



# CENTRE CHURCH

## Safeguarding Policy

**Name of Place of Worship / Organisation:**

Centre Church

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**Membership of Denomination/Organisation** Assemblies Of God (GB)

**Charity Number:** 1054436

**Public liability Insurance Company:** Ansvar

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## Section 1: Our mission and aims

### *Our mission*

Centre church exists to encourage the truthful and creative presentation of the Gospel, using various forms to share a message of hope and relevance to the world around us. We are a fellowship that supports each member as they discover acceptance, healing and opportunities to fulfil their God-given callings.

We aim to provide a service that is there for the community to help them and support them yet provide a place that is engaging and safe for children and adults to be taken care of appropriately.

### **Activities and services we provide:**

Centre church is a multi site church operating in Burgess Hill and Brighton. As well as Sunday services, the church runs life groups, a children's after school club, children's holiday clubs (from time to time) youth meetings, a parent and toddler group and a coffee shop.

### *Our commitment*

Our prime responsibility is the welfare and well-being of all children and adults in our care. As such we believe we have a duty to act quickly and responsibly in any instance that may come to our attention. This includes sharing information with any relevant agencies such as local authority services for children's social care, health professionals or the police.

Safeguarding is defined as:

- Protecting a person's right to live in safety, free from abuse and neglect
- Protecting children from maltreatment
- Preventing the impairment of children's health or development
- Taking action to enable all children to have the best outcomes.

(Definition taken from the HM Government document 'Working together to safeguard children 2018')<sup>1</sup>.

We support the children within our care, protect them from maltreatment and have procedures in to prevent the impairment of children's health and development. Safeguarding is a much wider subject

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<sup>1</sup>. <https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

than the elements covered within this single policy, therefore this document should be used in conjunction with the other policies and procedures.

At Centre church we believe children and adults have the right to be treated with respect, be helped to thrive and to be safe from any abuse in whatever form.

*The Church has a clear commitment to protecting children and promoting welfare of all individuals.*

The Church has a duty to be aware that abuse does occur in our society and to act in a timely manner to prevent it. This statement lays out the procedures that will be followed if we have any reason to believe that a child in our care is subject to welfare issues including physical, sexual, emotional abuse or neglect.

Defining abuse 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, institution or a community setting. Very often the abuser is known or in a trusted relationship with the child or vulnerable 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.*

The UN Universal Declaration of Human Rights with particular reference to Article 5 states:

*No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.*

*We aim to:*

- Ensure that children are never placed at risk while in the charge of Church staff and volunteers.
- Ensure that all adults have the right to be safe from harm and must be able to live free from fear of all forms of abuse, neglect and exploitation, financial and otherwise.
- Ensure that information is shared only with those people who need to know in order to protect the child and act in their best interest.
- Ensure that all staff and volunteers feel confident and supported to share information and seek the help that the child may need.
- Ensure staff and volunteers are trained to understand the safeguarding policy and procedure, are alert to identify possible signs of abuse, understand what is meant by child protection and are aware of the different ways in which children can be harmed, including by other children, i.e. bullying, discriminatory behaviour
- Ensure that all staff and volunteers are familiar and updated regularly with safeguarding issues and procedures
- Ensure that everyone visiting the church or engaging in it's activities are fully aware of safeguarding policies and procedures and are kept informed of all updates when they occur.
- Make any referrals in a timely way, sharing relevant information as necessary in line with the Local Authority.
- Regularly review and update this policy with staff and parents where appropriate.

*The Leadership undertakes to:*

- Endorse and follow all national and local safeguarding legislation and procedures, in addition to the international conventions outlined above.
- Safely recruit, induct, train and support all those with any responsibility for children, young people and adults to have the confidence and skills to recognise and respond to abuse.
- Ensure that all those in a position of leadership, trusteeship or with responsibility for children, young people and vulnerable adults have annual safeguarding training.
- Ensure that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the church.
- Display in church premises and on the church website the details of who to contact if there are safeguarding concerns or support needs.
- Listen to and take seriously all those who disclose abuse.
- Regularly review this policy and 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.

- Appoint and support a Designated Safeguarding Lead (DSL) and deputy in their work and in any action they may need to take in order to protect children and vulnerable adults.
- File a copy of the policy and practice guidelines in the church administration office and on the Centre Church secured drive and any amendments subsequently published.

### *The Role of the Designated Safeguarding Lead*

- Advise and support the senior leadership team in developing and establishing the church's approach to safeguarding.
- To play a lead role in maintaining and reviewing the church's plan for safeguarding.
- Coordinate the distribution of policies, procedures and safeguarding resources throughout the organisation.
- Advise on safer recruitment, training needs and development, providing training where appropriate.
- Provide safeguarding advice and support to staff and volunteers.
- Manage safeguarding concerns, allegations or incidents reported to your organisation.
- Manage referrals to key safeguarding agencies (eg social services or police) of any incidents or allegations of abuse and harm.
- Track and record their actions in a safe and secure manner in accordance with GDPR and the church's policies.

## Section 2: Recognising and responding appropriately to an allegation or suspicion of abuse

**Detailed definitions, and signs and symptoms of abuse, as well as how to respond to individuals who disclose abuse can be found in the appendices of this policy.**

Definitions of abuse (see attached Appendix 2)

Signs and symptoms of abuse (see attached Appendix 3)

How to respond to a child wishing to disclose abuse (see attached Appendix 4)

Definitions of Self Harm and signs (see attached Appendix 5)

### *RESPONDING TO ALLEGATIONS OF ABUSE*

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

- Make a detailed written record of the matter.
- Report concerns without delay to the designated safeguarding lead for adults Joy Dawes or designated safeguarding lead for children Ruth Stephens (DSL) who are 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.

Email address: [safeguarding@centrechurch.uk](mailto:safeguarding@centrechurch.uk)

- In the absence of the appropriate DSL or, if the suspicions in any way involve one of the DSLs, then the report should be made to the other DSL.
- If the suspicions implicate both the DSL and the Deputy, then advice may be taken from Thirtyone:eight: Greenbox Storage, College Rd, Swanley BR8 7LT. Telephone [0303 003 1111](tel:03030031111)  
Contact may need to be made to the Social Services or the police.
- Where the concern is about the safety of a child, the DSL may need to contact the Multi Agency Safeguarding Hub (MASH) team at Children's Social Care. (See contact details in Appendix 1)

- Where the concern is regarding an adult in need of protection the DSL will decide on the appropriate contact which may be 101 or Adult Social Care. Advice may be taken from Thirtyone:eight as above.

The local Social Services office: West County Council Social Care (for Children Safeguarding Concerns) tel: 01403 229900. The out of hours emergency number is 01903 694422.

The Police Child Protection Team telephone number is 999 or call Childline on 0800 1111

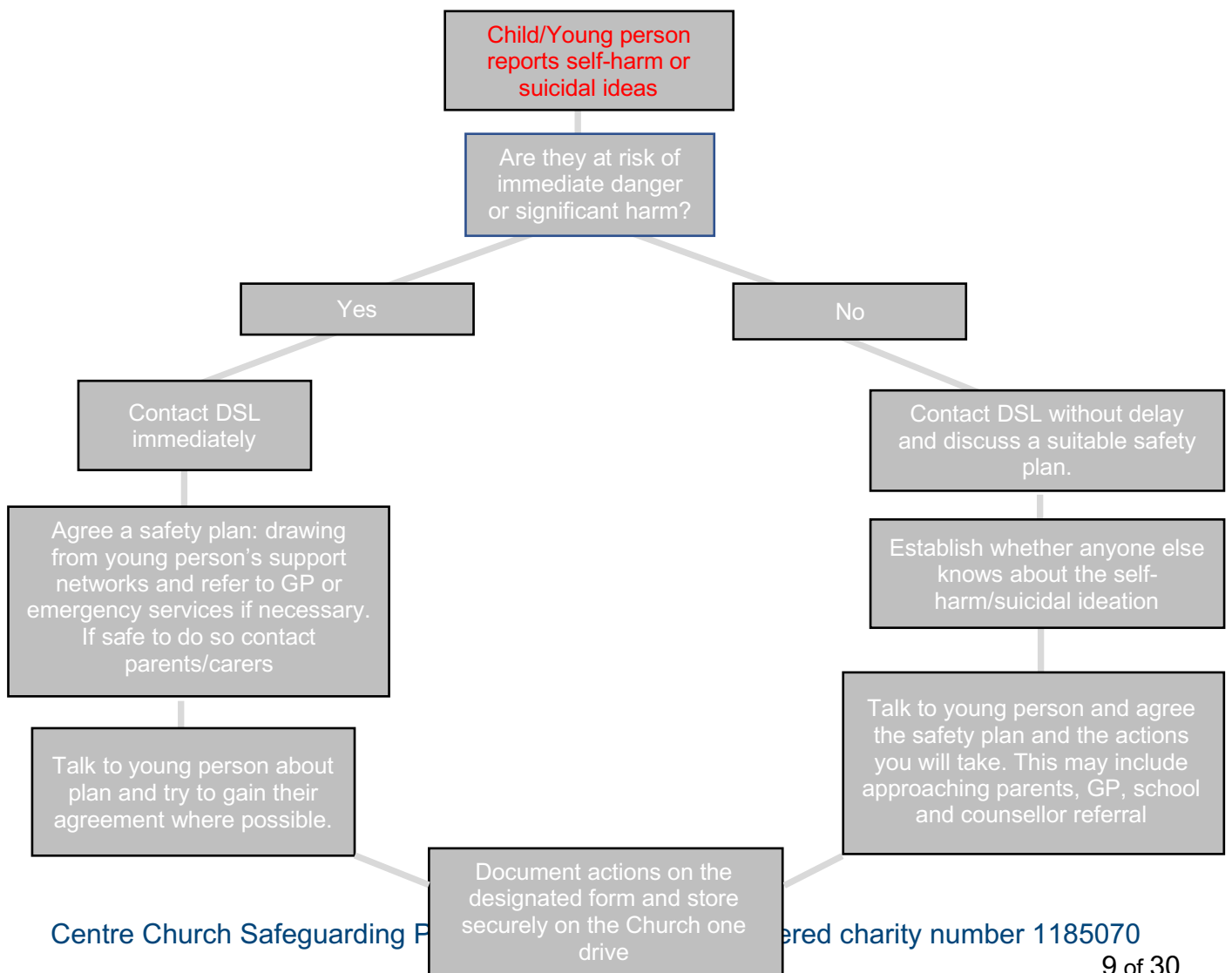
- Where appropriate and required, the DSL should then immediately inform the insurance company and other strategic personnel within the denomination.
- Suspicions must not be discussed with anyone other than those nominated above. A written record (see Appendix 8 for reporting form) of the concerns should 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 DSL, or deputy, in the absence of the DSL or Deputy, concerns should be raised with a member of the church trustees, who will seek appropriate advice.
- The Leadership will support the DSL/Deputy 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 and in accordance with GDPR.
- 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 will use this procedure. If, however, the individual with the concern feels that the DSL/Deputy has not responded appropriately, or where they have a disagreement with the DSL/Deputy, as to the appropriateness of a referral, they are free to contact an outside agency directly. 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 DSL/ deputy will collate, clarify and record the precise details of the allegation or suspicion and pass this information on to statutory agencies who have a legal duty to investigate.

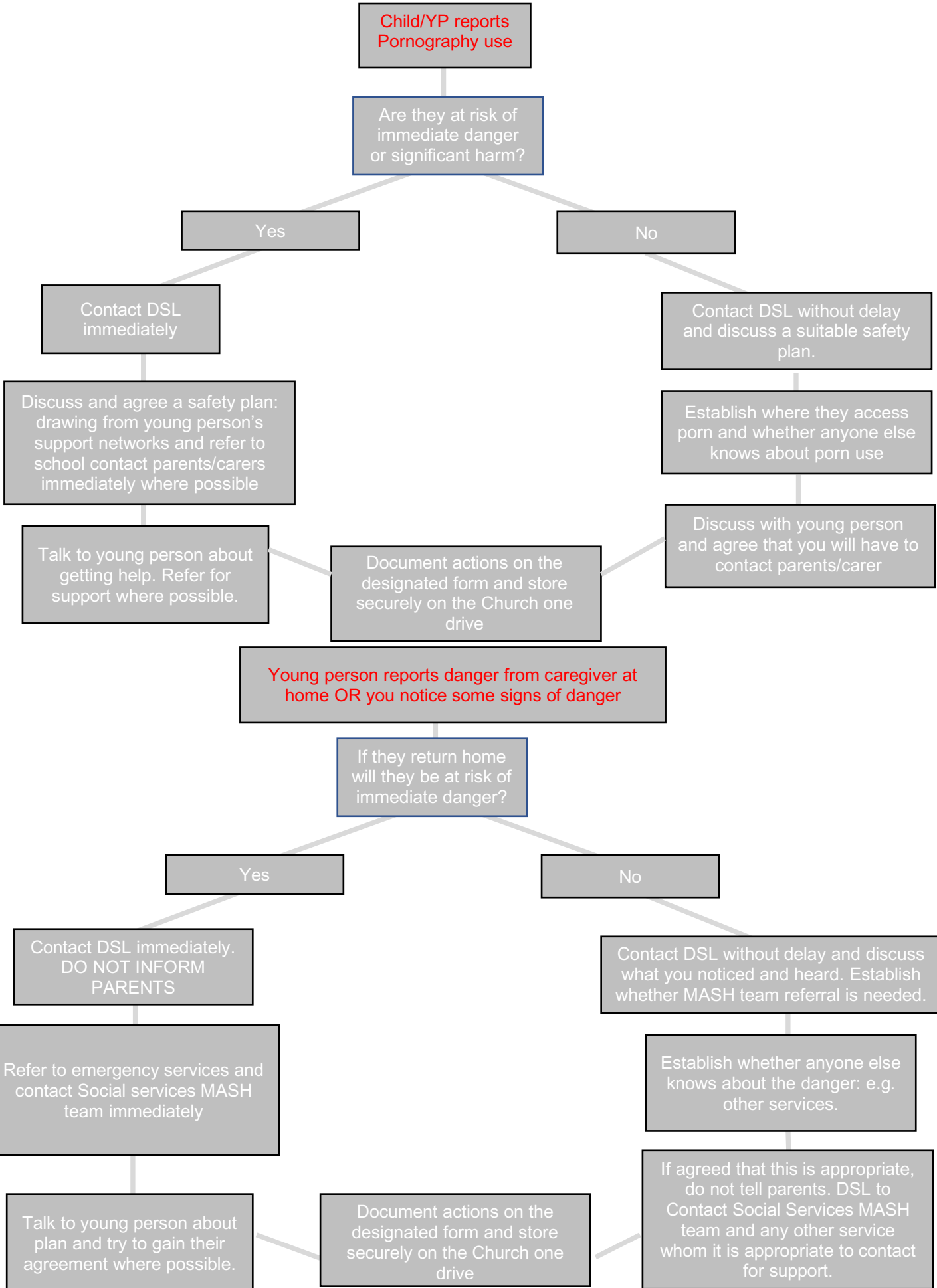
DO	DO NOT
Stay calm	Panic or delay

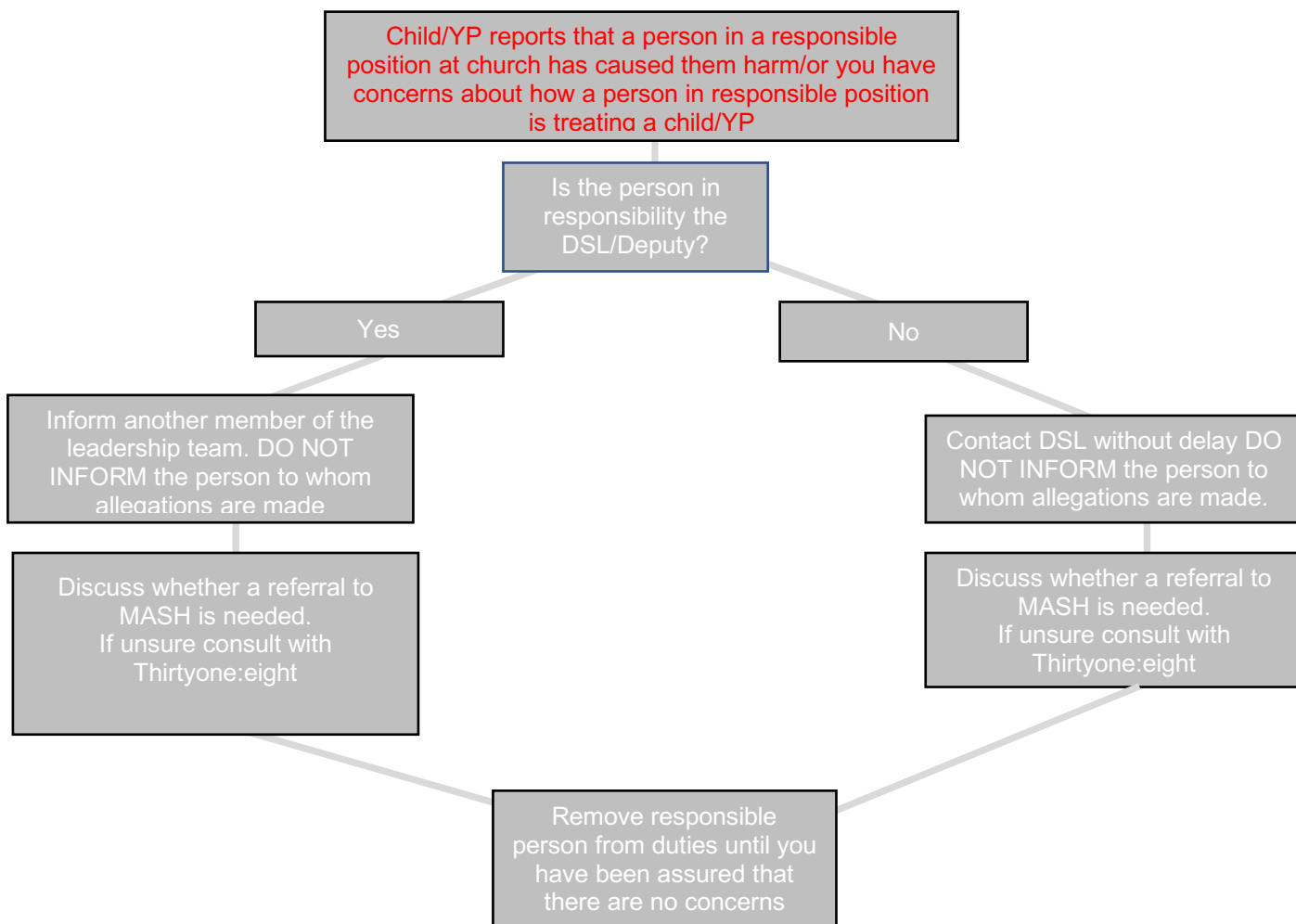


Recognise your feelings, but keep them to yourself	Over-react
Record what the person says and give these notes to the Designated Safeguarding Lead (or Deputy)	Use leading questions
Explain what you will do next (i.e. tell the Designated Safeguarding Lead (or Deputy) in a simple and clear way	Probe deeply for information
Use language that the person can understand	Promise unconditional confidentiality
Reassure the person: they have done the right thing telling you, they are not to blame, you believe they are telling the truth	Make them repeat the story
Listen carefully	Use jargon or express opinions
Follow the procedure outlined in informing a Safeguarding lead (or Deputy), and seek advice and support for yourself	Approach any person against whom an allegation has been made or discuss the disclosure with anyone other than a Designated Safeguarding Lead

*Some example scenarios and what to do*







***DETAILED PROCEDURES WHERE THERE IS A CONCERN ABOUT A CHILD:***

**ALLEGATIONS OF PHYSICAL INJURY, NEGLECT OR EMOTIONAL ABUSE TO A CHILD**

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:

- the local Multi Agency Safeguarding Hub (MASH team) Duty Social Worker for children and families or Police Child Protection Team direct for advice in cases of deliberate injury, if concerned about a child’s safety or if a child is afraid to return home.
- Not tell the parents or carers unless advised to do so, having contacted Children’s Social Services.
- Seek medical help if needed urgently, informing the doctor of any suspicions.
- 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 Care 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 care.

## ALLEGATIONS OF SEXUAL ABUSE TO A CHILD

In the event of allegations or suspicions of sexual abuse, the DSL/Deputy will:

- Decide whether to contact children's social care at the local Multi Agency Safeguarding Hub (MASH team) and speak to the Duty Social Worker for children and families or the 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 the MASH team within Social Services or the local Police. Thirtyone:eight will confirm its advice in writing for future reference.

## ALLEGATIONS OF ABUSE AGAINST A PERSON WHO WORKS WITH CHILDREN

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the DSL, 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 a referral to a Safeguarding Adviser (SA) / Local Authority Designated Officer (LADO). (Contact details can be found in appendix 1).

## SAFEGUARDING CONCERNS REGARDING ADULTS

If a vulnerable adult reports physical, emotional or sexual assault the DSL/Deputy will:

- Discuss any concerns with the individual themselves giving due regard to their autonomy, privacy and rights to lead an independent life.
- Assume the individual has mental capacity unless proved otherwise
- Never assume that someone else is dealing with the problem
- Involve the individual in every decision and discussion where possible
- Share information appropriately with the DSL/Deputy
- If the vulnerable adult is in immediate danger or has sustained a serious injury, contact the emergency services without delay, informing them of any suspicions.
- The DSL may need to seek advice of specialist bodies such as Adult Social Care Vulnerable Adults Team who have responsibility under Section 47 of the NHS and Community Care Act 1990 and

government guidance, 'No Secrets', to investigate allegations of abuse. Alternatively Thirtyone:eight can be contacted for advice.

**All safeguarding issues related to adults should be based on the six principles of the Care Act:**

- Empowerment.
- Protection.
- Prevention.
- Proportionality.
- Partnership.
- Accountability.

## Section 3: Prevention

### SAFE 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 are obtained and followed up where appropriate.
- A disclosure and barring check is completed (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information) or if from outside of the UK individuals have obtained 'fit person' checks from their home country as well as references from there.
- Qualifications where relevant, are verified.

#### **If offered the position:**

- The applicant attends safeguarding training appropriate to their position.
- The applicant completes a probationary period.
- The applicant is given a copy of the organisation's safeguarding policy and is made aware of how to report concerns.
- A suitable training programme is provided for the successful applicant (where appropriate).

### MANAGEMENT OF STAFF AND VOLUNTEERS – 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 vulnerable adults. The Leadership undertakes to follow the principles found within the "Abuse Of Trust guidance" issued by the Home Office and it is therefore unacceptable for those in a position of trust to engage in any behaviour which might allow a sexual relationship to develop for as long as the relationship of trust continues.

### TRAINING REQUIREMENTS

- All staff are required to undertake safeguarding training on or shortly after appointment
- Volunteers who lead children's, youth and pastoral care teams should undertake safeguarding training on appointment or shortly after
- Refresher courses should be undertaken every three years
- Volunteers who assist with children's and youth work must undertake safeguarding training on appointment or soon after.

## Section 4: SUPPORTING SURVIVORS

### SUPPORTING THOSE AFFECTED BY ABUSE, NEGLECT OR MALTREATMENT

Centre church will make itself accountable to survivors of abuse. To do so, Centre church will make sure the relevant support is in place for those who are complainants/survivors. 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.

A list of organisations to whom the church can signpost people in need of support, can be found in appendix 1.

### WORKING WITH OFFENDERS

When someone attending the place of worship / organisation is known to be on the sex offenders register, or is known to be a risk to vulnerable adults, a member of the senior leadership team will discuss and agree boundaries with the individual concerned. A sample agreement document can be found in appendix 9.

## Section 5: Practice Guidelines

As an organisation / 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.

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 on file and should be read by the relevant employees and volunteers.

### Mid-week children's programme:

General consent forms will be required from any parent or carer of the child that wishes to participate. At no time will an adult be alone in a room with a child.

Parents/carers will be asked to sign a consent form for the use of images of the child

Concerning the transportation of Children please refer to our Good Working Practice Guidelines.

### 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 vulnerable 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.

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.



## Appendix 1: Contact details

### **DSL for adults: Joy Dawes**

Email: [safeguarding@centrechurch.uk](mailto:safeguarding@centrechurch.uk)

### **DSL for under 18s: Ruth Stephens**

Email: [safeguarding@centrechurch.uk](mailto:safeguarding@centrechurch.uk)

## **IF SOMEONE IS IN IMMEDIATE DANGER DIAL 999**

### ***Safeguarding concerns regarding children***

#### **West Sussex** Integrated front door

Telephone: 01403 229 900 Opening Hours: Mon-Fri 9am-5pm Out of Hours: 0330 222 6664 / 07711769657 (duty social worker in emergency)

E-mail: [WSChildrenServices@westsussex.gov.uk](mailto:WSChildrenServices@westsussex.gov.uk)

Address: MASH, 4th Floor, County Hall North

Parkside,

Chartway, Horsham,

West Sussex

RH12 1XH

To complete an online form:

<https://www.westsussexscp.org.uk/professionals/working-together/making-a-referral>

#### **Brighton and Hove**

Telephone: 01273 290400

Out of hours telephone: 01273 335905 or 335906

Address: C/O Whitehawk Community Hub and Library

179A Whitehawk Road

Brighton

BN2 5FL

Email: [FrontDoorForFamilies@brighton-hove.gov.uk](mailto:FrontDoorForFamilies@brighton-hove.gov.uk)

To complete an online form:

<https://www.brighton-hove.gov.uk/frontdoorforfamilies>

## **Safeguarding concerns regarding adults**

West Sussex:

<https://www.westsussexsab.org.uk/>

Brighton and Hove:

<https://www.brighton-hove.gov.uk/adult-social-care/keep-people-safe/help-adult-risk-abuse-or-neglect#:~:text=How%20to%20report%20abuse%20or,be%20answered%20by%20CareLink%20Plus>

## Appendix 2: Definitions of Abuse

The four definitions of abuse below operate in England based on the government guidance ‘Working Together to Safeguard Children’ (2010).

### **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 cyberbullying), 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.
- Neglect of, or unresponsiveness to, a child's basic emotional needs.

### **Further Definitions of Abuse**

#### **Significant Harm**

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

#### **Children in whom illness is fabricated or induced (formerly known as Munchausen's Syndrome By Proxy)**

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

#### **Spiritual Abuse**

Linked with emotional abuse, spiritual abuse could be defined as an abuse of power, often done in the name of God or religion, which involves manipulating or coercing someone into thinking, saying or doing things without respecting their right to choose for themselves. Some indicators of spiritual abuse might be a leader who is intimidating and imposes his/her will on other people, perhaps threatening dire

consequences or the wrath of God if disobeyed. He or she may say that God has revealed certain things to them and so they know what is right. Those under their leadership are fearful to challenge or disagree, believing they will lose the leader's (or more seriously God's) acceptance and approval.

### **Domestic Violence and abuse**

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

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

Forced marriage and honour-based violence are human rights abuses and fall within the Government's definition of domestic violence. (Section 6.21)

Home Office (2009) *What is Domestic Violence?* London: Home Office defines domestic violence as Any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partners or family members, regardless of gender or sexuality. Nearly a quarter of adults in England are victims of domestic violence. Although both men and women can be victimised in this way, a greater proportion of women experience all forms of domestic violence, and are more likely to be seriously injured or killed by their partner, ex-partner or lover.

### **Investigating complex (organised, systemic or multiple) abuse**

This abuse may be defined as abuse involving one or more abusers and a number of children. The abusers concerned may be acting in concert to abuse children, sometimes acting in isolation, or may be using an institutional framework or position of authority to recruit children for abuse.

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

living in the setting where the incidents occurred or where the alleged perpetrators are also no longer linked to the setting or employment role. (Working Together 2010 Sections: 6.10, 6.11)

### **Child Prostitution**

Working Together to Safeguard Children' (2006) Section 6.2 stated:

Children involved in prostitution and other forms of commercial sexual exploitation should be treated primarily as the victims of abuse, and their needs require careful assessment.

See also 'Safeguarding Children Involved in Prostitution (2000)

In Working Together to Safeguard Children (2010) it states:

New offences targeted at those who sexually exploit children and young people

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

- Paying for the sexual services of a child;
- Causing or inciting child prostitution;
- Arranging or facilitating child prostitution; and
- Controlling a child prostitute.

### **Female Genital Mutilation (FGM)**

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

Working Together (2010) states:

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

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

carrying out of FGM abroad, even in countries where the practice is legal. Further information about the Act can be found in *Home Office Circular 10/2004* [Found at [www.homeoffice.gov.uk](http://www.homeoffice.gov.uk)].

FGM is much more common than most people realise, both worldwide and in the UK. It is reportedly practised in 28 African countries and in parts of the Middle and Far East but is increasingly found in Western Europe and other developed countries, primarily amongst immigrant and refugee communities. There are substantial populations from countries where FGM is endemic in London, Liverpool, Birmingham, Sheffield and Cardiff but it is likely that communities in which FGM is practised reside throughout the UK. It has been estimated that up to 24,000 girls under the age of 15 are at risk of FGM in the UK. [Available from Dorkenoo et al, 2007 FORWARD UK]

### **Modern Day Slavery**

Human trafficking involves men, women and children being brought into a situation that involves exploitation, through the use of violence, deception, coercion and being forced to work against their will. People can be trafficked for many different forms of exploitation such as: forced prostitution, forced labour, forced begging, forced criminality, forced marriage, forced organ removal and domestic servitude.

Where children are concerned, no violence, deception or coercion needs to be involved. Bringing them into exploitive conditions constitutes trafficking.

Signs of modern day slavery may be:

- Looking dirty or unkempt
- Withdrawn, anxious and unwilling to interact
- Living in cramped, dirty or overcrowded accommodation
- No access to or control of their personal documents
- Untreated injuries or health issues
- Fear of authorities
- Indebted to or controlled by others

If you suspect modern day slavery of human trafficking, contact 101 and report your concern.

### **Exploitation: Involvement in County Lines**

Young people are particularly vulnerable to exploitation from County Lines drugs trafficking. These are organised structures actively recruiting young people into drug trading. The signs are sometimes difficult to spot because they are typical behaviours of adolescence. However, the following behaviours could be signs:

- Excessive secrecy around where a young person is going.
- Lies.

- Having a phone that they guard fiercely.
- Disappearing suddenly.

It is common for sexual exploitation to go alongside county lines involvement. Recruiters seem to target those who have poor parental supervision.

See <https://www.leopowell.co.uk/videos> for further information.



## Appendix 3: 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: Self-Harm

### **Definition of Self-Harm**

Self-harm is any behaviour where the intent is to deliberately cause harm to one's own body for example:

- Cutting, scratching, scraping or picking skin
- Swallowing inedible objects
- Taking an overdose of prescription or non-prescription drugs
- Swallowing hazardous materials or substances
- Burning or scalding
- Hair-pulling
- Banging or hitting the head or other parts of the body
- Scouring or scrubbing the body excessively

### **Risk Factors**

The following risk factors, particularly in combination, may make a young person particularly vulnerable to self-harm:

#### **Individual Factors**

- Depression / anxiety
- Poor communication skills
- Low self-esteem
- Poor problem-solving skills Is this policy useful / could it be better?
- Hopelessness
- Impulsivity
- Drug or alcohol abuse

#### **Family Factors**

- Unreasonable expectations
- Neglect or physical, sexual or emotional abuse
- Poor parental relationships and arguments
- Depression, self-harm or suicide in the family

#### **Social Factors**

- Difficulty in making relationships / loneliness
- Being bullied or rejected by peers

### **Warning Signs**

Staff may become aware of warning signs which indicate a young person is experiencing difficulties that may lead to thoughts of self-harm or suicide. These warning signs should always be taken seriously and staff observing any of these warning signs should seek further advice from one of the designated persons for safeguarding children.

Possible warning signs include:

- Changes in eating / sleeping habits (e.g. young person may appear overly tired if not sleeping well)
- Increased isolation from friends or family, becoming socially withdrawn
- Changes in activity and mood e.g. more aggressive or introverted than usual
- Lowering of academic achievement
- Excessive interest in their mobile phone or device
- Talking or joking about self-harm or suicide
- Abusing drugs or alcohol
- Expressing feelings of failure, uselessness or loss of hope
- Changes in clothing e.g. becoming a goth



## Appendix 5: What the legal frameworks are that this policy is based on:

Safeguarding Vulnerable Groups Act (2006)

Working together to safeguard children (2013)

Children Act (1989 & 2004) UN Convention on the Rights of the Child 1991 Data Protection Act 1998

Sexual Offences Act 2003

Working Together to Safeguard Children and HM Government 2018

What to do if you are Worried a Child may be being Abused HM Government 2018

Mental Capacity Act 2005

Human Rights Act 1998

Children and Families Act 2014 (for young adults 18-25)

Care Act, 2014

Protection of Freedoms Act 2012

Counter Terrorism and Security Act 2015

Serious Crime Act 2015

Keeping Children Safe in Education (KCSIE) 2018

NICE Guidelines – when to suspect child maltreatment (2009)

Intercollegiate Document 2014

Information Sharing Advice for Safeguarding Guidance (2018)

Positive environments where children can flourish A guide for inspectors about physical intervention and restrictions of liberty, Ofsted, March 2019

Domestic Abuse Act, 2021

The policy and attached practice guidelines have also been prepared with reference to the ten **Safe and Secure** safeguarding standards published by the specialist advisory service: Thirtyone:eight and guidance from Assemblies of God (GB)