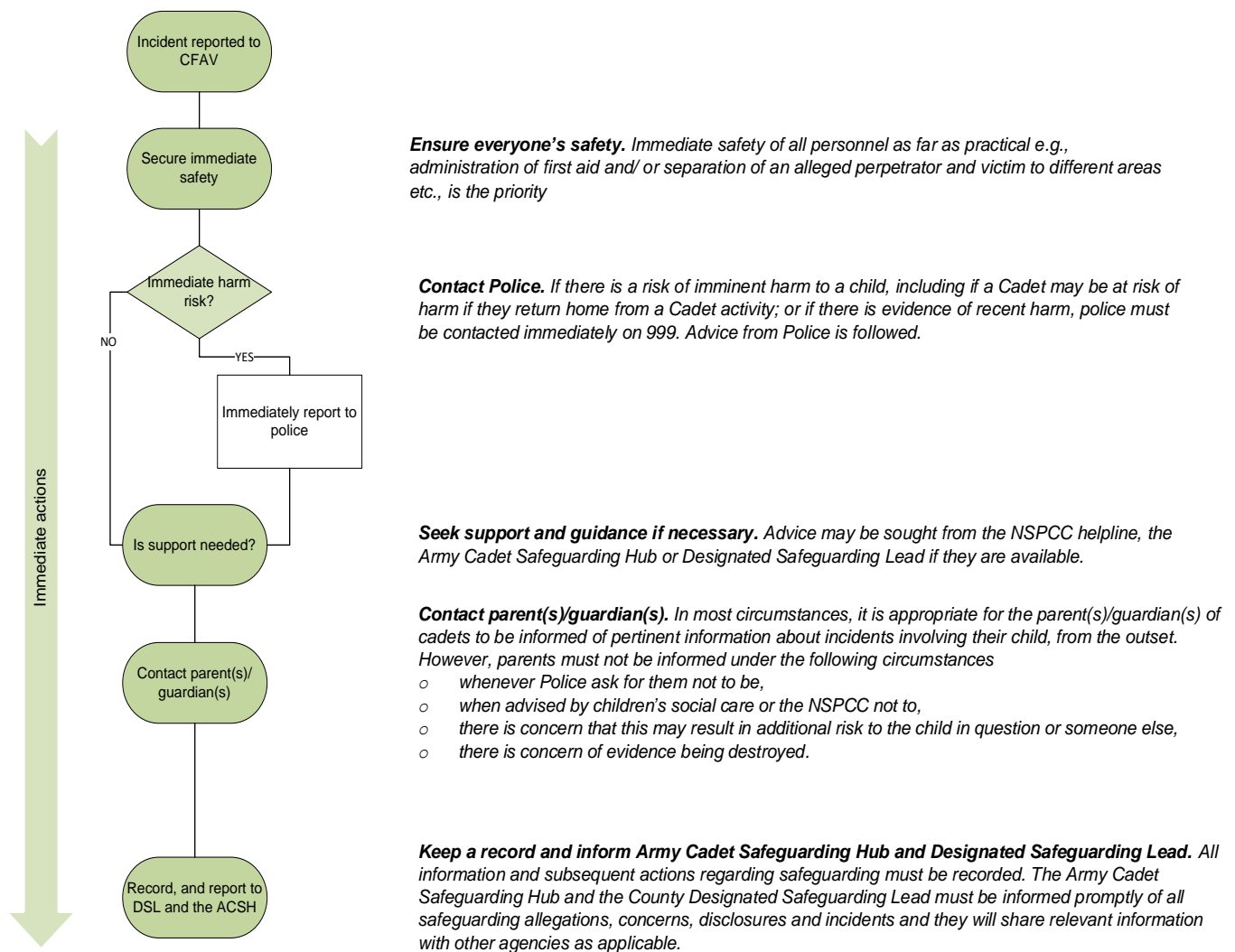


Figure 1: Infographic on the actions required

## Endorsement

20. This has been endorsed Major General J Swift OBE, General Officer Commanding Regional Command, Deputy Standing Joint Commander (United Kingdom) and Commander Cadets, as the senior responsible person for the Army Cadet Force.

## Policy Review

21. We recognise the importance of reviewing policy and commit to the renewal of this Safeguarding Policy on an annual basis, or in line with legislative changes.

Last review: March 2023

Next anticipated review: March 2024



This document will be reviewed annually, any requests for changes should be submitted via the chain of command to the sponsor.



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