Bridge Church Safeguarding Policy

Name of Organisation:
Bridge Church

Buildings:
Bridge Church, 107-115 Newark Road, Lincoln, LN5 8NQ,
Bridge Community Venue, 72a Newark Road, Lincoln. LN5 8PY

Contact:
01522 530730
info@bridgechurchlincoln.co.uk

Denomination:
Assemblies of God UK

Charity Number:
1052167

Insurance Company:
Kingdom Bank – Public Liability Insurance, Employers Liability Insurance

Bridge Church runs various projects and activities throughout the week. On a Sunday we have two services open to all ages with a separate children’s group meeting. Throughout the week we have a café, charity shop, soft play, foodbank, library service; all of which are operated by our team of volunteers who range in ages and abilities and are open to the public. We have a youth group who meet once a week within the church building, as well as a bible study for people with learning difficulties at the Bridge Community Venue.
Our commitment

As a Leadership we recognise the need to provide a safe and caring environment for children, young people and adults. We acknowledge that children, young people and adults can be the victims of physical, sexual and emotional abuse, and neglect. We accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to “all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status”. We also concur with the Convention on the Rights of the Child which states that children should be able to develop their full potential, free from hunger and want, neglect and abuse. They have a right to be protected from “all forms of physical or mental violence, injury or abuse, neglect or negligent treatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s), or any other person who has care of the child.” As a Leadership we have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to build constructive links with statutory and voluntary agencies involved in safeguarding.

The policy and attached practice guidelines are based on the ten Safe and Secure safeguarding standards published by the Churches’ Child Protection Advisory Service (CCPAS) and prepared in consultation with Assemblies of God UK.

The Leadership undertakes to:
- Endorse and follow all national and local safeguarding legislation and procedures, in addition to the international conventions outlined above.
- Provide on-going safeguarding training for all its workers and will regularly review the operational guidelines attached.
- Ensure that the premises meet the requirements of the Equality Act 2010 and all other relevant legislation, and that it is welcoming and inclusive.
- Support the Safeguarding Coordinator(s) in their work and in any action they may need to take in order to protect children and adults with care and support needs.
- The Leadership agrees not to allow the document to be copied by other organisations.

SECTION 2

Recognising and responding appropriately to an allegation or suspicion of abuse

Understanding abuse and neglect

Defining child abuse or abuse against an adult is a difficult and complex issue. A person may abuse by inflicting harm, or failing to prevent harm. Children and adults in need of protection may be abused within a family, an institution or a community setting. Very often the abuser is known or in a trusted relationship with the child or adult.

In order to safeguard those in our places of worship and organisations we adhere to the UN Convention on the Rights of the Child and have as our starting point as a definition of abuse, Article 19 which states:
• **Parties shall take all appropriate legislative, administrative, social and educational measures** to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.

• **Such protective measures should, as appropriate, include effective procedures for the establishment of social programmes to provide necessary support for the child and for those who have the care of the child, as well as for other forms of prevention and for identification, reporting, referral, investigation, treatment and follow-up of instances of child maltreatment described heretofore, and, as appropriate, for judicial involvement.**

Also for adults the UN Universal Declaration of Human Rights with particular reference to Article 5 which states:

• **No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.**

Detailed definitions, and signs and symptoms of abuse, as well as how to respond to a disclosure of abuse, are included here in our policy.

**Safeguarding Children:**

Definitions of abuse:

**What is 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 for example, via the internet. They may be abused by an adult or adults, or another child or children.

**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.

**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 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 cyberbullying), 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.
**Sexual abuse**: Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. 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.

**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 car-givers); or
- ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child’s basic emotional needs.

**Signs and symptoms of Abuse:**

The following signs could be indicators that abuse has taken place but should be considered in context of the child’s whole life.

**Physical**

- Injuries not consistent with the explanation given for them
- Injuries that occur in places not normally exposed to falls, rough games, etc
- Injuries that have not received medical attention
- Reluctance to change for, or participate in, games or swimming
- Repeated urinary infections or unexplained tummy pains
- Bruises on babies, bites, burns, fractures etc which do not have an accidental explanation*
- Cuts/scratches/substance abuse*

**Sexual**

- Any allegations made concerning sexual abuse
- Excessive preoccupation with sexual matters and detailed knowledge of adult sexual behaviour
- Age-inappropriate sexual activity through words, play or drawing
- Child who is sexually provocative or seductive with adults
- Inappropriate bed-sharing arrangements at home
- Severe sleep disturbances with fears, phobias, vivid dreams or nightmares, sometimes with overt or veiled sexual connotations
- Eating disorders - anorexia, bulimia*
Emotional

- Changes or regression in mood or behaviour, particularly where a child withdraws or becomes clinging.
- Depression, aggression, extreme anxiety.
- Nervousness, frozen watchfulness
- Obsessions or phobias
- Sudden under-achievement or lack of concentration
- Inappropriate relationships with peers and/or adults
- Attention-seeking behaviour
- Persistent tiredness
- Running away/stealing/lying

Neglect

- Under nourishment, failure to grow, constant hunger, stealing or gorging food, Untreated illnesses,
- Inadequate care, etc

*These indicate the possibility that a child or young person is self-harming. Approximately 20,000 are treated in accident and emergency departments in the UK each year.

Safeguarding Adults:

Definitions of Abuse:

**Physical abuse** – including assault, hitting, slapping, pushing, misuse of medication, restraint or inappropriate physical sanctions.

**Domestic violence** – including psychological, physical, sexual, financial, emotional abuse; so called ‘honour’ based violence.

**Sexual abuse** – including rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting.

**Psychological abuse** – including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber bullying, isolation or unreasonable and unjustified withdrawal of services or supportive networks.

**Financial or material abuse** – including theft, fraud, internet scamming, coercion in relation to an adult’s financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

**Modern slavery** – encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.
Discriminatory abuse – including forms of harassment, slurs or similar treatment; because of race, gender and gender identity, age, disability, sexual orientation or religion.

Organisational abuse – including neglect and poor care practice within an Institution or specific care setting such as a hospital or care home, for example, or in relation to care provided in one’s own home. This may range from one off incidents to on-going ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation.

Neglect and acts of omission – including ignoring medical, emotional or physical care needs, failure to provide access to appropriate health, care and support or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.

Self-neglect – this covers a wide range of behaviour neglecting to care for one’s personal hygiene, health or surroundings and includes behaviour such as hoarding. Incidents of abuse may be one-off or multiple, and affect one person or more.

Signs and symptoms of abuse:

Physical abuse
History of unexplained falls, fractures, bruises, burns, minor injuries.
Signs of under or over use of medication and/or medical problems left unattended.
Any injuries not consistent with the explanation given for them
Bruising and discolouration - particularly if there is a lot of bruising of different ages and in places not normally exposed to falls, rough games etc.
Recurring injuries without plausible explanation
Loss of hair, loss of weight and change of appetite
Person flinches at physical contact &/or keeps fully covered, even in hot weather;
Person appears frightened or subdued in the presence of a particular person or people

Domestic violence
Unexplained injuries or ‘excuses’ for marks or scars
Controlling and/or threatening relationship including psychological, physical, sexual, financial, emotional abuse; so called ‘honour’ based violence and Female Genital Mutilation.
Age range extended to 16 yrs.

Sexual abuse
Pregnancy in a woman who lacks mental capacity or is unable to consent to sexual intercourse
Unexplained change in behaviour or sexually explicit behaviour
Torn, stained or bloody underwear and/or unusual difficulty in walking or sitting
Infections or sexually transmitted diseases
Full or partial disclosures or hints of sexual abuse
Self-harming
Emotional distress
Mood changes
Disturbed sleep patterns

Psychological abuse
Alteration in psychological state e.g. withdrawn, agitated, anxious, tearful
Intimidated or subded in the presence of a carer
Fearful, flinching or frightened of making choices or expressing wishes
Unexplained paranoia

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Changes in mood, attitude and behaviour, excessive fear or anxiety
Changes in sleep pattern or persistent tiredness
Loss of appetite
Helplessness or passivity
Confusion or disorientation
Implausible stories and attention seeking behaviour
Low self-esteem

Financial or material abuse
Disparity between assets and living conditions
Unexplained withdrawals from accounts or disappearance of financial documents or loss of money
Sudden inability to pay bills, getting into debt
Carers or professionals fail to account for expenses incurred on a person’s behalf
Recent changes of deeds or title to property
Missing personal belongings
Inappropriate granting and / or use of Power of Attorney

Modern slavery
Physical appearance; unkempt, inappropriate clothing, malnourished
Movement monitored, rarely alone, travel early or late at night to facilitate working hours.
Few personal possessions or ID documents.
Fear of seeking help or trusting people.

Discriminatory abuse
Inappropriate remarks, comments or lack of respect
Poor quality or avoidance care
Low self-esteem
Withdrawn
Anger
Person puts themselves down in terms of their gender or sexuality
Abuse may be observed in conversations or reports by the person of how they perceive themselves

Institutional Abuse
Low self-esteem
Withdrawn
Anger
Person puts themselves down in terms of their gender or sexuality
Abuse may be observed in conversations or reports by the person of how they perceive themselves
No confidence in complaints procedures for staff or service users.
Neglectful or poor professional practice.
Neglect and acts of omission
Deteriorating despite apparent care
Poor home conditions, clothing or care and support.
Lack of medication or medical intervention
Self-neglect
Hoarding inside or outside a property
Neglecting personal hygiene or medical needs

Bridge Church Safeguarding Policy - CCPAS
Person looking unkempt or dirty and has poor personal hygiene
Person is malnourished, has sudden or continuous weight loss and is dehydrated – constant hunger, stealing or gorging on food
Person is dressed inappropriately for the weather conditions
Dirt, urine or faecal smells in a person’s environment
Home environment does not meet basic needs (for example not heating or lighting)
Depression

**How to respond to a child wishing to disclose abuse**

**General Points**
- Show acceptance of what the child says (however unlikely the story may sound)
- Keep calm; look at the child directly
- Tell the child you will need to let someone else know – never promise confidentiality
- Even when a child has broken a rule, they are not to blame for the abuse
- Be aware that the child may have been threatened or bribed not to tell
- Never push for information. If the child decides not to tell you after all, then accept that and let them know you are always ready to listen.

**Helpful Things You May Say**
- I believe you (or showing acceptance of what the child says)
- Thank you for telling me. It is not your fault. I will help you.

**Do Not Say**
- Why did you not tell anyone before? I cannot believe it! Are you sure this is true?
- I am shocked, do not tell anyone else!
- Never make false promises

**Concluding**
- Again reassure the child they were right to tell you and show acceptance.
- Let the child know what you are going to do next and that you will let them know what happens. (You might have to consider contacting Social Services or the Police to prevent a child or young person returning home if you consider them to be seriously at risk of further abuse).
- Contact the Co-ordinator as outlined in this policy.
- Consider your own feelings and seek pastoral support.

**What to do Once a Child Has Talked to You About Abuse:**
Under no circumstances should a worker carry out their own investigation into an allegation or suspicion of abuse

**The Procedure**
1. Make notes as soon as possible (preferably within an hour of being told), writing down exactly what the child said, what you said in reply to the child, when he/she said it and what was happening before hand (e.g. description of activity).
Record dates and times at these events and when you made the record. Keep all handwritten notes secure, even if these have been typed subsequently.

2 Report your discussion as soon as possible to the Co-ordinator. If the Co-ordinator is implicated in the allegation or suspicion, report to the Deputy. If the suspicions implicate both the Safeguarding Co-ordinator and the Deputy, then the report should be made in the first instance to the Churches' Child Protection Advisory Service (CCPAS) PO Box 133, Swanley, Kent, BR8 7UQ. Telephone 0845 120 4550/01322 517817. Alternatively contact Social Services or the police.

3 You should not discuss your allegations or suspicions with anyone other than those nominated in the above point.

4 Once a child has talked about the abuse the worker/Co-ordinator should consider whether or not it is safe for a child to return home to a potentially abusive situation. On rare occasions it might be necessary to take immediate action to contact Social Services and/or police to discuss putting into effect safety measures for the child so that they do not return home.

**Appointment of Workers**

In appointing workers, we will be responsible for the following:

1 Ensuring suitable DBS\(^2\) checks are undertaken by Mr Trevor Homfray-Cooper (hereafter, the ‘Recruiter’) according to CCPAS guidelines.

2 Workers will be given opportunities to meet together with a leader to discuss work programmes and areas of concern including issues relating to discipline.

3 The appointment of workers will be reviewed on a regular basis.

4 The criteria for not appointing workers for children and young people are as follows:
   - Any adult who is known to have been convicted of acts of violence or sexual offences against children, young people or adults.
   - Anyone about whom the group have reservations regarding their behaviour, lifestyle, attitudes and commitment.

**Arrangements for Supervision of Group/Children’s Activities**

**General Guidelines**

The supervision ratio of workers to children per age range is as follows:

- 0-2 Years – 1 adult to 3 children
- 2-3 Years – 1 adult to 4 children
- 3-8 Years – 1 adult to 8 children
- 8-11 Years – 1 adult to 10 children
- 11-18 Years – No specified guideline

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\(^1\) Workers are those working with Children or Young People within Bridge Church activities.

\(^2\) Previously known as CRB checks.
No person under the age of 16 will be left in charge of any children at any time.

A register of children or young people will be kept, along with a register of helpers.

Any worker facing an allegation or suspicion will be removed from working with children or young people until a suitable conclusion has been reached.

All activities should be done in a public space, within a group context.

Physical contact should be initiated by the child and not the worker (i.e. a hug).

Workers are free to monitor one another in the area of physical contact. They are free to help each other by pointing out anything that may be misconstrued.

A worker will never go to the toilet at the same time as a child.

Safeguarding awareness

The Leadership is committed to on-going safeguarding training and development opportunities for all workers, developing a culture of awareness of safeguarding issues to help protect everyone. All our workers will receive induction training and undertake recognised safeguarding training on a regular basis.

The Leadership will also ensure that children and adults with care and support needs are provided with information on where to get help and advice in relation to abuse, discrimination, bullying or any other matter where they have a concern.

The sections that follow relate to procedures applicable to the UK. Policies for use elsewhere would need to reflect the circumstances in the country concerned and strategic personnel within the organisation concerned.

Where the concern is about a child the Safeguarding Co-ordinator should contact Children’s Social Services. Where the concern is regarding an adult in need of protection, contact Adult Social Services or take advice from CCPAS as above.

The local Children’s Social Services office telephone number (office hours) is 01522 782111. The out of hours emergency number is 01522 782333.

The local Adult Social Services office telephone number (office hours) is 01522 782155. The out of hours emergency number is 01522 782333.

- The Safeguarding Co-ordinator may need to inform others depending on the circumstances and/or nature of the concern (for example the Chair of Trustees to log that a safeguarding concern is being dealt with, Insurance company to log that there is a possibility of a serious incident concerning safeguarding or a Designated Officer (formerly LADO) if allegations have been made about a person who has a role with
under 18’s elsewhere or another denominational officer e.g. Diocesan Safeguarding Adviser or similar).

- Suspicions must not be discussed with anyone other than those nominated above. A written record of the concerns should be made in accordance with these procedures and kept in a secure place.

- Whilst allegations or suspicions of abuse will normally be reported to the Safeguarding Co-ordinator, the absence of the Safeguarding Co-ordinator or Deputy should not delay referral to Social Services, the Police or taking advice from CCPAS.

- The Leadership will support the Safeguarding Co-ordinator/Deputy in their role, and accept that any information they may have in their possession will be shared in a strictly limited way on a need to know basis.

- It is, of course, the right of any individual as a citizen to make a direct referral to the safeguarding agencies or seek advice from CCPAS, although the Leadership hope that members of the place of worship / organisation will use this procedure. If, however, the individual with the concern feels that the Safeguarding Co-ordinator/Deputy has not responded appropriately, or where they have a disagreement with the Safeguarding Co-ordinator(s) as to the appropriateness of a referral they are free to contact an outside agency direct. We hope by making this statement that the Leadership demonstrate its commitment to effective safeguarding and the protection everyone; children and adults who may be at risk of harm or abuse.

The role of the safeguarding co-ordinator/ deputy is to collate and clarify the precise details of the allegation or suspicion and pass this information on to statutory agencies that have a legal duty to investigate.

**Detailed procedures where there is a concern about a child:**

**Allegations of physical injury, neglect or emotional abuse.**

If a child has a physical injury, a symptom of neglect or where there are concerns about emotional abuse, the Safeguarding Co-ordinator/Deputy will:

- Contact Children’s Social Services (or CCPAS) for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home.
- Not tell the parents or carers unless advised to do so, having contacted Children’s Social Services.
- Seek medical help if needed urgently, informing the doctor of any suspicions.
- For lesser concerns, (e.g. poor parenting), encourage parent/carer to seek help, but not if this places the child at risk of significant harm.
- Where the parent/carer is unwilling to seek help, offer to accompany them. In cases of real concern, if they still fail to act, contact Children’s Social Services direct for advice.
• Seek and follow advice given by CCPAS (who will confirm their advice in writing) if unsure whether or not to refer a case to Children’s Social Services.

Allegations of sexual abuse

In the event of allegations or suspicions of sexual abuse, the Safeguarding Co-ordinator/Deputy will:

• Contact the Children’s Social Services Department Duty Social Worker for children and families or Police Child Protection Team direct. They will NOT speak to the parent/carer or anyone else.
• Seek and follow the advice given by CCPAS if, for any reason they are unsure whether or not to contact Children’s Social Services/Police. CCPAS will confirm its advice in writing for future reference.

Detailed procedures where there is a concern that an adult is in need of protection:

Suspicion or allegations of abuse or harm including: physical, sexual, organisational, financial, discriminatory, neglect, self-neglect, forced marriage, modern slavery, domestic abuse.

If there is concern about any of the above, Safeguarding Co-ordinator/Deputy will:

• Contact the Adult Social Care Team who have responsibility under the Care Act 2014 to investigate allegations of abuse. Alternatively CCPAS can be contacted for advice.
• If the adult is in immediate danger or has sustained a serious injury contact the Emergency Services, informing them of any suspicions.

Allegations of abuse against a person who works with children/young people

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the Safeguarding Co-ordinator, in accordance with Local Safeguarding Children Board (LSCB) procedures will need to liaise with Children’s Social Services in regards to the suspension of the worker, also making a referral to a designated officer formerly called a Local Authority Designated Officer (LADO). Working Together to Safeguard Children 2015 no longer refers to them as LADOs only ‘designated officers’. However the function remains the same which is to handle all allegations against adults who work with children and young people whether in a paid or voluntary capacity.

In addition to this, whether or not there are such mechanisms in operation, consideration should be given to whether a referral should be made to the Disclosure and Barring Service which manages the list of those people deemed unsuitable for working with children or adults. Where you are liaising with a designated officer discuss with them about the need to refer to the DBS. If a designated officer is not involved, you need to contact the DBS if the situation is that the nature of concern leads you to end the employment of the worker or...
volunteer or would have made this decision in circumstances where they have left voluntarily.

**Allegations of abuse against a person who works with adults with care and support needs.**

The Care Act places the duty upon Adult Services to investigate situations of harm to adults with care and support needs. This may result in a range of options including action against the person or organisation causing the harm, increasing the support for the carers or no further action if the 'victim' chooses for no further action and they have the capacity to communicate their decision. However, this is a decision for Adult Services to decide not the church.

**SECTION 3**

**Prevention**

**Safer recruitment**

The Leadership will ensure all workers will be appointed, trained, supported and supervised in accordance with government guidance on safe recruitment. This includes ensuring that:

- There is a written job description / person specification for the post
- Those applying have completed an application form and a self declaration form
- Those short listed have been interviewed
- Safeguarding has been discussed at interview
- Written references have been obtained, and followed up where appropriate
- A Disclosure and Barring Service (DBS) check has been completed where necessary (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information)
- Qualifications where relevant have been verified
- A suitable training programme is provided for the successful applicant
- The applicant has completed a probationary period
- The applicant has been given a copy of the organisation’s safeguarding policy and knows how to report concerns.

**Management of Workers – Codes of Conduct**

As a Leadership we are committed to supporting all workers and ensuring they receive support and supervision. All workers have been issued with a code of conduct towards children, young people and adults with care and support needs.

The Home Office issued guidance in ‘Abuse of Trust Caring for young people and the vulnerable: Guidance for preventing abuse of trust’. This guidance is intended to apply to those caring for young people or adults at risk of harm or abuse in both paid and unpaid work, including volunteers, regardless of whether they are in the public, private, voluntary or volunteering sectors. It is important that places of worship and organisations have clear boundaries in regards to the personal relationships which can develop.
SECTION 4

Pastoral Care

Supporting those affected by abuse

The Leadership is committed to offering pastoral care, working with statutory agencies as appropriate, and support to all those who have been affected by abuse who have contact with or are part of the place of worship / organisation.

Working with offenders

When someone attending the place of worship / organisation is known to have abused children, or is known to be a risk to adults the Leadership will supervise the individual concerned and offer pastoral care, but in its safeguarding commitment to the protection of everyone who may be at risk of harm, will set boundaries for that person which they will be expected to keep.

If someone who poses a risk to children, young people or adults wants to join in with activities or become part of an organisation, it is important the leadership manage the risk appropriately by creating clear policies and a code of behaviour the individual must follow. This will help protect everyone and lessen the possibility of the person being wrongly suspected of abuse in the future. In this section you could add the type of boundaries you would expect a person to keep, along with the support that can be offered and add these as an appendix. CCPAS pioneered the use of contracts with sex offenders in faith communities. The contract should give details of both the boundaries you expect the individual to keep and the support you will offer them. It should be tailored specifically to individual circumstances and informed ideally by risk assessments from the statutory agencies.
SECTION 5

Practice Guidelines
As an organisation / place of worship working with children, young people and adults with care and support needs we wish to operate and promote good working practice. This will enable workers to run activities safely, develop good relationships and minimise the risk of false or unfounded accusation.

Working in Partnership
The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children, young people and adults. This can be because of cultural tradition, belief and religious practice or understanding, for example, of what constitutes abuse. We therefore have clear guidelines in regards to our expectations of those with whom we work in partnership, whether in the UK or not. We will discuss with all partners our safeguarding expectations and have a partnership agreement for safeguarding. It is also our expectation that any organisation using our premises, as part of the letting agreement will have their own policy that meets CCPAS’ safeguarding standards.

Good communication is essential in promoting safeguarding, both to those we wish to protect, to everyone involved in working with children and adults and to all those with whom we work in partnership. This safeguarding policy is just one means of promoting safeguarding.

Signed by: ____________________________

Date: 4th April 2017

This is a ‘living’ document and will be reviewed every 12 months.
APPENDIX 1

Leadership Safeguarding Statement

The Leadership Bridge Church Lincoln recognises the importance of its ministry /work with children and young people and adults in need of protection and its responsibility to protect everyone entrusted to our care.

The following statement was agreed by the leadership/organisation on: 4th April 2017.

This place of worship/organisation is committed to the safeguarding of children and adults with care and support needs and ensuring their well-being.

Specifically:

- We recognise that we all have a responsibility to help prevent the physical, sexual, emotional abuse and neglect of children and young people (those under 18 years of age) and to report any such abuse that we discover or suspect.
- We believe every child should be valued, safe and happy. We want to make sure that children we have contact with know this and are empowered to tell us if they are suffering harm.
- All children and young people have the right to be treated with respect, to be listened to and to be protected from all forms of abuse.
- We recognise that we all have a responsibility to help prevent the physical, sexual, psychological, financial and discriminatory abuse and neglect of adults who have care and support needs and to report any such abuse that we discover or suspect.
- We recognise the personal dignity and rights of adults who find themselves victims of forced marriage or modern slavery and will ensure all our policies and procedures reflect this.
- We believe all adults should enjoy and have access to every aspect of the life of the place of worship/organisation unless they pose a risk to the safety of those we serve.
- We undertake to exercise proper care in the appointment and selection of all those who will work with children and adults with care and support needs.

We are committed to:

- Following the requirements for UK legislation in relation to safeguarding children and adults and good practice recommendations.
• Respecting the rights of children as described in the UN Convention on the Rights of the Child.
• Implementing the requirements of legislation in regard to people with disabilities.
• Ensuring that workers adhere to the agreed procedures of our safeguarding policy.
• Keeping up to date with national and local developments relating to safeguarding.
• Following any denominational or organisational guidelines in relation to safeguarding children and adults in need of protection.
• Supporting the safeguarding co-ordinator/s in their work and in any action they may need to take in order to protect children / adults.
• Ensuring that everyone agrees to abide by these recommendations and the guidelines established by this place of worship/organisation.

Supporting parents and families
• Nurturing, protecting and safeguarding of children and young people
• Supporting, resourcing, training, monitoring and providing supervision to all those who undertake this work.
• Supporting all in the place of worship/organisation affected by abuse.
• Adopting and following the ‘Safe and Secure’ safeguarding standards developed by the Churches’ Child Protection Advisory Service.

We recognise:

• Children’s Social Services (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a child. Adult Social Care (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about an adult with care and support needs.
• Where an allegation suggests that a criminal offence may have been committed then the police should be contacted as a matter of urgency.
• Where working outside of the UK, concerns will be reported to the appropriate agencies in the country in which we operate, and their procedures followed, and in addition we will report concerns to our agency’s headquarters.
• Safeguarding is everyone’s responsibility.
We will review this statement and our policy and procedures annually.

If you have any concerns for a child or adult with care and support needs then speak to one of the following who have been approved as safeguarding co-ordinators for this place of worship/organisation.

(Sian Wade) Child/Adult Safeguarding Coordinator

( Trevor Homfray-Cooper) Deputy Child/Adult Safeguarding Coordinator

A copy of the full policy and procedures is available from the Church Office. 72a Newark Road, Lincoln. LN5 8PY

Signed by leadership/organisation

Julian Arnold on behalf of Bridge Church Leadership

Date: 4th April 2017
Safeguarding is a priority here

We are committed to following government and CCPAS guidelines on safeguarding children and vulnerable adults and good working practice, including safe recruitment of workers.

We work to a formal safeguarding policy and it can be seen on request from:

If you have any concerns regarding the safety or welfare of a child you can speak to:

or

If you have any concerns regarding the safety or welfare of a vulnerable adult you can speak to:

or

They have been appointed by the leadership to respond to any safeguarding concerns.

Signed ___________________________ Date ___________________________

On behalf of the Leadership

Useful Contacts

CCPAS
0845 120 45 50

Childline (for children)
0800 1111

NSPCC
0808 800 5000

Stop it Now
0808 1000 900

Through the Roof
01372 749955

Action on Elder Abuse
0808 808 8141

Childnet Int
www.childnet.com

CEOP
ceop.police.uk

NAPAC
020 3176 0560

CCPAS, PO Box 133,
Swanley, Kent, BR8 7UQ.
Tel: 0845 120 45 50
Email: info@ccpas.co.uk
Web: www.ccpas.co.uk