



## SAFEGUARDING POLICY

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1.0	23.10.2024	JKL		Training section updated - Leadership request
1.1				
1.2				
1.3				
1.4				
1.5				

## **Section 1**

### **Details of the place of worship**

Name of Place of Worship: River of life Community Church

Address: Chalkstone Community Centre, Millfields Way, Haverhill. Cb9 0JB

Tel No: 01440 707766

General Email address: admin@rolcc.org.uk

Senior Leader Name: Alién Rojas Cañizares

Senior Leader Contact Email: alien@rolcc.org.uk

Safeguarding Administrator Name: Jacqueline Lowry

Contact Email: Jacqueline.lowry@rolcc.org.uk

Membership of Denomination/Organisation: Pioneer

Organisation Safeguarding Co-ordinator: Rob Nicholas

Contact Details: 07814413380. Rob.nicholas@rolcc.org.uk

Charity Number: 1115810

Company Number: 5867649

Insurance Company: Faith Combined

The following is a brief description of the activities we undertake with children and adults who have care and support needs: Children and Young People's Groups, Mental Health Support Group

## **Our commitment**

As an organisation we recognise the need to provide a safe and caring environment for children, young people and adults. We acknowledge that children, young people and adults can be the victims of physical, sexual and emotional abuse, and neglect. We accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to “all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status”. We also concur with the Convention on the Rights of the Child which states that children should be able to develop their full potential, free from hunger and want, neglect and abuse. They have a right to be protected from “all forms of physical or mental violence, injury or abuse, neglect or negligent treatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s), or any other person who has care of the child.” As Trustees we have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to build constructive links with statutory and voluntary agencies involved in safeguarding.

The policy and any attached practice guidelines are based on the ten **Safe and Secure** safeguarding standards published by Thirtyone:Eight.

The Trustees and Leadership Team undertakes to:

- endorse and follow all national and local safeguarding legislation and procedures, in addition to the international conventions outlined above.
- provide on-going safeguarding training for all its staff and volunteers and will regularly review the operational practices.
- ensure that the premises meet the requirements of the Equality Act 2010 and all other relevant legislation, and that it is welcoming and inclusive.
- support the Safeguarding Coordinator(s) in their work and in any action they may need to take to protect children and adults with care and support needs.
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## **Section 2**

### **Prevention**

#### **Understanding abuse and neglect**

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

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:

*1. States 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.*

Also for adults the UN Universal Declaration of Human Rights with particular reference to Article 5:

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

Detailed definitions, and signs and indicators of abuse, as well as how to respond to a disclosure of abuse, are included here in our policy.

#### **Safer recruitment**

The Trustees and/or the Leadership Team will ensure all staff and volunteers 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 for employment have been interviewed. Those in voluntary positions will have discussed the role.
- Safeguarding responsibilities of the role have been made clear in the job spec and have been confirmed to be understood in the interview.
- Written references have been obtained, and followed up where appropriate
- A disclosure and barring check has been completed where necessary (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information)
- Qualifications where relevant have been verified
- A suitable training programme is provided for the successful applicant
- The applicant has completed a probationary period
- The applicant has been given a copy of the organisation's safeguarding policy and knows how to report concerns.

### **Safeguarding training**

The Trustees and Leadership Team is committed to on-going safeguarding training and development opportunities for all staff and volunteers, developing a culture of awareness of safeguarding issues to help protect everyone. All our staff and volunteers will receive induction training and undertake externally recognised safeguarding training. Safeguarding training needs to be updated every two years.

The Trustees and Leadership Team will also ensure that children and adults with care and support needs are provided with information on where to get help and advice in relation to abuse, discrimination, bullying or any other matter where they have a concern.

### **Management of Workers – Codes of Conduct**

As a Trustees and Leadership Team we are committed to supporting all staff and volunteers and ensuring they receive support and supervision. All staff or volunteers have been issued

with a code of conduct towards children, young people and adults with care and support needs. [05 code-of-conduct-v2.docx](#)

## **Section 3**

### **Practice Guidelines**

As an organisation working with children, young people and adults with care and support needs we wish to operate and promote good working practice. This will enable staff and volunteers to run activities safely, develop good relationships and minimise the risk of false or unfounded accusation.

As well as a general code of conduct for staff and volunteers we also have specific good practice guidelines for every activity we are involved in and these are attached or in the appendices.

### **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 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 regarding 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 accepted safeguarding standards.

We believe good communication is essential in promoting safeguarding, both to those we wish to protect, to everyone involved in working with children and adults and to all those with whom we work in partnership. This safeguarding policy is just one means of promoting safeguarding.

## Section 4

### Responding to allegations of abuse

Under no circumstances should a volunteer or staff member carry out their own investigation into an allegation or suspicion of abuse. Follow procedures as below:

- Documenting a concern

The staff member or volunteer should make a report of the concern in the following way:

- The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to:

**Name: Rob Nicholas** (hereafter the "Safeguarding Co-ordinator")

**Tel:** 07814413380

**Email:** [Rob.Nicholas@rolcc.org.uk](mailto:Rob.Nicholas@rolcc.org.uk)

The above is nominated by the Trustees and Leadership Team 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.

- In the absence of the Safeguarding Co-ordinator or, if the suspicions in any way involve the Safeguarding Co-ordinator, then the report should be made to:

**The Trustees hereafter the "Deputy"**

If the suspicions implicate both the Safeguarding Co-ordinator and the Deputy, then the report should be made in the first instance to:

**Thirtyone:Eight** PO Box 133, Swanley, Kent, BR8 7UQ.

Tel: 0303 003 1111.

Alternatively contact Social Services or the police.

- The Safeguarding Co-ordinator should contact the appropriate agency, or they may first ring the Thirtyone:Eight helpline for advice. They should then contact social services in the area the child or adult lives.

**Name of local authority: West Suffolk**

**Children's Social Services**

**Tel:01440762051**

**Out of hours Tel: 0808 800 4005**

**Website Address:** [Children, families and learning | Suffolk County Council](#)



**Adult Social Services**

**Tel:01440762051**

**Out of hours Tel: 0808 800 4005**

**Website Address:** [Care and support for adults | Suffolk County Council](#)

**Police Protection Team Tel: 999**

- The Safeguarding Co-ordinator may need to inform others depending on the circumstances and/or nature of the concern
  - Chair or trustee responsible for safeguarding who may need to liaise with the insurance company or the charity commission to report a serious incident.
  - Designated officer or LADO (Local Authority Designated Officer) if the allegation concerns a staff member or volunteer working with someone under 18.
- Suspicions must not be discussed with anyone other than those nominated above. A written record 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 Safeguarding Co-ordinator, the absence of the Safeguarding Co-ordinator or Deputy should not delay referral to Social Services, the Police or taking advice from Thirtyone:Eight.
- The Trustees and Leadership Team will support the Safeguarding Co-ordinator/Deputy in their 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.
- 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 Trustees and Leadership Team hope that individuals who consider themselves part of the organisation will use this procedure. If, however, the individual with the concern feels that the Safeguarding Co-ordinator/Deputy has not responded appropriately, or where they have a disagreement with the Safeguarding Co-ordinator(s)/Deputy as to the appropriateness of a referral they are free to contact an outside agency direct. We hope by making this statement that the Trustees and Leadership Team demonstrate its commitment to effective safeguarding and the protection of all those who are vulnerable.

The role of the safeguarding co-ordinator/ deputy is to collate and clarify the precise details of the allegation or suspicion and pass this information on to statutory agencies who have a legal duty to investigate.

#### **Detailed procedures where there is a concern about a child:**

##### **Allegations of physical injury, neglect or emotional abuse.**

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:

- Contact Children's Social Services (or Thirtyone:Eight) 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.
- For lesser concerns, (e.g. poor parenting), encourage parent/carer to seek help, but not if this places the child at risk of significant harm.
- 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 Services direct for advice.
- Seek and follow advice given by Thirtyone:Eight (who will confirm their advice in writing) if unsure whether to refer a case to Children's Social Services.

##### **Allegations of sexual abuse**

In the event of allegations or suspicions of sexual abuse, the Safeguarding Co-ordinator/Deputy will:

- Contact the Children's Social Services Department Duty Social Worker for children and families or 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 to contact Children's Social Services/Police. Thirtyone:Eight will confirm its advice in writing for future reference.

**Detailed procedures where there is a concern that an adult needs protection:**

**Suspicious or allegations of abuse or harm including; physical, sexual, organisational, financial, discriminatory, neglect, self-neglect, forced marriage, modern slavery, domestic abuse.**

If there is concern about any of the above, Safeguarding Co-ordinator/Deputy will:

- Contact the Adult Social Care Team who have responsibility under the Care Act 2014 to investigate allegations of abuse. Alternatively, Thirtyone:Eight can be contacted for advice.
- If the adult is in immediate danger or has sustained a serious injury contact the Emergency Services, informing them of any suspicions.

If there is a concern regarding spiritual abuse, Safeguarding Co-ordinator will:

- Identify support services for the victim i.e. counselling or other pastoral support
- Contact Thirtyone:Eight and in discussion with them will consider appropriate action with regards to the scale of the concern.

**Allegations of abuse against a person who works with children/young people**

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the Safeguarding Co-ordinator, in accordance with Local Safeguarding Children Board (LSCB) procedures will:

- Liaise with Children's Social Services regarding the suspension of the worker
- Make a referral to a designated officer formerly called a Local Authority Designated Officer (LADO) whose function is to handle all allegations against adults who work with children and young people whether in a paid or voluntary capacity.
- Make a referral to Disclosure and Barring Service for consideration of the person being placed on the barred list for working with children or adults with additional care and support needs. This decision should be informed by the LADO if they are involved.

## **Allegations of abuse against a person who works with adults with care and support needs**

The safeguarding co-ordinator will:

- Liaise with Adult Social Services in regards the suspension of the worker
- Make a referral to the DBS following the advice of Adult Social Services

The Care Act places the duty upon Adult Services to investigate situations of harm to adults with care and support needs. This may result in a range of options including action against the person or organisation causing the harm, increasing the support for the carers or no further action if the 'victim' chooses for no further action and they have the capacity to communicate their decision. However, this is a decision for Adult Services to decide not the church.

## **Section 5**

### **Pastoral Care**

#### **Supporting those affected by abuse**

The Trustees and Leadership Team are 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 organisation.

#### **Working with offenders and those who may pose a risk**

When someone attending activities managed by the organisation is known to have abused children, is under investigation, or is known to be a risk to adults with care and support needs; the Leadership Team will supervise the individual concerned and offer pastoral care, but in its safeguarding commitment to the protection of children and adults with care and support needs, set boundaries for that person, which they will be expected to keep. These boundaries will be based on an appropriate risk assessment and through consultation with appropriate parties.

#### **Sunday School and children's work**

**Policy statement:** We want to work towards offering appropriate age-related church activities on a Sunday morning for children and families. We see this as a way of helping children and families grow in their faith together and recognise that having age-appropriate activities is important for families who are in our church or thinking of joining our church. We do however recognise that our ability to offer this is influenced by the number of leaders

that we have and the spaces that we have for such activities. While we work towards this family provision, we will provide, to the best of our ability, age range-based groups for those under 12 and will do all we can to manage this tension and work towards best case scenario. To this end:

- We do all we can to work with the recommended leader-to-child ratios below:
- **under 2 years** - one adult to three children
- **2 - 3 years** - one adult to four children
- **4 - 8 years** - one adult to six children
- **9 - 12 years** - one adult to eight children
- **13 - 18 years** - one adult to ten children

[Recommended adult to child ratios for working with children | NSPCC Learning](#)

- We will always have at least two leaders present for children up to and including eight years old. If this is not possible, we will not run a group for this age.
- If we do not have more than one leader for Children's church for 9-year-olds and above, we will run the group with one leader. But the leader must be happy with the risks involved and manage the situation to reduce any potential problems. If they use the lounge, they keep the door and the hatch open and they ask a member of the welcome team to look in on them every ten minutes. The leader also ensures there is another adult (perhaps the welcome team leader) who will have their phone with them should the leader need to call them for assistance. If the leader prefers, they could have the group in the cafe area. But this will require possibly a higher level of management of the environment as people walk past to use the facilities etc and the volume levels could disturb other people.

## **Adoption of the policy**

This policy was agreed by the Trustees and will be reviewed annually in October.

Signed by: JKL

Position: Operations Co-ordinator

Signed by: JN

Position: Chair of the Trustees

Date: