

The Deanery

Safeguarding Policy & Procedures

Parish/Community of:

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Produced in accordance with the principles and procedures suggested by

His Eminence Archbishop Nikitas

Issued: 1st November 2023 v001

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Archdiocese of Thyateira and Great Britain: Statement by His Eminence Archbishop Nikitas:

As an Archdiocese we recognise the need to provide a safe and caring environment for all persons partaking in religious, educational, cultural and social events within the remit of our churches, schools and community centres throughout Great Britain, We need to give special emphasis to the protection of children, young persons and vulnerable adults, in order to promote the Orthodox faith, education, and the prosperity of our communities and parish churches,

We acknowledge that children, young persons and vulnerable 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 support compliance with all legislation and policies surrounding safeguarding children and vulnerable adults such as the UN Convention on the Rights of the Child 1992, the Children Act 1989, the Safeguarding Vulnerable Groups Act 2006, the Care Act 2014, the Working Together to Safeguard Children 2015 and 2018, and Keeping Children Safe in Education 2019, which basically state 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 an Archdiocese we therefore request that all communities under the auspices of the Greek Orthodox Archdiocese of Thyateira and Great Britain adopt and abide by the highest standards of safeguarding in accordance with statutory guidance. We recognise that different communities face their own particular circumstances and may or may not be involved in activities other than religious and pastoral. Some may have schools with children/young persons operating under the auspices of the church others may not. Some communities may work with young persons/vulnerable adults, others may not. To help you achieve this very important goal we urge you to use the Policy and Procedures set out in this Safeguarding Document, as a guide/template to formulate your own Safeguarding Policy and Procedures. It should be adapted and adopted to meet your own particular circumstances, organisational structures and needs. The wording used in no way seeks to prejudice or undermine your registered organisation/organisational structures, your vision and objectives. Our aim is not to impose on you wording that may seem offensive to you but rather to encourage you to adopt a change of attitude to help and support our communities flourish as we move forward.

We are committed to ensure that all communities adopt the highest standards of Safeguarding for Children Young Persons and Vulnerable Adults and build constructive links with statutory and voluntary agencies involved in safeguarding.

Yours in Christ

Archbishop Nikitas

SAFEGUARDING POLICY AND PROCEDURES

A. OBJECTIVES AND PRINCIPLES:

A1. Objectives:

A1a. The Orthodox Church of have as their main objective to ensure the personal safety of all attendees at the Church with particular emphasis on children/young persons and vulnerable adults. We believe that by promoting child/young person and/or vulnerable adult protection awareness, together with good practice and sound procedures, will create a culture that results in a safe environment enabling all community members to flourish. To this end, we are committed to ensuring that all Clergy, Leaders, and volunteers are properly equipped, through regular training, with the skills to safeguard children and vulnerable adults.

A1b. Our Church Governance promotes and encourages team working and joint responsibility for the safeguarding of **all** persons attending the premises of the church. We believe that it is the responsibility of all stakeholders in the Parish Church /Community of

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This includes all Church Governance, Leadership, clergy, volunteers, parents, and children to help safeguard each other.

A1c. We are committed to providing a safe and secure environment, not only for children, and vulnerable adults but all church attendees, in any capacity. We promote a climate where leaders, clergy, and volunteers feel confident about sharing any concerns which they may have about their own safety or the well-being of others without fear of victimisation.

(See Appendix 1: A brief description of the Organisation and its environment/premises)

B. Principles Regarding Safeguarding Children, Young Persons, and Vulnerable Adults.

Safeguarding relates to a much more serious issue for the welfare of vulnerable persons, than just their physical health. It can be defined as protecting vulnerable persons, children (under the age of 18) or adults, from abuse, exploitation or neglect as well as preventing any physical harm to their health or ability to develop to their potential. The Care Act 2014 defines a vulnerable adult as someone above the age of 18, who is unable to care for themselves and protect themselves from harm. In addition to safeguarding vulnerable adults from risks of abuse, neglect, and harm they may also need support to maintain control over their own lives.

(See Appendix 14: References: External Organisation Documents)

C. Safeguarding Policy Statement (Church Activities Only)

SEE APPENDIX 15: SAFEGUARDING POLICY STATEMENT For Church Activities Only

D. Safeguarding Policy and Procedures

D.1 This policy is based on the following principles:

- The welfare of children/young persons /vulnerable adults is paramount. They must be supported, protected, and encouraged to develop and express their own opinions and their decisions should be respected.
- All children/young persons/vulnerable adults, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity, have the right to protection from abuse and physical/mental harm.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- Clergy, Church Leaders, Trustees, and volunteers are to be trained regularly, to understand the nature of abuse and to be alert to matters of concern
- Clergy, Church Leaders, Trustees, and volunteers have a responsibility to report concerns they may have about abuse to the Safeguarding Officer(s) who will decide independently whether to refer the matter to the relevant Local Authority Safeguarding Team.

D 2. We aim to safeguard children/young persons/vulnerable adults by:

- Adopting protection guidelines through procedures and a code of conduct for Church members
- Sharing information about protection and good practice.
- When necessary, sharing information about concerns with Statutory Agencies/ Local Authority Social Services. We will involve parents, carers and children/young persons, when and where appropriate.
- Carefully following the procedures for recruitment and selection.
- Providing regular safeguarding training for all who come into regular contact with children, young persons, and vulnerable adults.
- Reviewing our policy and good practices annually or when national laws/guidance/procedures are changed or updated.

D3. The Roles and Responsibilities of the Parish Safeguarding Officer(s):

- a)** All places of Worship need to have, in place, Safeguarding Policies and appoint Safeguarding Officer(s) to ensure that these policies and procedures are followed, regularly reviewed and publicly available.

b) Ideally, the Safeguarding Officer(s) should be independent and not form part of the Parish/community governance structure. However, given the realities of the number of volunteers available to Parishes/communities, it is a matter of managing the situation effectively.

c) The number of Safeguarding Officers appointed should reflect the circumstances of each Parish/community. These should be persons appointed by the Church Governance to raise safeguarding awareness, to deal with any matters regarding safeguarding and to refer matters to the relevant persons or statutory authorities in the case of abuse as set out in this policy. The Safeguarding Officer(s) should be vetted by the Data Barring Service (DBS) approved and be regularly trained. They will decide on who among volunteers, employees, and clergy, who encounter vulnerable persons, must be DBS checked in accordance with the 'regulated activities' requirement. They will act independently of the Church clergy and Leadership reporting, regularly to it, on safeguarding matters, whilst observing confidentiality as appropriate. Their responsibility is to safeguard the victim and not the institution. Under no circumstances should they feel threatened by the clergy or leadership, and they should never attempt to cover up or accept a cover up of an event in the interest of protecting the image of the Church or Community.

d) During Parish/Community activities, services, trips away, etc. the Parish Safeguarding Officers will always be available for clergy, Leaders, or volunteers, to discuss and plan trips and address any safeguarding concerns. They should otherwise be available by telephone or email.

e) There is one Senior Safeguarding Officer. The Senior Safeguarding Officer is the person appointed to take lead responsibility for all safeguarding matters within the Parish/community. This should be a senior member of the Church.

f) Responsibility of the Deputy Safeguarding Officer:

Where the circumstances warrant, Deputy Safeguarding Officer(s) may be appointed by to assist the Senior Safeguarding Officer to oversee safeguarding issues of the church. They are also responsible for overseeing any activities for which the Parish/Community, as an organisation, is responsible, and, where appropriate, will be a member of the Safeguarding Team.

g) The Responsibility of the Safeguarding Team:

The Senior Safeguarding Officer together with the Deputy Safeguarding Officer of the Church/Community will constitute the Safeguarding Team and shall deal with all matters of Safeguarding in the Parish/Community. The Safeguarding Officers, acting as a team can consult and support each other and facilitate efficient decision making in the event of an allegation of abuse or harm. They will act independently without any interference from the clergy or church leaders. The role of the Parish Safeguarding Officers is to **REPORT** and **NOT INVESTIGATE** any allegations of abuse, harm or exploitation etc. to the Local Statutory Authorities/agencies who

have a legal duty to investigate. It is advisable to inform the Parish Priest of any allegations, where appropriate.

The names and contact details of the designated Safeguarding Officers must be displayed at the entrance of the church and the school, and on their respective websites, so that everyone (including parents/carers) are aware of who to talk to if they have concerns.

D4. Outings for Children

Organised Outings for Children must first receive the approval of the Church Governance, and the clearance of the Safeguarding Officers, to ensure the appropriate insurance cover is in place and the proper risk assessments are completed.

(See Appendix 8: Parental Consent Form and Protocol for Outings for Children.)

D5 Good practice in the Church & associated Buildings

We believe that Safeguarding is the responsibility of all community members that attend our church, but Clergy and Church Leaders have a duty to ensure the safety of all church attendees with particular emphasis on the elderly, disabled, children and vulnerable adults. They should always be available to aid anyone in need of assistance.

Apart from ensuring that the building is kept safe, and all passageways and fire exits should be clear of any obstructions, the building should be easily negotiable by all particularly those with disabilities, the Church Leadership has a statutory duty to have in place Safeguarding Policies and must appoint Safeguarding Officer(s) to comply with the requirements to safeguard children, young persons and vulnerable adults.

We are committed to ensuring that the priest(s) consider asking for someone to be present, in the back of the church, during confessions with vulnerable persons.

(Appendix 7: Guidelines For Those Working On Their Own with Vulnerable People)

When it is the practice to bring children into the church to take part in the Holy Liturgy and to receive the Holy Communion, they should be always accompanied by their 'Leaders' until they return to their 'classes'.

The priest(s), given his regular contact with children, must undergo an enhanced DBS check.

D.6 Safeguarding: Recruitment and Training

D6.1 The Church Leaders are committed to developing a culture of awareness of safeguarding issues to help create a safe environment. All Clergy, Leaders, Trustees, and volunteers, coming

into. contact with children and vulnerable adults, must go through a Safe Recruitment Process and, if engaged in 'Regulated Activities' , obtain an Enhanced DBS Certificate.

D6.2 Safeguarding Training

All recruited Clergy, Leaders, Trustees, and volunteers will receive induction training and undertake recognised safeguarding training on a regular basis and encouraged to attend refresher courses to update them with any changes in laws/guidance or procedures.

We are committed to ensuring that all Clergy, Leaders, Trustees, and volunteers understand their safeguarding responsibilities and keep their knowledge up to date. They are encouraged to complete an online safeguarding training course or complete a face-to-face training course, organised by the church, within 3 months of taking up a post, and then at regular intervals. There will also be regular refresher training on safeguarding children and vulnerable adults, including on specific areas of risk and safeguarding practice.

D.7 Responding to Allegations of Abuse: Procedures:

i) Concerns about children being abused should be referred by the Safeguarding Officer(s) to the Children's Social Care Department of the local authority where the child lives.

(See Appendix 3: Types of Abuse for Children),

Similarly, concerns about vulnerable adults should be referred to the Local Authority Adult Services.

(See Appendix 4: Types of Abuse against Adults).

Any Clergy, Leaders, Trustees, and volunteers who are in doubt about what to do should consult the Safeguarding Officer(s).

ii) Allegations against Clergy, Leaders, Trustees, or any Person in a Position of Trust:

The Church Leadership will fully support and protect anyone who, in good faith, reports their concern that a colleague is, or may be, abusing a child, young person or vulnerable adult. Where there is a complaint against Clergy, Leaders, Trustees, or volunteers, regarding child abuse, the following procedure must be followed.

- The designated Safeguarding Officers will discuss the matter and, when appropriate, call upon the services of the Local Authority, who will have a designated team of Safeguarding Officers for the management and oversight of allegations against people working with children or vulnerable adults. Their recommendations should then be followed immediately.

iii) Internal enquiries and suspension

The Safeguarding Officer, in consultation with the Senior Clergy, will make an immediate decision about whether any individual accused of abuse should be suspended, pending further inquiries.

If a priest is involved, then the Archdiocese will be informed as soon as possible.

iv) What to do if you suspect that abuse may have occurred

You must report your concerns immediately to the designated Safeguarding Officer.

The person reporting an allegation must complete **Incident Report Form (See Appendix 6)**

This will form part of the reporting procedure.

Step-by-step guidance for dealing with initial concerns about child abuse is provided in **Appendix 14: "References"**, under '**What to do if you are worried that a child is being abused**'.

This guidance is produced by the Department of Health and endorsed by the local authority.

Copies of this advice must be available to Clergy, Leaders, Trustees, and appropriate volunteers.

- a) The designated Safeguarding Officer will:
 - obtain information from those who have specific child protection concerns and record this information.
 - assess the information quickly and carefully and ask for further information, as appropriate.
 - consult with a statutory child protection agency such as the Local Social Services Department or the NSPCC to clarify any doubts or worries.
 - ensure that the parents/carers of the child/young person are contacted as soon as possible, if this is safe for the child, following advice from the Local Social Services Department.
 - make a referral to a statutory child protection agency or to the police without delay.
- b) If the Safeguarding Officer is the subject of the suspicion/allegation, the report must be made to the Senior Clergy/Leadership, who will refer the allegation to The Local Social Services Department.
- c) It is the right of any individual to make direct referrals to the child protection agencies. If, for any reason, you believe that the Safeguarding Officer(s) have not responded appropriately to your concerns, then it is up to you to contact the child protection agencies directly.
- d) If a child or vulnerable adult makes a disclosure of abuse:
 - make notes as soon as possible (ideally within one hour of being told).
 - write down exactly what the child/young person or vulnerable adult has said, what you said in reply and what was happening immediately before you were told (for example, what activity was taking place).
 - record dates, times and when you made the record.

- keep all your handwritten notes secure.
- report your discussion to the Safeguarding Officer as soon as possible.
- if the Safeguarding Officer is implicated, you need to report to the other Safeguarding Officer or Senior Clergy/Leadership.
- if you suspect all Safeguarding Officers are implicated then report directly to the Local Social Services Department.
- do not discuss your suspicions or allegations with **anyone** other than those concerned with the event.
- The Safeguarding Officers must consider carefully whether it is safe for a child/young person to return home to a potentially abusive situation, and, if necessary, they should take immediate action to contact the Local Authority Safeguarding Team for advice on what to do and if required to discuss putting safety measures into effect or call the police.

v) Allegations of physical injury or neglect

If physical injury or neglect, is reported to the Safeguarding Officer, they will:

- contact the Local Authority Safeguarding Team /Social Services for advice in cases of deliberate injury or concerns about the safety of the 'victim'. Do not inform the parents/carers etc. until after taking guidance from the Local Authority Safeguarding Team /Social Service.
- seek emergency medical attention if necessary.
- in other circumstances, speak with the parent/carer etc. and suggest that medical help/attention is sought for the 'victim', if this is safe to do.
- if appropriate, encourage the parent/carer to seek help from the Local Authority Social Services Department.
- If it is suspected that the parent/carer etc, failed to seek help/advice from the Local Social Services, then the Safeguarding Officer should contact Social Services. If it outside normal working hours contact the Social Services Emergency Department Team (EDT).

vi) Allegations of sexual abuse

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

- contact the Social Services Duty Social Worker directly but must not speak to a parent or to anyone else. If it outside normal working hours contact the Social Services Emergency Department Team (EDT).
- collect, clarify, and record the precise details of the allegation or suspicion and provide this information to social services, **but should not attempt to carry out any investigation** into the allegation or suspicion of sexual abuse. Use the TED method. That is, Tell me, Explain to me, and Describe to me.
- while allegations or suspicions of sexual abuse should normally be reported to the Safeguarding Officer(s), if they are absent there should be no delay in referring the matter to social services.

(Appendix 2: Various Helplines which can provide support for Children and Vulnerable Adults)

vii) Management of Volunteers – Codes of Conduct

The Clergy/Leadership are committed to supporting all volunteers in ensuring that they receive the necessary training and supervision in the execution of their duties and responsibilities. All must have access to a Code of Conduct towards children, young people and adults with care and support needs.

D.8 Responding to an Allegation of Abuse:

Follow the “6 R’s: RECEIVE, REASSURE, RESPOND, RECORD, REFER, and REFLECT.

(See Appendix 5)

D. 9 Responding to an Allegation of Abuse by the Priest, Assistant Priest, or ‘Leader’

a) If an allegation made against the priest, assistant clergy, or any person working in or on behalf of the Parish that he/she has:

- Behaved in a way that has harmed or may have harmed a young person or vulnerable adult.
- Possibly committed a criminal offence against or related to a young person or vulnerable adult.
- Behaved towards a child, young person, or vulnerable adult in a way that indicates he/she would pose a risk of harm if they work regularly or closely with young persons or vulnerable adults.

b) The same safeguarding procedures will apply as above. The matter will be referred to the appropriate local authorities for investigation. Whilst we acknowledge that there is a possibility that such allegations, may be false, malicious, or misplaced, we also acknowledge that they may be founded. It is, therefore, essential that all allegations are investigated properly, in line with agreed procedures and outcomes recorded. ***If an allegation is made about the priest, the Archbishop should be informed as soon as possible who will inform the Diocesan Safeguarding Officer.***

c) The Parish Safeguarding Officer must exercise, and be accountable for, their professional judgement on the actions to be taken. Careful documentation and consideration of all facts must be taken before a decision is made to refer a case to the local authorities or police.

d) Where an allegation has been made against a Parish Safeguarding Officer or the Parish Priest, then the Safeguarding Officers, after verifying that the allegations are very likely to be true, must liaise with the Local Authority Safeguarding Team as well as the Archbishop in determining the appropriate way forward.

D.10 Urgent/Immediate Risk of Harm

If the actions of the adult, and the consequences of the actions, raise credible child protection concerns the Safeguarding Officer will notify the Local Authority Safeguarding Team; who will advise, based on the report provided.

D.11 Non-Urgent/Non-Immediate Risk of Harm but Help Needed

If the actions of the adult, and the consequences of the actions, do not involve child safeguarding concerns, but do raise other issues in relation to the conduct of the adult, these should be addressed by the Safeguarding Officers, Clergy, or Trustees.

If it is found that the allegation is without foundation and no further formal action is necessary, all those involved should be informed of this conclusion, and the reasons for the decision should be recorded in the Safeguarding Record Book.

D.12 Support for Dealing with the Aftermath of Abuse

Consideration should be given to the kind of support that children/young people, parents/carers/volunteers may need.

Use of help lines, support groups and open meetings will maintain an open culture and help the healing process.

The Directory of the British Association for Counselling is available from **The British Association for Counselling, 1 Regent Place, Rugby CV21 2PJ, tel: 01788 550 899, fax: 01788 562189. (Also See Appendix 2)**

D.13 Learning and improving

We are determined to keep improving our knowledge and understanding of how best to protect children and vulnerable adults. We will review our own practice regularly to check that we are placing the right emphasis on safeguarding in our work.

We will carry out in-depth reviews of our actions in cases where children /vulnerable adults suffer serious harm while under our care. The main purpose of the reviews is to learn lessons about when our systems need to improve to protect these persons better in future. We will also promote a culture in which we are able to highlight and review cases that were brought to the attention of Safeguarding Officers to learn from experience and improve our practice

D.14 Appointed Safeguarding Officers

It is for each Parish/Community to decide who will appoint the Safeguarding Officer.

All nominated Safeguarding officers constitute the Safeguarding Team and will complete the appropriate Safeguarding Training and have DBS Checks. They must produce a report to the Parish Advisory Council, at least, once a year observing confidentiality.

D.15 Updated Contacts within Local Authority:

See Appendix 13: Updated Contacts within Local Authority

E Adoption of Policy and Review Dates:

This policy was last reviewed on
and adopted on

Signed by Senior Priest Date

Signed by Chairman of Trustees Date

Date Reviewed	Future review dates						
	2024	2025	2026	2027	2028	2029	
Date Approved by Trustees reviewed							
Date Implemented							

The Deanery
Safeguarding Policy & Procedures

APPENDICES



Issued: 1st November 2023 v001

Appendix 1

Community Details and Description of Premises Used by the Organisation

Name of Registered Place of Worship/Organisation:

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Address

Tel No:

General Email address:

Website:

Charity Number:

Safeguarding Senior Officer Name:

Contact Telephone / Email

Deputy Safeguarding Officer Names:

Contact Telephone / Email:

Description of Organisation *(Brief Description of your Own Organisation, its buildings and the activities it undertakes.)*

Appendix 2

HELPLINES

NSPCC for adults concerned about a child – 0808 800 5000

Childline for children and young people – 0800 1111

Action on Elder Abuse helpline – 0808 808 8141

24-hour National Domestic Violence helpline – 0808 2000 247

NAPAC offers support and advice to adult survivors of childhood abuse – 08088010331

Stop It Now helps prevent child sexual abuse – 0808 1000 900

Cruse bereavement helpline – 0808 808 1677

Family Lives provides support and advice on family issues – 0808 800 222

MACSAS for people who have been abused by church officers – 0808 801 0340

Samaritans for people struggling to cope and needing someone to talk to – 116 123

Sources of support for victims and families of abuse

The Survivors Trust – <http://thesurvivorstrust.org>

Safeline

– www.safeline.org.uk/what-can-friends-and-family-members-do-to-support-survivors-of-sexual-abuse

Support Line

– www.supportline.org.uk/problems/rape_sexual-assault.php

Victim Support

– www.victimsupport.org.uk/crime-info/types-crime/childhood-abuse

Appendix 3

TYPES OF ABUSE AGAINST CHILDREN

Threats against children can take a variety of different forms, including: sexual, physical and emotional abuse; neglect; domestic abuse, including controlling or coercive behaviour; exploitation by criminal gangs and organised crime groups; trafficking; online abuse; sexual exploitation and the influences of extremism leading to radicalisation

The UK central government document 'Working Together to Safeguard Children' categorises and defines abuse in terms of:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/942454/Working_together_to_safeguard_children_inter_agency_guidance.pdf

Abuse - A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Harm can include ill treatment that is not physical as well as the impact of witnessing ill treatment of others. This can be particularly relevant, for example, in relation to the impact on children of all forms of domestic abuse. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults, or another child or children.

Physical abuse - A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional abuse - The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

spiritual abuse – of children or adults: the inappropriate use of religious belief or practice. This can include the misuse of the authority of leadership or penitential discipline, threatening language, oppressive teaching, or intrusive healing and deliverance ministries.

Sexual abuse - Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children..

Sexual exploitation Child Sexual Exploitation (CSE) - Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Neglect - The persistent 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. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: a. provide adequate food, clothing and shelter (including exclusion from home or abandonment) b. protect a child from physical and emotional harm or danger c. ensure adequate supervision (including the use of inadequate caregivers) d. ensure access to appropriate medical care or treatment It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Extremism - goes beyond terrorism and includes people who target the vulnerable – including the young – by seeking to sow division between communities on the basis of race, faith or denomination; justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society. Extremism is defined in the Counter Extremism Strategy 2015 as the vocal or active opposition to our fundamental values, including the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. We also regard calls for the death of members of our armed forces as extremist.

County Lines - As set out in the Serious Violence Strategy, published by the Home Office, a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more importing areas within the UK, using dedicated mobile phone lines or other form of 'deal line'. They are likely to exploit children and vulnerable adults to move and store the drugs and money, and they will often use coercion, intimidation, violence (including sexual violence) and weapons

Child Criminal Exploitation - As set out in the Serious Violence Strategy, published by the Home Office, where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or young person under the age of 18 into any criminal activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial or other advantage of the perpetrator or facilitator and/or (c) through violence or the threat of violence. The victim may have been criminally exploited even if the activity appears consensual. Child criminal exploitation does not always involve physical contact; it can also occur through the use of technology.

Domestic abuse - Domestic abuse can encompass a wide range of behaviours and may be a single incident or a pattern of incidents. Domestic abuse is not limited to physical acts of violence or threatening behaviour, and can include emotional, psychological, controlling or coercive behaviour, sexual and/or economic abuse. Types of domestic abuse include intimate partner violence, abuse by family members, teenage relationship abuse and adolescent to parent violence. Anyone can be a victim of domestic abuse, regardless of gender, age, ethnicity, socio-economic status, sexuality or background and domestic abuse can take place inside or outside of the home. Domestic abuse continues to be a prevalent risk factor identified through children social care assessments for children in need. Domestic abuse has a significant impact on children and young people. Children may experience domestic abuse directly, as victims in their own right, or indirectly due to the impact the abuse has on others such as the non-abusive parent.

Bullying and cyberbullying - Bullying is behaviour that hurts someone else – such as name calling, hitting, pushing, spreading rumours, threatening or undermining someone. It can happen anywhere – at school, at home or online. It is usually repeated over a long period of time and can hurt a child both physically and emotionally. Bullying that happens online, using social networks, games and mobile phones, is often called cyberbullying. A child can feel like there is no escape because it can happen wherever they are, at any time of day or night.

Online abuse - With the ever-growing use of the internet, mobile telephones and online gaming (e.g. Xbox/ PlayStation), there has been a corresponding rise in the use of the internet and other electronic communication to target, groom and abuse children. Adults may target chatrooms, social networking sites, messaging services, mobile phones, online gaming sites and the internet generally. Children are particularly vulnerable to abuse by adults who pretend to be children of similar ages when online and who try to obtain images or engineer meetings.

Electronic images - The downloading, keeping or distributing of indecent images of children are all classified as sexual offences¹⁸. Such offences are sometimes referred to as non-contact sexual offences. However, it must be remembered that children will have been abused in the making of the images. The texting of sexual messages and photographs (sometimes referred to as 'sexting') can be particularly problematic and abusive amongst children and young people. Sexting is self-generated images

Appendix 4

TYPES OF ABUSE AGAINST ADULTS

All adults, including vulnerable adults, have a fundamental human right to choose how and with whom they live, even if this appears to involve a degree of risk.

They should be supported to make those choices, to live as independently as possible and treated with respect and dignity.

Who abuses adults?

Potentially anyone, adult or child, can be the abuser of an adult. Abuse will sometimes be deliberate, but it may also be an unintended consequence of ignorance or lack of awareness. Alternatively, it may arise from frustration or lack of support.

The list can include:

- Relatives of the vulnerable person including husband, wife, partner, son or daughter.
- It will sometimes include a relative who is a main carer.
- Neighbours.
- Paid carers.
- Workers in places of worship.
- People who are themselves vulnerable and/or are users of a care service.
- Confidence tricksters who prey on people in their own homes or elsewhere.

Some members of the parish may be visiting adults in institutions – hospitals and residential homes. If, as part of these responsibilities, they have concerns about the care being given and/or the way that someone is being treated, the Designated Safeguarding A should be contacted.

You can also refer directly to the institution or raise concerns with the appropriate inspection and/or complaints body

Definitions of adult abuse

The UK central government document 'Care and Support Statutory Guidance' categorises and defines adult abuse in terms of: <https://www.gov.uk/government/publications/care-act-statutory-guidance/care-and-support-statutory-guidance>

- **Physical abuse** including hitting, slapping, pushing, kicking, misuse of medication, restraint or inappropriate sanctions.
- **Sexual abuse** including rape and sexual assault or sexual acts to which the vulnerable adult has not consented or could not consent or was pressurised into consenting.
- **Spiritual Abuse** which is the inappropriate use of religious belief or practice. This can include the misuse of authority of leadership or penitential discipline, threatening language, oppressive teaching, or intrusive healing and deliverance ministries.

- **Psychological abuse** including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.
- **Financial or material abuse** including theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.
- **Neglect or acts of omission** including ignoring medical or physical care needs, failure to provide access to appropriate health, social care or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.
- **Discriminatory abuse** including racist, sexist, based on a person's disability, and other forms of harassment, slurs or similar treatment.
- **Domestic abuse** that is usually a systematic, repeated and escalating pattern of behaviour, by which the abuser seeks to control, limit and humiliate, often behind closed doors.
- **Organisational abuse** including neglect and poor care practice within an institution or specific care setting such as a hospital or care home. This may range from one-off incidents to ongoing ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation.
- **Modern slavery including human trafficking;** forced labour and domestic servitude; and traffickers and slave masters using whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.

Appendix 5

RESPONDING TO AN ALLEGATION OF ABUSE THE "6 R'S"

Following the "6 R's: **RECEIVE, REASSURE, RESPOND, RECORD, REFER, and REFLECT.**

i) RECEIVE: If a child or adult wants to talk to you, never ask them to come back later.

- Ask them what they want to talk to you about and, if you are concerned about their welfare, give them the time to speak to you.
- Never promise confidentiality, inform them that you are happy to talk to them but if they tell you anything that you believe may be putting them at harm that you will have to talk to someone. Do not make any promises you cannot keep.
- If you have any concerns that the person is at risk of harm, you must tell them that you will speak to someone to get help.
- Listen carefully to what is said. Do not stop the person from freely recalling information.
- Where the person is visibly upset or has an obvious injury, it is good practice to ask why they are upset or how an injury was caused. Encourage them to talk to you!
-

ii) REASSURE:

- Ensure that they are aware that they have done the right thing in talking to you and that they have not done anything wrong.
- **Helpful statements to make:**
 - I believe you (showing acceptance of what is being said).'
 - Thank you for telling me.'
 - It's not your fault.'
 - I will help you.'
 -

iii) RESPOND:

- If you need to clarify information, ask open-ended questions e.g. "Is there anything you'd like to tell me?", "Can you explain to me...", "Can you describe to me...."
- Never ask leading or suggestive questions e.g. "Did he/she do anything that they shouldn't have done?"
- Never ask 'accusing' questions e.g. Do not say: 'Why didn't you tell anyone before?' 'I can't believe it!' 'Are you sure that this is true?'
- Never criticise the alleged perpetrator, it may be someone that they will continue to live with.
- Never ask the 'victim' to repeat their disclosure for any other 'Team' member, it is your responsibility to share the information. This may compromise enquiries that need to be made later by children's social care or Police.

iv) RECORD:

- Make detailed notes as soon as possible afterwards using the words that the child has used.
- Do not record your assumptions and interpretations, just what you heard and saw.
- Do not destroy original notes even if you later write things up more neatly and fully.
- Record the date, time, and place of the disclosure.
- Sign any written records and identify your position/role.
- Do not ask a child to write an account or sign any of your documentation as this may compromise enquiries that need to be made later by Children's Services or Police.

v) REPORT and REFER:

- Immediately report the matter to the Safeguarding Officer or the Deputy Safeguarding Officer who will be responsible for following the appropriate procedures. For referring the matter to the appropriate Local Authority Safeguarding Team and, if need be, the police.

(See Appendix 7 for a model Incident Report Form)

vi) REFLECT:

- Ask yourself if you have done everything you can within your role.
- Refer any remaining concerns to the Safeguarding Officer.
- Dealing with disclosures can be difficult and disturbing: you should seek support for yourself via colleagues from within your church or an alternative source but be aware of principles of confidentiality. Whatever the nature of your concerns, discuss them with the Safeguarding Officer(s). If you still have concerns, you, or the Safeguarding Officer(s), should refer the matter to Children's Services for further advice.

Appendix 6

INCIDENT REPORT FORM

NAME OF CHILD / ADULT

**NAME OF REPORTING
PERSON**

**POSITION OF REPORTING
PERSON**

**DATE AND TIME OF
REPORT**

NATURE OF CONCERN

CONTINUED OVER PAGE

[If you have not already done so make a factual written record of your observations and any conversations. Sign and date it.]

WHO HAVE YOU SPOKEN TO ANYONE ABOUT YOUR CONCERNS?

Child / Adult **Yes / No: If Yes Name**_____

Carer **Yes / No: If Yes Name**_____

Yes / No: If Yes Name_____

**Senior Community
member / Safeguarding
Officer?**

Yes / No:

If Yes , Name_____

Social Services

Yes / No:

If Yes , Name_____

Feedback

**Signature of Reporting
Person**

Date and Time

**Signature of
Safeguarding Officer /
Responsible person**

Date and Time

**Signature of victim (if
appropriate)**

Date and Time

NEVER ASK A CHILD OR PERSON UNDER 18 TO SIGN THIS REPORT

Appendix 7

GUIDELINES FOR THOSE WORKING ON THEIR OWN WITH VULNERABLE PEOPLE

1. Always let a responsible person in the community know the time and place of meetings with a child / young person or vulnerable person.
2. Always try to meet at a 'neutral place', rather than alone in a home.
3. Let other people know that you are there and / or remain visible in a public place.
4. Establish mutually understood behaviour of both parties at the outset.
5. Keep a detailed record of the appointment.
6. Ensure good supervision and support within the community.
7. Ensure the safe keeping of collected information and inform the subject of any information of their right to view personal data and correct if necessary.

Appendix 8

OUTINGS FOR CHILDREN FOR

Organised Outings for Children must first receive the approval of the Church Governance, and the clearance of the Safeguarding Officers, to ensure the appropriate insurance cover is in place and the proper risk assessments are completed.

Appendix 8:1

Every child taking part must first receive the written approval of the parents who must complete and sign a consent form.

(See **Appendix 7.2: Parental Consent Form for Offsite Outings**)

All vehicles hired for outings must be insured, roadworthy and fitted with seatbelts.

Children are always to be accompanied by Leaders/parents, who must ensure orderly behaviour on the coach and report any dangerous behaviour by the driver. All drivers and escorts should agree to abide by these guidelines.

A roll call will be taken at the start of a journey and again before beginning the return journey. If the group is travelling in more than one vehicle, children/young people will be encouraged to travel in the same vehicle there and back.

All Leaders and volunteers accompanying trips will carry the contact numbers for all parents, the safeguarding officer(s) and emergency services in the event of an alert being necessary.

If a child/young person goes missing while on a trip, Leaders & volunteers should instigate an immediate search. If the child/young person cannot be found within half an hour, the police should be notified and the parents of the child informed.

The care of the remaining children/young people is paramount. It is imperative that they return to the home site/school as agreed with parents, as quickly as possible, while a senior leader/volunteer remains at the visit site to co-ordinate contact between security staff/volunteers and the child's/young person's parents/carers.

Appendix 8:2

PARENTAL CONSENT FORM FOR OFFSITE VISITS

Please complete and return this form by email or in person

Visit/Outing to:

Purpose:

Date and Time of Start:

Expected Time of Arrival back:

I consent to my son/daughter,
taking part in the above-mentioned visit/outing. I also consent for my child to
receive any emergency medical treatment required on the visit/outing.

On the day of the visit/outing I will provide my child with the agreed amount of
spending money for souvenirs and food/drinks if required

**Please provide any relevant medical information concerning the health of
your child and provide any medicines that are required to be taken on the
day:**

Please provide the contact details to be used in an Emergency to contact you.

Name of Contact:

Tel. No:

Name of Consenting Parent:

E mail Address:

Tel: No:

Signature of Consenting Parent/Guardian

Date:

Appendix 9

APPLICATION FORM FOR WORKING WITH VULNERABLE ADULTS

Everyone who is involved in any capacity in working with Vulnerable Adults will want to ensure care and protection within a safe environment.

This **Application Form** is for **volunteers and unpaid workers** to record information and ensure that the best possible care is taken for protection and safety of all.

This form can be used in conjunction with a monitoring process.

PLEASE COMPLETE IN BLACK INK

Application for the post of: _____

Location / Church _____

This post is voluntary and unpaid.

PERSONAL DETAILS

Surname _____ **Christian Names** _____ **Title** _____

Address _____

_____ **Postcode** _____

Telephone _____ **e-mail** _____

Any / All Former Names _____

Date & Place of Birth _____

If you have lived at your current address for less than three years please give previous address.

SKILLS, ABILITIES AND EXPERIENCE ETC.

Why do you want to apply to do this work?

What knowledge, abilities commitment, and skill will you bring to this work?

What is your current place of worship?

Is there any information you think we should know?

REFERENCES

References will be taken up as one way of checking your suitability and to demonstrate the church's attention to protect proper care for Vulnerable adults.

Please give the name and address and contact details of two people who can provide an estimate of your suitability for the post.

First Reference**Name** _____**Address** _____

Telephone _____ **Your connection with them** _____**Second Reference****Name** _____**Address** _____

Telephone _____ **Your connection with them** _____**DISCLOSURE OF CRIMINAL CONVICTIONS**

Under the Rehabilitation of Offenders Act 1974 ex-offenders have to disclose their criminal convictions when applying for Exempted posts. Work with Vulnerable adults is Exempted.

Do you have any criminal convictions, cautions or bind overs: YES / NO

If you have answered YES enclose details with your application form

Is there any other information you should declare that might affect your suitability to work with Vulnerable adults? YES / NO

(e.g. Allegations that have been the subject of investigation or current criminal investigations)

If you have answered YES enclose details with your application form

DISCLOSURE

Do you agree to undergo the relevant vetting processes, including 'Enhanced Disclosure' through the DBS, that shall be in place from time to time to establish your identity and your suitability for work with Vulnerable adults?

The processes are in accordance with the requirements of good practice of the Church of
YES / NO

DECLARATION

I declare that the information given on this form is true and complete. I agree to references being taken up. If I am successful in obtaining this post and information is later discovered to be incorrect I understand that this appointment will be cancelled.

Signed _____ Date _____

Appendix 10

APPLICATION FORM FOR WORKING WITH CHILDREN AND YOUNG PEOPLE

Everyone who is involved in any capacity in working with children and young people will want to ensure care and protection within a safe environment.

This **Application Form** is for **volunteers and unpaid workers** to record information and ensure that the best possible care is taken for protection and safety of all.

This form can be used in conjunction with a monitoring process.

PLEASE COMPLETE IN BLACK INK

Application for the post of: _____

Location / Church _____

This post is voluntary and unpaid.

PERSONAL DETAILS

Surname _____ **Christian Names** _____ **Title** _____

Address _____

_____ **Postcode** _____

Telephone _____ **e-mail** _____

Any / All Former Names _____

Date & Place of Birth _____

If you have lived at your current address for less than three years please give previous address.

SKILLS, ABILITIES AND EXPERIENCE ETC.

Why do you want to apply to do this work?

What knowledge, abilities commitment, and skill will you bring to this work?

Is there any information you think we should know?

REFERENCES

References will be taken up as one way of checking your suitability and to demonstrate the church's attention to protect proper care for Child Protection.

Please give the name and address and contact details of two people who can provide an estimate of your suitability for the post.

First Reference

Name _____

Address _____

Telephone _____ **Your connection with them** _____

Second Reference

Name _____

Address _____

Telephone _____ **Your connection with them** _____

DISCLOSURE OF CRIMINAL CONVICTIONS

Under the Rehabilitation of Offenders Act 1974 ex-offenders have to disclose their criminal convictions when applying for Exempted posts. Work with young people and children is Exempted.

Do you have any criminal convictions, cautions or bind overs: YES / NO

If you have answered YES enclose details with your application form

Is there any other information you should declare that might affect your suitability to work with young people and children? YES / NO

(e.g. Allegations that have been the subject of investigation or current criminal investigations)

If you have answered YES enclose details with your application form

DISCLOSURE

Do you agree to undergo the relevant vetting processes, including 'Enhanced Disclosure' through the DBS, that shall be in place from time to time to establish your identity and your suitability for work with young people and children?

The processes are in accordance with the requirements of good practice of the Church of
YES / NO

DECLARATION

I declare that the information given on this form is true and complete. I agree to references being taken up. If I am successful in obtaining this post and information is later discovered to be incorrect I understand that this appointment will be cancelled.

Signed _____ Date _____

Appendix 11

SAFEGUARDING POLICY STATEMENT

For Church Activities Only

As one of its major activities the Church/Community of
is to seek to serve the needs of vulnerable adults, young people and children, promoting their holistic development.

In so doing our Church takes seriously the welfare of vulnerable adults, young people and children who come onto its premises or who are involved in its activities.

Our Church/Community aims to ensure that they are welcomed into a caring and safe Christian environment with a happy and friendly atmosphere.

Our Church/Community recognises that it is the responsibility of each one of its community, paid or unpaid to prevent neglect, physical harm, emotional or sexual abuse of vulnerable adults, young people and children and to report any abuse discovered or suspected.

Our Church/Community recognises its responsibility to implement, maintain and regularly review policies and procedures which are designed to prevent and to keep each member of its community alert to such abuse.

Our Church/Community is committed to supporting, resourcing and training those who work with vulnerable adults, young people and children and providing supervision.

Our Church/Community is committed to maintaining good links with the statutory child and adult care authorities.

Signed by

_____ (Senior Parish/Community Priest)

_____ (Assistant/Associate Priest)

_____ (Chair of Trustees.)

_____ (Deputy Chair of Trustees)

SAFEGUARDING OFFICERS

Our Safeguarding Officers are:-

Name _____ **Phone** _____

Name _____ **Phone** _____ - _____

If you have any Safeguarding concerns please discuss them with a Safeguarding Officer who will advise on the best course of action to take.

APPENDIX 12

APPOINTED SAFEGUARDING OFFICERS

The following Safeguarding Officers have been appointed by the Orthodox Parish/Community of

.....

to refer allegations or suspicions of neglect or abuse to the statutory authorities.

Senior Safeguarding Officer

Deputy Safeguarding Officer

All nominated Safeguarding officers constitute the Safeguarding Team and will complete the appropriate Safeguarding Training and have DBS Checks. They must produce a report to the Parish Advisory Committee at least once a year observing confidentiality.

APPENDIX 13

UPDATED CONTACTS WITHIN THE LOCAL AUTHORITY

The Social Services

AREA:

Tel:

For Child Services: For Emergencies

Tel:

For the Local Authority Safeguarding Team

Tel:

The Police Child Abuse Investigation Unit:

Tel:

APPENDIX 14

REFERENCES: External Organisation Documents

Legislation relating to safeguarding adults | Overview for social care | SCIE

<https://www.scie.org.uk/key-social-care-legislation/safeguarding-adults#:~:text=Safeguarding%20Vulnerable%20Groups%20Act%202006,to%20them%20throug h%20their%20work.>

Legislation & Policies That Surround Safeguarding Children

<https://cpdonline.co.uk/knowledge-base/safeguarding/legislation-safeguarding-children/>

FGM Safeguarding Guidance (Multiagency Statutory guidance)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/912996/6-1914-HO-Multi_Agency_Statutory_Guidance_on_FGM_-_MASTER_V7_-_FINAL_July_2020.pdf

Working Together to Safeguard Children (2018)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/942454/Working_together_to_safeguard_children_inter_agency_guidance.pdf

Keeping Children Safe in Education (2022)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1080047/KCSIE_2022_revised.pdf

The Teaching Standards

<https://www.gov.uk/government/publications/teachers-standards>

The National Standards of Excellence for Head Teachers 2020

<https://www.gov.uk/government/publications/national-standards-of-excellence-for-headteachers/headteachers-standards-2020>

What to do if you're Worried a Child is Being Abused: Advice for practitioners

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What_to_do_if_you_re_worried_a_child_is_being_abused.pdf

Local Authority Designated Safeguarding Officers Contact Details

(Please check your Local Authorities website)

Information Sharing: Advice for Practitioners Providing Safeguarding Services to Children, Young People, Parents and Carers.

<https://www.gov.uk/government/publications/safeguarding-practitioners-information-sharing-advice>

Criminal Exploitation of Children (CCE) and Vulnerable Adults: County Lines (Home Office) <https://www.gov.uk/government/publications/criminal-exploitation-of-children-and-vulnerable-adults-county-lines/criminal-exploitation-of-children-and-vulnerable-adults-county-lines>

Sexual Violence and Sexual Harassment between Children in Schools and Colleges https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/719902/Sexual_violence_and_sexual_harassment_between_children_in_schools_and_colleges.pdf

Early Years Foundation Stage <https://www.gov.uk/government/publications/early-years-foundation-stage-framework--2>

Disqualification under the childcare Act 2006 (2018) <https://www.gov.uk/government/publications/disqualification-under-the-childcare-act-2006/disqualification-under-the-childcare-act-2006>

Searching Screening and Confiscation Advice for Schools (D of E) https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/674416/Searching_screening_and_confiscation.pdf

Advice for Schools and Colleges on Respond to Sexting Incidents (UKCCIS) <https://www.gov.uk/government/publications/sharing-nudes-and-semi-nudes-advice-for-education-settings-working-with-children-and-young-people>

Preventing youth violence and gang involvement (Home Office) https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/418131/Preventing_youth_violence_and_gang_involvement_v3_March2015.pdf

When to call the police (NCPP) <https://www.npcc.police.uk/documents/Children%20and%20Young%20people/When%20to%20call%20police%20guidance%20for%20schools%20and%20colleges.pdf>

Mental Health and Behaviour in Schools (D of E) https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/755135/Mental_health_and_behaviour_in_schools_.pdf

Prevent Duty Guidance (Home Office) <https://www.gov.uk/government/publications/prevent-duty-guidance>

APPENDIX 15

SAFEGUARDING POLICY STATEMENT: For Church Activities Only

As one of its major activities the Church/community of;

.....,

seeks to serve the needs of vulnerable adults, young people, and children, promoting their holistic development.

In so doing we take seriously the welfare of vulnerable adults, young people and children who come onto our premises or who are involved in our activities.

We aim to ensure that all are welcomed into a caring and safe Christian environment with a happy and friendly atmosphere.

We recognise that it is the responsibility of each member of our community, paid or unpaid, to prevent neglect, physical harm, emotional or sexual abuse etc. of vulnerable adults, young people and children and to report any abuse discovered or suspected.

We recognise our responsibility to implement, maintain and regularly review policies and procedures which are designed to prevent and to keep each member of our community alert to such abuse.

We are committed to supporting, providing supervision, resourcing, and training for those who work with vulnerable adults, young people and children.

We are committed to maintaining good links with the statutory child and adult care authorities.

Signed by

_____ (Senior Parish Priest)

_____ (Chair of Trustees)

SAFEGUARDING OFFICER(S)

Of The Orthodox Parish Church of

are: -

Name _____ **Phone** _____

Name _____ **Phone** _____

If you have any Safeguarding concerns, please discuss them with the Safeguarding Officer who will advise on the best course of action to take.