

Sale Christadelphian Ecclesia Safeguarding Policy

Definitions

“Safeguarding” means protecting from harm or damage with an appropriate measure.

“Safeguarding Policy” and “this Policy” mean this document.

“Vulnerable Person” means any child, young person or vulnerable adult.

“Abuse” means:

- Neglect through an ongoing and serious failure to provide necessary care
- Physical injury caused either deliberately or through neglect
- Sexual exploitation, either in person or online
- Emotional abuse involving persistent or severe ill treatment or rejection, either in person or online
- Peer on peer bullying, either in person or online

Safeguarding

“Finally, brothers, whatever is true, whatever is honourable, whatever is just, whatever is pure, whatever is lovely, whatever is commendable, if there is any excellence, if there is anything worthy of praise, think about these things.” (Philippians 4:8 ESV)

Sale Christadelphian ecclesia (“the Ecclesia”, “we”, “us”, “our”) is committed to creating and maintaining a caring and safe environment for Vulnerable People in accordance with the scriptural principles and the teachings of Jesus Christ.

This is done by:

- recognising that it is the responsibility of **everyone** to protect Vulnerable People
- ensuring that those who are appointed to lead Vulnerable People have a valid Disclosure and Barring Service (DBS) Certificate and that they accept responsibility for helping to prevent the Abuse of Vulnerable People in their care
- responding swiftly and appropriately to suspicions or allegations of Abuse and providing Vulnerable People and parents with the opportunity to voice any concerns they may have
- the Arranging Brethren (ABs) appointing a Designated Safeguarding Lead (DSL) and a Designated Deputy Safeguarding Lead (DDSL) who will take responsibility for all aspects of Safeguarding within the Ecclesia
- ensuring access to confidential information is restricted to those with an appropriate reason and to the appropriate external authorities
- reviewing the effectiveness of the Safeguarding Policy and activities of the Ecclesia on a regular basis
- ensuring that all those who are appointed to work with Vulnerable People are aware of the Safeguarding Policy and have had the relevant training

It is the responsibility of all members of the Ecclesia to raise any concerns they may have and for these concerns to be reported according to the procedures laid out in this Policy. It is not our responsibility to decide whether Abuse has occurred.

This Policy has been circulated to all households in the Ecclesia and will also be publicly available on the Ecclesial website.

Introduction

“For the grace of God has appeared, bringing salvation for all people, training us to renounce ungodliness and worldly passions, and to live self-controlled, upright, and godly lives in the present age...” (Titus 2:11-12 ESV)

This document is the Safeguarding Policy of the Sale Christadelphian Ecclesia. It has been created to ensure that Vulnerable People within the care of the Ecclesia are properly cared for, guided and protected, and to assist all members of the Ecclesia who are responsible for Vulnerable People.

Aims

“Rejoice with those who rejoice, weep with those who weep. Live in harmony with one another. Do not be haughty, but associate with the lowly. Never be wise in your own sight. Repay no one evil for evil, but give thought to do what is honourable in the sight of all. If possible, so far as it depends on you, live peaceably with all.” (Romans 12:15-18 ESV)

Our objectives in dealing with all Vulnerable People are that they should learn about God and the Lord Jesus Christ and reflect this by showing care and thoughtfulness for one another in an environment that is safe, loving and enjoyable.

It is our responsibility to protect Vulnerable People from Abuse and to respond appropriately when Abuse is identified. This Policy is part of a wider aim to enable and encourage all to grow in their faith, in a safe and supportive environment.

Ecclesial Responsibilities

- To obtain and hold DBS certificates for all those working with Vulnerable People
- To maintain attendance records (containing parent/guardian names, addresses and telephone numbers) which are kept up to date and are available when required, in accordance with GDPR regulations
- To ensure that leaders of all Ecclesial activities are in attendance before any Vulnerable People arrive and remain until all have been collected by their parents/guardians
- To ensure that the DSL, DDSL and all activity leaders receive annual training in Safeguarding
- To record any disclosures made in confidence and report them to the DSL

Good practice

“Let no one despise you for your youth, but set the believers an example in speech, in conduct, in love, in faith, in purity.” (1 Timothy 4:12 ESV)

Everyone has a right to feel safe, to be understood and to say ‘no’ to doing something that they feel is wrong.

Responsibilities of Activity Leaders

- Do treat all Vulnerable People with the respect and dignity which is appropriate to their age
 - Do behave in a manner that sets an example you would wish Vulnerable People to follow
 - Do remember that another person can misinterpret your actions, no matter how well intentioned
 - Do be alert to the issue of bullying and deal with it promptly and sympathetically
 - Do remember that caution is required in sensitive moments, such as when dealing with bereavement, bullying, Abuse, etc.
 - Do provide opportunities for Vulnerable People to talk about any concerns they have
 - Do ensure that parents/guardians know where their Vulnerable Person is at all times
 - Do, in the event of an accident, inform the parents/guardians and take all necessary steps to safeguard the Vulnerable Person
 - Do encourage Vulnerable People to be independent with personal hygiene and selfcare routines wherever possible
 - Do create a relevant risk assessment before carrying out any activities or visits
 - Do consider carefully any arrangements for residential holidays, camps and weekend studies to determine whether adults should share sleeping accommodation with Vulnerable People. This should be avoided, if at all possible, but may be appropriate with very young children (sharing sleeping accommodation with their parents, for example), or if the activity is based in a youth hostel where single sex sleeping is customary.
 - Do be aware of Safeguarding responsibilities for all activities and groups, wherever they may take place
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- Do not use physical discipline at any time
 - Do not engage in any inappropriate physical or verbal contact
 - Do not engage in any inappropriate contact via email, text, phone or social media.
 - Communication should be made to the parent/guardian of the Vulnerable Person. Alternatively, a leader may send out a group message to a list of recipients, not to an individual Vulnerable Person; such communication should include parents/guardians of the Vulnerable Person
 - Do not let Vulnerable People involve you in excessive attention seeking, crushes or inappropriate language or behaviour
 - Do not show favouritism

- Do not invite a Vulnerable Person into your home alone or visit them alone
- Do not, wherever possible, transport a Vulnerable Person alone in your car, but if this is unavoidable, arrange for them to sit in the back. If possible, make sure that the parent/guardian knows of this arrangement
- Do not meet alone with a Vulnerable Person where others cannot always see you. If possible, keep other people around and, if indoors, leave the door open
- Do not take or post photographs or videos of Vulnerable People on social media, or other sites, without gaining the consent of their parent/guardian

Responsibilities of the Arranging Brethren

As the Ecclesia provides various activities for Vulnerable People, a member of the Ecclesia must take the lead with regard to Safeguarding.

The Arranging Brethren therefore have a responsibility to:

1. appoint a Designated Safeguarding Lead (DSL)
2. ensure the DSL has adequate support to carry out their role and confirm they have access to expert help via the local authority or other local or national organisations who are able to offer support (such as mental/physical health, social care, parenting, pastoral or legal)
3. delegate all responsibility to the DSL to carry out all necessary actions

For confidentiality, the arranging brethren do not need to know or be informed of everything that the DSL does.

For details of the DSL and DDSL appointed by the Ecclesia, please see Appendix A.

Responsibilities of the Designated Safeguarding Lead (DSL)

1. To keep themselves up to date with the latest Safeguarding information from the relevant organisations and agencies
2. To participate in annual training relating to Safeguarding policies and practices
3. To pass on any relevant training/updates to all those in the Ecclesia who have a role with Vulnerable People to ensure that they:
 - understand the signs/symptoms of Abuse
 - know what to do if they have a concern about a Vulnerable Person
 - know what to do if they have a concern about an adult working with Vulnerable People
 - understand this Policy and how to implement the procedures contained within it
4. To know how to carry out their duties in regard to protecting and keeping Vulnerable People safe

5. To have up to date contact details for all relevant resources (for example Local Authority Designated Officer (LADO), safeguarding teams, social care services). See Appendix B
6. To ensure that all who have a role with Vulnerable People are appropriate/suitable to do so by undertaking DBS checks
7. To be available to support anyone in the Ecclesia who has a role with Vulnerable People with any:
 - concerns
 - allegations
 - discussions
 - referrals
 - actions that are necessary as a result of information received
8. To work with professionals/agencies where appropriate

Safeguarding through the lens of scripture

With regard to Safeguarding, as in everything, we are committed, as far as we are able, to:

- uphold the teaching of the Bible, in our words and actions, and to serve God and the Lord Jesus Christ
"And [Jesus] said to him, "You shall love the Lord your God with all your heart and with all your soul and with all your mind. This is the great and first commandment. And a second is like it: You shall love your neighbour as yourself. On these two commandments depend all the Law and the Prophets." (Matthew 22:37-40 ESV)
- obey the laws of the land and to work co-operatively with agencies such as the police and social services
"Remind them to be submissive to rulers and authorities, to be obedient, to be ready for every good work, to speak evil of no one, to avoid quarrelling, to be gentle, and to show perfect courtesy toward all people." (Titus 3:1-2 ESV)
- act kindly to each other and toward Vulnerable People, as we are guided and instructed by the scriptures to do
"Or which one of you, if his son asks him for bread, will give him a stone? Or if he asks for a fish, will give him a serpent? If you then, who are evil, know how to give good gifts to your children, how much more will your Father who is in heaven give good things to those who ask him! "So whatever you wish that others would do to you, do also to them, for this is the Law and the Prophets." (Matthew 7:9-12 ESV)

However, we recognise that Abuse can occur, even in situations in which no problem was suspected.

"...But now I am writing to you not to associate with anyone who bears the name of brother if he is guilty of sexual immorality or greed, or is an idolater, reviler, drunkard, or swindler-- not even to eat with such a one." (1 Corinthians 5:11 ESV)

We recognise that a failure to act appropriately may not only damage those involved but may harm the reputation of the Ecclesia, the Christadelphian community and, more seriously, the name of the Lord Jesus.

“For this is the will of God, that by doing good you should put to silence the ignorance of foolish people. Live as people who are free, not using your freedom as a cover-up for evil, but living as servants of God.” (1 Peter 2:15-16 ESV)

Recognising Abuse

Leaders should think about those in their care, notice how they behave, and should think about any unusual aspects of their behaviour.

They should be aware of likely indications of Abuse, such as unexplained injuries, unusual unresponsiveness or aggression, or an unusual preoccupation with sexual matters. They should also notice if a Vulnerable Person regularly looks ill-cared-for or unhappy, becomes withdrawn or depressed, or regresses in their behaviour.

More generally, indicators of Abuse can be changes in behaviour from what has been observed in the past.

What to do if you suspect a Vulnerable Person is being abused or if they disclose to you

Your responsibilities are to:

- ✓ Observe
- ✓ Record
- ✓ Report/Refer

It is NOT your responsibility to investigate.

In order to undertake these responsibilities, follow these 10 steps to the best of your ability:

1. Stay calm
2. Ensure that your communication is appropriate and understandable
3. Listen and take seriously anything that you are told
4. Be honest and clear about confidentiality and that you have a duty to act/report/refer, so cannot promise to keep it a secret
5. Allow Vulnerable People time and space to talk to you, and avoid interrogating, investigating or examining them. Remember TED – “Tell me, Explain to me, Describe to me”. Don’t put your words or thoughts into their mind
6. If you see a Vulnerable Person with an injury, always ask them how they sustained the injury. Seek an explanation from their parents/guardians, unless you consider that the injury requires immediate medical attention or you suspect the child may be put at further risk by you speaking with their parents/guardians

7. Always make a written record and ensure details are factual. Written records should state what the Vulnerable Person says, in their own words, along with any explanation from their parents/guardians. You should sign and date the record
8. Discuss your concerns with the DSL
9. If you have serious Child Protection concerns, do not delay in seeking advice. See Appendix B for contact details of who to contact in our local area. **If a Vulnerable Person is at immediate risk of harm, call 999.**
10. Seek support and advice for yourself at an appropriate juncture

At all times, the welfare of the Vulnerable Person should be our primary concern.

If the parents/guardians are clearly not implicated, they should be contacted, but otherwise the allegation should not be mentioned to them or to anyone else; Abuse is most commonly carried out by close relatives and is often difficult to prove.

In other situations, if the concerns are not as great, it may be appropriate to speak with the parents/guardians and suggest, for example, that help or advice be sought.

For Vulnerable People aged 16 and 17, it is particularly important to bear their wishes in mind, although it is important that we do not agree to keep any disclosures secret.

Appendix A – DSL and DDSL

NOTE: for the purposes of GDPR, the personal details of the DSL and DDSL have been withheld in this publicly available document.

	<u>Designated Safeguarding Lead</u>	<u>Designated Deputy Safeguarding Lead</u>
Name:		
Email:		
Phone:		

Appendix B – Useful Contact Information

Trafford Children’s First Response

Children’s first response (formerly MARAT) is Trafford’s single point of contact for all professionals and members of the public to report concerns, request advice and share information about a child and/or family.

If you have concern for a Vulnerable Person who is not at immediate risk, contact the DSL or call Trafford Children’s First Response on:

- 0161 912 5125 Mon - Fri 8:30 - 16:30
- 0161 912 2020 out of hours

<https://www.trafford.gov.uk/residents/children-and-families/worried-about-a-child/trafford-first-response.aspx>

If a Vulnerable Person is at immediate risk of harm, call 999.

Christadelphian Support Network (CSN)

The CSN can provide support and advice on all safeguarding issues on a 24hr basis. They can be contacted on:

- 0800 9545 099 (choose option 1)

The National Society for the Protection of Cruelty to Children (NSPCC)

The NSPCC provide a helpline and can provide help and advice. They can be contacted on:

- 0800 800 5000
 - o Mon-Fri 8:00 - 22:00
 - o Sat-Sun 9.00 - 18:00

Trafford Council also have a Local Authority Designated Officer (LADO) who can be contacted through the Trafford Children’s First response number above.