

London Riverside Church Safeguarding Policy

APPROVED BY	Board of Directors
EFFECTIVE FROM	Date of approval: 20 th October 2022
SUPERCEDED DOCUMENTS	Child, Young People and Vulnerable Adults Protection Policy Open Access and Records Policy Confidentiality Policy
REVIEW SCHEDULE	Annually
DATES OF REVIEW	21 st February 2017, 20 th February 2018, 5 th February 2019, 3 rd September 2019, 16 th September 2020, 19 th October 2021, 20 th October 2022
RECORD OF AMENDMENTS	<u>Added:</u> Third Party Policy <u>Amendments:</u> Department Lead Names <u>Removed:</u> Reference to Tenacious KidzCare
SCOPE OF APPLICATION AND EXCEPTIONS	
<p>This policy document covers all activity within London Riverside Church and all other activities which relate to children, young people and vulnerable adults.</p> <p>All staff and volunteers working with London Riverside Church working in whatever capacity, are expected to adhere to this policy. There are no exceptions to the application of this policy</p>	

CHURCH DETAILS

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 Denomination / Organisation: Assemblies of God UK

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1. MISSION STATEMENT

- The Board of Directors recognise the importance of its ministry to children, young people and vulnerable adults and its responsibility to protect and safeguard the welfare of children, young people and vulnerable adults entrusted to the church’s care.
- As part of its mission, London Riverside Church is committed to:
- Creating a ‘culture of safety’ by valuing, listening to and respecting children, young people and vulnerable adults as well as promoting their welfare and protection.
- Safe recruitment, supervision and training for all those who work with children, young people and vulnerable adults within the organisation.
- Adopting a procedure for dealing with concerns about possible abuse.
- Encouraging and supporting parents / carers.
- Supporting those affected by abuse in the organisation.
- Maintaining good links with the statutory childcare authorities and other relevant statutory and voluntary organisations.

2. PURPOSE OF THE POLICY

- The purpose of this document is to inform relevant persons of their roles and responsibilities. It includes the expected steps of action which must be taken if safeguarding concerns are identified or raised. It should also be used as a staff training resource.
- London Riverside Church acknowledges that children (everyone who is under 18 years old), young people and vulnerable persons can be the victims of physical, sexual, emotional and financial abuse and neglect.
- The Board of Directors have adopted the procedures set out in this document (hereafter “the policy”).
- The policy and attached documents are based on a model published by the Thirtyone:eight.
- The Board of Directors will make this policy available on the London Riverside Church website. Paper copies can be made available on request.
- The Board of Directors agree not to allow this document to be copied by other organisations.

3. RESPONSIBILITIES AND ROLES

Party	Key Responsibilities
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Board of Directors	<p>The Board of Directors are committed to on-going safeguarding training for all those who work with children, young people and vulnerable adults.</p> <p>The Board of Directors will regularly review the policy and operational guidelines and documents attached.</p> <p>The Board of Directors will undertake to follow the principles found within Department for Education, Working together to safeguarding children (2018) and Department for Education’s guidance; Keeping children Safe in education (2020) and it is therefore unacceptable for those in position of trust to engage in any behaviour which might allow a sexual relationship to develop for as long as the relationship of trust continues.</p>
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	<p>The Board of Directors have leadership responsibility for the organisation’s safeguarding arrangements.</p> <p>The Safeguarding Lead will sit on the Board of Directors.</p> <p>The Board of Directors will respect the role of the Safeguarding Lead and the Safeguarding Deputy Lead 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.</p>
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Safeguarding Lead and Deputy Lead	<p>The Safeguarding Lead and Deputy Lead will be available to discuss any safeguarding concerns.</p> <p>Adequate and appropriate cover arrangements will be made clear for periods that they are not available.</p> <p>The Safeguarding Lead and Deputy Lead will:</p> <ul style="list-style-type: none"> Support the Departmental Safeguarding Coordinator / Deputy in the collation and recording of detailed, accurate records of concerns, allegations or suspicion. Coordinate any safeguarding referrals which need to be made whilst ensuring that staff are appropriately supported during this period. Ensure that referrals and relevant information are stored securely. Undergo training which ensures they have the knowledge and skills required so they can act as a source of support, advice and expertise for staff. Training will be updated every two years. Their knowledge and skills be updated at least annually. Undertake the Prevent Awareness Training. Have understanding of how local authorities conduct a Child Protection Case Conference and a Child Protection Review Conference and support the Departmental Safeguarding Coordinator and Deputy Coordinator in attending and contributing to these effectively when required to do so.
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<p>The Departmental Safeguarding Coordinator and Deputy Coordinator</p>	<p>The Safeguarding Coordinator and Deputy Coordinator will be available to discuss any safeguarding concerns.</p> <p>Adequate and appropriate cover arrangements made clear for periods that they are not available.</p> <p>The Departmental Safeguarding Coordinator and Deputy Coordinator will:</p> <p>Collate the recording of detailed, accurate, secure records of concerns, allegations or suspicions.</p> <p>Pass safeguarding information on to the Safeguarding Lead / Deputy Lead and on to the relevant referral organisation.</p> <p>Ensure all records of referrals and other documents are stored securely.</p>
	<p>Undergo training which ensures they have the knowledge and skills required so they can act as a source of referral, support, advice and expertise for staff. Training will be updated every two years.</p> <p>Their knowledge and skills to be updated at least annually.</p> <p>Undertake the Prevent Awareness Training.</p> <p>Have a working knowledge of how local authorities conduct a Safeguarding Core Group meeting and Child Protection Conferences and be able to attend and contribute to these effectively when required to do so.</p> <p>Coordinate the training or induction and on-going training.</p> <p>Maintain staff (including volunteers) training records.</p>
<p>All Staff</p>	<p>All staff, including volunteers are expected to adhere to the policy. New staff will complete safeguarding training at induction and will be provided with on-going safeguarding training.</p> <p>All our staff will be aware of signs and symptoms of abuse and will be given appropriate training. They should know not to just take things at face value but should be respectfully sceptical.</p> <p>If a member of staff has concerns or evidence that a child in our care has been, or is being abused, they will go directly to the Safeguarding Coordinator or Deputy who will support them in recording their concerns.</p>

4. RESPONDING TO ALLEGATIONS OF ABUSE

Detailed definitions and signs and symptoms of abuse can be found in the **Glossary of Terms**. (See Appendix 1, 4)

4.1 External Organisations Safeguarding Cases

- Information related to external organizations safeguarding investigations and or cases will be shared on a need to know basis by the Safeguarding Lead / Deputy and Departmental Safeguarding Coordinator / Deputy.
- The Departmental Safeguarding Coordinator / Deputy when invited will attend Safeguarding Core Group meetings and Child Protection Conferences.
- The Departmental Safeguarding Coordinator will update the Safeguarding Lead every six months or sooner if any significant changes occur.
- If a safeguarding concern is suspected at a venue wholly managed by a third party the Safeguarding policy of the venue will be considered first.

4.2 Allegations of abuse made against a person who works within London Riverside Church

- If a volunteer or paid member of staff receives a complaint against another member of staff whether volunteer or a paid member of staff must do the following:
- Concerns must be reported immediately, but not more than 48 hours to the Safeguarding Lead who has been nominated by the Board of Directors to act on their behalf in dealing with the allegation or suspicion of neglect or abuse, including referring the matter on to the relevant statutory authorities.
- The Safeguarding Lead may also be required by conditions of the organisation's Insurance Policy to immediately inform the Insurance Company.
- In the absence of the Safeguarding Lead or if the suspicions in any way involve the Safeguarding Lead then the report will be made to Safeguarding Deputy Lead.
- If the suspicions implicate both the Safeguarding Lead and the Deputy then a member of London Riverside Church Board of Directors must be informed immediately but not more than 48 hour.
- If necessary they will consult with:

Thirtyone:Eight, PO Box 133, Swanley, Kent BR8 7UQ. Telephone: 0303 003 1111

or

Follow the **Local Authority Designated office LADO Referral process (See Appendix 1)**.

- Suspicions must not be discussed with anyone other than those nominated.
- A written record of the concerns should be made in accordance with London Riverside Church procedures and kept in a secure place.
- The Board of Directors will be immediately informed by the Safeguarding Lead / Deputy.
- Details of the allegation may or may not be discussed with the member of staff concerned, depending on the case.
- Ofsted, the Local Education Authorities Child Protection Agency and the Early Years Group Manager for Childcare, if relevant, will be informed.
- A strategy meeting will be arranged and steps forward decided upon.
- The member of staff whom an allegation has been made against will be suspended from duties if an investigation is required.

- Any member of staff/volunteer who believes that allegations or suspicions are not being dealt with properly, have a responsibility to report to the Local Education Authorities Lead Officer for Child Protection.
- The member of staff/volunteer in question will need support at this time. This support will be provided by the Senior Ministerial team in conjunction with others that they consider appropriate.
- If the allegation is found to have been malicious it will be removed from personnel records of the staff member.
- A clear and comprehensive summary of the allegation, details of how the allegation was followed up and resolved, and a note of any action taken and decisions reached will be kept on the confidential personnel file of the accused, and a copy provided to the person concerned.
- This will provide clarification in cases where future DBS checks reveal information from the police about an allegation that did not result in a criminal conviction and it will help to prevent unnecessary re-investigation if, as sometimes happens, an allegation resurfaces after a period of time.
- Under no circumstances will a church worker carry out their own investigation into the allegation or suspicion of abuse.
- Whilst allegations or suspicions of abuse will normally be reported to the Safeguarding Lead the absence of the Safeguarding Lead or Deputy should not delay referral to the Children's Social Services Department if appropriate.
- It is, of course, the right of any individual as a citizen to make a direct referral to the Child Protection Agencies or seek advice from Thirtyone:Eight, although the Board of Directors hope that members of London Riverside Church will use this policy. If, however, the individual with the concern feels that the Safeguarding Lead and the Deputy has not responded appropriately, or where they have a disagreement with the Safeguarding Lead as to the appropriateness of a referral they are free to contact an outside agency direct. We hope by making this statement that the Board of Directors demonstrates the commitment of London Riverside Church to effective child protection.

4.3 Allegations of physical injury, neglect, emotional or financial abuse from a child, young person or vulnerable adult

- If a child, young person or vulnerable adult has a physical injury, a symptom of neglect or where there are concerns about emotional or financial abuse, the Safeguarding Concerns Action Flowchart must be followed (See Appendix 2).
- Parents / carers will be informed that it is our duty to act if we suspect that a child, young person or vulnerable adult we are looking after may have been abused.
- Parents / carers are advised that they should tell us if their child, young person or vulnerable adult has been involved in an incident which has resulted in an injury / bruising before leaving them at any London Riverside Church activity.
- If child, young person or vulnerable adult attending a London Riverside Church activity is involved in an accident / incident the parents/ carers will be informed when collecting them. Details of incidents are recorded. The parent / carer's signature will be required.

4.4 Allegations of Sexual Abuse

- In the event of allegations or suspicions of sexual abuse the Safeguarding Concerns Action Flowchart must be followed (See Appendix 2).
- Onward external referral details are : **Children's Social Services Department Duty Social Worker for children and families**
Or
Police Child Protection Team
- If for any reason it is unclear whether or not to contact Children's Social Services / Police, Thirtyone:Eight will offer advice. Thirtyone:Eight will confirm its advice in writing for future reference.
- DO NOT speak to the parent / carer or anyone else.

5. RECORD KEEPING

- All concerns, discussions and decisions made and the reasons for those decisions will be recorded in writing (**See Appendix 5**).
- The person making the entry will sign and date each record entry.
- If in doubt about recording requirements, staff should discuss with the designated Safeguarding Lead.
- London Riverside Church keep personal and / or developmental records on children attending our setting.
- The records include:
 - Full Name (name by which they are known, if different)
 - Address
 - Age / Date of Birth
 - Names of parents / carers, mobile and / or home, work telephone numbers
 - An emergency contact person and / or any other person authorised to collect the child
 - Information about the religion, ethnic origin, culture and language(s) spoken (if the child / parent / carer is prepared to provide this)
 - Their 'looked after' status
 - Information about health problems or other special requirements, e.g. diet that the child may require
 - Where deemed appropriate parents / carers will be informed of incidents concerning their child / vulnerable person.
- All decisions regarding disclosure of information or access to records will be made by the Church Safeguarding Lead or Deputy.
- Parents / carers will be informed that records will be kept and that their right to view them will be assessed on a case-by-case basis. If access is granted a private room will be provided for confidential reading.

- Where applicable, parents / carers have the right to decide which members of their family have access to their child's file. This should be in writing. • Where possible, records can be made available in the parent's community language.
- Where records include reports or communications from a third party, these documents will remain confidential unless the third party has agreed to them being open to the parent / carer.
- If access is sought by a parent / carer, but agreement to share the information cannot be obtained, the parent / carer will be given details about how to pursue their request for access.
- Records will be kept in confidence except in circumstances where this would be inconsistent with the Safeguarding Policy.
- Any disagreement regarding the factual content of the recorded entries that cannot be resolved informally, will be addressed through the Complaint's Procedure.
- All records relating to any safeguarding issue will be stored for the lifetime of anyone involved.

6. INTIMATE CARE

- Detailed definition can be found in the **Glossary of Terms**.
- London Riverside Church understand that all children have the right to be safe and to be treated with dignity, privacy and respect in relation to their bodies, appropriate to the child's age and situation.
- Parents have a responsibility to advise staff of the intimate care needs of their child and staff have a responsibility to work in partnership with children and parents.
- Adults working with children need to be sensitive to each child's individual needs.
- Adults carrying out intimate care should have passed the appropriate checks.
- Two adults will be present when intimate care is required.
- As much as possible promote independence whilst taking into consideration the child's age and development.
- Make sure that practice in intimate care is as consistent as possible.
- Be sensitive and responsive to a child's reactions. Always aiming to promote their self-image and checking they are comfortable with the procedures.
- If the child shows signs of dislike for a particular carer, try to find out why and consider changing responsibility to another carer.
- Any concerns are to be reported immediately.

7. MOBILE PHONES / INTERNET

- Staff will not use their mobile phone / camera whilst in contact with the children. The only exceptions made will be during trips / school pick-ups, when essential communication is necessary.
- All activities involving video communication (Zoom etc.) will be password protected with the password only made available to relevant/trusted people.

- During video communication (Zoom etc.) all settings are to be adjusted so that only input from the host, or what the host deems acceptable, is possible and all personal details are hidden.
- All video meetings are to be risk assessed and conducted in line with procedures outlined.
- We reserve the right to ask anyone to refrain from using a camera / phone-camera whilst in the church building if we feel it is being used inappropriately.

8. PHOTOGRAPHY

- Staff will not use pictures of children or colleagues on personal social networking and media accounts unless consent is given by the parent or individual.
- The London Riverside Church social networking and media accounts will use photography for publicity purposes only and with the consent of the parent(s) or individual.

9. FEMALE GENITAL MUTILATION (FGM)

- Detailed definitions and signs and symptoms of FGM can be found in the **Glossary of Terms**.
- It is illegal in the UK and a form of child abuse with long-lasting harmful consequences.
(Section 5B of the Female Genital Mutilation Act 2003)
- There is a FGM mandatory reporting duty to inform the police where they discover (either through disclosure by the victim or visual evidence) that FGM appears to have been carried out on a girl under 18 and have no reason to believe that the act was necessary for the girl's physical or mental health or for purposes connected with labour or birth.
- Those failing to report such cases will face disciplinary sanctions.
- It is rare that visual evidence is disclosed. No child should be examined by staff.
- The Safeguarding Lead and those involved in children's social care, as appropriate, should be informed.

(Section 5B of the FGM Act 2003, as inserted by section 74 of the Serious Crime Act 2015)

10. PREVENT

- Detailed definitions and signs and symptoms of radicalization can be found in the **Glossary of Terms**.
- As with other safeguarding risks, staff should be alert to changes in children's behaviour which could indicate that they may be in need of help or protection.
- Staff should use their judgement in identifying children who might be at risk of radicalization and act proportionately, which may include making a referral to the

Channel Programme.

- Should radicalisation concerns be observed the Safeguarding Concerns Action Flowchart must be followed (**See Appendix 2**).

Home Office Prevent eLearning

- Home Office Prevent eLearning is a program which focuses on providing support and a referral mechanism when concerns are identified (**See Appendix 9**).

11. THOSE WITH SPECIAL EDUCATIONAL NEEDS AND DISABILITIES

11.1 Children with Special Educational Needs and Disabilities (SEND)

- Details of what constitutes a Regulated Activity can be found in the Glossary of Terms.
- London Riverside Church should be made aware of any special educational needs and disabilities a child may have.
- Appropriate support which could include 1-1 working, observations, individual play plans can then be agreed.
- Record keeping will be kept in line with Ofsted requirements.

11.2 Adults with Special Educational Needs and Disabilities

- Detailed of what constitutes a Regulated Activity can be found in the **Glossary of Terms**.
- London Riverside Church comes into contact with vulnerable adults through the following activities: Ace Life activities and Sunday services.
- Whether staff, including volunteers, are involved in a regulated or unregulated activity, boundaries are what define the limits of the relationship between a worker and a vulnerable adult. They are a set of standards we agree to uphold that allows this necessary and often close relationship to exist while ensuring the correct detachment is kept in place.
- London Riverside Church expects workers to maintain the following boundaries:
- Giving and receiving gifts from vulnerable adults on an individual level. However, gifts maybe provided by the organisation as part of a planned activity.
- Personal, intimate relationships between a worker and a vulnerable adult who is attending a club or service is prohibited.
- Language used to a vulnerable adult shall always be up-lifting and appropriate.
- Punishment or any form of chastisement shall never be used.
- Passing on personal contact details is prohibited.
- Selling to or buying items from a vulnerable adult is prohibited.
- Accepting responsibility for any valuables on behalf of a vulnerable adult is prohibited.

(Department of Health 2011)

12. CONFIDENTIALITY

- London Riverside Church aim to work in partnership with parents and carers based on a common concern for the wellbeing of children.
- Confidentiality means that personal information will not be discussed with third parties who have no direct interest in the matter.
- Confidentiality is not to be confused with keeping secrets.
- Safeguarding children and vulnerable adults is paramount.
- Should the parent / carer wish to discuss something of personal significance about their child, staff will be available to do so in a timely fashion ensuring privacy is provided.
- It is important that all communications are open, honest, and based on clear boundaries relating to confidentiality, which are known and adhered to by all parties.
- All children, parents and carers have the right to respect, privacy and dignity.
- In almost all circumstances it will be appropriate to agree with the informant exactly who the information is to be shared with, and to pay due respect to their wishes, within the parameters of this policy.

13. STAFF TRAINING

- All staff members will undergo safeguarding training at induction. This will include reading the Safeguarding policy.
- Induction and training will be in line with advice from the London Safeguarding Children's Board. Appendix 8 is to be used to support training.
- All staff members will receive regular safeguarding updates annually or sooner to ensure they keep relevant skills and knowledge to safeguard children effectively.
- Staff will receive regular supervision which will provide them with support and coaching to promote the interests of the children.
- Each department will have a Safeguarding Coordinator and Deputy who must hold a full and relevant Safeguarding and Child Protection Level 3 qualification. They should have at least two years' experience of working in a setting or have other suitable experience.

13.1 Record of training

- All our staff will have a record of training and / or professional development which will be held by the Department Lead.

14. APPOINTMENT, SUPPORT, SUPERVISION & TRAINING OF LEADERS, WORKERS & VOLUNTEERS

- London Riverside Church will be breaking the law if we knowingly employ someone, including volunteers, into a regulated activity with a group from which they are barred from working. (Appendix 7).
- A barred person is breaking the law if they seek, offer or engage in regulated activity with a group from which they are barred from working.

- DBS checks are made to assist London Riverside Church in making safer recruitment and licensing decisions. However, a check is just one part of our robust recruitment practice.
- The DBS can't access criminal records held overseas. A DBS check may not provide a complete view of an applicant's criminal record if they have lived outside the UK. London Riverside Church will therefore make sure we have access to all the information available to enable us to make a safer recruitment decision.
- Individuals may be allowed to start work in unregulated activities before the DBS is available.
- Where an individual is due to start work which relates to a regulated activity before the DBS certificate is available, London Riverside Church will ensure that the individual is appropriately supervised and that all other checks, including a separate barred list check, have been completed.
(Department for Education 2016)
- To ensure all staff are appointed, inducted, trained, supported and supervised in accordance with the principles set out in this policy the Safeguarding Coordinators will be required to provide the Safeguarding Lead with regular updates.

15. SUPPORT TO THOSE AFFECTED BY ABUSE

- The Board of Directors are committed to offering pastoral care, working with statutory agencies as appropriate, giving support to those attending the church who have been affected by abuse.
- They will be made aware of this need as set out in the Safeguarding Action Flowchart **(See Appendix 2)**.

16. WORKING WITH OFFENDERS

- When someone attending the organisation is known to have abused children, young people or vulnerable adults, the Board of Directors will supervise the individual concerned and offer pastoral care.
- The Board of Directors will interview and set agreed boundaries for that person, which they will sign.
- The Board of Directors will make it clear that their commitment to the protection of children, young people and vulnerable adults is paramount.

17. RESIDENTIALS

- Any planned regulated activities which include one or more night's overnight stay will undergo appropriate risk assessments. This must include a Safeguarding assessment and planning.
- Prior to the regulated activity taking place the risk assessment and planning must be reviewed and approved by the Safeguarding lead and safeguarding deputy lead.

18. BOARD OF DIRECTORS POLICY APPROVAL

This Safeguarding Policy was adopted by resolution by the London Riverside Church Board of Directors.

Signed _____ Date _____ Gowan Wheeler

Signed _____ Date _____ Cynthia Gumbiti-Zimuto

Signed _____ Date _____ Martin Smith

19. GLOSSARY OF TERMS

DEFINITION OF A CHILD

In England a child is defined as anyone who has not yet reached their 18th birthday. Child protection guidance points out that even if a child has reached 16 years of age and is:

- living independently
- in further education
- a member of the armed forces
- in hospital; or
- in custody in the secure estate

They are still legally children and should be given the same protection and entitlements as any other child

(Department for Education, 2018a).

RECOGNISED CATEGORIES OF ABUSE

Abuse is a selfish act of oppression and injustice, exploitation and manipulation of power by those in a position of authority. This can be caused by those inflicting harm or those who fail to act to prevent harm. Abuse is not restricted to any socio-economic group, age, gender or culture.

It can be in the form of maltreatment of a child or adult, inflicting harm or failing to act to prevent harm by a family member or in an institutional or community setting by those known to them or, more rarely, by others (e.g. via the internet). They may be abused by an adult or adults or by another child or children.

There are five recognised categories of abuse.

1) Physical Abuse

- May involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child or vulnerable adult.

- Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child or vulnerable adult.

2) Emotional Abuse

- The persistent emotional maltreatment of a child or vulnerable adult such as to cause severe and adverse effects on the child or vulnerable adult's emotional development.
- It may involve conveying to a child or vulnerable adult 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 or vulnerable adult 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 or vulnerable adults.
- These may include interactions that are beyond a child or vulnerable adult's developmental capability as well as overprotection and limitation of exploration and learning, or preventing the child or vulnerable adult participating in normal social interaction.
- It may involve seeing or hearing the ill-treatment of another.
- It may involve bullying (including cyberbullying), causing children or vulnerable adults frequently to feel frightened or in danger, or the exploitation or corruption of children or vulnerable adults.
- Some level of emotional abuse is involved in all types of maltreatment of a child or vulnerable adult, although it may occur alone.

3) Sexual Abuse

- Involves forcing or enticing a child, young person or vulnerable adult 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, 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 or vulnerable adult in preparation for abuse (including via the internet).
- Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse.

4) Neglect

- The persistent failure to meet a child or vulnerable adult's basic physical and / or psychological needs, likely to result in the serious impairment of the child or vulnerable adult'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:
- Provide adequate food, clothing and shelter (including exclusion from home or abandonment);

- Protect a child from physical and emotional harm or danger;
- Ensure adequate supervision (including the use of inadequate care-givers);
- Ensure access to appropriate medical care or treatment.
- It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

(Department for Education 2016)

5) Financial (or Material) Abuse

- This includes theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

(Department of Health 2000)

LONDON RIVERSIDE CHURCH

Where this policy mentions the activities of London Riverside Church it is an umbrella term which covers all the activities of the church including (but not exclusively) the following meetings or outreaches:

- Minikids (children aged 1-4)
- Little Footprints (mums and toddlers)
- Tenacious on Sundays (children aged 4-11)
- Apex (school year 7-13)
- Main meetings on Sundays
- Ace Life (adults with learning difficulties)
- Residential for any group
- Connect Groups
- Social Acton / Store City (food bank)
- Ex-Offender outreach
- All weekday courses and activities

LOOKED AFTER CHILDREN

- The most common reason for children becoming looked after is as a result of abuse and / or neglect.
- Appropriate staff will have information regarding the child's looked after legal status (whether they are looked after under voluntary arrangements with consent of parents or on an interim or full care order) and pick up responsibilities with those with parental responsibility.
- Where appropriate, staff should also have information about the child's care arrangements and the levels of authority delegated to the carer by the authority looking after him / her.
- The designated Safeguarding Lead should have details of the child's social worker and the name of the child's school head that looks after the child.

(Department for Education 2016)

INTIMATE CARE

- Intimate personal care includes hands-on physical care in personal hygiene, and physical presence or observation during such activities.
- Intimate personal care tasks can include: body bathing other than to arms, face and legs below the knee, toileting, wiping and care in the genital and anal areas, dressing and undressing, application of medical treatment, other than to arms, face and legs below the knee, support with the changing of sanitary protection.

FEMALE GENITAL MUTILATION (FGM)

- FGM comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs.

PREVENT

- During the process of radicalization it is possible to intervene to prevent vulnerable people being radicalized.
- Radicalization refers to the process by which a person comes to support terrorism and forms of extremism.
- There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. It can happen in many different ways and settings.
- Specific background factors may contribute to vulnerability which are often combined with specific influences such as family, friends or online, and with specific needs for which an extremist or terrorist group may appear to provide an answer. The internet and the use of social media in particular has become a major factor in the radicalization of young people.
- Staff will be trained in line with the Channel Strategy (part of Prevent) to assess the vulnerability of individuals to be drawn into terrorism. They will be given clear information regarding how to report concerns once identified.

CHILDREN WITH SPECIAL EDUCATIONAL NEEDS AND DISABILITIES (SEND)

- They can face additional safeguarding challenges. We recognize that additional barriers can exist when recognizing abuse and neglect in this group of children.
- These can include:
 - Assumptions that indicators of possible abuse such as behavior, mood and injury relate to the child's disability without further exploration;
 - The potential for children with SEND and disabilities being disproportionately impacted by behaviors such as bullying, without outwardly showing any signs; and
 - They may have communication barriers and difficulties in overcoming these barriers.

Regulated activities Includes providing:

- Teaching, training, instructing, caring for or supervising children if the person is unsupervised, or providing advice or guidance on well-being, or driving a vehicle only for children
- Personal care includes helping a child, for reasons of age, illness or disability, with eating or drinking, or in connection with toileting, washing, bathing and dressing
- Health care for children provided by, or under the direction or supervision, of a regulated health care professional.

ADULTS WITH SPECIAL EDUCATIONAL NEEDS AND DISABILITIES

A vulnerable adult is a person aged 18 years or over who may be unable to take care of themselves or protect themselves from harm or from being exploited.

This may include a person who:

- Is elderly and frail
- Has a mental illness including dementia
- Has a physical or sensory disability
- Has a learning disability
- Has a severe physical illness
- Is a substance misuser
- Is homeless

Regulated activities Includes providing:

- A regulated activity excludes any activity carried out in the course of family relationships, and personal, non-commercial relationships.
 - Family relationships involve close family (e.g. parents, siblings, grandparents) and relationships between two people who live in the same household and treat each other as family.
 - Personal, non-commercial relationships are arrangements where either no money changes hands, or any money that does change hands is not part of a commercial relationship (for example, gifting a friend money for petrol after they have driven you to the hospital), and the arrangement is made between friends or family friends
- There are six categories within the definition of regulated activity.
 - Providing health care. This includes first-aid and counselling
 - Providing personal care. This includes providing an adult with physical assistance with eating or drinking, going to the toilet, washing or bathing, dressing, oral care or care of the skin, hair or nails. - Providing social care.
 - Assisting with general household matters. This includes managing the person's cash, paying the person's bills, or shopping on their behalf.
 - Assisting in the conduct of persons own matters /affairs

- Conveying. This includes any drivers and any assistants who transport an adult because of their age, illness or disability to or from places where they have received, or will be receiving, health care, relevant personal care or relevant social work

20. REFERENCES

- Thirtyone:Eight <https://thirtyoneeight.org>
- The Children's Act (1989) <http://www.legislation.gov.uk/ukpga/1989/41/contents>
- Department of Health (2000) No secrets: Guidance on developing and implementing multi-agency policies and procedures to protect vulnerable adults from abuse https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/194272/No_secrets_guidance_on_developing_and_implementing_multiagency_policies_and_procedures_to_protect_vulnerable_adults_from_abuse.pdf
- Female Genital Mutilation Act (2003) within the Serious Crime Act (2015) <http://www.legislation.gov.uk/ukpga/2015/9/part/5/crossheading/female-genitalmutilation/enacted>
- Department of Health (2011) Regulated activity (adults). The definition of 'regulated activity' (adults) as defined by the Safeguarding Vulnerable Groups Act 2006 from 10th September 2012. https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/216900/Regulated-Activity-Adults-Dec-2012.pdf
- Department for Education (2018) Working Together to Safeguard Children https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/942454/Working_together_to_safeguard_children_inter_agency_guidance.pdf
- Department for Education (2020) Keeping Children Safe in Education <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>
- Disclosure and Barring Services <https://www.gov.uk/guidance/dbs-check-requests-guidance-for-employers>
- Disclosure and Barring Services – A guide to adult workforce roles https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/577320/Adult_workforce_guidance_v9.0_111216.pdf
- Disclosure and Barring Services – A guide to child workforce roles https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/577077/Child_workforce_guidance_v9.0_091216.pdf

21. APPENDIX

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APPENDIX 1 - STAFF CAPABILITY TO SAFEGUARD CHILDREN IN EARLY YEARS OR CHILDCARE SETTING

If an allegation is made by a parent, child or other practitioner against a member of staff, or a child is lost or goes even temporarily missing you **MUST** adhere to the following procedure:

- **DO NOT DISCUSS THE ALLEGATION WITH ANYONE. DO NOT START TO INVESTIGATE UNTIL ADVISED TO BY THE LADO**
- **Complete Part 1 of the LADO Referral Form** and email to LADO@lbbd.gov.uk &/or mike.cullern@lbbd.gov.uk &/or lorraine.giles@lbbd.gov.uk
- This must be done within 24 hours of receiving the allegation
- Follow up your referral with a telephone call to ensure the referral has been received and to discuss the next step
- If you are not sure you can have a telephone consultation.

Safeguarding Lead for Education and Delegated LADO for Education and Early Years **Mike Cullern 020 8227 3934 or 07875 993 857**

Safeguarding Manager and LADO (Local Authority Designated Officer) non-education
Lorraine Giles 020 8227 2265

- The LADO will then discuss with you about how to proceed.
- The LADO will discuss the options available, including advice on the position of the member of staff and whether suspension or other steps should be considered to safeguard the child and staff member, as well as what to tell the parents.
- You must **NOT** discuss any of the details of the allegation with the member of staff or anyone else either inside or outside the setting – the LADO will advise you if you can tell them that an allegation has been made and what Child Protection procedures must be followed – in some circumstances you may be advised that you cannot tell them anything at this stage.
- If advised to complete a MARF access via the link below:
- <https://www.lbbd.gov.uk/report-a-serious-concern-about-a-child-marf-forprofessionals> or call 0208 227 3811 (MASH)
- A strategy meeting may then be arranged.
- You must inform Ofsted.
- You may be invited to a strategy meeting which you must attend. A member of the early year's team will accompany you.
- You may be asked to conduct your own internal investigation once a decision has been made by the LADO and you have the advice in writing.

It is essential that you follow the steps above and that regardless of how trivial or serious you think the allegation, or the Safeguarding issue is, that you do not delay in contacting the LAD

APPENDIX 2 - LONDON RIVERSIDE CHURCH ACTION FLOWCHART

APPENDIX 3 - NAMED SAFEGUARDING INDIVIDUALS

	Named Individual
Church Safeguarding Lead	Cynthia Gumbiti-Zimuto
Church Safeguarding Deputy Lead	Martin Smith
Ace Life	
Safeguarding Coordinator	Martin Smith
Safeguarding Deputy Coordinator	Gladys Ediale
Apex	
Safeguarding Coordinator	Reg Awoliyi
Safeguarding Deputy Coordinator	Moira Hall
Little Footprints	
Safeguarding Coordinator	Abby Dada
Safeguarding Deputy Coordinators	Tasha Adeseye, Sarah Riley
Tenacious BigKidz	
Safeguarding Coordinator	Abby Dada
Safeguarding Deputy Coordinators	Hannah Smith, Yvette Kemawor
Tenacious MiniKidz	
Safeguarding Coordinator	Abby Dada
Safeguarding Deputy Coordinators	Veronica Beserve, Atinuke Adeoti
Social Action	
Safeguarding Coordinator	Megan Charles
Safeguarding Deputy Coordinator	Sandra Smith
Tenacious in Hostels	
Safeguarding Coordinator	Abby Dada
Safeguarding Deputy Coordinator	Abi Riley
Ministry to (ex) Prisoners	
Safeguarding Coordinator	Martin Smith
Safeguarding Deputy Coordinator	Richard Kashoro
Connect Groups	

Safeguarding Coordinator	Ade Ayoko
Safeguarding Deputy Coordinator	Martin Smith

Please note: the contact details for all these people can be located on ChurchSuite
APPENDIX 4 - WHAT TO DO IF YOU HAVE CONCERNS ABOUT A CHILDS WELFARE 2020

Record your concern: noting date, time, what you saw or what you were you told. Use a body map to record unexplained marks etc., and add your signature

Report these concerns to your Nominated Safeguarding Officer

The **Nominated Safeguarding Officer** must discuss the concerns with:

Children’s Services Duty and Assessment Team

LBBd Multi Agency Safeguarding Hub (MASH) 0208 227 3811

Or

Out of hours duty team from 4:45pm to 9am, Monday to Friday, weekends and bank holidays 0208 594 8356

You may be advised to complete an Early Help online referral via the following link: <https://www.lbbd.gov.uk/early-help-for-professionals-working-with-children> (Please see threshold guidance for Early Help via the following link: <http://newsite.bardagls cb.co.uk/wp-content/uploads/2019/01/BDSCB-Threshold-document-2019.pdf>)

Or

Advice will be given whether to complete a Multi-Agency Referral Form (MARF) You must complete the online MARF via the link below:

<https://www.lbbd.gov.uk/report-a-serious-concern-about-a-child-marf-forprofessionals>

Contact information for MASH team:

childrenss@lbbd.gov.uk **0208 227 3811**

You must ensure you receive confirmation of the receipt of the MARF within three days. It is your duty to follow this up.

When you contact the Out of Hours Duty Social Worker on 0208 594 8356 you must ask for Emergency Duty Social Worker. This call will go through to a central call centre and there may be a delay before you can speak to a social worker.

If you have any concerns about a child's safety and parental responsibility at the time of collection you must contact the police on 999 immediately.

REMEMBER Recognise Respond Report Record Receipt

APPENDIX 5 - RECORD OF CONCERN FORM

This form is to be used if you have a safeguarding incident, concern or disclosure. It is important to write exactly what has been said to you or what you have observed. Where necessary, please use the body map overleaf.

Date of Incident, Concern or Disclosure:

Name of Person:

Date of Birth:

Person initiating concern (please tick)

- Child (disclosure)
- Adult (disclosure)
- Department worker / volunteer
- Department leader
- Parent
- Carer
- Anonymous
- Other (Please specify) _____

Please record what the person said or did, what you observed and what you said to the person:

Your Name:

Signature:

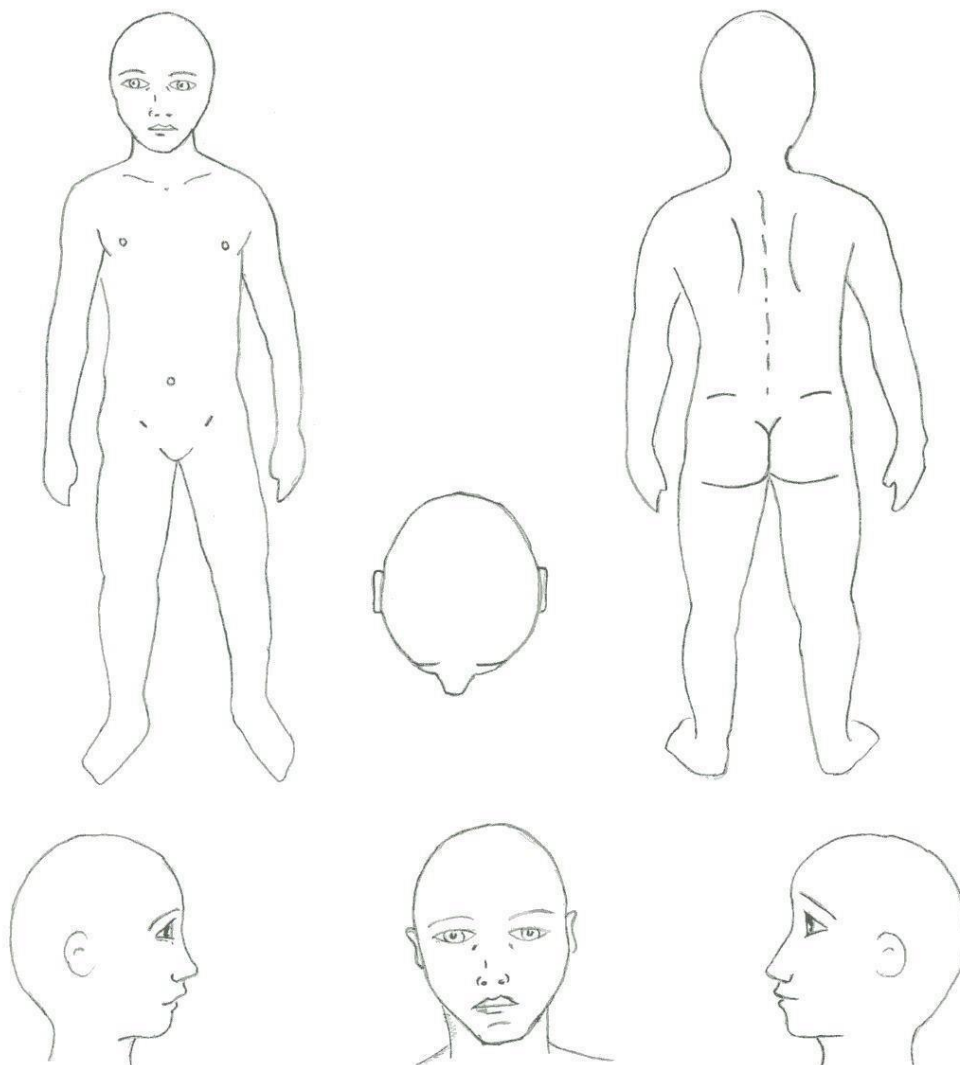
Date:

Action taken:

Your Name:

Signature:

Date:



Your Name:

Signature:

Date:

APPENDIX 6 - PREVENT DUTY

Record and Report by completing steps 1 to 3

<p>1</p>	<p align="center">Radicalisation and/ or Extremism Concern</p> <p>Shelina Khatun Prevent Education Officer</p> <p>Email: shelina.khatun@lbbd.gov.uk Phone: 020 8227 3217 Mobile: 07970 788985</p> <p>Contact Shelina Khatun, for advice regarding concerns about individuals or families who may be vulnerable to radicalisation or extremism.</p>
<p>2.</p> <p>and / or</p>	<p align="center">Child Protection Concern Related to Radicalisation and/or Extremism</p> <p>Report concerns to:</p> <p>Children’s Services Duty and Assessment Team MASH Phone 0208 227 3811</p> <p>Out of Hours Emergency Duty Social Worker after 4:45pm Phone 0208 594 8356</p> <p>If advised to complete a Multi-Agency Referral form (MARF) access via the link below: https://www.lbbd.gov.uk/report-a-serious-concern-about-a-child-marf-for-professionals</p> <p>MASH will refer onto the police.</p> <p align="center">Staff Capability to Safeguard Children Related to Radicalisation and/or Extremism</p> <p>If there are associated concerns related to a member of staff report to the Local Authority Designated Office (LADO) Lorraine Giles 020 8227 2265</p> <p>Safeguarding Lead for Education and Delegated LADO for Education and Early Years Mike Cullern 020 8227 3934 or 07875 993 857</p> <p>Complete LADO referral form and email to LADO@lbbd.gov.uk & mike.cullern@lbbd.gov.uk</p> <p>Followed up with an email</p>
<p>3.</p>	<p>Inform Ofsted 03001231231 Follow up with an email.</p>

Concerns regarding an imminent threat contact the Anti-terrorist Hotline 0800 789 321
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APPENDIX 7 - DISQUALIFICATION UNDER THE CHILDCARE ACT 2006

Self-Disqualification

Under section 76(3) schools/ early years settings are prohibited from employing a disqualified person in connection with relevant childcare provision. This is set out in the [relevant offences](#) and orders section of the guidance. (Unless the individual in question has been granted a waiver by Ofsted for the role they wish to undertake.)

As part of 'Safeguarding' and 'Safer Recruitment' procedures, settings must ensure that safeguarding procedures are followed if there is reason to believe a practitioner, volunteer, student, trustee or committee member is or may be disqualified from working with children in the early years.

Please see information below

1 Information:

A member of staff has disclosed a conviction on the offences and orders list on a 'selfdisclosure form'

Or

You receive information that may mean that any member of staff, student or volunteer, is or may become disqualified

2 Record:

If told verbally, information received needs to be recorded, noting date, time, what you were you told/heard, what you saw or read

Complete Part 1 of the LADO Referral Form and email to;

LADO@lbbd.gov.uk & mike.cullern@lbbd.gov.uk

- This must be done within 24 hours of receiving the information
- Follow up your referral with a telephone call to ensure the referral has been received and to discuss the next step
Local Authority Designated Office (LADO)
Lorraine Giles: 020 8227 2265
Safeguarding Lead for Education and Delegated LADO for Education and Early Years
Mike Cullern: 020 8227 3934 or 07875 993 857
- The LADO will then discuss with you about how to proceed.

- The LADO will discuss the options available, including advice on the position of the member of staff and whether suspension or other steps should be considered to safeguard the children as well as what to tell the parents.
- You must inform Ofsted 03001231231
- When you are 'satisfied' that the individual is 'disqualified' from working with children in the early years you must inform them of this and its implications.

It is essential that you follow the steps above regardless of how trivial or serious you think the information, or the safeguarding issue is. Contact the LADO immediately. If you believe there is an immediate threat to children follow the appropriate safeguarding procedures.

APPENDIX 8 - LRC BASIC SAFEGUARDING AWARENESS GUIDE

Remember if you are concerned:

Recognise Respond Report Record Receipt

Recognised categories of abuse

Abuse is a selfish act of oppression and injustice, exploitation and manipulation of power by those in a position of authority. This can be caused by those inflicting harm or those who fail to act to prevent harm. Abuse is not restricted to any socioeconomic group, age, gender or culture.

It can be in the form of maltreatment of a child or adult, inflicting harm or failing to act to prevent harm by a family member or in an institutional or community setting by those known to them or, more rarely, by others (e.g. via the internet). They may be abused by an adult or adults or by another child or children.

There are five recognised categories of abuse.

- 1) Physical Abuse
- 2) Emotional Abuse
- 3) Sexual Abuse
- 4) Neglect
- 6) Financial (or Material) Abuse

Common signs of abuse

There are some common signs that can indicate that there may be something concerning happening in a child's, young persons or vulnerable adult's life. These can include:

- unexplained changes in behavior or personality
- unexplained injuries

- becoming withdrawn
- seeming anxious
- becoming uncharacteristically aggressive
- lacks social skills and has few friends, if any
- poor bond or relationship with a parent
- knowledge of adult issues inappropriate for their age
- running away or going missing
- always choosing to wear clothes which cover their body.

These signs don't necessarily mean that there is abuse happening, there may be other things happening in their life which are affecting their behavior – but they can be indicators which shouldn't be ignored.

You may also notice some behavior from adults who you know have children in their care, which makes you concerned for the child/children's, young persons or vulnerable adults safety and wellbeing.

What should I do if I have a concern about someone?

Whether you serve as a volunteer within LRC or are paid LRC staff, you are considered a valued member of LRC staff and so if you are concerned or alerted to a possible Safeguarding concern we need you to take the following actions:

Response:

- If it is something you observed don't approach or discuss your concerns with the individual.
- If an individual has shared with you something which you are concerned may be a Safeguarding concern offer the person support but do not investigate the matter yourself.

Record:

- Write down what you have noticed /been told as soon as you can and include the person's name and time/date of when you were alerted.
- We ask that you use the form included in the LRC Safeguarding policy to record your concern.

Report:

- Each department has a Departmental Safeguarding Coordinator and Deputy Coordinator. Immediately / as soon as you can, inform one of them of your concerns sharing with them your written record.
- If you don't know who this is you will find the name in the LRC Safeguarding policy.

Receipt:

- The Departmental Safeguarding Coordinator and Deputy Coordinator will then escalate the matter to the LRC Safeguarding lead and or deputy led.

This is a basic Safeguarding guide only and does not remove the need for all our staff to read the LRC Safeguarding policy. This is available on the LRC website and contains links to other e-learning resources you may need to complete.

Once you have read the policy please inform your department lead. Don't forget to ask them any questions you may have!

APPENDIX 9 - PREVENT E-LEARNING

Awareness programmes for staff to complete

Prevent Awareness

This offers an introduction to the Prevent duty, and explains how it aims to safeguard vulnerable people from being radicalized to supporting terrorism or becoming terrorists themselves. <http://www.elearning.prevent.homeoffice.gov.uk>

Prevent Referrals

This package builds on the Prevent awareness eLearning training. It is designed to make sure that when we share a concern that a vulnerable individual may be being radicalized, that the referral is robust, informed and with good intention, and that the response to that concern is considered, and proportionate.

<https://www.elearning.prevent.homeoffice.gov.uk/preventreferrals>

Channel Awareness

This training package is for anyone who may be asked to contribute to, sit on, or even run a Channel Panel. It is aimed at all levels, from a professional asked to input and attend for the first time, to a member of staff new to their role and organizing a panel meeting. <https://www.elearning.prevent.homeoffice.gov.uk/channelawareness>

END.