

Safeguarding Policy 2019

Frinton Free Church Safeguarding Policy

The policy and procedures have been divided into five sections covering 31:8 safeguarding standards. Along with details of the organisation and a statement of intent and commitment to safeguarding, the policy covers the following sections:

- Section 1. Place of worship details
- Section 2. Recognising and responding appropriately to an allegation or suspicion of abuse
- Section 3. Prevention
- Section 4. Pastoral care
- Section 5. Practice guidelines

- Appendix 1. Trustees' Safeguarding Statement.
- Appendix 2. "Safeguarding is a Priority Here" Postcard.
- Appendix 3. Definitions of abuse
- Appendix 4. Signs of possible abuse
- Appendix 5. Specific Policies – Anti Bullying
- Appendix 6. Counselling and Advice Agencies (Local and national)

SECTION 1

1.1 Details of Frinton Free Church (known as Frinton Free Church)

Address: 2-4 Connaught Avenue, Frinton on Sea, Essex, CO13 9PW

Tel No: 01255 679585

Email address: office@frintonfree.com

Membership of Denomination: The Baptist Union of Great Britain (known as BUGB)

Charity Commission Number: 1131856

Insurance Company: Public Liability Insurance through "Congregational and General PLC" Tel No: 01274 700700, policy number is RC01004322

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

'Frinton Free Church' is a member of the Baptist Union of Great Britain. It is in a key position in the town, and known well by the local community. Paid Staff are: Mark Massey - Senior Minister, Steve Bell - Interim Pastoral Assistant and Treasurer, Mark Betteridge - Operations Manager and Church Secretary, Clare Thurston - Children's Worker and Chris Halls - Youth Worker. We have four Elders, Floyd Davis, Mark Stubbs, Felicity Wall and Martyn Wall, all of whom are Trustees.

We also have Ministry Leaders who take key responsibility for various areas of Church life. The church has a membership of over 500. All children's and youth team leaders are church members, but may be members of local churches in the FACT group (Frinton Area Churches Together).

Youth events take place on Sundays and throughout the week in our youth room 'Number 4', and the rest of the building. The Youth Worker, Chris Halls, encourages activities both inside and outside the church building. There are Sunday morning groups, and a contemporary evening service on Sundays, which is open to all, although structured so it particularly appeals to younger people. There are activities on Tuesday and Thursday evenings - 'Engage' on Tuesdays - which is an interest related groups incorporating bible study and prayer, and 'Streams' Youth Club on Thursday evenings, which is age specific (yrs 7-9 and yr 10 up). Every year the young people go away for a holiday.

Children's events take place during the week under the care of Clare Thurston. On Sundays there is a crèche and two age groups for children aged 3-7 and 7-11, which run during the 11.00 o'clock service. There are midweek groups for pre-school children, and after school groups for infant and junior aged children. We have Links Club every fortnight on a Thursday. Clare leads assemblies in local schools. She sometimes visit children's families in their homes.

The Church runs a very popular Wednesday morning activity called "Welcome Break" for Seniors in the area, which is run by volunteers. Lunch is cooked once a month, providing vital social contact for many attendees. Church members give lifts to those unable to transport themselves, on a rota..

The church is inclusive and welcomes all to its many and varied activities.

1.2 Our commitment

As Trustees we recognise the need to provide a safe and caring environment for children, young people and vulnerable adults. We acknowledge that children, young people and vulnerable 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 Trustees we have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to building constructive links with statutory and voluntary agencies involved in safeguarding.

The policy and attached practice guidelines are based on Safe and Secure safeguarding standards published by the Churches' Child Protection Advisory Service (31:8)

The Trustees undertake 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 Frinton Free Church's workers and will regularly review the operational guidelines attached.
- ensure that the premises meet the requirements of the Disability Discrimination Act 1995 and all other relevant legislation, and that it is welcoming and inclusive.
- support the Safeguarding Coordinators in their work and in any action they may need to take in order to protect children and vulnerable adults.
- the Trustees agree not to allow the document to be copied by other organisations.

SECTION 2

Recognising and responding appropriately to an allegation or suspicion of abuse

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

- Definitions of abuse (SEE APPENDIX 3)
- Signs and symptoms of abuse (SEE APPENDIX 4)
- Responding to concerns - 2.3 – 2.8 of this document

2.2 Safeguarding awareness

The Trustees are 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 through either the Eastern Baptist Association or 31:8.

The Trustees will also ensure that children and vulnerable adults 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.

Workers will be asked to attend a 'Facing the Unthinkable' seminar run by 31:8 and will also be given the opportunity to attend "Safe to Grow" and "Safe to Belong" training run by the B.U.G.B. Frinton Free Church will also provide in-house training for workers from a 'Facing the Unthinkable DVD', and extensions of this.

2.3 Responding to allegations of abuse

Under no circumstances should a worker carry out their own investigation into an allegation or suspicion of abuse.

1. The person in receipt of allegations or suspicions of abuse against children should report concerns as soon as possible to the Safeguarding Co-ordinator on the dedicated phone number, 0300 800 0121, who is nominated by the Trustees 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 the deputy, Vicky Bell, thereafter called the "Deputy Safeguarding Co-ordinator") on the same number. If the suspicions implicate both the Safeguarding Co-ordinator and the Deputy, then the report should be made in the first instance to 31:8 (formerly CCPAS) PO Box 133, Swanley, Kent, BR8 7UQ. Telephone 0303 003 11 11 .. If you think the child is in immediate risk of significant harm ring the police on 111.

Where the concern either about a child or an adult the Safeguarding Co-ordinator should contact Children's Social Services on 0345 603 7634, or if out of hours call 0345 606 1212.

2. Ask for the consultation line to talk an issue through with a social worker. This will also put you through to The Police Child Protection Team. The out of hours emergency number is 0345 606 1212.
3. The Safeguarding Co-ordinator may need to inform others depending on the circumstances and/or nature of the concern.
4. 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.
5. 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 31:8
6. The Leadership will support the Safeguarding Co-ordinator/Deputies in their roles, 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.
7. 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 31:8, although the Leadership hope that members of the place of Frinton Free 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 Leadership demonstrate 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.

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

a. 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:

1. Contact Children's Social Services 0345 603 7634 (or 31:8) for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home.
2. Do not tell the parents or carers unless advised to do so, having contacted Children's Social Services.
3. Seek medical help if needed urgently, informing the doctor of any suspicions.
4. 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.

5. 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.
6. Seek and follow advice given by 31:8 (who will confirm their advice in writing) if unsure whether or not to refer a case to Children's Social Services.

b. Allegations of sexual abuse

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

1. 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.
2. If allegations involve an adult who is in an inappropriate relationship with a child, the LADO should be contacted on 0330 139 797
3. Seek and follow the advice given by 31:8 if, for any reason the Safeguarding Coordinator / Deputy is unsure whether or not to contact Children's Social Services/Police. 31:8 will confirm its advice in writing for future reference.

PRACTICE GUIDANCE WHEN WORKING WITH CHILDREN/YOUNG PEOPLE

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

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, the Adults' Safeguarding Co-ordinator or Deputy will:

Contact the Adult Social Care Team who have responsibility under the Care Act 2014 to investigate allegations of abuse. The local Adult Social Services office telephone number (office hours) is 0345 603 7634. The out of hours emergency number is 0345 606 1212.

- Alternatively 31:8 can be contacted for advice on 0303 003 11 11
- If the adult is in immediate danger or has sustained a serious injury contact the Emergency Services, informing them of any suspicions on 111 or 999.
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2.6 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 the Local Authority Designated Officer (LADO). Phone number: 03330 139 797

Working Together to Safeguard Children 2015 no longer refers to 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, young people or vulnerable adults. Where you are liaising with a Designated Officer discuss with them the need to refer to 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 left voluntarily.

2.7 Allegations of abuse against adults with care and support needs

1. 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.
2. The local Adult Social Services office telephone number (office hours) is 603 7634.
 - The out of hours emergency number is 0345 606 1212.
 - Where there is concern regarding an adult in need of protection contact Adult Social Services Tel: 03330 131019
 - Email: ESAB@essex.gov.uk Address: ESAB Support Team, E3 (Zone 1), County Hall, Chelmsford, Essex, CM1 1QH

2.8 Workers - Initial Response to a Concern or Allegation of Abuse

If there is a concern that a child, young person or adult with care and concern needs may have been abused or a direct allegation of abuse has been made, it is important the person receiving this information does the following:

- Make notes as soon as possible (preferably within one hour of the person talking) including a description of any injury, its size, and if possible a drawing of its location and shape on the child's body.
- Write down exactly what has been said, when it was said, what was said in reply and what was happening immediately beforehand (e.g. a description of an activity).
- Write down dates and times of these events and when the record was made.
- Write down any action taken and keep all hand written notes even if subsequently typed up.

These notes should be passed on to the safeguarding co-ordinator to assist them should the matter need to be referred to Adult or Children's Social Services or the police.

Workers need to share concerns with the co-ordinators as well as clear allegations made by, or about, children, young people and vulnerable adults. Sharing 'gut feelings' at an early stage, may assist helping those who need it.

Remember someone becoming quiet and withdrawn does not automatically mean that they are being harmed. By sharing your concern about them with your safeguarding coordinator, it will enable you to discuss ways of asking 'open questions' which may clarify their worries.

Questions such as 'you seem a bit quiet today can you tell me about it?' will enable them to talk to you (if they wish) and let them know you are interested in them. These skills can be practiced in advance including at training session.

SECTION 3

Prevention

3.1 Safer recruitment

Recruitment Process for FreeKids and FreeYouth

Our Church Policy is that team members...

- MUST be a Church Member or a member of a FACT church
- MUST have references taken up
- MUST have DBS clearance BEFORE they start on the Children's or Youth team.

5 steps to appointing someone to your team

1. Role Profiles created for all voluntary positions

These forms are a simple pro-forma with the following information on them:

- tasks and responsibilities
- time commitment required
- name of person to whom responsible
- comply and agree with the Child Protection Policy including the DBS check
- anyone interested will first be given a Role Profile and asked to read it through and pray BEFORE applying to join the team.

2. Application Form

A form used for all groups, asking for contact details, address, experience and skills, church membership, references and stating that the applicant needs to have a DBS carried out.

3. References

We must take up 2 references for anyone working with children and young people at Frinton Free Church. The can be done by post, email, or phone (with records kept at the time) These records can be managed by Sheila or The Children's Worker. Once your applicant has filled in the application form, pass the form to The Children's Worker or Sheila who will take up the references.

4. Decision to appoint

Once the person has applied and references are taken, a decision can then be taken by the group leader, together with Children's Worker, Youth Worker, or Ministry Leader for Youth or Children. The applicant can be told the decision, pending their DBS check being suitable.

5. DBS Once we have decided to appoint, they need to apply for a DBS check suitable to their position. A DBS check is done after a decision to appoint as it is only one part of the appointment process. Sheila will check the DBS certificate, and keep a record of it in the office.

6. Probationary Period

There will be a six month probationary period, and then the appointment will be confirmed, if the leaders feel the person can fulfill the role safely.

7. The applicant must be given a copy of the Frinton Free Church Safeguarding Policy.

In all cases references, interviews, application form and DBS check must be completed before the workers commence their role.

3.2 Management of Workers – Codes of Conduct

As Trustees 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 vulnerable adults. The Trustees undertake to follow the principles found within the Baptist Union's "Safe behaviour: A code of behaviour for workers" (See Appendix 5)

3.3 Support and Management of Workers

- Regular, at least termly, meetings for all volunteers. At these meetings there will be a time of prayer and reflection, and plans for the coming month or term will be shared and discussed.
- The person leading work with Vulnerable Adults, Youth or Children, will review each worker annually, to check they are happy in their role.
- The person leading work with Vulnerable Adults, Youth or Children will be available to answer questions and concerns that volunteers have.
- There will be on going training in safeguarding.

SECTION 4

Pastoral Care

4.1 Supporting those affected by abuse

The Trustees are committed to offering pastoral care, working with statutory agencies as appropriate, and support to all those who have been affected by abuse that have contact with or are part of Frinton Free Church.

Frinton Free Church has a number of individuals and teams who are able to provide this support on a one to one basis and, through recognised recovery programmes, heading up by our Ministry Leader for Pastoral Care, currently Maureen Hodges. We also have access to a variety of counselling agencies both locally and nationally (SEE APPENDIX 6).

4.2 Working with offenders

When someone attending Frinton Free Church is known to have abused children, or is known to be a risk to vulnerable adults a Minister and Safeguarding Coordinator will arrange supervision of the individual concerned and offer pastoral care, but in their safeguarding commitment to the protection of children and vulnerable adults, set boundaries for that person which they will be expected to keep. This supervision will be done following advice from 31:8.

If someone who poses a risk to children, young people or vulnerable adults wants to join in with activities or become part of Frinton Free Church, the Trustees will create 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.

If this situation were to arise, Frinton Free Church will work do all they can to work in close liaison with the offender's probation team, the local Police and Multi Agency Public Protection Arrangements. We will be open with the offender and prepare a contract setting out the support and care to be offered. It will be tailored specifically to individual circumstances and informed ideally by risk assessments from the statutory agencies.

The contract will then be signed by a representative of Frinton Free Church and the offender.

SECTION 5

5.1 Practice Guidelines

As a place of worship working with children, young people and vulnerable adults 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 accusation.

No two groups are the same or provide the same services and activities BUT every ministry which operates from Frinton Free Church will follow this Safeguarding Policy for Children and Adults with Care and Support needs.

A. Code of behaviour

The aim of these general guidelines is to ensure quality childcare, protect children from possible abuse and workers from false accusation.

- Workers should treat all children /young people with dignity and respect in attitude, language and actions.
- Use age appropriate language and tone of voice.
- Do not engage in any of the following;
 1. Invading the privacy of children or young people when they are using the toilet or shower.
 2. Rough games including contact between a leader and a child or young person.
 3. Sexually provocative games.
 4. Making sexually suggestive comments.
 5. Scapegoating, ridiculing or rejecting a child or young person.
- When it is necessary to control and discipline children and young people, this should be done without using physical punishment. A situation may arise where a child or young person needs to be restrained in order to protect them or a third person.
- No one should normally be left working alone with children and young people, but as part of a team showing mutual responsibility for each team member.
 - I. If there are insufficient leaders for groups, then internal doors should be left open.
 - II. At least two people are present before external doors are opened for an event.
- If workers do find themselves on their own they should;
 - I. Assess the risk of sending child/young person home
 - II. Phone another team member and let them know the situation
 - III. Get a second trained leader as soon as possible
 - IV. Write down a record of what happened
- If a child or young person wants to talk on a one-to-one basis you should make sure that:
 - I. You try to hold the conversation in a corner of a room where other people are (preferable).
 - II. Or if you are in a room on your own, leave the door open.
 - III. Or you make sure another team member knows.
- Consideration should be given to how many workers should be involved with the group and whether they should be male or female workers or both.
- The only adults allowed to participate in children's and young people's activities are those appointed and trained as children's or youth workers. The leader of the activity should be aware of any other adults who are in the building.
- The parents/carers may or may not attend church and it is important therefore they have been given information about the group including contact telephone numbers. It may also be useful for the church/organisation to issue formal identification.

Below are suggested ratios of adults to children, recommended for all activities with children and young people.

Age group	Adult Helpers	Number of Children
2 years and under	1	3
3 years	1	4
4 to 7 years	1	8
8 years or older	1	10

- The level of personal care (eg. Toileting or nappy changing) must be appropriate and related to the age of the child whilst also accepting that some children have special needs.
- No person under 18 years of age should be left in sole charge of any children of any age. Nor should children or young people attending a group be left alone at any time.

B. Taking Care of Touching

- Keep everything public. A hug in the context of a group is very different from a hug behind closed doors.
- Touch should be related to the child's needs, not the worker's.
- Touch should be age-appropriate and generally initiated by the child rather than the worker.
- Avoid any physical activity that is, or may be thought to be, sexually stimulating to the adult or the child.
- Children are entitled to privacy to ensure personal dignity.
- Children have the right to decide how much physical contact they have with others, except in exceptional circumstances when they need medical attention.
- When giving first aid (or applying sun cream etc), encourage the child to do what they can manage themselves, but consider the child's best interests and give appropriate help where necessary.
- Team members should monitor one another in the area of physical contact. They are free to help each other by constructively challenging anything which could be misunderstood or misconstrued.

C. Mentoring

If a worker is working as part of the recognised mentoring programme for the church with a young person:

- The parents of all young people involved in mentoring will sign a letter to say they are aware that the mentoring is happening and who it is with.
- A mentoring meeting should have an agreed start and end time and someone should be aware that you are meeting.
- Keep a basic record of dates of significant meetings, text messages and emails.
- Appropriate boundaries in regards to times and demand should be in place, ie. not phoning during the night, etc.
- A written record should be kept of issues/decisions discussed at meetings.

D. Visiting Children or Young People at Home

It is unlikely that workers will need to make a pastoral visit of children and their families at home on behalf of The Children's Worker Sinca or Mark Massey. If a situation occurs where it is needed then it can only be done with agreement of one of the Pastors, or the Safeguarding Officer.

E. Children with Special Needs

Children and young people who have a disability can be at greater risk of abuse. They will often require more help with personal care, such as washing, dressing, toileting, feeding, mobility etc, may have limited understanding and behave in a non age appropriate way.

It is good practice to speak with the parents of children/young people with special needs and find out from them how best to assist the child or young person.

F. Children with no adult supervision

When children turn up to and want to join in with church activities without the knowledge of their parents, we will:

- Welcome the child and try to establish their name, age, address and telephone number, and record their visit in a register.
- Ask the child if a parent/carer is aware of where they are. Phone and make contact.
- On leaving, give the child a consent form and explain it needs to be filled in and brought back next time.
- Without interrogating the child, you will need to find out as soon as possible whether they have any special needs (eg. medication) so that you can respond appropriately in an emergency.

G. Peer Group Activities for Young People

All youth activities will be overseen by named adults who have been selected in accordance with agreed recruitment procedures. It is accepted that groups aged 16+ may benefit from being led and run by peers. In this situation adult leaders will contribute to programme planning and reviews and will always be readily available on the premises when peer-led activities take place.

H. Electronic Communication

1) Modern Technologies and Safe Communication

A worker's role description will include an acknowledgement and approval of these technologies as a legitimate means of communicating with young people but should also include the expectations of the Church in relation to their use.

It is not appropriate to use these communication methods with primary school aged children, 11 years and younger.

On the general consent form parents/carers sign to agree that the young person can receive such communications.

2) Workers' Communication with Young People

All young people need to be aware of the protocols that workers follow in relation to email, messenger services, social networks and mobile phones including texting. It is important to remember that as well as the parent/carer, young people will have a right to decide whether they want a worker to have their email address or mobile telephone number and will not be pressurised into divulging information they would rather keep to themselves.

3) Email / Texts

Email is sometimes used by workers to remind young people about meetings. If email is being used workers ensure messages are in the public domain by copying each message to a pre-agreed phone number, which can accept all texts. It is important workers use clear and unambiguous language to reduce the risk of misinterpretation, and although it should be obvious when an email is ending, workers should never use inappropriate terms such as 'luv' to round things off.

4) Communicating using Instant Messaging (eg. MSN Messenger, AOL AIM, Yahoo Messenger, Facebook)

Instant messenger should be kept to an absolute minimum. Workers should save significant conversations as a text and also keep a log of any significant communication stating with whom and when they communicated.

5) Mobile Phones

Particular diligence needs to be applied when workers use mobile phones to communicate with young people:

- All mobile phone use will be primarily about information sharing.
- Workers should keep a log of significant conversations/texts.
- Any texts or conversations that raise concerns should be passed on/shown to the worker's supervisor.
- Workers should use clear language, particularly when texting, and should not use words such as 'luv' or abbreviations like 'lol' which could mean 'laugh out loud' or 'lots of love'.
- Paid children's/young people's workers are issued with a mobile phone under a contract that provides itemised billing.
- Workers should not take photos on their personal equipment.

6) Social Networks

If a worker allows their personal site to be accessed by young people;

- It is essential that all content including photos is suitable.
- Be aware of age limits on social network sites.
- All communication should be kept in the public domain.
- Copy other workers into communication if needed to keep transparency.

7) Taking Video and Photographs of Children

Since the introduction of the Data Protection Act in 1998, churches must be very careful if they use still or moving images of clearly identifiable people. There are several issues to be aware of:

- Permission must be obtained, via the consent form, of all children who will appear in a photograph or video before the photograph is taken or footage recorded.
- It must be made clear why that person's image is being used, what you will be using it for, and who might want to look at the pictures.
- If images are being taken at an event attended by large crowds, such as a sports event, this is regarded as a public area and permission from a crowd is not necessary.
- Many uses of photographs are not covered by the Data Protection Act 1998, including all photographs and video recordings for personal use, such as a parent/carer taking photographs at school sports days for the family photo album, or videoing a church nativity play.
- Children and young people under the age of 18 should not be identified by surname or other personal details, including e-mail or postal addresses, telephone or fax numbers.

When using photographs of children and young people, it is preferable to use group photographs

Within the Children's and Youth Ministry consent forms will be used for the following activities: swimming, holidays.

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5.2 Working in Partnership

Good communication is essential in promoting safeguarding, both to those we wish to protect, to everyone involved in working with children and vulnerable adults and to all those with whom we work in partnership. This safeguarding policy is just one means of promoting safeguarding. When we work in partnership with others we will need to ensure that they have their own robust policy, or follow our policy.

The role of the Leadership is vital because they have key responsibilities within the organisation.

With regard to safeguarding these responsibilities include:

- Actively supporting safeguarding principles
- Knowing what the Safeguarding Policy says and endorsing it
- Ensuring adequate support is given to the Safeguarding Co-ordinator

Setting and maintaining a safer culture

Frinton Free Church will display the details of the Safeguarding Coordinators on notice boards throughout the premises together with useful phone numbers. In addition we will also promote our Safeguarding by showing our Child and Youth Safeguarding film at services throughout the year.

The Policy will be on the website and available to all church members.

This Policy will be reviewed once a year by the Safeguarding Coordinators and Representatives from the Trustees.

Signed by: _____ Rev Mark Massey – Senior Minister

Date: _____

Trustees' Safeguarding Statement

The Leadership and Trustees of Frinton Free Church recognise the importance of its ministry with children and young people and adults in need of protection 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: 9/02/2018

This place of worship 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 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 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 with care and support needs.
- 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 has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a child. Adult Social Care 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.

Felicity Wall - Lead Safeguarding Coordinator – Adults and Children

Vicky Bell - Deputy Child Safeguarding Coordinator

June Barker - Adult Safeguarding Coordinator

A copy of the full policy and procedures is available from the Church Office. It is also on our Website.

Signed by leadership:

Signed _____

Date _____

This statement (or brief summary) could be exhibited on the organisation's premises. Alternatively, or in addition, one of the posters (Appendix 2) could be displayed and this lengthy statement kept elsewhere. The statement might also be used on the organisation's website – see notes at the foot of Section 1 of the policy.

Appendix 2

Safeguarding at



Felicity Wall
Safeguarding Lead



June Barker
Adults



Vicky Bell
Children and Youth

Free Church Safeguarding Phone: 0300 8000 121

31:8 - 0303 003 11 11 for advice on all Safeguarding issues

Tendring Social Services: 0345 603 7634 or out of hours: 0345 606 1212

NSPCC 0808 800 500

Childline: 0800 1111

Bespoke Counseling 01255 317 360

We follow government and 31:8 (formerly CCPAS) guidelines on safeguarding children and adults at risk (those with care and support needs) and good working practice, including safer recruitment of workers.

We follow our formal safeguarding policy which can be seen on request from the Church Office.

All members who work directly with Children, Youth or Adults at Risk are DBS checked and trained in safeguarding practice.

If you have any concerns regarding the safety or welfare of a child or young person please speak to Felicity Wall or Vicky Bell.

Concerns regarding the safety or welfare of an adult at risk please speak to Felicity Wall or June Barker.

Our Safeguarding Officers have been appointed by the leadership to respond to any safeguarding concerns.

Signed

Date

On behalf of the Leadership

Appendix 3

Statutory Definitions of Abuse (Children)

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. They may be abused by an adult or adults or another child or children.

Child protection legislation throughout the UK is based on the United Nations Convention on the Rights of the Child. Each nation within the UK has incorporated the convention within its legislation and guidance.

The four definitions of abuse below operate in England based on the government guidance 'Working Together to Safeguard Children (2015)'.

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 cyber-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, 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 care-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.

Statutory Definitions of Abuse (Adults)

The following definition of abuse is laid down in 'No Secrets: Guidance on developing and implementing multi-agency policies and procedures to protect adults with care and concern needs from abuse (Department of Health 2000):

'Abuse is a violation of an individual's human and civil rights by any other person or persons. In giving substance to that statement, however, consideration needs to be given to a number of factors:

Abuse may consist of a single act or repeated acts. It may be physical, verbal or psychological, it may be an act of neglect or an omission to act, or it may occur when an adult with care and concern needs is persuaded to enter into a financial or sexual transaction to which he or she has not consented, or cannot consent. Abuse can occur in any relationship and may result in significant harm to, or exploitation of, the person subjected to it'.

Physical Abuse

This is the infliction of pain or physical injury, which is either caused deliberately, or through lack of care.

Sexual Abuse

This is the involvement in sexual activities to which the person has not consented or does not truly comprehend and so cannot give informed consent, or where the other party is in a position of trust, power or authority and uses this to override or overcome lack of consent.

Psychological or Emotional Abuse

These are acts or behaviour, which cause mental distress or anguish or negates the wishes of the adult with care and concern needs. It is also behaviour that has a harmful effect on the vulnerable adult's emotional health and development or any other form of mental cruelty.

Financial or Material Abuse

This is the inappropriate use, misappropriation, embezzlement or theft of money, property or possessions

Neglect/Self Neglect

This is the repeated deprivation of assistance that the adult with care and support needs requires for important activities of daily living, including the failure to intervene in behaviour which is dangerous to the adult with care and support needs or to others. An adult with care and support needs person may be suffering from neglect when their general well being or development is impaired

Discriminatory Abuse

This is the inappropriate treatment of an adult with care and support needs because of their age, gender, race, religion, cultural background, sexuality, disability etc. Discriminatory abuse exists when values, beliefs or culture result in a misuse of power that denies opportunity to some groups or individuals. Discriminatory abuse links to all other forms of abuse.

Organisational Abuse

This is the mistreatment or abuse of an adult with care and support needs by a regime or individuals within an institution (e.g. hospital or care home) or in the community. It can be through repeated acts of poor or inadequate care and neglect or poor professional practice.

Appendix 4

Signs of Possible Abuse (children & young people)

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.

Appendix 4

Signs of Possible Abuse (adults with care and support needs)

Physical

- A history of unexplained falls, fractures, bruises, burns, minor injuries
- Signs of under or over use of medication and/or medical problems unattended

Sexual

- Pregnancy in a woman who is unable to consent to sexual intercourse
- Unexplained change in behaviour or sexually implicit/explicit behaviour
- Torn, stained or bloody underwear and/or unusual difficulty in walking or sitting
- Infections or sexually transmitted diseases
- Full or partial disclosure or hints of sexual abuse
- Self-harming

Psychological

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

Financial or Material

- Disparity between assets and living conditions
- Unexplained withdrawals from accounts or disappearance of financial documents
- Sudden inability to pay bills
- Carers or professionals fail to account for expenses incurred on a person's behalf
- Recent changes of deeds or title to property

Neglect or Omission

- Malnutrition, weight loss and /or persistent hunger
- Poor physical condition, poor hygiene, varicose ulcers, pressure sores
- Being left in wet clothing or bedding and/or clothing in a poor condition
- Failure to access appropriate health, educational services or social care
- No callers or visitors

Discriminatory

- Inappropriate remarks, comments or lack of respect
- Poor quality or avoidance of care

Institutional

- Lack of flexibility or choice over meals, bed times, visitors, phone calls etc
- Inadequate medical care and misuse of medication
- Inappropriate use of restraint
- Sensory deprivation e.g. denial of use of spectacles or hearing aids
- Missing documents and/or absence of individual care plans
- Public discussion of private matter
- Lack of opportunity for social, educational or recreational activity

Appendix 5

Anti Bullying Policy

Objectives of this policy

All children, workers, parents and carers should be aware of the anti-bullying policy within the organisation and what they should do if bullying arises. All workers should have an understanding of what bullying is, be aware of possible signs it is happening and follow the policy when it is reported. Children and parent/carers should be assured that they will be supported when bullying is reported.

Prevention

Strategies can be adopted to prevent bullying. As and when appropriate, these may include:

- Writing a set of group rules
- Signing a behaviour contract
- Having discussions about bullying and why it matters

Procedures

- Report the bullying incident to children's leaders.
- Ensure that details are carefully checked before action is taken.
- In all cases of bullying, the incidents should be recorded by the worker.
- Consideration should be given to informing the parents/carers of the bully, but this should only be done if workers are satisfied there is no bullying/abuse going on at home that might exacerbate the situation.
- If it is thought that an offence has been committed, consideration should be given to contacting the police.
- The bullying behaviour or threats of bullying must be investigated and stopped quickly.
- Help should be offered to help the bully address his/her behaviour.

Outcomes

- The children's worker involved in dealing with the incident should issue a warning to the child concerned.
- An apology should be given by the child who has bullied another.
- If possible, those involved will be reconciled.
- After the incident has been investigated and dealt with, the situation should be monitored to ensure repeated bullying does not take place.
- After the incident/incidents have been investigated parents/carers should be informed of the action taken.
- All incidents must be recorded in the log book.

APPENDIX 6

These are local and national organisations which support in all areas of safeguarding.

Bespoke Practitioners - counselling

Harwich House
Mayflower ACL
Dovercourt
Essex
CO12 4AJ

Telephone:

01255 317 360

Web: <http://www.bespokepractitioners.co.uk>

Action on Elder Abuse
Astral House
Norbury
London SW16 4ER
UK Helpline: 0808 808 8141 FREE
Email: enquiries@elderabuse.org.uk
Web: <http://www.elderabuse.org.uk>

Child Exploitation and Online Protection (CEOP) Centre - If someone done something online that has made you or a child or young person you know, feel worried or unsafe

33 Vauxhall Bridge Road
London , SW1 2WG
Tel: 0870 000 3344
Email: enquiries@ceop.gov.uk
Web: <http://www.ceop.police.uk>

Childline - If you are a child and you need to talk to someone for advice and support

Helpline: 0800 1111 FREE
Website: www.childline.org.uk

Childnet International - a non-profit organisation working with others to help make the internet a great and safe place for children.

Studio 14
Brockley Cross Business Centre
96 Endwell Road
London , SE4 2PD
Tel: 020 7639 6967
Email: info@childnet-int.org
Web: www.childnet-int.org , www.chatdanger.com

The Lucy Faithfull Foundation - The Lucy Faithfull Foundation (LFF) is the only UK-wide child protection charity dedicated solely to reducing the risk of children being sexually abused. We work with families that have been affected by sexual abuse including: adult male and female sexual abusers; young people with inappropriate sexual behaviours; victims of abuse and other family members.

Bordesley Hall
The Hollloway
Alvechurch
Birmingham
B48 7QA

Tel: 01527 591922

Web: www.lucyfaithfull.co.uk

NSPCC for information about child safeguarding and on line training.

Weston House
42 Curtain Road
London
EC2A 3NH
Web: www.nspcc.org.uk

NAPAC - The National Association for People Abused in Childhood (NAPAC) is the UK's leading national charity offering support to adult survivors of all types of childhood abuse, including physical, sexual and emotional abuse and neglect.

- Helpline if you are a child: 0808 801 0331 Calls are free and will not be recorded on your bill
- Helpline: if you are an adult concerned about a child 0808 800 500
- <https://napac.org.uk/>
-

Victoria Climbié Foundation To advocate for the right of every child to be protected from abuse and to challenge crimes against children committed either by families, communities, or by the inaction of statutory and governmental agencies.

VCF Project Office
Dominion Centre
112 The Green
Southhall
UB2 4BQ

Tel: 0208 619 1191

Web: www.vcf-uk.org