



Safeguarding Policy

27th October 2017

Safeguarding Policy

Safeguarding is taken seriously by soulcity church.

We acknowledge children's and adults right to protection from abuse, regardless of gender, ethnicity, disability, sexuality or beliefs.. We consider that the welfare of children is paramount. We will follow legislation, statutory guidance and recognised good practice in order to protect vulnerable people in our church. We will seek to establish a caring environment in which there is an informed vigilance about the dangers of abuse. We will implement, maintain and regularly review the procedures outlined in this policy, which are designed to prevent and to be alert to abuse. We will appoint a Safeguarding Coordinator who will have specific responsibilities for safeguarding, although we recognise that safeguarding is a whole church responsibility.

The Safeguarding Coordinator is the person to whom all concerns or allegations should be addressed. In the absence of the Safeguarding Coordinator, the Senior Pastor should be contacted. Their contact details can be found in Key Contacts.

We will organise activities in such a way as to promote a safe environment and minimise the risk of harm to children and adults. We will follow a safer recruitment process for the selection and appointment of people to work with children or adults at risk, whether voluntary or paid.

We are committed to providing support, supervision, resources and training to those who work with children and adults. We will use rigorous and careful supervision to protect people from the risks associated with known offenders within the congregation, including implementing contracts with known offenders and those who have been assessed as posing a risk.

We believe that domestic abuse in all its forms is unacceptable and inconsistent with a Christian way of living and recognise that it can affect both adults and children. All concerns and allegations of abuse will be responded to appropriately, including referring to the statutory authorities if necessary.

We will co-operate with the statutory authorities in any investigation, will follow multi-agency decisions and will maintain confidentiality of any investigations to those directly involved. We will refer concerns about staff and volunteers that meet the relevant criteria to the Local Authority Designated Officer.

Our Safeguarding Policy Statement is attached as Appendix 1.

Aim and purpose of this policy

The purpose of the policy is to ensure that the welfare of children is understood and promoted at all times. In Soulcity Church we understand that the welfare of the child is paramount.

We strive to ensure that all children regardless of their age, gender, ability, culture, race, language, religion or sexual identity are protected from harm in all its forms. All staff and volunteers have an equal responsibility to act on concerns, suspicions or disclosures that lead them to suspect or understand a child may be at risk of harm.

As part of our duty of care we also work to ensure that pupils and staff involved in safeguarding and child protection issues receive appropriate support.

Who this policy applies to

This policy is approved and endorsed by the Trustees and applies to:

- all those who attend our church
- our trustees and staff (paid and volunteers)

The policy and procedures should be interpreted in the light of the most recent soulcity good practice guidance.

The term 'children' refers to those under the age of 18 years.

Safeguarding Definition

Safeguarding and promoting the welfare of children is defined for the purposes of this guidance as: protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes.

("Working Together to Safeguarding Children" DfE 2015)

Child Protection Definition

Child Protection is a part of the safeguarding agenda. It refers to the action that is required to be undertaken to protect children who are suffering, or are likely to suffer, significant harm.

Duty of care and confidentiality

We have a duty of care to all beneficiaries of the church, whether adults or children. We will maintain confidentiality at all times, except in circumstances where to do so would place the individual or another individual at risk of harm.

Preventing abuse

The church will appoint Safeguarding Coordinator for safeguarding children and adults. A job description is attached as Appendix 2.

Activities will be organised in accordance with soulcity good practice guidelines so as to promote a safe environment and healthy relationships, whilst minimising opportunities for harm, misunderstanding or false accusation. For each event, risk assessments will be carried out, appropriate consent forms will be used (for children's activities), appropriate records will be kept and adequate insurance will be in place.

We are committed to safer recruitment and selection of all paid staff and volunteers and will ensure that these procedures are followed, which include:

- asking applicants to fill out an application form.
- obtaining Disclosure and Barring Service (DBS) checks wherever legally entitled to do so.
- taking up 2 references.
- interviewing candidates.

Safeguarding training will be provided and volunteers and paid staff will be given support and supervision in their role.

All trustees, paid staff and volunteers will work within a code of conduct (code for workers, attached as Appendix 3) and understand that there may be action taken if this code is not followed, possibly involving suspension or termination of working with us.

If we become aware of someone within our congregation known to have harmed children or adults in the past, we will inform the Safeguarding Officer and co-operate with the relevant statutory authorities to put in place a plan to minimise the risk of harm to children and adults.

What are we protecting people from?

The definitions of abuse differ between children and adults. A copy of the definitions relating to children is attached to this policy at Appendix 4. The definitions of abuse in relation to adults is attached as Appendix 5.

How to recognise abuse

It is important to be aware of the possible signs and symptoms of abuse. Please see Appendix 6 for those relating to children and Appendix 7 for those relating to adults at risk. Some signs could be indicators of a number of different categories of abuse.

It is essential to note that these are only indicators of possible abuse. There may be other, innocent, reasons for these signs and/or behaviour. They will, however, be a guide to assist in assessing whether abuse of one form or another is a possible explanation for a child or adult's behaviour.

What to do if there is a disclosure or allegation of abuse

If a child, young person or adult makes a disclosure that they are being abused and / or an allegation of abuse against someone, it is important that the person being told:

- listen rather than directly question, remain calm
- never stop a child who is recalling significant events

- make a record of discussion to include time, place, persons present and what was said (in their own words)
- advise the child you will have to pass the information on
- never take photographs of any injury or record conversations electronically
- never promise confidentiality to a child or adult.
- make a written record of the allegation (using the template in Appendix 8). This should be given to the church Safeguarding Coordinator and stored securely in a locked filing cabinet.

Procedure in the event of a concern of abuse

If there is an immediate threat of harm, the Police should be contacted without delay.

Where it is judged that there is no immediate threat of harm, the following will occur:

- A conversation should be discussed with the Safeguarding Coordinator and a decision made as to whether the concern warrants a referral to the statutory authorities (see Key Contacts for the relevant statutory contacts)
- A confidential record of the conversation will be made, using the template at Appendix 8. This record will be kept securely and a copy passed to statutory authorities should a referral be made.
- The person about whom the allegation has been made should not be confronted by any member of the church if it is thought that to do so could place a child or adult at increased risk. If the statutory authorities are involved, they should be consulted beforehand.

If someone in the church is alleged to have harmed children/adults

We will inform CCPAS (The Churches' Child Protection Advisory Service) so that they can offer advice and support, and we will contact the relevant statutory authority.

If the allegation concerns a church staff member or volunteer

For any concerns relating to children, the trustees will be immediately contacted. The timing and method of any action to be taken will be discussed and agreed. This will cover communication with the worker, suspension, investigation and possible strategy meetings. A decision will be taken by the trustees about when to inform the worker.

For concerns relating to adults, Adult Social Care will be contacted. See Key Contacts, P7 for details.

In accordance with the law, a referral will be made to the Disclosure and Barring Service (DBS) / Protecting Vulnerable Groups scheme (PVG) if the church withdraws permission for an individual to engage in work with children / adults at risk OR would have done so had that individual not resigned, retired, been made

redundant or been transferred to a different position because the employer believes that the individual has engaged in relevant conduct, satisfied the harm test, or committed an offence that would lead to automatic inclusion on a barred list. In such cases, a report will also be made to the Charity Commission, as they deem such a referral to be a 'serious incident' and therefore require notification.

Concerns, Complaints and Compliments

Should anyone have any concerns, complaints or compliments, please contact:

Name: Beverley Pursglove

Telephone No: 0161 2210373

Email: bev@bertandernie.org.uk

If would be helpful to have complaints in writing, as this avoids any possible misunderstanding about what the issue is. However, whether verbal or in writing, complaints will be acted upon. Any written complaint will be responded to within 10 days.

Review

The Trustees will review this policy annually, amending and updating it as required.

Date of the most recent review:.....

Date of the next review:.....

Signed:.....

(on behalf of the Trustees)

Key Contacts: Sources of advice and support

The church's Safeguarding Coordinator is the person to whom all concerns or allegations should be addressed:

Name: Beverley Pursglove

Telephone No: 0161 2210373

Email: bev@bertandernie.org.uk

The Senior Pastor

Name: Ben Jeffery

Telephone No: 07958 222310

Email: ben@mysoulcity.org

Churches Child Protection Advisory Service (CCPAS) 24 hour helpline:

0845 120 4550

Stockport Children's Social Care Department, in cases involving child:

Telephone 0161 217 6028 (Out of Hours 0161 718 2118)

www.safeguardingchildreninstockport.org.uk

Stockport Adult Social Care Department, in cases involving adults at risk:

Phone: 0161 217 6029

www.mycaremychoice.org.uk/safeguardingadults

Procedural Guidance

Detailed procedural guidance and additional references are available to all staff and volunteers here-
greatermanchesterscb.proceduresonline.com/

Appendix 1

Safeguarding Policy Statement

The following statement has been agreed by the leadership of soulcity church

This church is committed to the safeguarding of children and adults at risk, and to ensuring their wellbeing.

- We believe that all children and adults at risk would know that they are valued within the church and safely enjoy and have access to every aspect of the life of our church.
- We respect the personal dignity and rights of children and adults at risk and will ensure our policies and procedures reflect this.
- We recognise that we all have responsibility to help prevent the physical, sexual, emotional abuse and neglect of children under 18 years of age.
- We recognise that we all have responsibility to help prevent the physical, sexual, psychological, emotional, financial, discriminatory abuse and neglect of adults at risk.
- We recognise that domestic abuse affects both adults and children and that domestic abuse in all its forms is unacceptable and inconsistent with a Christian way of living.
- We will report any abuse of children or adults at risk that we discover or suspect.
- We recognise that Safeguarding is a whole church responsibility.

We are committed to:

- The establishment of a loving environment, which is safe and caring, and where there is an informed vigilance about the dangers of abuse.
- Ensuring that we stay up to date with national and local developments relating to safeguarding.
- Building constructive links with the relevant Voluntary and Statutory Authorities.
- Taking all reasonable steps to ensure that as a church, everyone works within the agreed procedures of our safeguarding policy.
- Following safer recruitment principles in the appointment of all those who work with children and adults at risk be they volunteers or paid staff.
- Supporting, supervising, resourcing and training all those who undertake work with children and adults at risk.

- Reporting any abuse of children or adults that we discover or suspect.
- Supporting all those in our church who are affected by abuse.
- Supporting and supervising those who pose a risk to children or adults at risk, implementing contracts of behaviour whilst bearing in mind the overarching principle that the welfare of the child is paramount.
- If an assessment is made that someone poses an unmanageable risk and could not safely attend our church, we will signpost them to appropriate agencies for ongoing support.

Name:

(on behalf of the church Leadership)

Signed:.....

Appendix 2

The Role of a Church Safeguarding Coordinator

Context

We believe that children and adults at risk deserve the best possible care that the church can provide and that the church should be a safe place for everyone involved.

We recognise and give thanks for the time and devotion given by anyone carrying out this role.

Purpose of the role:

- To coordinate the safeguarding policy and procedure of the church.
- To be the first point of contact for the church or safeguarding issues.
- To be an advocate for good safeguarding practice in the church.

Responsibilities

To coordinate safeguarding policy and procedure in the church

- To familiarise themselves with church policies, procedures and guidelines in safeguarding and to keep abreast of any changes and developments.
- To ensure the church policies are viewed annually, kept up to date, and are fit to purpose.
- To make others in the church aware of the safeguarding policies and procedures.
- To ensure safer recruitment practices are operated in the recruitment of all workers including, but not exclusively, ensuring that all relevant workers have up to date Disclosure and Barring Service Checks.

To be the first point of contact for safeguarding issues

- To be a named contact that children, adults at risk, church members and outside agencies may contact in relation to any safeguarding issues.
- To be aware of the names and telephone numbers of the relevant local services in the Social Care and police in the event of the need of a referral.
- To be aware of when it is needed to seek advice and when it is necessary to inform Social Care or the Police.
- To take appropriate action in relation to any safeguarding concerns which arise within the church.

- To cooperate with Social Care or the Police in safeguarding investigations relating to people within the church.
- To ensure that appropriate records are kept with the church and all information is handled confidentially and stored securely.

To be an advocate for good safeguarding practice in the church

- To promote sensitivity within the church towards those affected by the impact of abuse.
- To promote positive safeguarding procedures and practices and ensure procedures are adhered to.
- To arrange and/or promote opportunities for training in safeguarding to any relevant members of the leadership team and congregation, including both paid staff and volunteers.
- To update their own safeguarding training every three years.
- To seek appropriate support and advice in carrying out this role.
- To make arrangements for a suitable person to carry out this role when they are on leave, and to publicise who this is and the dates of the alternative arrangements..

Appendix 3

Code of Conduct for working with children or young people

We should all be aware that behaviour in a worker's personal life (including online) may impact upon their work with children or young people. Therefore, all workers should agree not to behave in a manner which would lead any reasonable person to question their suitability to work with children or act as a role model for soulcity.

All workers should agree to the following code of conduct when working with children and young people:

- Do treat all people with dignity and respect.
- Don't abuse the power of your responsibility or role. Don't belittle, scapegoat, put down or ridicule a child or young person (even in 'fun') and don't use language or behaviour with sexual connotations (e.g. flirting or innuendo).
- Do act inclusively, seeking to make everyone feel welcomed and valued.
- Don't exclude children or workers from conversations and activities unless there is a good reason.
- Do treat people with equal care and concern.
- Don't show favouritism or encourage excessive attention from a particular child.
- Do encourage everybody to follow ground rules and apply sanctions consistently.
- Don't threaten or use sanctions which have not been agreed or make empty threats.
- Do refer to a senior worker if a child does not follow your instructions despite encouragement and warning of possible consequences.
- Don't feel that you have to deal with every problem on your own.
- Do seek to diffuse aggressive or threatening behaviour without the use of physical contact.
- Don't use physical restraint except as a last resort to prevent injury. This should be minimum force.
- Do relate to children in public. If a child wants to talk one-on-one in private, tell another worker and find somewhere quieter, but still public, to talk.
- Don't spend time alone with children, out of sight of others.
- Do use physical contact wisely; it should be:
 - in public
 - appropriate to the situation, age, gender and culture of the child.

- in response to the needs of the child and not the adult.
- respectful of the child's privacy, feelings and dignity.
- Don't use physical contact that could be construed as aggressive or sexual.
- Do respect a child's privacy.
- Don't assume that a child should tell you anything you ask just because you are a worker.
- Do respect the right of a child to wash, change and use the toilet in private.
- Don't walk in unnecessarily or unannounced.
- Do listen to children and tell the church Safeguarding Officer if you have any concerns about a child's welfare.
- Don't promise to keep something secret if it is about a child being harmed or put at risk, but only tell those who need to know.
- Do respect the rights of the children to make their own decisions and choices.
- Do encourage respect for difference, diversity, beliefs and culture.
- Don't discriminate or leave discrimination or bullying unchallenged.

I agree to abide by the above code of conduct while working with children and young people.

Name of worker:

Signed:

Date:

Appendix 4

What is abuse and neglect of children?

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children may be abused in a family 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 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 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 cyberbullying), 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, although it may occur alone.

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 (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Child Sexual Exploitation (CSE)

A form of child sexual abuse, it involves exploitative situations, contexts and relationships where young people receive something (for example food, accommodation, drugs, alcohol, gifts or money) as part of a grooming process. Ultimately, this results in them engaging in sexual activities. Sexual exploitation can take many forms ranging from the seemingly 'consensual' relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups.

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 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 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:

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.
- include neglect of, or unresponsiveness to, a child's basic emotional needs.

Children and young people who harm others

The detriment caused to children by the harmful and bullying behaviour of other children can be significant. This may involve single incidents or ongoing physical, sexual or emotional (including verbal) harm perpetrated by a single child or by groups / gangs of children. Such harm or abuse will be referred to the Multi-agency Safeguarding and Support Hub (MASSH) or Police and other agencies as appropriate and further advice and guidance sought.

Youth produced sexual imagery

'Sexting' describes the use of technology to share sexual and sexually implied content. This content includes texts, photos of partial nudity and sexual images or video. This could be shared between partners, peers and strangers. Individuals may use a range of technology to share the content.

The sharing of naked pictures is not a new thing but the speed with which you can share & the potential audience size has dramatically changed as a result of the online world.

Whilst professionals refer to the issue as 'sexting' there is no clear definition of 'sexting'. Many professionals consider sexting to be 'sending or posting sexually suggestive images, including nude or semi-nude photographs, via mobiles or over the Internet. Yet when young people are asked 'What does sexting mean to you?' they are more likely to interpret sexting as 'writing and sharing explicit messages with people they know'. Similarly, many parents think of sexting as flirty or sexual text messages rather than images.

This advice only covers the sharing of sexual imagery by young people. Creating and sharing sexual photos and videos of under-18s is illegal and therefore causes the greatest complexity for schools and other agencies when responding. It also presents a range of risks which need careful management.

On this basis this advice introduces the phrase 'youth produced sexual imagery' and uses this instead of 'sexting.' This is to ensure clarity about the issues this advice addresses.

'Youth produced sexual imagery' best describes the practice because:

'Youth produced' includes young people sharing images that they, or another young person, have created of themselves.

'Sexual' is clearer than 'indecent.' A judgement of whether something is 'decent' is both a value judgement and dependent on context.

'Imagery' covers both still photos and moving videos (and this is what is meant by reference to imagery throughout the document).

Sexting' (self-generated inappropriate images) is one of a number of 'risk-taking' behaviours associated with the use of digital devices, social media or the internet. It is accepted that young people experiment and challenge boundaries and therefore the risks associated with 'online' activity can never be completely eliminated. However Marple Hall School takes a pro-active approach in its ICT and Enrichment programmes to help students to understand, assess, manage and avoid the risks associated with 'online activity'. The school recognises its duty of care to its young people who do find themselves involved in such activity as well as its responsibility to report such behaviours where legal or safeguarding boundaries are crossed.

There are a number of definitions of 'sexting' but for the purposes of this policy sexting is simply defined as:

- Inappropriate images or videos generated by children under the age of 18, or
- Of children under the age of 18 that are of a sexual nature or are indecent.

- These images are shared between young people and/or adults via a mobile phone, hand held device, computer, 'tablet' or website with people they may or may not know.

Appendix 5

What is abuse of adults at risk??

Abuse is a violation of an individual's human and civil rights by any other person or persons. Abuse

may consist of a single act or repeated acts. It may be physical, verbal or psychological, it may be an act of neglect or an omission to act, or it may occur when a vulnerable person is persuaded to enter into a financial or sexual transaction to which he or she has not consented, or cannot consent. Abuse can occur in any relationship and may result in significant harm to, or exploitation of, the person subjected to it.

Physical abuse

This is the infliction of pain or physical injury, which is either caused deliberately, or through lack of care.

Psychological or emotional abuse

These are acts or behaviour, which cause mental distress or anguish or negates the wishes of the adult at risk. It is also behaviour that has a harmful effect on the adult at risk's emotional health and development or any other form of mental cruelty.

Sexual abuse

This is the involvement in sexual activities to which the person has not consented or does not truly

comprehend and so cannot give informed consent, or where the other party is in a position of trust, power or authority and uses this to override or overcome lack of consent.

Neglect or Act of Omission

This is the repeated deprivation of assistance that the adult at risk needs for important activities of daily living, including the failure to intervene in behaviour which is dangerous to the adult at risk or to others. A vulnerable person may be suffering from neglect when their general well being or development is impaired.

Financial or material abuse

This is the inappropriate use, misappropriation, embezzlement or theft of money, property or possessions.

Discriminatory abuse

This is the inappropriate treatment of an adult at risk because of their age, gender, race, religion, cultural background, sexuality, disability, etc. Discriminatory abuse exists when values, beliefs or culture result in a misuse of power that denies opportunity to some groups or individuals.

Discriminatory abuse links to all other forms of abuse.

Institutional abuse

This is the mistreatment or abuse of an adult at risk by a regime or individuals within an institution (e.g. hospital or care home) or in the community. It can be through repeated acts of poor or inadequate care and neglect or poor professional practice.

Signs of possible abuse in children

Physical abuse

Physical signs include:

- Unexplained injuries
- Injuries that are inconsistent with the explanation
- Injuries that relate to an object being used, e.g. an iron
- Bruising, especially in the trunk, upper arm, shoulders, neck or finger tips
- Burns/scalds, especially from a cigarette
- Human bite marks
- Fractures, especially spinal
- Swelling and lack of normal use of limbs
- Untreated injuries

Psychological/emotional signs include:

- Unusually fearful with adults
- Unnaturally compliant with parents
- Refusal to discuss injuries/fear of medical help
- Withdrawal from physical contact
- Aggression towards others
- Wears cover up clothing

Fictitious illness by proxy

- This is a psychiatric illness whereby a parent or carer deliberately inflicts harm onto a child, normally the child's mother. The child has commonly had genuine serious illness in the first year of life and a dependency on medical attention has developed in the mother. It is very difficult to diagnose/evidence.

Female Genital Mutilation

- A cultural (not religious) procedure whereby parts of a female genitalia are removed - also referred to as female circumcision. This is normally undertaken on pre pubescent girls, who are either taken abroad for procedure or "practitioners" come to the UK. There can be no anaesthetic and no sterile equipment used. Complications include serious infection, septicaemia, numerous gynaecological problems and in some cases, death.

Emotional abuse

The classic description of emotional abuse is a "Low Warmth, High Criticism" style of parenting.

Signs include:

- Physical, mental and emotional lags
- Acceptance of punishments which appear excessive
- Over reaction to mistakes
- Continual self-deprecation
- sudden speech disorders
- Fear of new situations
- Neurotic behaviours (such as thumb sucking, hair twisting, rocking)
- Self harm
- Extremes of passivity or aggression
- Drug / solvent abuse
- Running away
- Bullying / Aggression
- Overly compliant behaviour
- Overeating or loss of appetite
- Clingy
- Fearful/withdrawn
- Sleep disorders

Neglect

Physical signs include:

- Tired/listless
- Poor personal hygiene
- Poor state of clothing
- Emaciation, potbelly, short stature
- Poor skin tone and hair tone
- Untreated medical conditions
- Failure to thrive with no medical reason

Psychological/emotional signs include:

- Constant hunger
- Constant tiredness
- Frequent lateness/non attendance at school
- Destructive tendencies
- Low self esteem
- Neurotic behaviour
- No social relationships
- Running away
- Compulsive stealing/scavenging
- Multiple accidents/accidental injuries

Sexual abuse

Physical signs include:

- Damage to genitalia, anus or mouth
- Sexually transmitted disease
- Unexpected pregnancy, especially in very young girls

- Soreness to genitalia, anus or mouth
- Repeated stomach aches
- Loss of weight
- Gaining weight
- Unexplained recurrent urinary tract infections, discharges or abdominal pain
- Unexplained gifts/money

Psychological/emotional signs include:

- Sexual knowledge inappropriate of the child's age
- Sexualised behaviour in young children
- Sexually provocative behaviour / promiscuity
- Hinting at sexual activity
- Sudden changes in personality
- Lack of concentration, restlessness
- Socially withdrawn
- Overly compliant behaviour
- Poor trust in significant adults
- Regressive behaviour, onset of wetting - day or night
- Suicide attempts, self mutilation, self disgust
- Eating disorder

Appendix 7

Signs of possible abuse in adults

Physical

- A history of unexplained falls, fractures, bruises, burns, minor injuries
- Signs of under or over use of medication and/or medical problems unattended

Psychological

- Alteration in psychological state e.g. withdrawn, agitated, anxious, tearful
- Intimidated or subdued in the presence of the carer
- Fearful, flinching or frightened of making choices or expressing wishes
- Unexplained paranoia

Sexual

- Pregnancy in a woman who is unable to consent to sexual intercourse
- Unexplained change in behaviour or sexually implicit/explicit behaviour
- Torn, stained or bloody underwear and/or unusual difficulty in walking or sitting
- Infections or sexually transmitted diseases
- Full or partial disclosure or hints of sexual abuse
- Self-harming

Neglect or Omission

- Malnutrition, weight loss and /or persistent hunger
- Poor physical condition, poor hygiene, varicose ulcers, pressure sores
- Being left in wet clothing or bedding and/or clothing in a poor condition
- Failure to access appropriate health, educational services or social care
- No callers or visitors

Financial or Material

- Disparity between assets and living conditions
- Unexplained withdrawals from accounts or disappearance of financial documents
- Sudden inability to pay bills
- Carers or professionals fail to account for expenses incurred on a person's behalf
- Recent changes of deeds or title to property

Discriminatory

- Inappropriate remarks, comments or lack of respect
- Poor quality or avoidance of care

Institutional

- Lack of flexibility or choice over meals, bed times, visitors, phone calls, etc.
- Inadequate medical care and misuse of medication
- Inappropriate use of restraint
- Sensory deprivation e.g. denial of use of spectacles or hearing aids
- Missing documents and/or absence of individual care plans
- Public discussion of private matter
- Lack of opportunity for social, educational or recreational activity

Appendix 8

EXTREMISM AND RADICALISATION

Soulcity Church seek to protect children and young people from the influences of all violent extremism including, but not restricted to;

- Extremist Far Right / Neo Nazi / White Supremacist ideology
- Islamic extremist ideology
- Irish Nationalist and Loyalist paramilitary groups
- Extremist animal rights movements.

The current threat from terrorism and extremist groups in the United Kingdom may include the exploitation of vulnerable people. Groups may seek to influence vulnerable children and involve them in terrorism or in activity in support of terrorism. The normalisation of extreme views may also make children and young people vulnerable to future manipulation and exploitation.

Soulcity Church is clear that where there is concern in respect of exploitation of this kind it will be treated as safeguarding concern.

OTHER Specific SAFEGUARDING ISSUES

Domestic abuse/violence: In our church we believe that all our children have the right to be safe at church and also in their own homes. We are aware that some children may be living in situations where they are directly or indirectly affected by incidents of domestic abuse or violence. Where we are concerned that domestic abuse or violence is present in the home we will follow our safeguarding and domestic abuse processes.

Honour Based Violence (HBV) including Forced Marriage (FM): Our Safeguarding Coordinator has been trained to understand honour based violence and forced marriage; they are alert to possible indicators. They are aware that forced marriage is an entirely separate issue from arranged marriage; that it is a human rights abuse and falls within the Crown Prosecution Service definition of domestic violence and that HBV and FM can affect both young men and women.

Female Genital Mutilation (FGM): Our Safeguarding Coordinator is alert to the possibility of a girl being at risk of FGM, or already having suffered FGM. They have been made aware of potential indicators that a child or young person may be at risk of FGM and will act accordingly on any concerns or disclosures. We will also follow national guidance on mandatory reporting requirements.

Breast Ironing: Our Safeguarding Coordinator is aware of an act of abuse performed on young girls (from around the age of 9 years old) in which their breasts are ironed, massaged and/or pounded, burned with heated objects or covered with an elastic belt to prevent or delay the development of their breasts.

Trafficked Children

Human trafficking is defined by the United Nations, in respect of children, as "the recruitment, transport, transfer, harbouring or receipt of a person by such means as threat or use of force or other forms of coercion, of abduction, of fraud or deception for the purpose of exploitation."

Any child transported for exploitative reasons is considered to be a trafficking victim.

As a church we are alert to the possible indicators both for our children and their families. Any concerns will be reported using our safeguarding and child protection processes.

Useful links, further advice and guidance

Local Guidance

Greater Manchester Safeguarding Procedures - greatermanchesterscb.proceduresonline.com/

Young People and Self-harm- Stockport Schools' Version - www.safeguardingchildreninstockport.org.uk/wp-content/uploads/2015/11/stockport_selfharm_policy2014.pdf

Stockport Female Genital Mutilation Pathway - www.safeguardingchildreninstockport.org.uk/wp-content/uploads/2016/02/Stockport-Female-Genital-Mutilation-Pathway-Dec-2015-PDF-438-KB.pdf

Stockport procedures for responding to child sexual exploitation -

www.safeguardingchildreninstockport.org.uk/wp-content/uploads/2015/11/local-procedures-for-cse-stockport.pdf

Stockport Suicide Prevention - www.stockportsuicideprevention.org.uk/

Greater Manchester Project Phoenix (action against child sexual exploitation) - www.itsnotokay.co.uk/

Stockport Early Help Assessment - <https://www.stockport.gov.uk/early-help-assessment>

Private Fostering in Stockport - <https://www.stockport.gov.uk/types-of-fostering/private-fostering>

Information Sharing and Team Around the School - old.stockport.gov.uk/twopageguides/infosharing1

Information Governance - old.stockport.gov.uk/twopageguides/ig

Levels of Need - www.safeguardingchildreninstockport.org.uk/wp-content/uploads/2017/04/Stockport-Multi-Agency-Guidance-on-Levels-of-Need.pdf

Stockport Safeguarding Children Board - www.safeguardingchildreninstockport.org.uk/

Appendix 9

Safeguarding Incident Recording Form

Basic information	
Full name of child, young person or adult concerned	
Address (including postcode)	
Email	
Telephone	
Date of Birth	
Date and Time of incident	
Other people present (witnesses)	
Record of incident (continue on another sheet if necessary)	
<p>Please ensure you are as accurate and detailed as possible. Use quotes wherever possible – do not interpret what was said using your own words.</p> <p>Include details such as tone of voice, facial expression and body language.</p> <p>Record what you said as well as what the child, young person or adult said.</p> <p>If you have formed an opinion please state it, making it clear that it is your opinion and give reasons for forming that opinion.</p>	

Who has been spoken to about the incident?			
Position / Organisation	Name	Email	Telephone
Church Safeguarding Officer			
Children's Services			
Adult Services			
Police			
NSPCC			
Parent/carers			
Other (please state role and organisation)			
Feedback and follow up actions (continue on a separate sheet if necessary)			

Name:
 (person who completed this report)

Position held in the church:

Signed:

Dated: