



Grace Church safeguarding policy

Section 1

Name of Place of Worship / Organisation: Grace Church, Bolton

Address: Grace Centre, Somerset Rd, Bolton BL1 4NE

Tel No: 01204 465906

General Email address: office@gracecentre.org.uk

Senior Leader Name: Dave Kruczek

Senior Leader Contact Telephone / Email: dave@gracecentre.org.uk

Safeguarding Coordinator Name: Beth Cameron / Johanna White / Dave Kruczek

Safeguarding Coordinator Contact Telephone: 03001211316

Email: safeguarding@gracecentre.org.uk

Safer recruitment leads: Jo White / Beth Cameron / Pearlin Hoaghton

Membership of Denomination/Organisation: Newfrontiers – Christ Central Churches

Denomination / Organisation Safeguarding Support: Graham Anns - Christ Central Churches

Contact Details for Denomination / Organisation Safeguarding Support: info@christcentralchurches.org

Charity Number: 1049144

Regulators: Charity Commission for England and Wales

Insurance Company: Congregational

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:

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Grace Church is an evangelical church which is part of the Christ Central sphere within Newfrontiers. We meet regularly on Sunday mornings, providing a parent-led crèche, and children's work for children and young people aged 2-18. We also run a weekly parent and toddler group, and senior citizens group, as well as hiring out our building for use by other organisations and for events. We have a church-led Friday night youth group, and also take our young people on an annual summer camp. We also run other one-off, monthly or seasonal events for children, families and others during the year. Members of the church are also involved in providing pastoral care and support for each other, and this could include vulnerable adults.

Our commitment

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

The policy and any 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 Coordinator(s) in their work and in any action they may need to take in order to protect children and adults with care and support needs.
- the Leadership agrees not to allow the document to be copied by other organisations.

Section 2

Prevention

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:

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:

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 (see appendix 1).

Safer recruitment

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

- There is a written job description / person specification for the post
- Those applying have completed an application form and a self declaration form
- Those short listed have been interviewed
- Safeguarding has been discussed at interview
- Written references have been obtained, and followed up where appropriate

- A disclosure and barring check has been completed where necessary (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information)
- Qualifications where relevant have been verified
- A suitable training programme is provided for the successful applicant
- The applicant has completed a probationary period
- The applicant has been given a copy of the organisation's safeguarding policy and knows how to report concerns.

We have a separate recruitment procedures document which provides much more detail on how we put these principles into practice.

Safeguarding training

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

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

Management of Workers – Codes of Conduct

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

Section 3

Practice Guidelines

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

As well as a general code of conduct for workers we also have specific good practice guidelines for every activity we are involved in and these are attached or in the appendices.

Working in Partnership

The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children, young people and adults. This can be because of cultural tradition, belief and religious practice or understanding, for example, of what constitutes abuse.

We therefore have clear guidelines in regards to our expectations of those with whom we work in partnership, whether in the UK or not. We will discuss with all partners our safeguarding expectations and have a partnership agreement for safeguarding. It is also our expectation that any organisation using our premises, as part of the letting agreement will have their own policy that meets thirtyone:eight's safeguarding standards.

We believe 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.

Section 4

Responding to allegations of abuse

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

- Documenting a concern

The worker or volunteer should make a report of the concern in the following way:

Either using the reporting form provided, or initially in person/by telephone, to be followed by a written report from either the worker/volunteer or the safeguarding coordinator (as deemed most appropriate)

- The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to:

Name: (hereafter the "Safeguarding Co-ordinators") Beth Cameron / Johanna White

Tel: 0300 121 1316

Email: safeguarding@gracecentre.org.uk

The above 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 Co-ordinators or, if the suspicions in any way involve the Safeguarding Co-ordinators, then the report should be made to:

Name: (hereafter the "Deputy") Dave Kruczek

Tel: 01204 465906

Email: dave@gracecentre.org.uk

If the suspicions implicate both the Safeguarding Co-ordinator and the Deputy, then the report should be made in the first instance to:

thirtyone:eight PO Box 133, Swanley, Kent, BR8 7UQ.

Tel: 0303 003 1111.

Alternatively contact Social Services or the police.

- The Safeguarding Co-ordinator should contact the appropriate agency or they may first ring the thirtyone:eight helpline for advice. They should then contact social services in the area the child or adult lives.

Name of local authority: Bolton Council Children's Services

Tel: 01204 331500

Out of hours Tel: 01204 337777

Website Address: www.bolton.gov.uk/safeguarding-protecting-children/reporting-child-abuse/1

Adult Social Services

Tel: 01204 337860

Out of hours Tel: 01204 337777

Website Address: www.bolton.gov.uk/adult-social-care

Police Protection Team (PPIU) Tel: [0161 856 5788](tel:01618565788)

- The Safeguarding Co-ordinator may need to inform others depending on the circumstances and/or nature of the concern
 - Chair or trustee responsible for safeguarding who may need to liaise with the insurance company or the charity commission to report a serious incident.
 - Designated officer or LADO (Local Authority Designated Officer) if the allegation concerns a worker or volunteer working with someone under 18.
- Suspicions must not be discussed with anyone other than those nominated above. A written record of the concerns should be made in accordance with these procedures and kept in a secure place.
- Whilst allegations or suspicions of abuse will normally be reported to the Safeguarding Co-ordinator, the absence of the Safeguarding Co-ordinator or Deputy should not delay referral to Social Services, the Police or taking advice from thirtyone:eight.
- The Leadership will support the Safeguarding Co-ordinator/Deputy in their role and accept that any information they may have in their possession will be shared in a strictly limited way on a need to know basis.
- It is, of course, the right of any individual as a citizen to make a direct referral to the safeguarding agencies or seek advice from thirtyone:eight, although the Leadership hope that members of the place of worship / organisation will use this procedure. If, however, the individual with the concern feels that the Safeguarding Co-ordinator/Deputy has not responded appropriately, or where they have a disagreement with the Safeguarding Co-ordinator(s) as to the appropriateness of a referral they are free to contact an

outside agency direct. We hope by making this statement that the Leadership demonstrate its commitment to effective safeguarding and the protection of all those who are vulnerable.

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

Detailed procedures where there is a concern about a child:

Allegations of physical injury, neglect or emotional abuse.

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

- Contact Children's Social Services (or thirtyone:eight) for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home.
- Make a decision based on the circumstances, and taking advice from Children's Services / thirtyone:eight if necessary, as to whether to discuss the concern with parents or carers.
- Seek medical help if needed urgently, informing the doctor of any suspicions.
- For lesser concerns, (e.g. poor parenting), encourage parent/carer to seek help, but not if this places the child at risk of significant harm.
- Where the parent/carer is unwilling to seek help, offer to accompany them. In cases of real concern, if they still fail to act, contact Children's Social Services direct for advice.
- Seek and follow advice given by thirtyone:eight (who will confirm their advice in writing) if unsure whether or not to refer a case to Children's Social Services.

Allegations of sexual abuse

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

- Contact the Children's Social Services Department Duty Social Worker for children and families or Police Child Protection Team direct. They will NOT speak to the parent/carer or anyone else.
- Seek and follow the advice given by 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 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, Safeguarding Co-ordinator/Deputy will:

- Contact the Adult Social Care Team who have responsibility under the Care Act 2014 to investigate allegations of abuse. Alternatively 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 Co-ordinator will:

- Identify support services for the victim i.e. counselling or other pastoral support
- Contact thirtyone:eight and in discussion with them will consider appropriate action with regards to the scale of the concern.

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:

- Liaise with Children's Social Services in regards to the suspension of the worker
- Make a referral to a designated officer formerly called a Local Authority Designated Officer (LADO) whose function is to handle all allegations against adults who work with children and young people whether in a paid or voluntary capacity.
- Make a referral to Disclosure and Barring Service for consideration of the person being placed on the barred list for working with children or adults with additional care and support needs. This decision should be informed by the LADO if they are involved.

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

The safeguarding co-ordinator will:

- Liaise with Adult Social Services in regards the suspension of the worker
- Make a referral to the DBS following the advice of Adult Social Services

The Care Act places the duty upon Adult Services to investigate situations of harm to adults with care and support needs. This may result in a range of options including action against the person or organisation causing the harm, increasing the support for the carers or no further action if the 'victim' chooses for no

further action and they have the capacity to communicate their decision. However, this is a decision for Adult Services to decide not the church.

Section 5

Pastoral Care

Supporting those affected by abuse

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

Working with offenders and those who may pose a risk

When someone attending the place of worship / organisation is known to have abused children, is under investigation, 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. These boundaries will be based on an appropriate risk assessment and through consultation with appropriate parties.

Adoption of the policy

This policy was agreed by the leadership on 15th October 2019 and will be reviewed annually.

Signed by:

Position:

Signed by:

Position

Date:

Appendix 1

Signs and Indicators of Child Abuse

(taken from Bolton Safeguarding Children Board)

Physical Abuse

Actions and behaviour of adult/carer

Minor injuries
Serious injuries e.g. those resulting in fractures or head injuries
Premeditated sadistic injuries
Burns and scolds
Bites
Repeated abuse resulting from lack of control
Injury resulting from physical chastisement
Genital / anal area injuries
Shaking
Poisoning
Physical assaults regarded as bullying
Suffocating
Factitious illness – parent /carer manufactures the symptoms of an illness in the child
Female circumcision
Death

Physical signs on child / young person

Unconscious
Multiple bruising / scratching
Injuries of different ages
Adult bite marks
Outline bruising, e.g. belt, hand print, shoe mark
Bruises to eyes and ears
Finger tip bruises
Burns and scalds on hands, feet, buttocks, groin, cigarette burns
Difficulty in moving limbs
Blood in white of eyes, small bruises on head, bruises on rib cage – may be associated with shaking injuries
Injuries and / or fractures in babies and children who are not mobile
Torn fraenum
Drowsiness e.g. from head injury or poisoning
Female genital mutilation
Aggressive
Withdrawn
Fearful: 'frozen watchfulness'

Behaviour and emotional state of child / young person

Low self esteem
Poor concentration
Poor self image

Neglect

Actions and behaviour of adult / carer

Abandonment or desertion
Living alone
Malnourishment, lack of food,
inappropriate food or erratic feeding
Lack of warmth
Lack of adequate clothing
Unhygienic home conditions
Lack of protection or exposures to
dangers, including moral danger or lack
of supervision appropriate to child's age
and development stage
Persistent failure to attend school
Non-organic failure to thrive
Leaving child alone to care for younger
brothers / sisters
Lack of appropriate stimulation
Lack of protection from dangerous
substances, e.g. fire, drugs, household
chemicals
Lack of appropriate medical care when
required

Physical signs on child / young person

Delayed physical development;
underweight and of small stature
Hands and feet which are cold and puffy
Chronic nappy rash
Slow growth in both height and weight
Frequently smelly
Persistently dirty, unkempt appearance
Persistently hungry
Non-organic failure to thrive
Impairment of health
Death

Behaviour and emotional state of child /
young person

Low self esteem
Destructive tendencies
Neurotic behaviour
Running away
Stealing and / or hiding food
Indiscriminately seek affection from
unfamiliar adults
Impairment of intellectual behaviour
Long term difficulties with social
functioning, relationships and
educational; progress.

Sexual Abuse

Actions and behaviour of adults / carer

Inappropriate fondling
Mutual masturbation
Digital penetration
Oral / genital contact
Anal or vaginal intercourse
Exploitation from pornography
Encouraging children / young people to become prostitutes
Encouraging children to witness intercourse or pornographic acts
Leaving a child in the care of a known sex offender

Physical signs on child / young person

Internet child pornography
Injuries to the genital / anal area
Sexually transmitted diseases
Pregnancy
Bruises, scratches, burns or bite marks
Eating disorders
Self Harm e.g. suicide, self mutilation, substance misuse
Bleeding from vagina or anus
Pain in passing urine or faeces
Persistent discharge
Warts in genital or anal area

Behaviour and emotional state of child / young person

Frequent masturbation
Nightmares and disturbed sleeping patterns
Persistent offending, non school attendance, running away
Wetting, soiling, smearing excreta
Significant changes in child's behaviour
Sexual awareness which is inappropriate to child's age and developmental stage
Sexual aggressive towards other children
Low self esteem
Limited attention span
Aggression
Withdrawn
Isolation
Depression

Emotional Abuse

Actions and behaviours of adult / carer

A child is rejected by parent / carers
Parents behave in a cold, hostile and / or unpredictable way towards the child
Parents behave in an emotional inconsistent way towards the child
A child is criticised and blamed unreasonably. Scapegoating may occur within families where the same child receives more than his fair share of blame and is seen to be the cause of all the family's problems
A child is ridiculed and mocked
A child is denied opportunities to gain new experiences
A child is denied opportunities to relate to others
Lack of opportunity to fulfil intellectual development
A child is denied the opportunity to organise and achieve levels of responsibility appropriate to their age.

Effects of emotional abuse

The child may become timid and withdrawn and avoid making relationships with peers and adults. There may be little spontaneous conversation and avoidance of eye contact
The child appears frightened, easily startled by loud noises. He/she is soon in tears and may twitch and tremble
The child has outbursts of verbally or physically aggressive behaviour
The child seeks affection inappropriately
The child feels confused and insecure
The child has difficulty in making and sustaining relationships