

- Verbal (e.g. name calling, constant teasing, sarcasm, racist or homophobic taunts, threats, graffiti and gestures)
- Emotional (e.g. tormenting, ridiculing, humiliating and ignoring)
- Sexual (e.g. unwanted physical contact or abusive comments)

Indicators of bullying:

- Behaviour changes such as reduced concentration, becoming withdrawn, depressed, emotionally unstable, reluctance to go to school.
 - Disengagement with activities that were once exciting/fulfilling
- Physical indicators including headaches, stomach aches, trouble sleeping, bedwetting, bruising, damaged clothes and bingeing, for example on food, cigarettes or alcohol

F. **Who is Responsible for Investigating Incidences of Child Abuse?**

There are only three agencies with the statutory right to undertake a child protection investigation. They are:

- Local authority social services
- The police
- National Society for the Protection of Children (NSPCC)

JEM's staff and volunteers are not responsible for diagnosing or investigating abuse. Their responsibility is to be aware and alert to signs that might indicate that not all is well with a child or young person. Not all concerns will relate directly to abuse, there may be other explanations given a child's individual circumstance.

There should never be a delay in making a referral if it is felt a child or young person is at risk of significant harm. The decision to make a referral is an individual's decision, and should never be overruled by another staff member or manager.

It is important to remember that our responsibility is to report, not to investigate.

G. **Responding to Disclosure, Suspicions and Allegations**

Actions to take when responding to disclosure:

The person receiving disclosure should:

- React calmly
- Tell them that they are not to blame and that they are right to tell
- Take what is said seriously