

# **Diocese of Peterborough**

## **Children and Young People and Vulnerable Adults. Safeguarding Policy.**

**The United Benefice of Mears Ashby, Hardwick & Sywell with  
Overstone.**

January 2011

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## 1. Church Statement:

The United Benefice of Mears Ashby, Hardwick and Sywell with Overstone (MOSH) recognises the need to create an environment for children and young people and vulnerable adults, which is safe and free from any form of abuse. It should also be an environment in which children and young people are valued and feel confident to ask for support and help.

### The Golden Rule.

All activities with children and young people will be undertaken in accordance with the "Golden Rule" which is defined as follows:-

**Keep all relationships with children and young people, open, observable , readily understood and shared with more than one responsible adult. All work with children and young people must be well supervised and the people doing it carefully selected, well trained and advised of their safeguarding duties.**

Accordingly for this environment to be created the Parochial Church Council (hereafter referred to as "the PCC") has drawn up the following policies and these have been agreed by.....

## 2. Definitions:

In this Policy the term "worker" is defined as including any ordained, or lay, paid or volunteer person, who has responsibility for working with children and young people in The United Benefice of Mears Ashby, Hardwick and Sywell with Overstone.

In this policy all reference to "children" includes "young people" and vice versa and refers to anyone under the age of 18 years of age..

A vulnerable adult is a person aged 18 years or over who is or may be in need of community care services by reason of mental or other disability, age or illness; and who is or maybe unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation (Law Commission of England and Wales)

## 3. Areas of Policy:

The PCC of The United Benefice of Mears Ashby, Hardwick and Sywell with Overstone recognises that many children and young people today are the victims of neglect, and physical, sexual and emotional abuse. Accordingly the PCC has adopted the Policy contained in this document (hereafter referred to as "the policy"). The policy sets out agreed guidelines relating to the following areas: -

- All work with children and young people to be undertaken in accordance with procedures that safeguard children and young people from the possibility of abuse
- The appointment of workers to be in accordance with good Child Protection Practice, and the Diocese of Peterborough and House of Bishops Child Protection Guidelines

- A Safeguarding Advisor for the Parish to be appointed by the PCC (i.e. Vicar, Churchwardens and another member of the PCC)
- The responsibilities of the Safeguarding Advisor to be as set out in Appendix 1
- There is recognition of the need to prevent any known abuser from working with children whilst also recognising his or her need to have a place within the Church.
- The reporting of any alleged abuse in any context to the appropriate authorities
- The need to provide support for the abused and his or her families
- The need to ensure that all workers have an understanding of the policies and procedures
- The need to ensure that all persons using the Church premises are aware of, and comply with, the MOSH Safeguarding Policy.
- The need to ensure that all organisations using the Church premises are aware of, and comply with, the MOSH Safeguarding Policy
- The requirement to ensure that all workers receive training in all areas relating to the safety of children and young people.

The content of the policy has formed the basis of a training seminar for all children and young people's workers in the Church, run by the Safeguarding Officer on an annual basis. The PCC is committed to an on-going training programme for all such workers.

The PCC recognises the need to build constructive links with childcare agencies. Accordingly these guidelines have been prepared in consultation with The Diocese of Peterborough, Northamptonshire County Council, and the PCCA's Churches Child Protection Advisory Service (CCPAS).

The local Social Services office telephone numbers between 09.00 and 17.00 are:

<b>0300-1261006</b>	<b>Northampton and Daventry</b>
<b>01933-220700</b>	<b>Wellingborough</b>

The out of hours number known as Emergency Duty Officer is:

**01604-626938**  
**(All areas of Northamptonshire)**

## 1. Definitions of Abuse:

The definitions of child abuse recommended as criteria for registration by the Department of Health, "Working Together under the Children Act 1989" are as follows: -

**Physical Abuse:** Actual or likely physical injury to a child, or failure to prevent physical injury (or suffering) to a child, including deliberate poisoning, suffocation and Munchausen's syndrome by proxy.

**Sexual Abuse:** Actual or likely sexual exploitation of a child or adolescent. The child may be dependent and/or developmentally immature\*

*\*Sexual exploitation represents the involvement of dependent, developmentally immature children and adolescents or vulnerable adult in sexual activities they do not truly comprehend, to which they are unable to give informed consent or which violate social taboos or family roles.*

**Neglect:** The persistent or severe neglect of a child or the failure to protect a child from exposure to any kind of danger, including cold and starvation or extreme fatigue, or to carry out important aspects of care, resulting in the significant impairment of the child's health or development, including non-organic failure to thrive.

**Emotional Abuse:** Actual or likely severe adverse effect on the emotional and behavioural development of a child caused by persistent or severe emotional ill treatment or rejection. All abuse involves some emotional ill treatment. This category is used where it is the main or sole form of abuse.

**Organised Abuse:** Organised abuse is sexual abuse where there is more than a single abuser and the adults concerned appear to act in concert to abuse children and/or where an adult uses an institutional framework or position of authority to recruit children for sexual abuse.

### **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 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 that they will lose the leader's (or more seriously God's) acceptance and approval.

**Domestic violence:** The Home Office defines domestic violence as: "any incident of threatening behaviour, violence or abuse between adults (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partners or family 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.) Forced marriage and honour based violence are human rights abuses and fall within G overnments definition of domestic violence. (Working Together to Safeguard Children (2010) para's 9.17 and 6.20)

**Organised Abuse:** Complex (organised or multiple 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. (Working Together to Safeguard Children (2010) Section 6.10)

**Sexually exploited children:**

This group may include children who have been sexually abused through the misuse of of technology, coerced into sexual activity by criminal gangs or the victims of trafficking. (Working Together to Safeguard Children(2010) Section 6.2.) See also "Safeguarding Children and Young People from Sexual exploitation DCSF June 2009)

**Female Genital Mutilation (FGM)**

The World Health Organisation 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.

2. Reporting of abuse;

1. Report all concerns as soon as possible to the Safeguarding Advisor – Peter Holloway, telephone number: 03000 111222 appointed by the PCC to act on the Church's behalf in referring allegation or suspicions of abuse to the statutory authorities or to the Vicar.
2. If the suspicions in any way involve the Safeguarding Advisor, then the report should be made to the Vicar - Rev. Duncan Beet, telephone number: 01604 – 812907. If the suspicions in any way implicate both the Safeguarding Advisor and the Vicar, then the report should be made in the first instance to the Diocese Safeguarding Officer –Garry Johnson telephone number: 01733 887041
3. Suspicions will not be discussed with anyone other than those nominated above.
4. It is of course, the right of any individual as a citizen to make a direct referral to the child protection agencies or seek advice from lead agencies (Social Service, NSPCC, Police). Should you feel that those nominated above have not responded appropriately to your concerns then you may contact the relevant organisation direct. It is hoped that by making this statement, the commitment of the Church to effective Child Protection is demonstrated.
5. The PCC will support the Safeguarding Advisor in his or her 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.

## 1. Allegations of Physical Injury or Neglect:

If a child has a physical injury or symptom of neglect, the Safeguarding Advisor will:

1. Contact the Lead agencies (Social Services, NSPCC, Police) for advice in cases of deliberate injury or where concerned about the child's safety. The parents should not be informed by the Church (or organisation) in these circumstances.
2. Where emergency medical attention is necessary, it should be sought immediately. The Safeguarding Advisor will inform the doctor of any suspicions of abuse.
3. In all other circumstances the Safeguarding Advisor will speak with the parent / carer and suggest that medical attention / help should be sought for the child. The doctor / health authorities will then initiate further action if necessary.
4. If appropriate encourage the parent / carer to seek help from Social Services. If appropriate the Safeguarding Advisor should offer to go with them. Should the parent / carer fail to act the Safeguarding Advisor should, in cases of real concern, contact Social Services for advice.
5. In cases where the Safeguarding Advisor is unsure whether to refer a case to the Social Services, seek advice from the Diocesan Safeguarding Officer.

## 1. Allegations of Sexual Abuse:

In the event of allegations or suspicions of sexual abuse, the Safeguarding Advisor will:

1. Contact Social Services or Police Child Protection Team directly. The parents will not be informed by the Church (or organisation) in these circumstances.
2. In cases where the Safeguarding Advisor is unsure whether to refer a case to the Social Services, seek advice from the Diocesan Safeguarding Officer.
3. Under no circumstance should the Safeguarding Advisor attempt (or anyone else from the Church), to carry out any investigation into the allegations or suspicions of sexual abuse. The role of the Safeguarding Advisor is to collect and clarify the precise details of the allegation or suspicions (using Observation Form Appendix 2) and to provide this information to the Social Services Department, whose role it is to investigate the matter under Section 47 of the Children Act 1989.

## 8. Procedures when a child or vulnerable adult wishes to talk about abuse:

1. Show acceptance of what the child says (however unlikely the story may sound)
2. Keep calm
3. Look at the child directly
4. Be honest
5. Tell the child you will have to let someone else know (do NOT promise confidentiality)
6. Even when a child has broken a rule, that child is not to be blamed for the abuse
7. Be aware the child may have been threatened or bribed not to tell
8. Never push for information – if a child decides not to tell you after all, then accept that, and let the child know you are always ready to listen

## 9. Procedures once a child or vulnerable adult has talked about abuse:

1. Make notes as soon as possible (ideally within an hour of the conversation) writing down exactly what the child said write what you said in reply; when everything was said and what was happening immediately beforehand (e.g. description of activities). Record dates and times of events and when record was made.
2. Report discussion as soon as possible to Safeguarding Advisor unless the concern is about the Safeguarding Advisor in which case it must be reported to the Vicar and the Diocesan Safeguarding Officer.
3. At no time should you discuss your suspicions or allegations with anyone other than the Safeguarding Advisor.
4. Once a child has talked about abuse the Safeguarding Advisor, in consultation with Social Services, should consider whether or not it is safe for the child to return home to a potentially abusive situation. On rare occasions, it may be necessary to take immediate action to contact Social Services and/or the Police to discuss putting into effect safety measures for the child.



## 10. Working with Offenders:

When someone attending the Church is known to have abused children, then whilst extending friendship to the individual, the PCC in its commitment to the protection of all children will meet with the individual and discuss boundaries that the individual will be expected to keep.

## 11. Procedures for planning the Integration of known Offenders:

It will be necessary to establish clear boundaries for both the protection of children and to lessen the possibility of the adult being wrongly accused of abuse or being tempted to abuse. The following procedures should be followed:

1. Maintain close links with the probation officer (if any)
2. Be open with the offender
3. Prepare an agreement which may include the following terms and/or others as appropriate:
  - ❖ Attending only designated services and meetings
  - ❖ Sitting apart from children
  - ❖ Staying away from areas of the building where children meet
  - ❖ Attending a house group where there are no children
  - ❖ Declining hospitality where there are children
  - ❖ Never working alone with children
  - ❖ Not being part of an activity which includes children
  - ❖ Attending only agreed social events
4. Obtain the offender's signature to the Agreement. If they will not sign, proceed as at 11(9)
5. Enforce the Agreement – do not allow manipulation
6. Consider with the offender, following discussion with the Diocesan Safeguarding Advisor, whether to tell the Congregation
7. Ensure that Key Leaders know the situation in full (whether the congregation is informed or not)
8. Provide close support and pastoral care
9. If the Agreement is broken, be prepared to ban the Offender from the Church, and inform the Probation Officer. If the person lives in the Parish and therefore by law cannot be banned, a high level of supervision must be put in place

## 12. Helping Survivors of Abuse:

Great pastoral care and sensitivity should be given to all parties involved in any allegation or suspicions of abuse.

1. The welfare of the victim is the prime concern – spiritual support and comfort must be given by the Vicar and/or Safeguarding Advisor if not involved in the case. (Otherwise arrangements should be made for support to be given from outside the Church)
2. A great degree of pastoral sensitivity and care will be needed by the family of the victim who will be traumatised by the situation, especially if the accused is a family member
3. If it is not appropriate for pastoral care to be provided from within the Church to the Person Accused, it must ensure that it is offered, albeit from a Clergyman/woman or Counsellor outside the situation. Advice should be sought from the Diocesan Safeguarding Officer.
4. The pastoral need of the congregation should be recognised, particularly in a situation where the Vicar has been accused or convicted. The Bishops and the Diocesan Safeguarding Officer, with the Rural Dean and Archdeacon of Northampton have responsibility for making proper pastoral arrangements for the congregation.

### 13. Appointment of Workers:

In appointing workers, the Church will be responsible for the following:

1. All prospective workers will be asked to complete an application form – Appendix 6.
2. All prospective workers will be asked to complete a Criminal Records Bureau (CRB) form
3. All prospective workers will be asked to submit documentation in support of the CRB form.
4. Individuals producing current Enhanced Disclosure Certificates (i.e. Issued within last 12 months and through the registered body based in Northamptonshire) will be exempt from completing another CRB form.
5. All prospective workers will be requested to produce two referees in support of their application.
6. All new appointees will be “mentored” and “attached” to a more experienced worker for a minimum period of 3 months.
7. All new appointees to complete Safeguarding Seminar within 12 months of appointment.