

Safeguarding Policy Plus Procedures¹

Policy for the Protection of Children

Safeguarding Coordinators and Safeguarding Representatives

The Elders have appointed the following people to be Safeguarding Coordinator and Safeguarding Representatives to whom any allegation or concerns about abuse should be directed. The Safeguarding Representatives are the first point of contact for the individual churches. However, the Safeguarding Representatives should then liaise with the Safeguarding Coordinator who has oversight of all three churches.

The nominated people are NOT normally those directly working with children and young people. They will follow the guidelines and procedures, both national and local for responding to any allegations of abuse.

Christ Church Newland Safeguarding Coordinator: Annette Benstead
Address: 16 Scholars Drive, Hull, HU5 2DB
Telephone: 01482 572698 Mobile 07949 923476
Email: nettebenstead@gmail.com

Christ Church Orchard Park Safeguarding Representative: James Belham
Address: 33 x 20th Avenue, Hull, HU6 9JH
Telephone Mobile: 07788 748329
Email: jamesbelham@hotmail.com

Christ Church Riverside Safeguarding Representative: Elizabeth Tearle
Address: 814 Beverley High Road, Hull, HU6 7HH
Telephone Mobile: 0753861718
Email: liztearle814@yahoo.co.uk

Church Policy Statement

This church recognises and values children and young people (anyone under the age of 18) as equal partners in the life and ministry of the church, and desires to encourage them to explore, discover and live out the Christian Gospel. The Eldership take seriously their obligations and

¹ The Christ Church Network is the operating name of the Newland Christian Trust: a Christian charity (1101648) and Limited Company (04976143)

responsibilities to protect and safeguard the welfare of any child or young person (i.e. under the age of 18 years) entrusted to the church's care.

Therefore, in the church's provision and ministry, the Eldership:

1. Accepts responsibility for the activities of the children and youth groups operating under its jurisdiction.
2. Will actively seek to protect and safeguard the physical, emotional and spiritual welfare of children and young people while in the care of the church.
3. Will have clear procedures for responding to suspicions or allegations about abuse, or inappropriate behaviours towards children and young people by anyone, and procedures for working with known offenders attending the church
4. Will ensure that both employed and volunteer children and youth workers and all other persons working within the church who may have contact with children or young people through this work are properly and appropriately selected and DBS cleared.
5. Will ensure that children/youth workers and volunteers are given adequate support and training.
6. Will ensure that any proposed activities/missions consider safeguarding guidance prior to any arrangements being made.
7. Will annually appoint a Safeguarding Coordinator/Representatives.
8. Will annually review the Safeguarding Policy and procedures.
9. Will maintain appropriate Third Party Liability insurance for the church work among children and young people.

Commitment to Children and Young People

In accepting the Church Safeguarding Policy, the Eldership as agent of the whole church family is also committed:

A: To the children by:

- Listening to and valuing children and young people.
- Relating to children and young people effectively and appropriately.
- Ensuring their protection and minimizing risk of harm by their involvement in any church or related activities, both at the normal meeting place and when away from the normal meeting place.
- Encouraging and supporting children, parents and carers.
- To provide safe, relevant and engaging children and youth work of the highest quality possible and with adequate resources, (bearing in mind the limitations of plant and human resources).

B: To workers, volunteers and the Safeguarding Coordinator/Representatives by:

- Giving and enabling appropriate support and training.
- Providing clear systems and procedures for dealing with concerns or allegations about abuse.
- Providing clear systems and procedures for the recruitment of workers and volunteers.
- Maintaining good links with the statutory childcare authorities and Thirtyone:eight as necessary.

Recruitment of Children and Youth Leaders

Great care will be exercised in the appointment of suitable workers and volunteers to the church's work with children and young people. The Eldership will follow the safer recruitment processes of:

1. Appointment of those responsible for recruitment;
2. Have policies in place for the safeguarding of children and young people;
3. Job description;
4. Confidential declaration and references;
5. Interview;
6. DBS application
7. Approval
8. Probation and Induction including Safeguarding training through Thirtyone:eight or local safeguarding boards;
9. Supervision and review

Definitions of Abuse

The Eldership recognises the following categories of abuse used by every local authority in England and Wales.

- **Neglect:** 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 occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:
 - provide adequate food, clothing and shelter (including exclusion from home or abandonment)
 - protect a child from physical and emotional harm or danger
 - ensure adequate supervision (including the use of inadequate care-givers)
 - ensure access to appropriate medical care or treatment.
 - It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

- **Physical Abuse:** Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.
- **Sexual Abuse:** Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape, buggery or oral sex) or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, sexual online images, watching sexual activities, or encouraging children to behave in sexually inappropriate ways.
- **Emotional Abuse:** 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 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, 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.
- **Organised Abuse:** Organised abuse is defined as abuse involving one or more abusers and a number of children. The abusers concerned may be acting in concert to abuse children, sometimes acting in isolation, or may be using an institutional framework or position of authority to recruit children for abuse.

(A child may suffer more than one category of abuse).

People who Pose a Risk to Children

If there is good reason to believe that someone attending the church may pose a risk to children, either as a result of a criminal conviction or for any other reason, the first concern will be a commitment to the protection of all children and young people.

Whilst extending appropriate pastoral care to an individual, the Ministers and Eldership, will discuss with the Safeguarding Coordinator/Representatives. Seek advice from Thirtyone:eight then meet with the individual and discuss boundaries that the person will be expected to keep. A risk assessment will be carried out and a written Safeguarding agreement will be appropriate in such cases.

Safeguarding – Procedures for Referrals

The role of Church members and nominated Safeguarding Coordinator/Representatives in the event of an allegation or suspicion of abuse:

- Church members, including children and youth work leaders and volunteers, may have concerns about possible or actual inappropriate conduct or abuse which may have occurred within a church setting or within another context, but which is drawn to their attention in a church setting; in either event the following procedures should be observed.
- The role of a church member is not to investigate beyond establishing the basic facts so that a decision can be made about what further action, if any, needs to be taken (such as a referral to the investigating agencies).
- Allow the child to speak, but be very careful not to say anything that may suggest or prompt a particular answer. Anything said by the child should be recorded, using the actual words used by the child.
- Reassure the child that you are listening carefully to them, but refrain from promising to 'keep a secret'. Make it clear that you may have to tell someone else who can help to sort things out.
- Concerns or an allegation must be shared with the nominated Safeguarding Coordinator/Representatives as soon as possible, or in their absence, with either the Ministers or Elders or another trusted adult. If the concern or allegation is about any of these people DO NOT share the concern with them. The concerns MUST be recorded, as must decisions of how to proceed, including rationale for those decisions and consultation with any other persons.
- If all are satisfied that the concerns are unfounded you need take no further action. However, the aforementioned record MUST be kept.
- If concerns remain the nominated Safeguarding Coordinator/Representatives should contact the Thirtyone:eight helpline and the statutory services.
- If there are concerns that a child is suffering or is likely to suffer significant harm or is in immediate danger of harm, then a referral to Social Services or the Police should be made at once by the Church member or the Safeguarding Coordinator/Representatives. Clearly state that you are making a "Child Protection Referral". Identify yourself and the Church you are representing.
- Any concerns in relation to safeguarding issues should be logged and retained securely by the Safeguarding Coordinator/Representatives.
- The Safeguarding Coordinator/Representatives should support any church member raising or reporting a concern or allegation and make sure that the above procedures have been carried out appropriately.
- Unless it is inappropriate in view of the nature of the allegation, the Ministers or Elders should be informed of any referral being made. Do not discuss with anyone else.
- Careful consideration should also be given as to whether the Church's insurers should be contacted and advised of the incident or allegation.
- If the Safeguarding Coordinator/Representatives is unsure, or feels they need to take further advice, they should contact the Thirtyone:eight helpline in the first instance, or Social Services.

Policy Adoption

This policy is adopted and will be reviewed annually by the Elders of Christ Church Newland, Christ Church Riverside Christ Church Orchard Park

Reviewed May 2022

Review May 2023

Useful Telephone numbers

- Thirtyone:eight formally Churches Child Protection Advisory Service Helpline: 0845 1204450
- Social Services Duty Team Hull 01482 448879/East Riding Golden Number 01482 395500
- Emergency Duty Team Hull 01482 300304 East Riding 01482 880826
- Local Police 101 Emergencies 999
- Childline (24 hours) 0800 1111
- NSPCC 0800 096 7729
- Ecclesiastical Insurance Group Write to:
The Managing Director
Ecclesiastical Insurance Group
Beaufort House
Brunswick Road
Gloucester
GL1 1JZ
and marked "Strictly Private and Confidential"
If it is an emergency telephone : 01452 528533