

Safeguarding Policy

Section 1

**GraceLife London
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*Member of Evangelical Churches & FIEC
Registered charity with the Charity Commission for England & Wales
Registration No. 1155683*

Ecclesiastical Insurance Group

This Policy is currently a work in progress with CCPAS (Churches Child Protection Advisory Service)

GraceLife London exists to glorify God and serve the community in which it is located. To that end, the members of the church meet regularly on Sundays and offer various activities during the week. The church leadership continue to be concerned about the spiritual, emotional and physical well-being of all those that either visit or contact the church.

Our commitment

As a leadership we recognise the need to provide a safe and caring environment for children, young people and vulnerable adults. We acknowledge that these groups can be victims of physical, sexual, emotional abuse and neglect. As such we have adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to protecting young people and vulnerable adults who attend our church or any activities associated with it.

The leadership at GraceLife London undertakes to:

- Endorse and follow all national and local safeguarding legislation and procedures.
- Provide on-going safeguarding training for key workers.
- Support the safeguarding coordinator(s) in their work and in any action they may need to take in order to protect children and vulnerable adults.
- Ensure the premises are safe (regularly risk assessed) and welcoming.
- Display contact details of the safeguarding coordinator and identify where a copy of the policy is held.

For Further Information see our Children's Ministry Handbook. This policy statement is a brief outline of our commitment to the protection of vulnerable individuals. It is

available on our website, and can be requested in print from the church office. For those who wish to know more about our safeguarding procedures a full copy of the policy and any appendices, including our children's ministry handbook is available on request.

Section 2

1. Recognising and Responding Appropriately to an Allegation or suspicion of abuse

Defining child abuse or abuse against a vulnerable adult is a difficult and complex issue. Detailed definitions, signs and symptoms of abuse as well as how to respond to abuse are detailed in the following policy.

a) Definitions of abuse (based on the CCPAS document “Working Together”)

Physical abuse:

Physical abuse may involve hitting, shaking, throwing, poisoning, burning/ scalding, drowning, suffocating, or otherwise causing physical harm to the child. Physical harm may also be caused when a parent or carer feigns the symptoms of, or deliberately induces injury in a child.

Emotional abuse:

This is defined as the persistent emotional ill treatment 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 feature age or developmentally inappropriate expectations being imposed on children. It may include interactions beyond the child’s developmental ability, overprotection, limitation of exploration and learning and the prevention of normal social interaction. It could also include the seeing or hearing of ill treatment of another or serious bullying, causing children to frequently feel frightened or in danger. It may involve exploitation or corruption of children. Some level of emotional abuse is involved in all types of ill treatment of a child, although it may occur alone.

Sexual abuse:

Sexual abuse involves the forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. They may include non-contact activities, such as involving children looking at, or the production of, pornographic material, or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Neglect:

Neglect is the 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. It may occur in pregnancy as a result of maternal substance abuse. Once a child is born, it may involve a parent or carer failing to provide adequate food, shelter and clothing.

It involves failing to protect a child from harm or danger, failure to ensure adequate supervision including the use of adequate caretakers or the failure to ensure access to appropriate medical care and treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

b) Signs and symptoms of abuse**Physical**

- Injuries not consistent with explanation
- Bruises on a baby
- Lack of medical attention/untreated illness
- Repeated urinary tract infection/ tummy pains
- Eating disorders
- Cuts, scratches, burns
- Neglect, undernourishment, constant hunger, inadequate care

Emotional

- Standing away from the group
- Abusive condemnatory language
- Domestic abuse
- Parents with health issues, psychiatric problems or addictive conditions

May see:

Changes in mood such as withdrawal, clinginess, extreme anxiety. Obsessions or phobias may develop or there could be underachievement, persistent tiredness, running away or stealing.

Sexual

- Any allegations made by a child concerning sexual abuse
- Sexual activity through word play and drawing
- Child who is sexually provocative with adults
- Severe sleep disturbances with fears, phobias and vivid dreams or nightmares

- Eating disorders

Crucial to any assessment is a knowledge of the children and families we work with, and a sensitivity to racial, cultural and religious issues. While different practices must be taken into account, it is also important to remember that all children have a right to be protected from harm. Differences in child rearing do not justify child abuse.

2. Safeguarding Awareness Training

GraceLife London is committed to on-going safeguarding training and development opportunities for all its workers. We recognise that this ensures a culture of awareness and is designed to protect everyone in our care.

GraceLife London has made its application for membership to the CCPAS and, as such, will receive (via its secretary and safeguarding coordinator) monthly updates and regular communications concerning all areas of safeguarding. The CCPAS also act as a resource for information and provide a 24-hour telephone advisory service (see appendix for contact numbers).

GraceLife London is currently arranging an annual training course for select workers to attend the “Facing the Unthinkable” seminars run regularly by CCPAS. For some, this is also in addition to training they receive at their place of work.

For further information visit <http://www.ccpas.co.uk/> there you will find many resources, including reference guides, frequently asked questions and articles.

3. Responding to Allegations of Abuse

Under no circumstances should a worker carry out their own investigation into an allegation or suspicion of abuse.

- The person in receipt of the allegations or suspicions should report concerns as soon as possible to:
Tom Drion, Donna Drion, Ross Orgill or Lisa Orgill : Safeguarding Coordinators on 0207 4908888 These 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. The Safeguarding Coordinator will discuss the allegation as soon as possible with the pastor or, in his absence, an elder or deacon of the church. The allegation, at that point, will not be shared any further until action to be taken has been established.
This is to protect both the individual who may have been harmed and the person against whom the allegation has been made.
- In the absence of the Safeguarding Coordinator, or if the suspicions involve the Safeguarding Coordinator, the report should be made to:

Dana Waller: Deputy Safeguarding Coordinator on 0207 4908888 who will act on behalf of the Safeguarding Coordinator.

- Where there is a **serious concern** about a child, the safeguarding coordinator will contact children's social services.

Telephone social services 09:00 to 17:00 Monday to Friday on **020 7527 7400**

Telephone social services out of hours on **020 7226 0992**

Information available from <http://www.islington.gov.uk/>

Unsure about what action to take?

Telephone Churches child protection advisory service on 0845 120 4550 / 01322 517817

See also:

Appendix. Flowchart for responding to concerns
Appendix. Contact details for social services

- Suspicions must not be discussed with anyone other than those nominated above. A written record of concerns and a word-for-word, detailed description of the disclosure must be made as soon as possible. This must be signed and dated by the person writing the report. This may go on to become evidence should the incident require a criminal prosecution.
- The leadership will support the safeguarding coordinator in their role and accept that any information they may have will be shared in a strictly limited way on a need-to-know basis.

Section 3

Prevention

1. Safe Recruitment

GraceLife London will ensure that all workers will be appointed, trained, supported and supervised in accordance with guidelines on safe recruitment. We will ensure that:

- There is a written job description for the post located in the Children's Ministry Handbook.
- Those applying have completed an application form and a self-declaration form stating they know no reason why they should not undertake the work.

- Those applying have been interviewed and details of the interview kept in writing via their membership application and noted in their membership meeting with one of the pastors on staff.
- Safeguarding has been discussed at the interview.
- Written references have been obtained and followed up where appropriate.
- A Criminal Records Disclosure has been completed.
- The Disclosure and Barring Scheme Suitability to Practice List has been checked where appropriate.
- A probationary period is offered.
- The applicant has been given a copy of the Churches Safeguarding Policy and knows how to report concerns.

2. Practice Guidelines

GraceLife London wishes to promote good and safe working practices. This will enable our activities to run smoothly, allowing both our workers and parents to know what to expect when leaving their children or young and vulnerable adults in our care. This will allow us to develop good relationships with our community and reduce the risk of false accusations.

We therefore have specific good practice guidelines for our main activities, found in our children's ministry handbook. This is available upon request.

Wherever events or outings demand it, GraceLife London will require parents to complete consent forms, which provide emergency contact numbers and any medical issues concerning their children. This is a practice intended to improve safety by supplying us with as much information as possible about the children in our care and assuring parents/carers that we are serious in our commitment to safeguarding children and vulnerable individuals.

Section 4

1. Pastoral Care

The leadership of GraceLife London is committed to offering pastoral care and support to all those who have been affected by abuse that attend the church or activities provided by it. The leadership may under some circumstances also extend this support to members of the local community who need support and care but are not regular attendees of the church.

This support may be provided by the pastor or by a nominated member of the leadership team depending on the situation concerned.

The leadership team acknowledge the need to refer on to other supporting agencies as appropriate if the problems experienced by the person affected by abuse are more than can be managed by the pastoral care team.

2. Working with Offenders

When someone who is known to have abused children, or is identified as a risk to children or vulnerable adults attends the church, the leadership team agree to arrange for supervision of that individual at all times during church attendance. They agree to set boundaries to safeguard children and vulnerable individuals and strive continually to maintain the safety of all concerned. Where this is not possible to implement, or implementation fails, the individual concerned will be required not to attend GraceLife London, and referral to another means of spiritual support will be suggested where possible.

GraceLife London will manage known offenders in the following ways:

- The individual will be welcomed, but with specific conditions imposed on their attendance as outlined below. Until specific conditions can be established and measures put in place to protect children and vulnerable adults, the individual concerned will be required not to attend.
- The leadership team will draw up explicit, clear boundaries for the behaviour of the individual whilst attending any activities.
- These boundaries will include limited access to certain events or areas and no access at all to others (such as Sunday club areas, youth club events).
- An identified church member will be responsible for the individual during church/church activities including knowing their whereabouts at all times and on no occasion leaving the individual unsupervised when children and vulnerable individuals are present. The church recognises that this is a huge commitment and acknowledges the responsibility it has to protect its community.
- All of these restrictions and expected behaviours from the individual and ourselves will be clearly documented in a contract. This contract will be agreed and signed by the individual and the leadership team.
- The individual will also be informed that breach of this contract may involve them being removed from certain events and may include preventing them attending GraceLife London again.
- All of the above will be drawn up confidentially by the leadership team with church members being made aware of the details on a strictly need to know basis. If necessary the church will work with other agencies in agreeing the best plan for managing a difficult and potentially unsafe situation.
- GraceLife London will do its utmost to meet the needs of the individual concerned and the members of the church. However, should the individual pose too great a threat to young people or vulnerable individuals within the church, the leadership team will seek to find an alternative place of worship more suitable for the complex needs of this individual. At no time will the church put its members at risk.

3. Our Responsibility

This safeguarding policy is our practical response to the needs of the young people and vulnerable individuals that we serve. It is important to us that

everyone understands their role and has a clear set of boundaries. As a church we pray that, with Gods help, we can continue to serve the community and meet the varying and complex needs of all those we are in contact with.

As a people of God, committed to following our Lord Jesus Christ, it is our particular responsibility to create and nurture a place of worship where children and any vulnerable individuals may experience His love for them. This policy offers us a practical way forward.

The above policy was agreed by the leadership of GraceLife London.

Appendix

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- 1. Policy Statement for the Protection of Vulnerable Individuals**
- 2. Flow Chart for responding to concerns**
- 3. Contact Details for Social Services**
- 4. List of First Aiders**

Policy Statement for the Protection of Vulnerable Individuals

For further information concerning the Policy Statement,

Please consult the following options:

1. Contact Pastors

Tom Drion 0207 4908888

Ross Orgill 0207 4908888

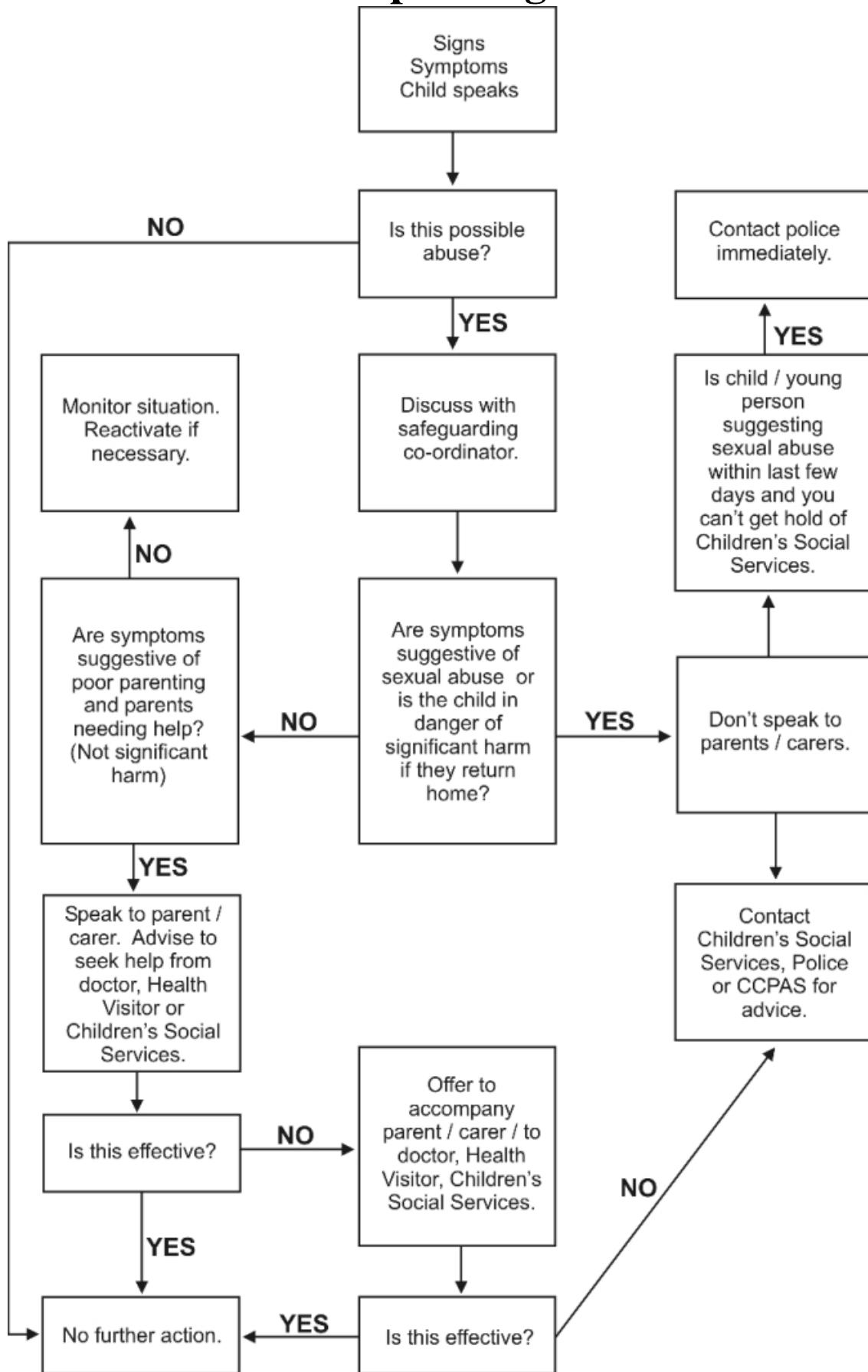
2. CCPAS website www.ccpas.co.uk

PO Box 133, Swanley, Kent, BR8 7UQ

t. 0845 120 45 50 / 01322 517817

e. info@ccpas.co.uk

Flow Chart for Responding to Concerns



3. Contact Details for Social Services

Telephone for Child Services Contact Team 09:00 to 17:00 Monday to Friday on **020 7527 7400**. Normally, contact should be made with the Children's Services team from the borough/county where the child or vulnerable person resides. This can be accessed by entering the correct postcode in the government portal:

<https://www.gov.uk/find-local-council>

Telephone social services out of hours on **020 7527 0992 (5-9pm, 7 days a week)**.

Email: csctreferrals@islington.gov.uk

In the case of an emergency, always dial 999.

Adult abuse and neglect call Access Service on 020 7527 2299.
Email: access.service@islington.gov.uk.

Specialist Police Unit: 020 8733 4286.

Information available from [http:// www.islington.gov.uk/](http://www.islington.gov.uk/)