



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

Commented [RG1]: I would prefer to see this as an appendix so it can be updated separately from the entire policy if details change.

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 ~~Coordinator~~ Administrator Name: Jacqueline Lowry

~~Safeguarding Coordinator~~ Contact Email: Jacqueline.lowry@rolcc.org.uk

Membership of Denomination/Organisation: Pioneer

Organisation Safeguarding ~~Officer~~ Co-ordinator: Rob Nicholas

Contact Details ~~for Safeguarding Officer~~: 07814413380. Rob.nicholas@rolcc.org.uk

Charity Number: 1115810

Company Number: 5867649

Insurance Company: Faith Combined

The following is a brief description of ~~our place of worship and~~ the activities we undertake with children and adults who have care and support needs: ~~Toddler Group (Chalksters), Junior Church~~ Children and Young People's Groups, Mental Health Support Group (LHOH)

Our commitment

As an ~~organisation~~ Leadership 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 [a Leadership 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 [worker staff and volunteers](#) and will regularly review the operational [guidelines attached 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 in order to protect children and adults with care and support needs.
- ~~the Leadership agrees not to allow the document to be copied by other organisations.~~

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.

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:

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.

Commented [RG2]: This does not define abuse, especially as it uses abuse inside the definition. If you take that as a definition it is excluding everything else that is mentioned

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.

Commented [RG3]: This is again not defining abuse, but stating what governments and states are expected to do. Is this relevant to our policy?

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. [See Section 4](#)

Safer recruitment

The [Leadership-Trustees and/or the Leadership Team](#) will ensure all [workers-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 had a discussion about 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.](#)
- ~~Safeguarding has been discussed at 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.

Commented [RG4]: This implies that there is a job description / person spec for all volunteer roles. I suggest that employed and volunteered position are handled separately in the policy

Commented [RG5]: This should have a minimum duration

Safeguarding training

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

The [Leadership 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 [Leadership Trustees and Leadership Team](#) we are committed to supporting all ~~worker~~[staff or volunteers](#) and ensuring they receive support and supervision. All ~~worker~~[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](#)

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Section 3

Practice Guidelines

As an organisation ~~/place of worship~~ working with children, young people and adults with care and support needs we wish to operate and promote good working practice. This will enable ~~worker~~staff or 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 ~~worker~~staff or volunteers we also have specific ~~good practice guidelines~~ for every activity we are involved in and ~~these are attached or in the appendices.~~

Commented [RG7]: reference

Commented [JA8R7]: Trustees/Leadership team to draft this

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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 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~~saccepted safeguarding standards.

Commented [RG10]: What defines a partner? Venue hirers? Organizations we support financially? Organisation we have a commercial arrangement with?

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 [worker-staff member](#) carry out their own investigation into an allegation or suspicion of abuse. Follow procedures as below:

- Documenting a concern

The [worker-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

The above is nominated by the [Leadership 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:

Name: Paul Turner (hereafter the "Deputy")

Tel: 07793737480

Email: Paul.Turner@rolcc.org.uk

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 [workerstaff 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 [LeadershipTrustees 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 [LeadershipLeadership Team](#) hope that [members of the place of worship](#) 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 [LeadershipTrustees and Leadership Team](#) demonstrate its commitment to effective safeguarding and the protection of all those who are vulnerable.

Commented [RG11]: who?

Commented [RG12]: undefined

Commented [ro13R12]: part of the organization used below

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 or not 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 or not 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 is in need of 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 in regards to 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 [Leadership Team](#) 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.

Commented [RG14]: ?

Working with offenders and those who may pose a risk

When someone attending the place of worship 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.

Commented [RG15]: how will this be managed? How are breaches to be acted on?

Sunday School and children's work 2023

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:

Commented [RG16]: This is not required in the policy

- We do all we can to work with the recommended leader tos-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. In particular 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.

Commented [RG17]: procedure not policy

Adoption of the policy

This policy was agreed by the [leadership Trustees](#) and will be reviewed annually in October.

Signed by: JKL

Position: Operations Co-ordinator

Signed by: JN

Position: Chair of the Trustees

Date: 05.10.2022

~~Additional notes added 08.11.2023 re Sunday School and children's work.~~

Safeguarding Training Register	
Name	Date
Jo Nicholas	Tuesday 21 st November 2023
Nicola Wilson	
Yuwan Effendi	Tuesday 21 st November 2023
Fiona Chambers	Tuesday 21 st November 2023

Rachel Reynolds	Tuesday 21 st November 2023
Hannah Mannering	Tuesday 21 st November 2023
Emma Gieve Handford	Tuesday 21 st November 2023
Annette Illingworth	Thursday 11 th July 2024