

FREEDOM CHURCH LIVERPOOL

Tel no: 07865 078 312

Charity Number: 1161463

Company Number: 08980158

Insurance Company: Ansvar



freedom church
LIVERPOOL

Registered Charity Number: 1161463

Safeguarding Policy

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1. MISSION STATEMENT

As a Leadership, we recognise the need to provide a safe and caring environment for children, young people and adults with care and support needs.

As part of its mission, Freedom Church (hereafter, "The Church") is committed to:

- Valuing, listening to and respecting children, young people and adults as well as promoting their welfare and protection
- Safe recruitment, supervision and training for all the children's/youth workers and those appointed to work with adults with care and support needs within the church
- Adopting a procedure for dealing with concerns about possible abuse
- Encouraging and supporting parents/carers
- Supporting those affected by abuse in the church
- Maintaining good links with the statutory childcare authorities and other organisations

- Supporting the Safeguarding Coordinator(s) in their work and in any action they may need to take in order to protect children and adults with care and support needs
- Ensuring that the premises meet the requirements of the Equality Act 2010 and all other relevant legislation, and that it is welcoming and inclusive

2. CHURCH POLICY

The church leadership acknowledges that children, young people and adults can be the victims of physical, sexual and emotional abuse, and neglect. The church leadership has therefore adopted the procedures set out in this document (hereafter “the policy”). It also recognises the need to build constructive links with statutory and voluntary child protection agencies. This policy is based on a model published by Thirtyone:eight. The church leadership agrees not to allow the document to be copied by other organisations.

The church leadership is committed to on-going Safeguarding training for all children/youth workers and will regularly review the operational guidelines attached.

The church leadership also undertakes to follow the principles found within the Abuse of Trust guidance issued by the Home Office and it is therefore unacceptable for those in a 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.

3. RESPONDING TO ALLEGATIONS OF ABUSE (UNDER 18’S)

Under no circumstances should a church worker carry out their own investigation into the allegation or suspicion of abuse. The person in receipt of allegations or suspicions of abuse will do the following:

- Concerns must be reported as soon as possible to Matt Ashworth
(hereafter “the Co-ordinator”) email address: matt@freedomchurchliverpool.co.uk , who is nominated by the church leadership to act on their behalf in dealing with the allegation or suspicion of neglect or abuse, including referring the matter on to the statutory authorities
- The Co-ordinator may also be required by conditions of the Church Insurance Policy to immediately inform the Insurance Company/Chair of Trustees (Chris Clifton-Brown)
- In the absence of the Co-ordinator, or if the suspicions in any way involve the Co-ordinator then the report should be made to the "Deputy Co-ordinator", Rebekah Gresty , email address: rebekah@freedomchurchliverpool.co.uk . If the suspicions implicate both the Co-ordinator and the Deputy Co-ordinators, then the report should be made in the first instance to:

Thirtyone:eight PO Box 133, Swanley, Kent, BR8 7UQ.
Tel: 0303 003 1111.

Alternatively contact Social Care or the police:

Liverpool Children’s Social Care
Tel: 0151 233 3700 (24 hrs)

Liverpool Adult Social Care
Tel: 0151 233 3800 (24 hrs)

Police Protection Team Tel: 0151 709 6010

- Suspicions must not be discussed with anyone other than those nominated above. A written record of the concerns should be made in accordance with church procedures and kept in a secure place.
- Whilst allegations or suspicions of abuse will normally be reported to the Co-ordinator, the absence of the Co-ordinator or Deputy Co-ordinator should not delay referral to the Children's Social Care Department.
- The church leadership will support the Co-ordinator/Deputy Co-ordinator in their role, and accept that any information they may have in their possession will be shared in a strictly limited way on a need-to-know basis.
- It is, of course, the right of any individual as a citizen to make a direct referral to the child protection agencies or seek advice from Thirtyone:eight, although the church leadership hope that members of the church will use this procedure. If, however, the individual with the concern feels that the Co-ordinator/Deputy Co-ordinator has not responded appropriately, or where they have a disagreement with the Co-ordinator(s) as to the appropriateness of a referral they are free to contact an outside agency direct. We hope by making this statement that the church leadership demonstrate the commitment of the church to effective child protection.

The role of the co-ordinator/ deputy co-ordinator is to collate and clarify the precise details of the allegation or suspicion and pass this information on to statutory agencies who have a legal duty to investigate.

4. ALLEGATIONS OF PHYSICAL INJURY, NEGLECT OR EMOTIONAL ABUSE (UNDER 18'S)

If a child has a physical injury, a symptom of neglect or where there are concerns about emotional abuse, the Co-ordinator/Deputy Co-ordinator will:

- Contact Children's Social Care (or Thirtyone:eight) for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home
- Will not tell the parents or carers unless advised to do so having contacted Children's Social Care
- Seek medical help if needed urgently, informing the doctor of any suspicions
- For lesser concerns, (e.g. poor parenting), encourage parent/carer to seek help, but not if this places the child at risk of injury
- Where the parent/carer is unwilling to seek help, offer to accompany them. In cases of real concern, if they still fail to act, contact Children's Social Care direct for advice
- Seek and follow advice given by Thirtyone:eight (who will confirm their advice in writing) if unsure whether or not to refer a case to Children's Social Care

5. ALLEGATIONS OF SEXUAL ABUSE (UNDER 18'S)

In the event of allegations or suspicions of sexual abuse, the Co-ordinator/Deputy Co-ordinator will:

- Contact the Children's Social Care Department Duty Social Worker for children and families or Police Child Protection Team direct. They will NOT speak to the parent/carer or anyone else
- Seek and follow the advice given by Thirtyone:eight if, for any reason they are unsure whether or not to contact Children's Social Care/Police. Thirtyone:eight will confirm its advice in writing for future reference

6. SUSPICIONS OR ALLEGATIONS OF PHYSICAL OR SEXUAL ABUSE (ADULTS WITH CARE AND SUPPORT NEEDS)

Suspicions or allegations of abuse or harm can include; physical, sexual, organisational, financial, discriminatory, neglect, self-neglect, forced marriage, modern slavery, domestic abuse.

If there is concern about any of the above, Safeguarding Co-ordinator/Deputy will:

- Contact the Adult Social Care Team who have responsibility under the Care Act 2014 to investigate allegations of abuse. Alternatively, Thirtyone:eight can be contacted for advice
- If the adult is in immediate danger or has sustained a serious injury contact the Emergency Services, informing them of any suspicions

If there is a concern regarding spiritual abuse, Safeguarding Co-ordinator will:

- Identify support services for the victim i.e. counselling or other pastoral support
- Contact Thirtyone:eight and in discussion with them will consider appropriate action with regards to the scale of the concern

7. ALLEGATIONS OF ABUSE AGAINST A WORKER

If an accusation is made against a worker (whether a volunteer or paid member of staff), the Safeguarding Co-ordinator, in accordance with Local Safeguarding Children Board (LSCB) procedures will:

- Liaise with Children's or Adult Social Care in regards to the suspension of the worker
- For children, make a referral to a Designated Officer formerly called a Local Authority Designated Officer (LADO)
- On advice from the Designated Officer, make a referral to Disclosure and Barring Service for consideration of the person being placed on the barred list for working with children or adults with additional care and support needs

8. APPOINTMENT, SUPPORT, SUPERVISION & TRAINING OF LEADERS & WORKERS

The church leadership will ensure all workers will be appointed, trained, supported and supervised in accordance with the principles found within the 'Abuse of Trust' guidance issued by the Home Office, Thirtyone:eight guidance and the church's 'Guidance on Safeguarding Topics'. This includes ensuring that:

- There is a written job description / person specification for the post
- Those applying have completed an application form and a self-declaration form
- Those short-listed have been interviewed
- Safeguarding has been discussed at interview
- Written references have been obtained, and followed up where appropriate
- A criminal records disclosure has been completed (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information)
- Qualifications where relevant have been verified
- A suitable training programme is provided for the successful applicant
- The applicant has completed a probationary period
- The applicant has been given a copy of the organisation's safeguarding policy and knows how to report concerns

9. SUPERVISION OF GROUP/CHILDREN'S ACTIVITIES

The church leadership will provide details of the supervision for each specific activity in the church 'Guidance on Safeguarding Topics' attached. It is also our expectation that any organisation using our premises will have their own policy that meets Thirtyone:eight's safeguarding standards.

10. SUPPORT TO THOSE AFFECTED BY ABUSE

The church leadership is committed to offering pastoral care, working with statutory agencies as appropriate, and support to those attending the church who have been affected by abuse. The Leadership will also ensure that children and adults with care and support needs are provided with information on where to get help and advice in relation to abuse, discrimination, bullying or any other matter where they have a concern

11. WORKING WITH OFFENDERS

When someone attending the church is known to have abused children, the church leadership will supervise the individual concerned and offer pastoral care, but in its commitment to the protection of children, set boundaries for that person which they will be expected to keep.

12. ARRANGEMENTS FOR SUPERVISION

The following children's groups normally meet on Sunday mornings during the main church meeting.

Little Sparks

For children aged 1 to pre-school

Ignite

For children from Reception to year 2

Ablaze

For children in school years 3 to 6

Youth

For youth in school years 7 – 13

(An additional Thursday Youth Group runs weekly in the evenings during term time).

Suitable supervision for all children's groups is arranged and overseen by our Children and Youth Officer, Sarah Kenney.

This policy is authorised by:

Safeguarding Coordinator	
1. Signed _____	
Print Name _____ Date _____	
Deputy Safeguarding Coordinator	
2. Signed _____	
Print Name _____ Date _____	
Chair of Trustees	
3. Signed _____	
Print Name _____ Date _____	
Trustee	
4. Signed _____	
Print Name _____ Date _____	