



Buxton
Church in the Peak

Safeguarding policy

June 2023

Buxton Church in the Peak, The Source 7 Terrace Road, Buxton SK17 6DR
e: buxtoncitp7@gmail.com w: <https://buxtonchurchinthepeak.co.uk/>

The Safeguarding Policy

SECTION 1

Details of the place of worship / organisation

Name of Place of Worship / Organisation: Buxton Church in the Peak

Address: The Source, 7 Terrace Rd, Buxton SK17 6DR

Tel No: Email address: buxtoncitp7@gmail.com

Membership of Denomination/Organisation: New Frontiers International

Charity Number: 1124548

Insurance Company: Ansvar

The following is a brief description of our place of worship / organisation and the type of work / activities we undertake with children and adults who have care and support needs:

Adults with care and support needs

The broad definition of an adult with care and support needs is a person:

“Who is eighteen years of age or over, and who may be in need of community care services by reason of mental or other disability, age or illness, and who is or may be unable to take care of him/herself, or unable to protect him/herself against significant harm or exploitation.”

(“Who Decides”:1997, Lord Chancellor’s department)

This may include people who:

- are elderly and frail
- have learning disabilities
- suffer from mental illness
- have a physical disability
- are substance misusers
- are homeless
- are in an abusive relationship

The church leaders recognise the importance of Buxton Church in the Peak’s ministry to adults with care and support needs. Our ministry areas are listed below

1. Little Church meeting on Wednesday evenings
2. Warm Space meeting on Thursdays during the winter months
3. Pub night meeting on second Thursday each month
4. Worship evening fourth Friday/month
5. Sunday morning gatherings in the Source

Children and young people

The broad definition of children and young people are persons under the age of 16 and may also include persons up to the age 18

The church leaders recognise the importance of Church in the Peak's ministry to children and young people. Our current ministry area is listed below

1. Sunday morning children's group

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 commit to ensuring that elders, paid staff and volunteers have read and abide by this policy. 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 **thirtyone:eight**

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 Lead in their work and in any action they may need to take in order to protect children and adults with care and support needs.

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:

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 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 indicators of abuse, as well as how to respond to a disclosure of abuse, are included here in our policy.

Definitions of abuse

The four definitions (and a few additional categories) of abuse below operate in England based on the government guidance 'Working Together to Safeguard Children (2018)'.

What is abuse and neglect? Abuse and neglect are forms of maltreatment of a person. Somebody may abuse or neglect a person by inflicting harm, or by failing to act to prevent harm. People 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 a child or children.

Physical abuse : Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, withholding or misuse of medication or otherwise causing physical harm to a person. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a person.

Emotional abuse : Emotional abuse is the persistent emotional maltreatment of a person such as to cause severe and persistent adverse effects on the person's emotional development. It may involve conveying to people 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 person 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 people. These may include interactions that are beyond the person's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the person participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing people frequently to feel frightened or in danger, or the exploitation or corruption of people. Some level of emotional abuse is involved in all types of maltreatment of a person, though it may occur alone. It can also include threat of harm, humiliation, verbal abuse intimidation, coercion, harassment, withdrawal of support, isolation and deprivation.

Sexual abuse : Sexual abuse involves forcing or enticing a person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the person is aware of what is happening when they or have not (or could not) give consent or were forced into consenting. 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 a child or coercing an adult at risk to look at, or in the production of, sexual images, watching sexual activities, encouraging that person to behave in sexually inappropriate ways, or grooming that person 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 children.

Neglect : Neglect is the persistent failure to meet a person's basic physical and/or psychological needs, likely to result in the serious impairment of the person's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Neglect may involve a parent or carer failing to:

- provide adequate food, clothing and shelter (including exclusion from home or abandonment);
- protect a person from physical and emotional harm or danger;
- ensure adequate supervision (including the use of inadequate care-givers); or
- ensure access to appropriate medical care or treatment.
- Ensure access to appropriate educational services.

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

Child sexual exploitation

Child sexual exploitation is a form of child sexual abuse which 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/coercing children to look at, or be involved in the production of, pornographic and sexual/abusive images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet), violence or threats of violence and neglect. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator (e.g. sex for shelter, protection, accommodation, food, gifts, alcohol and/or drugs.). The victim has been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Sexually exploited children and young people

The Sexual Offences Act 2003 introduced a number of new offences to deal with those who sexually exploit children and young people. The offences protect children up to the age of 18 and can attract tough penalties. They include:

- paying for the sexual services of a child;
- causing or inciting child prostitution;
- arranging or facilitating child prostitution; and
- controlling a child prostitute.

Female Genital Mutilation (FGM)

The World Health Organization defined FGM as all procedures involving partial or total removal or stitching up of the female genitalia or other injury to the female genital organs whether for cultural or other non-therapeutic reasons.

Working Together (2010) stated that:

“Female genital mutilation (FGM) is a collective term for procedures which include the removal of part or all of the external female genitalia for cultural or other non therapeutic reasons. The practice is medically unnecessary, extremely painful and has serious health consequences, both at the time when the mutilation is carried out and in later life. The procedure is typically performed on girls aged between four and thirteen, but in some cases FGM is performed on newborn infants or on young women before marriage or pregnancy. A number of girls die as a direct result of the procedure from blood loss or infection, either following the procedure or subsequently in childbirth.”

FGM has been a criminal offence in the UK since the Prohibition of Female Circumcision Act 1985 was passed. The Female Genital Mutilation Act 2003 replaced the 1985 Act and made it an offence for UK nationals or permanent UK residents to carry out FGM abroad, or to aid, abet, counsel or procure the carrying out of FGM abroad, even in countries where the practice is legal.

A mandatory reporting duty for FGM requires regulated health and social care professionals and teachers in England and Wales to report known cases of FGM in under 18-year-olds to the police. The FGM duty came into force on 31 October 2015.

Discrimination

May include harassment and/or exclusion because of race, creed, culture, ability, gender and any slur deemed offensive and abusive.

Extremism

Extremism goes beyond terrorism and includes people who target the vulnerable – including the young – by seeking to sow division between communities on the basis of race, faith or denomination; justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society.

Significant Harm

This relates to the degree of harm that triggers statutory action to protect a child. It is based on the individual child's health or development compared to that which could reasonably be expected of a similar child. E.g. severity of ill treatment, degree and extent of physical harm, duration and frequency of abuse and neglect, premeditation. Department of Health guidance suggests that 'significant' means 'considerable, noteworthy or important.'

Children in Whom Illness is Fabricated or Induced (formerly known as Munchausen's Syndrome By Proxy)

This is a form of child abuse in which the parents or carers give false accounts of symptoms in their children and may fake signs of illness (to draw attention to themselves). They seek repeated medical investigations and needless treatment for their children. The government guidance on this is found in 'Safeguarding Children in whom Illness is Fabricated or Induced' (2002).

Spiritual Abuse

Linked with emotional abuse, spiritual abuse could be defined as an abuse of power, often done in the name of God or religion, which involves manipulating or coercing someone into thinking, saying or doing things without respecting their right to choose for themselves. Some indicators of spiritual abuse might be a leader who is intimidating and imposes his/her will on other people, perhaps threatening dire consequences or the wrath of God if disobeyed. He or she may say that God has revealed certain things to them and so they know what is right. Those under their leadership are fearful to challenge or disagree, believing they will lose the leader's (or more seriously God's) acceptance and approval.

In 2013 spiritual abuse was defined as "Spiritual abuse is coercion and control of one individual by another in a spiritual context. The target experiences spiritual abuse as a deeply emotional personal attack. This abuse may include:-manipulation and exploitation, enforced accountability, censorship of decision making, requirements for secrecy and silence, pressure to conform, misuse of scripture or the pulpit to control behaviour, requirement of obedience to the abuser, the suggestion that the abuser has a 'divine' position, isolation from others, especially those external to the abusive context."(Oakley & Kinmond, 2013)

Physical abuse and/or emotional abuse linked to a belief of spirit possession or witchcraft

Modern Slavery and Human Trafficking

Human trafficking is defined by the United Nations Office on Drugs and Crime as:

The Act of recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation.

Broken down into simpler terms, this means human trafficking is made up of three elements:

- Movement or recruitment by
- Deception or coercion for
- The purpose of exploitation

Modern slavery encompasses:

- Slavery
- Human trafficking
- Servitude
- Forced or compulsory labour

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.

Domestic Violence

The shared Association of Chief Police Officers (ACPO), Crown Prosecution Service (CPS) and government definition of domestic violence is: 'any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults, aged 18 and over, who are or have been intimate partners or family members, regardless of gender and sexuality.' (Family members are defined as mother, father, son, daughter, brother, sister and grandparents, whether directly related, in-laws or step-family.)

In 2004 the Government's definition of domestic violence was extended to include acts perpetrated by extended family members as well as intimate partners. Consequently, acts such as forced marriage and other so-called 'honour crimes', which can include abduction and homicide, can now come under the definition of domestic violence.

The Government revised its definition of domestic violence and abuse in March 2013 as:

"Any incident or pattern of incidents of controlling coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members, regardless of gender or sexuality." This can encompass, but is not limited to, the following types of abuse:

1. Psychological
2. Physical
3. Sexual
4. Financial
5. Emotional

Financial abuse may include fraud, theft, exploitation, financial transactions, misappropriation e.g. willed inheritance, property, benefits and possessions.

"Controlling behaviour is: a range of acts designed to make a person subordinate and/or dependant by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour."

"Coercive behaviour is: an act or a pattern of acts of assaults, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim."

Family members are defined as mother, father, son, daughter, brother, sister and grandparents whether directly related, in-laws or step-family. However, this is not an exhaustive list and may also be extended to uncles, aunts and cousins etc.

The Home Office (2009) *What is Domestic Violence?* London: Home Office defines domestic violence as:

"Any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partners or family members, regardless of gender or sexuality"

Nearly a quarter of adults in England are victims of domestic violence. Although both men and women can be victimised in this way, a greater proportion of women experience all forms of domestic violence, and are more likely to be seriously injured or killed by their partner, ex-partner or lover. Forced marriage and honour-based violence are human rights abuses and fall within the Government's definition of domestic violence.

In 2016 the HM Government published a Violence Against Women and Girls (VAWG) Strategy which can be accessed <https://www.gov.uk/government/policies/violence-against-women-and-girls>

Investigating complex (organised or multiple) abuse

This abuse may be 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.

Complex abuse occurs both as part of a network of abuse across a family or community, and within institutions such as residential homes or schools. Such abuse is profoundly traumatic for the children who become involved. Its investigation is time-consuming and demanding work, requiring specialist skills from both police and social work staff. Some investigations become extremely complex because of the number of places and people involved, and the timescale over which abuse is alleged to have occurred. The complexity is heightened where, as in historical cases, the alleged victims are no longer living in the setting where the incidents occurred or where the alleged perpetrators are also no longer linked to the setting or employment role. (Working Together 2010 Sections: 6.10 – 6.11)

Signs and indicators 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, 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.

How to respond to an individual wishing to disclose abuse

Ensure the physical environment is welcoming, giving opportunity for the child or adult at risk to talk in private but making sure others are aware the conversation is taking place. Have an awareness of your own vulnerability and protect yourself from any possibility of allegation - consider having a third person present.

- It is especially important to allow time and space for the person to talk
- Above everything else listen without interrupting
- Be attentive and sensitive to their needs whilst they are speaking
- Show acceptance of what they say (however unlikely the story may sound) and let them see that you are listening carefully.
- Remain calm.
- Be honest with them that you cannot promise confidentiality.
- If they decide not to tell you after all, accept their decision but let them know that you are always ready to listen.
- Do not ask questions.
- Use language that is age appropriate and consider the individuals communication needs.
- As soon as possible write down what has been said.

HELPFUL RESPONSES

- You have done the right thing in telling
- I am glad you have told me
- I will try to help you
- That must have been really hard
- It's not your fault

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
- Never promise things that you can't deliver

Safeguarding awareness

The Leadership is committed to ongoing 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 every 3 years.** 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.

RESPONDING TO ALLEGATIONS OF ABUSE

Under no circumstances should a worker carry out their own investigation into an allegation or suspicion of abuse. Following procedures as below:

- The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to Safeguarding Lead (see appendix for details) who is nominated by the Leadership 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 Lead or, if the suspicions in any way involve the Safeguarding Lead, then the report should be made the first instance to **thirtyone:eight** PO Box 133, Swanley, Kent, BR8 7UQ. Telephone 0303 003 1111
- Where the concern is about a child the Safeguarding Lead should contact Call Derbyshire and ask for Children's Social Services. Where the concern is regarding an adult in need of protection contact Call Derbyshire and ask for Adult Social Services or take advice from **thirtyone:eight** as above.

The Call Derbyshire telephone number is: 01629 533 190 (Out of Hours: 01629 532600)

The Police telephone number is 101.

- The Safeguarding Lead **may** need to inform others depending on the circumstances and/or nature of the concern - **the trustee for safeguarding and deputy safeguarding lead** - who in turn will assess if our insurance company need to be notified.
- 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 given to the Leader with Lead Responsibility for Safeguarding for them to store securely.
- Whilst allegations or suspicions of abuse will normally be reported to the Safeguarding Lead, the absence of the Safeguarding Lead should not delay taking advice from **thirtyone:eight** or referring Social Services or the Police .

- The Leadership will support the Safeguarding Lead 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 **thirtyone:eight**, although the Leadership hope that members of the Buxton Church in the Peak will use the above procedure. If, however, the individual with the concern feels that the Safeguarding Lead has not responded appropriately, or where they have a disagreement with the Safeguarding Lead 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 of all those who are vulnerable.

The role of the safeguarding lead is to collate the reported 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 Lead

- Contact **thirtyone:eight** or Children's Social Services 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 sought advice.
- Seek medical help if needed urgently, informing the doctor of any suspicions.
- For lesser concerns, encourage parent/carer to seek help.
- Where the parent/carer is unwilling to seek help, consider offering to accompany them. In cases of real concern, if they still fail to act, seek and follow advice given by **thirtyone:eight** (who will confirm their advice in writing).

Allegations of sexual abuse

In the event of allegations or suspicions of sexual abuse, the Safeguarding Lead will:

- Contact the Children's Social Services Department Duty Social Worker for children and families or Police direct. They will NOT speak to the parent/carer or anyone else aside from the deputy safeguarding lead.
- Seek and follow the advice given by **thirtyone:eight** if, for any reason they are unsure whether or not to contact Children's Social Services/Police. **thirtyone:eight** will confirm its advice in writing for future reference.

Detailed procedures where there is a concern about an adult:

Suspicious 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 Lead will:

- contact the Adult Social Care Team who have responsibility under the Care Act 2014 to investigate allegations of abuse. Alternatively **thirtyone:eight** 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.

If there is a concern regarding spiritual abuse, Safeguarding Lead will:

- Identify support services for the victim i.e. counselling or other pastoral support
- Inform the Leadership Team
- Consider contacting **thirtyone:eight** and in discussion with them will consider appropriate action with regards to the scale of the concern.
- Should a Leader be implicated then the other Leaders should be informed and consider contacting **thirtyone:eight** for further advice.

Allegations of abuse against a person who works with children/young people or who works with adults with care and support needs.

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the Safeguarding Lead will need to liaise with Social Services in regards to the suspension of the worker.

SECTION 3

Prevention

Safer Recruitment - Volunteer Workers

All workers will have to complete the following procedure to become approved:

- The applicant will have been a member of Buxton Church in the Peak for a minimum of six months - unless specifically agreed otherwise by the Leadership Team
- The applicant will be informally assessed by leaders of the ministry area in the church. Part of this assessment will cover the need for safeguarding.
- The applicants working with adults with care and support needs should be asked to complete the DBS Form. This should be returned to the responsible leader and the information logged by the church office, should there be any uncertainty then Safeguarding Lead will be consulted. All information received concerning the DBS Form will be kept securely.
- Buxton Church in the Peak will apply for the appropriate DBS Check for volunteers working with Children and young people. All information received concerning DBS check will be kept securely.
- Any appointee will be required to read the Church's Safeguarding Policy. They will then be asked to confirm in writing that they have read it.
- New appointees will initially work under close supervision of established team members.
- The minimum age for an unsupervised worker is 18 years
- Relevant training for workers will be arranged on an ongoing basis. All new workers will need to complete training as soon as possible after their appointment.

Guidance on Using Parents and Other Adults as Helpers

There may be occasions where other adults are present during a children's/youth activity (eg helping their child settle in, providing extra adult help etc). It must be noted that these adults will be non-approved and unchecked so although they may be counted in the child/adult ratio they must not be left in sole charge of any child.

Guidance on Using Young People as Helpers

Teenagers are permitted to work as helpers in children's groups, if they have permission from a youth worker. However, legally they must not be left in sole charge of any child and must always be under the supervision of an approved worker. Teenagers 18 years and over may become workers but would need to go through the procedure to become an approved worker.

In cases where there are groups being run by their peers, if there are children/young people under 18 at the activity, an approved worker should be present or within earshot.

Guidance on Using Workers from Abroad

If an overseas candidate applies for a position in the Church seek advice from **thirtyone:eight** as to how to proceed.

Safer recruitment - Employees

The Leadership will ensure all workers will be appointed, trained, supported and supervised in accordance with this policy. This includes ensuring that:

- There is a written job description / person specification for the post
- Those applying have completed an application form (or provided a CV) and a voluntary disclosure form.
- Those shortlisted have been interviewed
- Safeguarding has been discussed at interview
- References have been obtained unless specifically agreed otherwise by the elders, and followed up where appropriate.
- A disclosure and barring check has been completed where necessary
- Qualifications where relevant have been verified
- Where needed a suitable training programme is provided for the successful applicant once in post.
- The applicant has completed a probationary period
- The applicant has been given a copy of this safeguarding policy and knows how to report concerns.

Management of Workers

As a Leadership we are committed to supporting all workers and ensuring they are accountable to that leadership. Workers need to read this policy and any relevant risk assessments annually and confirm that have done so in writing.

In order to avoid power imbalances, it is important to encourage a culture of mutual respect and also challenge throughout the organisation. This will also help prevent situations that may be perceived as coercive and/or controlling.

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 Church.

Working with offenders

When someone attending the Church is known to have abused children, or is known to be a risk to adults with care and support needs the Leadership will supervise the individual concerned and offer pastoral care, but in its safeguarding commitment to the protection of children and adults with care and

support needs, set boundaries for that person, which they will be expected to keep. The Leadership recognise that in this scenario the risk may extend to all Church members.

If someone who poses a risk wants to join in with activities or become part of the Church, 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 the vulnerable and lessen the possibility of the person being wrongly suspected of abuse in the future. 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 a Church 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. A **risk assessments will be completed for all of the activities we are involved in.**

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 will discuss with all partners (whether in the UK or not) our safeguarding expectations, should there be a conflict in policy this will be referred to our safeguarding lead who may take advice from **thirtyone:eight**. It is also our expectation that any organisation using our premises, as part of the letting agreement will have their own policy.

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: _____ (on behalf of the trustees of Buxton Church in the Peak)

Date: _____

PLEASE NOTE THAT THE SIGNED PAPER COPY IS AVAILABLE FROM THE OFFICE ON REQUEST

APPENDIX - 1

Leadership Safeguarding Statement

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

We are committed to creating and enabling a healthy culture in order to minimise any coercion and control within our church.

The following statement was agreed by the Leadership on: 27/07/23

This Church 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 feel able to tell us if they are suffering harm. We do this first and foremost by building relationship.
- 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 Church 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 believe in the necessity of creating a healthy culture in our Church where the value of all people is recognised and challenges are responded to appropriately.

We are committed to:

- Following the requirements for UK legislation in relation to safeguarding children and adults with care and support needs.
- 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 lead workers are aware of and adhere to the agreed procedures of our safeguarding policy and relevant risk assessments and that they ensure that their volunteers do likewise.
- Ensure that all church activities which involve Children and Young People and Adults with Care and Support Needs have an up to date risk assessment (this is available on request from the Church office).

- Keeping up to date with national and local developments relating to safeguarding.
- Supporting the safeguarding coordinators in their work and in any action they may need to take in order to protect children/adults with care and support needs.
- 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 anyone in the Church known to be affected by abuse.

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 and advice sought.
- 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 coordinators for this Church.

Caroline Jiggins Designated Safeguarding Lead

Helen Bradbrook Deputy Safeguarding Lead.

A copy of the full policy and procedures is available from the Buxton Church in the Peak office.

Signed by the, **Safeguarding Trustee and Leader with Lead Responsibility for Safeguarding**

Signed _____

Signed _____

Date _____

Useful Phone Numbers:

- Mental Health: 0800 0280077
- Suicide Line (Samaritans): 116 123
- CALM: 0800 585858
- Papyrus (for under 35yrs): 0800 0684141
- Childline: 0800 1111
- SOS (Silence of Suicide): 0300 1020 505
- thirtyone:eight: 0303 003 1111**