



***Promoting* Safeguarding**
***Preventing* Abuse**
***Protecting* The Vulnerable**

Safeguarding Policy ***Children & Vulnerable Adults***

Derriford United Reform Church

South Western Synod

January 2018



Introduction

Derriford Church agrees that children, young people and adults have a right to live in a way that does not cause them harm or impede their human rights. We therefore acknowledge their right to protection from abuse regardless of gender, ethnicity, disability, sexuality or beliefs. We consider that, in accordance with legislation, the welfare of children is paramount. We will follow legislation, statutory guidance and recognised good practice.

Safeguarding is taken seriously by all at Derriford Church and all concerns and allegations of abuse will be responded to appropriately, including referring to the Police and Social Care if necessary, either Adult or Children's.

We will co-operate with the Police, Children's and Adult's Services in any investigation and follow multi agency decisions and will maintain confidentiality of any investigations to those directly involved.

We are committed to safer recruitment and selection of all paid staff and volunteers and will ensure that these procedures are followed, which include

- Asking applicants to complete an application form
- Providing workers with role/job descriptions and person specifications,
- Obtaining Disclosure and barring checks where legally entitled to do so,
- Taking up two references (not family) and
- Interviewing candidates

Training in safeguarding will be provided through the URC Synod and volunteers and paid staff will be given support and supervision

All trustees, paid staff and volunteers work within this policy and understand that there may be action taken if this policy is not followed, possibly involving suspension or termination of working/volunteering with us.

The Safeguarding Children and Adults Lead, to whom any concerns or incidents should be reported, is:

Mrs Karen Grimshaw karen.grimshaw2011@hotmail.co.uk

The Safeguarding Children and Adults co-ordinator is:

Mrs Elspeth Newman eanda1@sky.com



Aim and purpose of this Policy

The aim of this policy is to provide a procedure for implementing appropriate action following the raising of safeguarding concerns involving children, young people and vulnerable adults within our Church, or those who attend our activities and events.

Who this policy applies to

This policy applies to those who attend our Church/place of worship, our trustees, staff (both paid and volunteer) and those who hire our building. It is approved and endorsed by the Elders.

Children and parents/carers will be informed of this policy, and our procedures.

Duty of care and confidentiality

We have a duty of care to beneficiaries of the charity, either vulnerable adults or children. We will maintain confidentiality except in circumstances where to do so would place the individual or another individual at risk.

What are we protecting from?

The definitions of abuse differ between children and adults.

For children, the working definitions of abuse are taken from the national document Working Together to Safeguard Children: abuse is any form of maltreatment or neglect of a child by inflicting harm or by failing to act to prevent harm. Children may be abused in a family or institutional setting – by those known to them or by others.

An adult at risk is someone aged 18 or over who might not be able to look after themselves, protect themselves from harm or stop themselves being exploited. The Care Act sets out the legal framework for how local authorities and other organisations should protect adults at risk of abuse or neglect

For both safeguarding of children and adults, multi-agency protocols are in place – with local authorities being the lead agencies; the aim is for early recognition and interventions to prevent abuse and neglect and prompt reporting and action to ensure it is stopped quickly

Forms of abuse:

- Physical abuse – hitting, shaking, burning scalding or other means of causing physical harm
- Emotional abuse – persistent emotional maltreatment, causing emotional upset and distress; including bullying, intimidation, social exclusion, observing ill-treatment of others
- Sexual abuse – forcing or enticing a child, young person or vulnerable adult to take part in sexual activities; also includes non-contact activities such as images, observations, inappropriate behaviours or comments, exploitation



- Neglect – persistent failure to meet the individual’s needs for physical or emotional care and support; also self-neglect.
- Domestic abuse – living in household with frequent domestic violence, involved in incidents of domestic violence with others
- Controlling or coercive behaviour – where there is an abuse of power in a relationship and a level of control on behaviour which is overly restrictive or domineering; where behaviour of another leads to patterns of threats, humiliation, intimidation
- Financial abuse - misuse of a person’s finances, coercive behaviour to persuade the child/adult to give money or possessions, pressure to make financial transactions for another person
- Discriminatory abuse - verbal abuse, derogatory comments, harassment or deliberate exclusion on the grounds of age, gender, disability, race, sexuality
- Institutional abuse – abuse or disrespectful attitudes towards people using the service, authoritarian leadership or rigid management regimes
- Modern Slavery – exploitation of child or adult including forced labour, domestic servitude or human trafficking

How to recognise abuse

It is important to be aware of possible signs and symptoms of abuse – such as:

- Bruising or injuries which are not consistent with reported accidents/usual activities
- Behaviours which are unusual for the child/adult – attention-seeking, withdrawal, elevated levels of anxiety or distress
- Self- harming
- Delays in seeking medical advice
- Unkempt appearance – dirty clothes, hair, teeth,

Some signs could be indicators of many different categories – eg unusual withdrawal may be an indication of physical, emotional, sexual or neglect abuse to an individual.

It is essential to note that these are only **indicators** of **possible** abuse. There may be other, innocent, reasons for any of these signs and/or behaviour. They will, however, be a guide to assist in assessing whether abuse of one form or another is a possible explanation for a child or vulnerable adult’s behaviour.

Reporting suspected abuse may enable appropriate support to be put in place to a family struggling with difficult or challenging home situation; may be able to provide support or training to the alleged perpetrator or abuse and protection to the individuals within the family/care setting/institutional setting.



What to do if there is an allegation

If a child, young person or vulnerable adult makes an allegation or disclosure of abuse - or if another person makes an allegation of suspected abuse against an adult or another child or young person, it is important that you:

- Stay calm and listen carefully.
- Reassure them that they have done the right thing in telling you.
- Do not investigate or ask leading questions.
- Let them know that you will need to tell someone else.
- Do not promise to keep what they have told you a secret.
- Inform your Safeguarding Co-ordinator as soon as possible.
- Make a written record of the allegation, disclosure or incident and sign and date this record. Any such records will be stored securely in a locked filing cabinet.
- Report concerns to the relevant authorities, either Social Care (Adults or Children) or the Police.

Procedure in the event of concern

If there is an immediate threat of harm, we will contact the Police.

Where it is judged that there is no immediate threat of harm the following will occur:

- The concern will be discussed with the Church Safeguarding Co-ordinator and agencies.
- A confidential record will be made of the conversation and circumstances surrounding it. This record will be kept securely, and a copy passed to statutory agencies if a referral is made.
- Relevant information will be shared with statutory authorities on a needs-to-know basis and in the alleged victim's best interest
- Where appropriate, the person about whom the allegation is made will be involved and asked to give consent to reporting of safeguarding concerns. However, the reporting may be done without direct consent, if it is judged that to do so would place a child or vulnerable adult at increased risk.
- Where an adult does not have the mental capacity to consent to the reporting of alleged abuse – this will be done under Best Interest principles, in accordance with the Mental Capacity Act (2005)



Who to contact in the case of a Child

If the child is in immediate danger- call 999 to gain support of local police

If you are worried about a child or young person or think that they are being abused, even if you are unsure, call 01752 668000 to contact The Gateway service - This is multi-agency team who can give advice, information and support. Alternatively, an immediate referral to Safeguarding children team can be made by contacting the Multi-agency hub on 01752 305200 (out of hours 01752 346784); agencyhub@plymouth.gov.uk

An interagency referral form can be obtained from the Plymouth Safeguarding Children Board website: www.plymouth.gov.uk

You can also contact the NSPCC if you want to talk to someone about your concerns and get advice – at www.nspcc.org.uk or 0808 800 5000 (24/7 helpline)

Who to contact in the case of a Vulnerable Adult

If you are worried that an adult is being abused or neglected, even if you are unsure, please report it.

If the person is in real immediate danger – Call 999

If you want to speak to someone call 01752 668000 - and choose the adult social care support option or call the police on 101 ; out-of-hours contact is via the Plymouth Out of hours Service on 01752 346984

If the allegation is regarding a member of staff or volunteer

The Local Authority Designated Officer (LADO) will be contacted. A decision will be taken about when to inform the member of staff or volunteer. The timing and method will be discussed and agreed with the LADO.

The Local Authority Designated Officer for Plymouth can be contacted on:

01752 307144; simon.white@plymouth.gcsx.gov.uk

Complaints

Should anyone have any concerns or complaints please contact the Safeguarding Lead for Derriford Church by email to karen.grimshaw2011@hotmail.co.uk or by letter to the Church: *Derriford URC; Powisland Drive, Plymouth PL6 6AB*

If would be helpful to have complaints in writing as this avoids any possible misunderstanding about what the issue is. All safeguarding concerns or complaints, whether verbal or in writing, will be acted upon and responded in full, with referral to the Local Authority Safeguarding services where necessary.

Review

The Elders will review this policy annually