

St George's Church, Fatfield

SAFEGUARDING POLICY

For Children and Young People

Based upon CCPAS Safeguarding Policy & Durham diocesan guidelines – CCPAS 2009

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SECTION 1

CHURCH DETAILS:

Name of Church: St George's Church, Fatfield

Address: Vigo Lane, Harraton, Washington, NE38 9AN

Telephone No. 0191 415 4200

Email: office@stgeorgesfatfield.co.uk

Web Site: www.stgeorgesfatfield.co.uk

Denomination: Church of England

Charity No. XN 18597

Insurance Company: Ecclesiastical

The Policy applies to all activities undertaken on behalf of the Church involving children and young people (0-18years).

OUR COMMITMENT

St George's Church PCC (as trustees) recognise the need to provide a safe and caring environment for children and young people (under 18 years of age).

- We acknowledge that children and young people 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."
- 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.

As a PCC, we have therefore adopted the procedures set out in this safeguarding policy work for the benefit and protection of children, young people, those working with them and this Church Council 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 Church of England Safeguarding guidelines, the Safe and Secure safeguarding standards published by Durham Diocese and the house of bishops along with documents and guidance from the Churches' Child Protection Advisory Service (CCPAS)

The PCC 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 worker/volunteers and will annually review the operational guidelines attached.
- Ensure as far as possible that the premises hired meet the requirements of the Disability Discrimination Act 1995 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 young people.

SECTION 2

RECOGNISING AND RESPONDING APPROPRIATELY TO AN ALLEGATION OR SUSPICION OF ABUSE

UNDERSTANDING ABUSE AND NEGLECT

Defining child abuse is a difficult and complex issue. Children 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.

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:

1. 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.

2. 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 as described above, and, as appropriate, for judicial involvement.

DEFINITIONS OF ABUSE

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 by those known to them or, more rarely, by a stranger. They may be abused by an adult/adults/another child or children.

The four definitions of abuse below operate in England based on the government guidance 'Working Together to Safeguard Children (2006)':

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 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.

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, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

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 and clothing, shelter including exclusion from home or abandonment, failing to protect a child from physical and emotional harm or danger, failure to ensure adequate supervision including the use of inadequate care-takers, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

SIGNS OF POSSIBLE 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 and inadequate care.

*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.

EFFECTIVE LISTENING

Ensure the physical environment is welcoming, giving opportunity for the child or vulnerable adult to talk in private but making sure others are

aware the conversation is taking place.

- It is especially important to allow time and space for the person to talk
- Above everything else listen without interrupting
- Be attentive and look at them whilst they are speaking
- Show acceptance of what they say (however unlikely the story may sound) by reflecting back words or short phrases they have used
- Try to remain calm, even if on the inside you are feeling something different
- Be honest and don't make promises you can't keep regarding confidentiality
- If they decide not to tell you after all, accept their decision but let them know that you are always ready to listen.
- Use language that is age appropriate and, for those with disabilities, ensure there is someone available who understands sign language, Braille etc.

Helpful Responses:

- You have done the right thing in telling
- I am glad you have told me
- I will try to help you

Don't Say

- Why didn't you tell anyone before?
- I can't believe it!
- Are you sure this is true?
- Why? How? When? Who? Where?
- I am shocked, don't tell anyone else

SAFEGUARDING AWARENESS

The PCC is committed to on-going safeguarding training and development opportunities for all worker/volunteers, developing a culture of awareness of safeguarding issues to help protect everyone. All our worker/volunteers will receive induction training and be encouraged to undertake recognised safeguarding training available.

RESPONDING TO ALLEGATIONS OF ABUSE

Under no circumstances should a worker/volunteer carry out their own investigation into an allegation or suspicion of abuse. The following procedures should be carried out:

- The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to Kate Grimwood (hereafter the "**Safeguarding Co-ordinator**") who is nominated by the PCC to act on their behalf in dealing with the allegation or suspicion of neglect or abuse, including referring the matter on to the statutory authorities.
- In the absence of the Safeguarding Co-ordinator or, if the suspicions in any way involve the Safeguarding Co-ordinator, then the report

should be made to Doug Green (hereafter 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 Diocesan Safeguarding officer Beth Miller:

- Mobile: 07968034075
- Email: beth@bethmillerisw.co.uk
- the local Children's Social Services office telephone number (office hours) is tel. 0191 566 1500. The out of hours emergency number is tel. 0191 528 9110.
- Sunderland Children's Safeguarding Board telephone number (office hours) is tel. 0191 520 5560. The out of hours emergency number is tel. 0191 520 5552
- The Police Child Protection Team telephone number is tel. 101 ext 66264, 66265 or 66266
- Where required the Safeguarding Co-ordinator should then immediately inform the insurance company and the Vicar/ Church Wardens.
- Suspicions must not be discussed with anyone other than those nominated above. A written record of concern must be completed, kept secure and confidential, and passed to the Safeguarding Co-ordinator.
- 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 Diocese.
- The PCC 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 the diocese or other agency such as CCPAS, although The PCC hope that members of the Church 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 PCC demonstrates its commitment to effective safeguarding and the protection of all those who are vulnerable.

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 who 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 the diocese or relevant agency such as 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 other 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 the diocese or relevant agency 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/volunteer 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 the diocese or relevant agency such as CCPAS if, for any reason they are unsure whether or not to contact Children's Social Services/Police.

Allegations of Abuse Against a Person Who Works With Children:

If an accusation is made against a worker/volunteer 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/volunteer, also making a referral to a Safeguarding Adviser (SA) / Local Authority Designated Officer (LADO).

SECTION 3

PREVENTION

Safe recruitment

The PCC will ensure all workers/volunteers 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
- Those short listed have been interviewed
- Safeguarding has been discussed at interview
- Written references have been obtained, and followed up where appropriate
- A criminal records disclosure has been completed (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
- Training is provided for the successful applicant if necessary
- The applicant completes a probationary period
- The applicant has been given a copy of the organisation's safeguarding policy, and acknowledged receipt of, and knows how to report concerns.

Management of Worker/Volunteers – Codes of Conduct

As a PCC we are committed to supporting all workers/volunteers and ensuring they receive support and supervision. All worker/volunteers have been issued with a Good Practice Guide and this Safeguarding Policy. The PCC undertakes to follow the principles found within the 'Abuse Of Trust' guidance issued by the Home Office and it is therefore unacceptable for those in a position of trust to engage in any behaviour which might allow a sexual relationship to develop for as long as the relationship of trust continues.

SECTION 4

PASTORAL CARE

Supporting those Affected by Abuse

The PCC 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 Church is known to have abused children, the PCC will ensure proper supervision is available for the individual concerned and offer pastoral care, but in its safeguarding commitment to the protection of children, set boundaries for that person which they will be expected to keep.

SECTION 5

PRACTICE GUIDELINES

As a Church working with children and young people we wish to operate and promote good working practice. This will enable worker/volunteers to run activities safely, develop good relationships and minimise the risk of false accusation.

As well as this Safeguarding Policy we also have specific guidelines for every activity we are involved in including Risk Assessments, First Aid, Adult to Child Ratios, Keeping Records, Accidents, Working with Disruptive children and Young People, Anti-Bullying Policy and Practice, Outings and Tobacco and Alcohol. Full diocesan Safe & Secure document is available online or in the church office.

Working in Partnership

The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children and young people. 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.

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

APPENDIX 1

PCC Safeguarding Statement

The PCC recognises the importance of its ministry/work with children and young people and its responsibility to protect everyone entrusted to our care.

The following statement was agreed by the PCC on: 6th May 2014....

The Church is committed to the safeguarding of children 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 undertake to exercise proper care in the appointment and selection of all those who will work with children and vulnerable adults.

We are committed to:

- Following the requirements for UK legislation in relation to safeguarding children 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.
- Maintain a register of children/youth leaders authorised by the Church Council and ensure that worker/volunteers adhere to the agreed procedures of our safeguarding policy.
- Carefully select and train all leaders and helpers with access to children and young people, maintaining personal disclosures and necessary reference records.
- Keeping up to date with national and local developments relating to safeguarding.
- Following any denominational or organisational guidelines in relation to safeguarding children.
- Supporting the safeguarding co-ordinator/s in their work and in any action they may need to take in order to protect children.
- Ensuring that everyone agrees to abide by these recommendations and the guidelines established by the Church.

- Supporting parents and families.
- Nurturing, protecting and safeguarding of children and young people and provide them a welcoming environment in the life of the church.
- Supporting, resourcing, training, monitoring and providing supervision to all those who undertake this work.
- Maintain records of Information and Permission forms, and Health and Parents' Consent forms and should authorise children's and youth programmes, activities carried out on behalf of the church Council on a regular basis.
- Supporting all in the Church affected by abuse.
- Adopting and following the 'Safe and Secure' safeguarding standards available from Durham Diocese.
- Ensure that groups who are not part of the Church but hire Church Halls for activities are asked if they have CRB Checks, adequate Insurance and a Child Protection Policy and to see evidence of this. If the group does not have a Child Protection Policy they would be asked to adopt the Diocesan policy.

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.
- Where an allegation suggests that a criminal offence may have been committed then the police should be contacted as a matter of urgency.
- Safeguarding is everyone's responsibility.

We will review this statement, policy and procedures annually.

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

Child Safeguarding Coordinator – Kate Grimwood
Contact number - 0191 597 0793

Deputy Child Safeguarding Coordinator – Doug Green (0191 417 1247)

Diocesan Safeguarding officer Beth Miller: Mobile: 07968 034075
Email: beth@bethmillerisw.co.uk

Local Children's Social Services office (office hours) : 0191 566 1500.
The out of hours emergency number is tel. 0191 528 9110.

Sunderland Children's Safeguarding Board telephone number (office hours) is tel. 0191 520 5560. The out of hours emergency number is tel. 0191 520 5552
The Police Child Protection Team: 101 ext 66264, 66265 or 66266

A copy of the full policy and procedures is available from the Church Office

Signed for and on behalf of The PCC by The Incumbent and Church Wardens

Signed

Name

Date

Signed

Name

Date

Signed

Name

Date

APPENDIX 2

DIOCESAN PRINCIPLES OF GOOD PRACTICE FOR THOSE WORKING WITH CHILDREN AND YOUNG PEOPLE

Parishes are encouraged to copy this list for all children's and youth workers. It may also be a useful discussion subject for a training session.

- Familiarise yourself with your Church Child Protection Guidelines and the Good Practice guidance which follows, and know what to do if you are worried about a child or young person.
- Welcome each child and treat each individual with dignity and respect.
- Be sure that each child has a completed health and consent form.
- Always work in twos: you should never be more than a few seconds and an open door from another authorised leader.
- Plan activities that are appropriate and inclusive.
- Before you criticise a child's behaviour, consider what might be happening in other parts of their life which may be causing it.
- Challenge unacceptable behaviour e.g. bullying, ridiculing, rejection and mockery. Never use abusive language or behaviour yourself.
- Respect personal privacy.
- Do not assume it is right to touch a child;
- Do not assume it is wrong to touch a child.
- Be aware and alert. Take seriously what you see, hear or feel. If you are concerned, talk to someone you trust; seek advice from an appropriate source.
- Know where to find the telephone number of your Independent Person (Child Safeguarding Coordinator).
- Remember that you are responsible for your actions, and that the child's welfare is paramount.
- Remember your role as Children's Advocate and be ready to listen to a child sensitively.
- Policy should be reviewed (at least annually)

Children's Advocacy

Advocacy for Children is important. There is a tendency for children to be disbelieved in the face of adult power and control and it is essential that those working with children should be ready to hear, believe and where necessary act on their confidences. Children often find it difficult to speak of events which have upset them and it is most likely, therefore, that they will unburden themselves to those they already know well and trust.

All those working with children should be prepared to take on the Advocacy role. It is strongly recommended that all those working with children in a Parish should be alerted to the possibility that a child may wish to share a confidence and that they should be prepared to act appropriately. On receiving a confidence the worker should always discuss the implications with the Independent Person, the Incumbent or the Diocesan Child Protection Adviser.

Appendix 3

ACTIONS FOR DEALING WITH REPORTS OF ABUSE

There is no one simple set of rules to follow in responding to these situations. However, the following key points are designed for specific situations, which may arise during the course of your Church's work with children and young people and should guide the actions of anyone who is told of abuse:

Do's

Stay calm

Listen and hear

Give time to the person to say what they want.

Reassure that they have done the right thing in telling

Record in writing what was said as soon as possible.

Report to the incumbent and/or Child Safeguarding Coordinator.

Record your report.

Inform the parents unless to do would be contrary to the child's welfare.

Don'ts

Do not panic.

Do not promise to keep secrets.

Do not enquire into the details of the abuse.

Do not ask probing, leading or suggestive questions

Do not investigate any allegations.

Do not make a child repeat the story unnecessarily.

Do not contact the person the child alleges has abused them.

If you receive third party information do not contact the person alleged to have been abused.

_ Under no circumstances should any individual member of staff or volunteer attempt to deal with the problem alone.

_ The primary responsibility of the person who first suspects or is told of abuse is to report it and to ensure that their concern is taken seriously.

_ In the first instance the concern should be reported to the Safeguarding coordinator or if necessary, the Priest/Church Warden, and then the Diocesan Child Safeguarding officer should be contacted immediately.

_ Anyone has the right to contact Social Services but the Diocesan Child Protection Adviser is always available for consultation and will liaise with Social Services on your behalf.

_ Failure to observe these guidelines may leave a child unprotected against further abuse