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To be read in conjunction with "Safeguarding Procedures"

Best Practice Guidance for Church of the Nazarene British Isles South District Churches

Document developed by BISD January 2020

ESSENTIAL 1A/S1A

SAFEGUARDING POLICY

Guidance adopted by	(Name of Church)	COSHAM CHURCH OF THE NAZARENE
Guidance adopted by the Board	(Date)	30.06.2023
Guidance to be reviewed	(Date)	ANNUALLY

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This guidance is based on guidance developed by The Baptist Union of Great Britain.
We are grateful for the Baptist Union of Great Britain for publishing sample guidance on the internet.

INTRODUCTION

This template safeguarding policy has been put together by the Church of the Nazarene British Isles South District (BISD) to offer a set of helpful guidance notes for churches as they develop or review the safeguarding framework for their church.

Does your church have existing safeguarding policy in place?

Most Nazarene churches will already have a safeguarding policy and a set of safeguarding procedures in place. These guidance notes will help you to review your current policy and to fill any gaps in your existing procedures.

Is this the first time your church will be putting a safeguarding policy in place?

If your church does not yet have a safeguarding policy and/or a set of safeguarding procedures then this guide will give you a sound foundation on which to build your own policy and procedures. The guidance notes reflect best practice for churches, and have been written with input from safeguarding specialists.

Annual Review

We would strongly recommend that each church reviews its safeguarding policy, procedures and practices on an annual basis. This would usually be done by the Designated Person for Safeguarding (DPS), reporting back to the Board of Trustees.

DEFINITIONS OF TERMS

For the purpose of this guide, the term '**child**' refers to anyone under the age of 18 years.

There is no standard single definition for an '**adult at risk**', so for our policy we are using the following simple definition taken from Thirtyone:eight (formerly CCPAS).

*An **adult at risk** is 'Any adult aged 18 or over who due to disability, mental function, age, illness or traumatic circumstances may not be able to take care or protect themselves against the risk of significant harm, abuse, bullying, harassment, mistreatment or exploitation'.*

SECTION 1 – SAFEGUARDING POLICY STATEMENT

SAFEGUARDING POLICY STATEMENT FOR COSHAM NAZARENE CHURCH

Our vision

The vision statement of Cosahm Nazarene Church is a) The advancement of the Christian faith as part of the Global Church of The Nazarene and the Church of the Nazarene British Isles South District. b) To serve and enhance the local community

In fulfilling this vision, we:

- Welcome children and adults at risk into the life of our community
- Run activities for children and adults at risk
- Make our premises available to organisations working with children and adults at risk

Our safeguarding responsibilities

The church recognises its responsibilities in safeguarding all children, young people and adults at risk, regardless of gender, ethnicity, sexuality or ability.

As members of this church we commit ourselves to the nurturing, protection and safekeeping of all associated with the church and will pray for them regularly. In pursuit of this, we commit ourselves to this policy and to the development of sound procedures to ensure we implement our policy well.

- **Prevention and reporting of abuse**

It is the duty of each church member to help prevent the abuse of children and adults at risk, and the duty of each church member to respond to concerns about the well-being of children and adults at risk. Any abuse disclosed, discovered or suspected will be reported in accordance with our procedures. The church will fully co-operate with any statutory investigation into any suspected abuse linked with the church.

- **Safer recruitment, support and supervision of workers**

The church will exercise proper care in the selection and appointment of those working with children and adults at risk, whether paid or voluntary. All workers will be provided with appropriate training, support and supervision to promote the safekeeping of children and adults at risk. **ALL VOLUNTEERS WORKING REGULARLY WITH CHILDREN AND VULNERABLE ADULTS WILL BE REQUIRED TO UNDERTAKE AN ENHANCED DBS CHECK AND SIGN UP TO THE UPDATE SYSTEM**

- **Respecting children and adults at risk**

The church will adopt a code of behaviour for all who are appointed to work with children and adults at risk so that all children and adults are shown the respect that is due to them.

- **Safer working practices**

The church is committed to providing an environment that is as safe as possible for children and adults at risk and will adopt ways of working with them that promote their safety and well-being.

- **A safer community**

The church is committed to the prevention of bullying. The church will seek to ensure that the behaviour of any individuals who may pose a risk to children, young people and adults at risk in the community of the church is managed appropriately.

Safeguarding contact points within our church

The Church will have at least one of the following in place (preferably the church will have all of the following in place to form the Church Safeguarding Team):

...Designated Person for Safeguarding (DPS)

He/she will advise the church on any matters related to the safeguarding of children and adults at risk and take the appropriate action when abuse is disclosed, discovered or suspected.

Contact *Delma Wilson*, delmajwilson@gmail.com 7598614922

NAME, Deputy Designated Person for Safeguarding (DDPS)

He/she will assist the Designated Person for Safeguarding (DPS) in helping the church on any matters related to the safeguarding of children and adults at risk and take the appropriate action when abuse is disclosed, discovered or suspected.

Phone number 7473449665 (Anderson Martinez, Email address: anderson.marsan11@gmail.com)

...Safeguarding Trustee

He/she will raise the profile of safeguarding within the church and oversee and monitor the implementation of the safeguarding policy and procedures on behalf of the church trustees.

Our Pastor is also an important part of the Church Safeguarding Team. Where possible, the Church Safeguarding Team will work together if and when issues arise. However, each person has a responsibility to report allegations of abuse as soon as they are raised.

Putting our policy into practice

		Yes Currently in practice	No Currently not in practice
1	A copy of the safeguarding policy statement will be displayed permanently on the church noticeboard, and is available on our church website.	YES	
2	Each worker with children and/or adults at risk will be given a full copy of the safeguarding policy and procedures and will be asked to sign to confirm that they will follow them.		TO BE IMPLEMENTED
3	Each worker, volunteer and trustee are subject to a DBS check as appropriate to their role and in line with legal requirements.	YES	
4	DBS checks are reviewed annually using the DBS Update Service	YES	
5	A full copy of Safeguarding policy and procedures will be made available on request to any member of, or other person associated with the church.	YES	
6	The Safeguarding policy and procedures will be monitored and reviewed annually, and any necessary revisions adopted into the policy and implemented through our procedures.	YES	

SECTION 2 - USEFUL CONTACTS

Children's Social Care

Multi Agency Safeguarding Hub (MASH)

During office hours

Phone 02392688793

Email mash@portsmouthcc.gov.uk

At all others times, phone the out-of-hours service on 03005551373

Police

Contact 101, or 999 in an emergency

Adult Social Care

If someone's life or property is at risk, always call 999

Our normal working hours are:

•Monday to Thursday, 8.45am to 5pm

•Friday, 8.45am to 4.30pm

If you call us at any other time you will speak to our emergency duty team.

Adult social care

Speak to a trained contact centre adviser who will be able to help and advise you, and start the assessment process.

Telephone: 0800 561 0015

Church Designated Person for Safeguarding (DPS)

Church Safeguarding Trustee

Church DBS Check Provider

UCHECK.UK

Delma Wilson, delmajwilson@gmail.com 7598614922

Other sources of information:

Thirtyone:eight (formerly CCPAS)

www.thirtyoneeight.org

0303 003 1111

National provider of safeguarding information, training, advice and support; processes DBS checks. Membership is required, flexible rates for small organisations are available. Church of the Nazarene British Isles South District strongly recommends that all local Churches become members of Thirtyone:eight.

The Charity Commission

www.gov.uk

Free on-line advice for Charities; information about Charities' safeguarding responsibilities.

The Baptist Union of Great Britain

www.baptist.org.uk

The Baptist Union of Great Britain provides a range of guidance and information for their Churches that is freely available on the internet.

Strengthening Faith Organisations www.sfitogether.org

If you become a member, SFI will undertake a thorough “Health Check” and support you with resources and training on a number of topics, including Safeguarding.

SECTION 3 - DEFINITIONS OF ABUSE

Understanding, Recognising and Responding to Abuse

Abuse and neglect are forms of maltreatment of a child or adult at risk. Somebody may abuse or neglect a child or adult by inflicting harm, or by failing to act to prevent harm. Children and adults at risk may be abused in a family, or in an institutional or community setting; by those known to them or, more rarely, by a stranger. They may be abused by an adult or adults or a child or children. There are many different ways in which people suffer abuse. The list below is, sadly, not exhaustive.

Type of abuse	Child	Adult at risk
Physical	Actual or likely physical injury to a child, or failure to prevent physical injury to a child.	To inflict pain, physical injury or suffering to an adult at risk.
Emotional	The persistent, emotional, ill treatment of a child that affects their emotional and behavioural development. It may involve conveying to the child that they are worthless and unloved, inadequate, or that they are given responsibilities beyond their years.	The use of threats, fear or power gained by another adult's position, to invalidate the person's independent wishes. Such behaviour can create very real emotional and psychological distress. All forms of abuse have an emotional component.
Sexual	Involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. This includes non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.	Any non-consenting sexual act or behaviour. No one should enter into a sexual relationship with someone for whom they have pastoral responsibility or hold a position of trust.
Neglect	Where adults fail to care for children and protect them from danger, seriously impairing health and development.	A person's wellbeing is impaired and their care needs are not met. Neglect can be deliberate or can occur as a result of not understanding what someone's needs are.
Type of Abuse	Additional Definitions	
Financial	The inappropriate use, misappropriation, embezzlement or theft of money, property or possessions.	
Spiritual	The inappropriate use of religious belief or practice; coercion and control of one individual by another in a spiritual context; the abuse of trust by someone in a position of spiritual authority (e.g. Pastor). The person experiences spiritual abuse as a deeply emotional personal attack.	
Discrimination	The inappropriate treatment of a person because of their age, gender, race, religion, cultural background, sexuality or disability.	

<i>Institutional</i>	The mistreatment or abuse of a person by a regime or individuals within an institution. It can occur through repeated acts of poor or inadequate care and neglect, or poor professional practice or ill-treatment. The church as an institution is not exempt from perpetrating institutional abuse.
<i>Domestic Abuse</i>	Domestic abuse is any threatening behaviour, violence or abuse between adults who are or have been in a relationship, or between family members. It can affect anybody regardless of their age, gender, sexuality or social status. Domestic abuse can be physical, sexual or psychological, and whatever form it takes, it is rarely a one-off incident. Usually there is a pattern of abusive and controlling behaviour where an abuser seeks to exert power over their family member or partner.
<i>Cyber Abuse</i>	The use of information technology (email, mobile phones, websites, social media, instant messaging, chatrooms, etc.) to repeatedly harm or harass other people in a deliberate manner.
<i>Self-harm</i>	Self-Harm is the intentional damage or injury to a person's own body. It is used as a way of coping with or expressing overwhelming emotional distress. An individual may also be neglecting themselves, which can result in harm to themselves.
<i>Mate crime</i>	'Mate crime' is when people (particularly those with learning disabilities) are befriended by members of the community, who go on to exploit and take advantage of them.
<i>Modern Slavery</i>	Modern slavery is the practice of treating people as property; it includes bonded labour, child labour, sex slavery and trafficking. It is illegal in every country of the world.
<i>Human Trafficking</i>	Human trafficking is when people are bought and sold for financial gain and/or abuse. Men, women and children can be trafficked, both within their own countries and over international borders. The traffickers will trick, coerce, lure or force these vulnerable individuals into sexual exploitation, forced labour, street crime, domestic servitude or even the sale of organs and human sacrifice.
<i>Radicalisation</i>	The radicalisation of individuals is the process by which people come to support any form of extremism and, in some cases, join terrorist groups. Some individuals are more vulnerable to the risk of being groomed into terrorism than others.
<i>Honour / Forced Marriage</i>	An honour marriage / forced marriage is when one or both of the spouses do not, or cannot, consent to the marriage. There may be physical, psychological, financial, sexual and emotional pressure exerted in order to make the marriage go ahead. The motivation may include the desire to control unwanted behavior or sexuality.
<i>Female Genital Mutilation</i>	Female genital mutilation (FGM) comprises all procedures involving partial or total removal of the female external genitalia or other injury to the female genital organs for non-medical reasons as defined by the World Health Organisation (WHO).

	FGM is a cultural practice common around the world and is largely performed on girls aged between 10 and 18. Performing acts of FGM is illegal in the UK as is arranging for a child to travel abroad for FGM to be carried out.
Historic Abuse	Historic abuse is the term used to describe disclosures of abuse that were perpetrated in the past. Many people who have experienced abuse don't tell anyone what happened until years later, with around one third of people abused in childhood waiting until adulthood before they share their experience.

Whilst it is not possible to be prescriptive about the signs and symptoms of abuse and neglect, the following list sets out some of the indicators which might be suggestive of abuse:

- unexplained injuries on areas of the body not usually prone to such injuries
- an injury that has not been treated/received medical attention
- an injury for which the explanation seems inconsistent
- a child or adult at risk discloses behaviour that is harmful to them
- unexplained changes in behaviour or mood (e.g. becoming very quiet, withdrawn or displaying sudden bursts of temper)
- inappropriate sexual awareness in children
- signs of neglect, such as under-nourished, untreated illnesses, inadequate care.

It should be recognised that this list is not exhaustive and the presence of one or more indicators is not in itself proof that abuse is actually taking place.

It is also important to remember that there might be other reasons why most of the above are occurring