



Safeguarding Policy for Children and Vulnerable Adults

**Ebley Chapel
Chapel Lane
Ebley
Stroud
GL5 4TD**

Charity Number 232674

Ebley Chapel Leadership and Membership is mindful of the teaching in Holy Scripture regarding the nurture of the young and the care that should be extended to those in our midst, who may be vulnerable in any way. Jesus himself reminds us in Matthew 19:14 that “the kingdom of heaven belongs to such as these.”

We believe that each person is made in the image of God and is uniquely loved by Him, and are committed to the nurture, protection and safeguarding of all, especially young children, young people and vulnerable adults.

The UN Convention on the Rights of the Child stipulates that, “children have the right to be protected from all forms of violence. They must be kept safe from harm. They must be given proper care by those looking after them”. The Children Act 2004 places a duty on organisations to safeguard and promote the wellbeing of children. In accordance with legal requirements and biblical principles, we at Ebley Chapel, commit ourselves to this safeguarding policy and to the development of sound procedures to ensure we implement our policy well.

Definitions:

- A child is anyone under the age of 18.
- A vulnerable adult is anyone over the age of 18, who due to disability, mental function, age or illness or traumatic circumstances, may not be able to take care or protect themselves from significant harm or exploitation.
- Categories and possible signs of abuse are laid out on attached *appendix 1* page.

When does this policy and practices apply

This guidance should be used for all activities involving children or vulnerable adults, either within the chapel building or in other locations but carried out on behalf of the chapel. These policies and practices do not apply to private arrangements made by young people, parents, carers, or other adults or activities organised by an organisation outside of the chapel. If you are not sure whether an activity falls within the policy and practices of the chapel, please consult a safeguarding co-ordinator or chapel leader for advice

Prevention and reporting of abuse

It is the duty of each member of Ebley Chapel to help prevent the abuse of children and adults at risk and respond to concerns about the wellbeing of children and adults at risk. Any abuse disclosed, discovered or suspected will be reported in accordance with our procedures. The chapel will fully co-operate with any statutory investigation into any suspected abuse linked with the chapel.

Safer recruitment, support and supervision of workers

Ebley Chapel will exercise proper care in the selection and appointment of those working with children and adults at risk, whether paid or voluntary. All workers will be provided with appropriate training, support and supervision to promote the safe keeping of children and adults at risk. All workers will be checked by the DBS.

Respecting children and adults at risk

Ebley Chapel will expect a standard of behaviour for all who are appointed to work with children and adults at risk so that all children and adults are shown the respect that is due to them. Anyone displaying behaviour deemed to be of concern to the leadership will be removed from working with children and vulnerable adults.

Safer working practices

Ebley Chapel is committed to providing an environment that is as safe as possible for children and adults at risk and will adopt ways of working with them that promote their safety and wellbeing. This includes the development of procedures and guidelines to cover all activities engaged with children and vulnerable adults.

A safer community

Ebley Chapel is committed to the prevention of bullying. We will seek to ensure that the behaviour of any individuals who may pose a risk to children, young people and adults at risk in the community of the chapel is managed appropriately.

Safeguarding contacts at Ebley Chapel

The chapel has appointed the following individuals to form part of the chapel safeguarding team:

Safeguarding Co-ordinator Tineke Juggins - **Phone Number** 07748415268.

Safeguarding Co-ordinator Beatrice Whiddett - **Phone Number** 07592816443

Will along with the safeguarding policy lead work together to implement the safeguarding policy. Recruit volunteers within the Jam Club team and other groups that may work with vulnerable groups. Will advise the chapel leadership on any matters related to safeguarding of children and adults at risk and take the appropriate action when abuse is disclosed, discovered or suspected. Complete the first level of documentation when a situation is brought to their attention and pass to the safeguarding policy lead to follow up and action as required.

Safeguarding Policy Lead Susan Holder

Will raise the profile of safeguarding within the chapel and oversee and monitor the implementation of the safeguarding policy and procedures on behalf of Ebley Chapel Leadership team. Will oversee and advise co-ordinators on training, documentation, actions arising and completion of DBS checks.

Phone Number 07581312006..... **Email address.** holdersusan3@gmail.com

Countess of Huntingdon Connexion Trustee for safeguarding – C/O David Lockett

Phone Number 01992 445707

Email address: David@cofhconnexion.org.uk

Putting our policy into practice

- Each worker with children and /or adults at risk will be given a full copy of the safeguarding policy and relevant procedures and will be asked to sign to confirm that they will follow them. All workers will undergo a DBS check.
- A full copy of the policy and procedures will be made available on request to any member of, or other person associated with the chapel.
- The safeguarding team will perform a yearly check to ensure this policy is and all procedures are followed.
- Ebley Chapel will be reminded of this policy annually at the church AGM, together with a report on the outcome of the annual safeguarding reviews.
- Ebley Chapel Leadership team will review this policy and all procedures every three years to ensure they are updated, relevant and reflect the best practice,
- A copy of the completed **CCPAS safeguarding poster** will be available on a noticeboard inside the chapel building.

What is Abuse?

In England the following four types of abuse are named in legislation relating to children and adults. Other forms of abuse including Spiritual abuse has more recently been recognised. Abuse and neglect can take many forms, and this list isn't intended to be an exhaustive list.

Physical Abuse

The deliberate use of physical force by one person against another to cause harm, including assault, hitting, pushing, shaking, throwing, burning, scalding, drowning, suffocating, misuse of medication and restraint. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness of a child or adult.

Emotional/Psychological Abuse

Any persistent emotional ill treatment that is likely to cause severe and long-lasting adverse effects on someone's emotional development. Including: conveying to a child they are worthless, unloved or inadequate, frequently causing someone to feel frightened, humiliation, threats of harm or abandonment, coercion, intimidation, isolation, harassment and cyber bullying.

Neglect

The persistent failure to meet a person's basic physical or emotional need which is likely to have a serious negative impact on their health or development. Including ignoring medical, emotional or physical care needs; failure to provide access to appropriate health care, support or educational services, not meeting basic needs such as food, warmth and shelter.

Sexual Abuse

Any behaviour perceived to be of a sexual nature which is unwanted or takes place without consent or understanding. Including forcing or enticing a child to take part in sexual activities, rape, sexual harassment, indecent exposure, sexual assault, sensual photography and inappropriate looking, touching or sexual teasing.

Spiritual Abuse

The abuse of power or authority within a framework of spiritual belief or practice to satisfy their own needs at the expense of others. In the case of children this might include being labelled 'evil', 'demon possessed' or a 'witch', often accompanied by inappropriate spiritual activity and feeling compelled to make spiritual or lifestyle decisions due to the pressure of those in religious authority.

Financial or material abuse

Including theft, fraud, coercion in relation to finances including wills, property, inheritance or transactions and misuse of possessions or benefits.

Domestic Abuse

Includes control and coercion, psychological, physical, sexual, financial abuse and so called 'honour' based violence.

Modern Slavery

Including forced labour and domestic servitude, human trafficking and coercion, deceiving or forcing someone into a life of abuse, servitude and inhumane treatment.

Discriminatory abuse

Includes harassment, slurs and unfair treatment based on race, gender and gender identity, age, disability, sexual orientation or religion.

Organisational abuse

Including neglect and poor care because of the structure, policies, processes and practices within an institution, care setting or by those providing care services in someone's own home.

Self-neglect

Neglecting to care for personal hygiene, health or surroundings is included in self-neglect.

Signs of Possible Abuse

The following signs could be indicators that abuse has taking place but should be taken in context of the child or vulnerable adults' whole life. They follow the main categories of abuse that are recognised for children and adults however the signs and indicators for these and the other categories often overlap.

Physical

Injuries not consistent with the explanation given for them
Injuries that occur in places not normally exposed to falls, rough games, etc
Injuries that have not received medical attention.
Reluctance to change for or participate in games or swimming.
Repeated urinary infections or unexplained tummy pains.
Bruises on babies, bites, burns, fractures etc. which do not have an accidental explanation. *
Cuts, scratches/substance abuse. *

Sexual

Any allegations made concerning sexual abuse.
Excessive preoccupation with sexual matters and detailed knowledge of adult sexual behaviour
Age-inappropriate sexual activity through words, play or drawing
Child who is sexually provocative or seductive with an adult.
Inappropriate bed-sharing arrangements at home.
Sexual texts or pictures on phone.
Unexplained gifts or money or alluding to a secret that cannot be disclosed.
Severe sleep disturbances with fears, phobias, vivid dreams or nightmares, sometimes with overt or veiled sexual connotations.
Eating disorders- anorexia, bulimia. *

Emotional

Changes or regression in mood or behaviour, particularly where a child is withdrawn or becomes clinging.
Depression, aggression, extreme anxiety.
Nervousness, frozen watchfulness.
Obsessions or Phobias
Sudden under achievement or lack of concentration
Inappropriate relationships with peers and/or adults.
Attention seeking behaviour.
Persistent tiredness.
Running away/stealing/lying

Neglect

Changes in physical appearance and behaviour.
Under nourishment, weight loss, failure to grow, constant hunger, stealing or gorging on food
Untreated illness
Inadequate care, e.g. deterioration in physical hygiene inadequate clothing

*These indicate the possibility that a child or young person is self-harming.

Financial harm and abuse

Notice personal possessions have gone missing.
Unexplained lack of money or ability to maintain typical lifestyle.
Unusual interest from friends, carers or family members in someone's finances or possessions.
Concerns about person appointed to manage finances of someone who doesn't have capacity.

Guidelines for Jam Club (Sunday School) Ages 4-11

Overall

As a Jam Club leader or helper, you have the privilege and responsibility for caring and teaching our youngest members about our Heavenly Father. We hope you enjoy your role. If you have any concerns, questions or comments please contact your ministry team leader.

Ministry Team Leader Tineke Juggins Phone Number 07748415268

Duties prior to Service

- Agree between the leaders and helper who is responsible for which part of the session.
- Prepare the session.
- Arrive early and set up the room
- Ensure the room is clean, tidy and safe.
- Prepare the teaching materials

Safeguarding Procedures

- There should always be at least two DBS checked (one must have enhanced DBS), and church approved leaders/helpers on duty. All Jam club leaders/helpers must complete and update the basic safeguarding course as arranged (and paid for) by the chapel leadership team
- Parents are welcome to stay in with their children but must not be left alone with the other children
- No unauthorised persons should be in Jam Club or walking through Jam Club during session.
- Take a register each week of who attends.
- If a child needs the toilet check whether they can go themselves. It is the leader's responsibility to ensure they are safe whilst they use the toilet and handwashing facilities and that they return to the Jam club room straight afterwards.
- Check with parents if food is going to be given out during the sessions.
- Photos are not to be taken or used without permission of parent/guardian
- Be aware of any special needs of the children in your care

Jam Club Leaders Conduct

- Respect the children and listen to what they say
- Ensure that any touching is appropriate.
(Appropriate touching examples - administering first aid, holding hands (Initiated by adult) to lead around. Arm around shoulder to comfort)
(Inappropriate touching examples - kissing, stroking, hair brushing, hugging, sitting child on lap/knee, lifting or carrying)
- Provide a safe environment where the children are cared for and nurtured. Ensure boundaries and good discipline are maintained for the welfare of the children and the safety of all.
- Have fun!

New Children

- If new children attend Sunday School without a parent/guardian or responsible adult present in the building, take their names, contact details/emergency contact details so that the club leader can contact parents and seek permission for them to come to Jam Club.

Clear Up

- Ensure that everything is put away neatly. Other groups use the building during the week so nothing should be left out on the tables or obstruct the floor.
- Hoover the room if necessary.