

Diocese of Bristol

Parish of Bishopston and St Andrews

Safeguarding Children, Young People and Vulnerable Adults: Policy and Procedure

“Every person has a value and dignity which comes directly from their creation in God’s own image and likeness. Christians have a duty to value, understand and respect the rights of children and adults as people of faith in the life of the church.”
Diocese of Bristol Safeguarding Policy, 2018

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1. Policy Context

In developing this policy the parish of Parish of Bishopston and St Andrews commits to following the safeguarding policies of the Church of England, safeguarding policy and guidance as issued by the Diocese of Bristol and commits to working within legislation and statutory guidance as related to the Safeguarding of Children, Young People and Adults.

The main relevant polices and guidance documents are:

Church of England:

Protecting all God's Children, 2010
Promoting a Safe Church, 2006
Promoting a Safer Church – Policy Statement, 2017
Safer Recruitment and People Management: Practice Guidance, 2021
Safeguarding Learning and Development Framework, 2021
Responding Well to Domestic Abuse, 2017
Responding Well to Victims and Survivors of Abuse, 2021
Responding to, assessing and managing safeguarding concerns or allegations against church officers, 2017
Roles and Responsibilities of Church Office Holders and Bodies, 2017
Safeguarding Children, Young People and Vulnerable Adults, 2021
Safer Environment and Activities, 2019
The Code of Safer Working Practice, 2019
Safeguarding Records Joint Practice Guidance, 2015
Safeguarding Records Retention Tool Kit, 2015
General Statement on Safeguarding Children in Towers, 2015

Further information can be found on the Safeguarding e-manual:

[Safeguarding e-manual | The Church of England](#)

Diocese of Bristol:

Safeguarding Policy, 2018
Allegations Management Procedure, 2018
Ministering to those who may present a risk, 2018

These documents can all be found on the Diocese of Bristol website: <https://www.bristol.anglican.org/aboutus/safeguarding/safeguardingresources/> and descriptions are given where these policies are referenced in this policy document.

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Statutory Guidance:

Working Together 2018: This guidance from the Department for Education describes safeguarding processes and the safeguards that every organisation must have in place, including faith organisations, when safeguarding children. See the guidance at <https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

Or online:

www.workingtogetheronline.co.uk

Care and Support Statutory Guidance 2016: This is guidance from the Department of Health which describes safeguarding processes for adults and the responsibilities of different organisations: <https://www.gov.uk/government/publications/care-act-statutory-guidance/care-and-support-statutory-guidance#safeguarding-1>

2. Policy Statement

It is the responsibility of all members of the Parish of Bishopston and St Andrews to give paramount importance to the nurture and care of children, young people and vulnerable adults, in a safe and secure environment. It is about preventing harm to children and adults wherever possible.

We recognise that:

- The welfare of the child, young person or vulnerable adult is paramount.
- Everyone has different levels of vulnerability and each of us may be regarded as vulnerable at some time in our lives
- All children, young people and adults who may be vulnerable (regardless of age, disability, gender, marriage and civil partnership, pregnancy, maternity, race, religion or belief, sex or sexual orientation) have the right to equal protection from all types of harm or abuse which can occur in all families and communities.
- Working in partnership with children, young people, vulnerable adults and their parents, carers and other agencies is essential in promoting their welfare.

We will develop a culture in our church that:

- Enables a safe and caring community to provide a loving environment where there is a culture of 'informed vigilance' as to the dangers of abuse.
- Enables and encourages concerns to be raised and responded to openly and consistently and protects children, young people and adults who may be vulnerable from actual or potential harm.
- Ensures all people feel welcomed, respected and safe from abuse.
- Values, listens to and respects children, young people and adults who may be vulnerable, encouraging them to be active contributors to the church community.

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- Encourages adults who may be vulnerable to lead as independent a life as possible.

When concerns are raised we will:

- Respond without delay to every concern raised that a child, young person or vulnerable adult may have been harmed, or may be at risk of harm, through abuse or neglect.
- Work with police, local authority and other partners in any investigation, including where allegations are made against a member of the Church community.
- Challenge any abuse of power, especially by anyone in a position of trust.

If abuse has occurred we will ensure:

- Informed and appropriate pastoral care is offered to any child, young person or adult who has suffered abuse, including support to make a complaint if so desired.
- Supervision is provided for any member of the Church Community known to pose a risk of harm to others.
- Appropriate pastoral care is provided to any member of our church against whom an allegation is made.

In all recruitment we will:

- Carefully select those with any responsibility within the Church (including voluntary workers) in line with the Church of England Safer Recruitment and people management Practice Guidance, 2021¹ (See parish of Bishopston and St Andrews Safer Recruitment Guidelines) and provide ongoing supervision, support and training.

In our publicity we will:

- Share information about good safeguarding practice with children, young people and vulnerable adults, their parents, carers and all those working and worshipping with them.
- Where the Parish has a website we will ensure there is clear information available regarding our safeguarding arrangements, including a copy of the Parish Safeguarding Policy and other relevant information.

3. Who is a child, young person, adult who may be vulnerable?

Children and young people: for the purposes of this policy, means anyone under the age of 18 years. Children and young people may be abused by an adult or child, male or female. It is far more common for a child or young person to be abused by a person known to them than by a stranger. This could be a parent, family member,

¹ [Safer Recruitment and People Management Guidance | The Church of England](#)

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friend, teacher, minister or anyone else. Children may be abused in person or via electronic media, they may experience harm as a result of seeing or hearing the abuse of others.

Where conflicts of interest arise between the welfare of the child and that of adults, the child's wellbeing must always be of paramount importance and priority.

Adults who may be vulnerable: The Care Act 2014 defines an adult to whom statutory safeguarding duties apply as an adult who:

- *Has needs for care and support (whether or not the Local Authority is meeting any of these needs)*
- *Is experiencing, or at risk of abuse or neglect*
- *As a result of those care and support needs is unable to protect themselves from either the risk of or the experience of abuse or neglect.*

(Care and Support Statutory Guidance, 2016)

The definition may apply to anyone 18 years old and over who may not be able to protect themselves from abuse, harm or exploitation, which may be by reason of illness, physical, sensory or learning disability or impairment, mental illness, use of drugs or alcohol. Increased vulnerability may be temporary or permanent and may be visible or invisible.

An adult may be abused or neglected by family (including spouses, parents and children), friends, carers (paid and unpaid), strangers and professionals and members of the community. Those at risk may live alone or may live with family or in a care setting e.g. residential home.

4. What is abuse and neglect?

Please see the table attached as **Appendix 2** This outlines the forms of abuse noted in legislation related to safeguarding children, young people and adults alongside some examples and potential indicators that abuse or neglect may be occurring.

5. What to do if you are concerned that abuse or neglect may be happening

You may see or hear something of concern or someone may tell you something of concern (a disclosure). If a child, young person or adult tells you that they have experienced abuse, are experiencing abuse or are concerned that they may be at risk:

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Do	Don't
Listen. Try to move to a quiet space if possible	Tell them to speak to someone else
Let the person talk at their own pace and say what they want to say. If you need to clarify points ask open questions like: Tell me.. what happened, Explain ... about the incident Describe ...where it was , what happened	Investigate. Ask leading questions e.g. why did they do that, was it 'name', did it hurt you?
Take it seriously	Try not to react as though unbelieving or shocked
Reassure. Confirm they are doing the right thing by telling you.	Tell them not to tell stories
Tell them you need to share the concern with the right people e.g. Parish Safeguarding Officer, police, social care	Promise to keep a secret or tell people who don't need to know.
Record what was said and the facts as accurately as possible as soon as possible	Try to just remember it
	Contact the person the allegation is about

Whether a child, young person or adult has shared a concern with you or you have seen or heard something of concern...

If the situation is urgent i.e. there is an imminent risk of harm: contact the police on 101 or 999 as appropriate or contact the Local Authority Children or Adults safeguarding Teams:

Bristol: Children's Safeguarding Team

0117 903 6444 – Monday to Friday

01454 615 165 – Out of hours/Weekends

Bristol: Adult Safeguarding Team

0117 922 2700 – Monday to Friday

Out of hours/Weekends – please leave a message

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Once you have sought advice from police or the Local Authority and the situation is made safe, inform the Parish Safeguarding Officer as soon as possible of the concern and actions taken; provide a written record of this. If the concern is about the Parish Safeguarding Officer contact the Incumbent or Diocesan Safeguarding Adviser.

If the situation is of concern but is not urgent: Contact the Parish Safeguarding Officer to report the concern and provide a written record (if the concern is about the Parish Safeguarding Officer contact the Incumbent or Diocesan Safeguarding Adviser). They will decide with you whether to discuss with the child, their parents or carers or the adult and any carers and whether a referral to the Local Authority Children or Adults Safeguarding Team is needed or any other action.

Note: Anyone can report a concern directly to police or the Local Authority at anytime.

The Parish of Bishopston and St Andrews hopes that all will follow this policy but where there is any concern that an issue has not been reported and should be or any reluctance to inform the church of an incident the parish of Bishopston and St Andrews wishes to make clear that the most important point is that those concerns are reported to the appropriate authority so that they can be acted upon where needed.

If there is an allegation that a person in a position of trust (minister, PCC member, staff member or volunteer) has abused or neglected a child or adult or that such a person may present a risk to a child or adult: The Diocese of Bristol 'Allegations Management Procedure²' will be followed (copies of this procedure can be found on the Diocesan website and copies are held by the Parish Safeguarding Officers, Clergy and in the Parish Office). In brief this procedure requires that:

- The concern should be reported as above; report should reach police and Local Authority within 1 working day.
- The concern should not be made known to the person against whom the allegation is raised without agreement with police and or the Local Authority.
- Next steps will be decided in conjunction with police, Local Authority representatives (including Local Authority Designated Officer where there is a

² <http://www.bristol.anglican.org/content/pages/documents/63f867984a2096dde307eac2e2187b1959740568.pdf>

concern for the welfare of a child), the Diocesan Safeguarding Adviser and parish representatives (usually PSO, Incumbent and Churchwardens).

If a person is identified who has a caution or conviction for abuse of children and or adults who may pose a risk to others: (usually those with convictions for sexual or violent offences) the Diocese of Bristol guidance 'Ministering to those who may pose a risk³' (Copies of this guidance can be found on the Diocesan website and copies are held by the Parish Safeguarding Officers, Clergy and in the Parish Office) will be followed. In brief this guidance advises that that Parish Safeguarding Officer and Diocesan Safeguarding Adviser are made aware and that the individual is informed that:

- To support their being part of the congregation as safely as possible, contact will be made with police, probation and other agencies connected with their case.
- The Diocesan Safeguarding Adviser and Church leaders will need to know of their circumstances.
- That a risk assessment will need to be completed
- And that a written agreement will be needed between the individual and the Church which agrees when the individual will or will not be involved in church services and activities, boundaries of behaviour and support offered.

6. Confidentiality and consent

Confidentiality: The parish of Bishopston and St Andrews accepts the principle that only those with a need to know should be made aware of safeguarding concerns or other confidential information. All staff, ministers and volunteers are expected to share confidential information appropriately and to ensure that written records and verbal information is shared responsibly and stored securely.

Consent: The parish of Bishopston and St Andrews accepts that all people have a right to make their own views and wishes known and that these wishes should be followed wherever possible.

Children: Where there is a concern that a child is experiencing or at risk of abuse or neglect they may ask those that know not to tell anyone. The parish of Bishopston and St Andrews accepts that we can not do this; these concerns must be reported to the appropriate authorities to enable the child or young person to receive appropriate help and support. The parish of Bishopston and St Andrews asks all staff, ministers and volunteers to explain this to children in their care when appropriate. Where

³ <http://www.bristol.anglican.org/content/pages/documents/59f69dcc0f98e48336828e56a14ded8890ed6c4d.docx>

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there is concern that a child is experiencing or is at risk of abuse or neglect. The parish of Bishopston and St Andrews expects that parents and carers will be communicated with and will have their consent sought for information to be shared with the Local Authority or other agencies. This should happen except where there is concern that to do so would place a child at increased risk or where a parent or carer may be involved in the sexual abuse of the child. In those circumstances advice of the Local Authority or police should be sought before informing the parents or carers of the concern. Where the allegation is against an individual who may have access to other children or vulnerable adults the referral should be made without seeking consent from parents or carers - how they are made aware of the concerns will be decided alongside statutory agencies.

Adults: Adults have the right to make their own decisions about their lives. Consent should be sought from an adult before information is shared about them. However, where an adult withholds consent for a safeguarding concern to be shared with statutory authorities (police and local authority), this should be accepted except where there may be others at risk (e.g. is the abuse or neglect is happening in a care home or hospital or the abuser has access to other vulnerable adults or children) or where there is reason to doubt that the individual has capacity to make that decision or where there is imminent risk of serious harm. Advice should be sought from statutory services (Adult social care or police) or the Diocesan Safeguarding Adviser where there is any doubt as to whether a concern should be referred.

7. Record Keeping

Records of all safeguarding concerns will be kept by the Parish Safeguarding Officers. They will keep a record of the initial concern and all actions taken. The records will be securely held electronically. All those involved with any safeguarding concern must ensure that they provide to the Safeguarding Officer any records related to that case for secure storage.

Records will be retained as per Church of England guidance 'Safeguarding Records: Joint Practice Guidance for the Church of England and the Methodist Church' 2015⁴ (Available on the Diocese of Bristol website).

The parish of Bishopston and St Andrews does not have access to secure email systems. Therefore great care should be taken where email is used to ensure that confidential information is not open to being accessed by unauthorised individuals. Individual's confidential information should not be communicated via email (e.g. any information should not make the individual identifiable by name, address etc.).

⁴ <https://www.churchofengland.org/sites/default/files/2017-11/safeguarding%20joint%20practice%20guidance%20-%20safeguarding%20records.pdf>

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Records must be maintained of staff and volunteer training and DBS checks. These will be maintained by key parish personnel including the Parish Safeguarding Officer.

8. Safer Recruitment and ongoing support and supervision

All recruitment of staff and volunteers will be undertaken in line with Church of England policy 'Safer Recruitment and People Management, 2021⁵'.

Recruitment of staff and volunteers will only be undertaken by those delegated such responsibility from PCC.

Recruitment of staff and volunteers will only be undertaken according to agreed process (**Appendix 3**).

All recruited staff and volunteers will be made known to PCC.

No one who has not been safely recruited will be permitted to work unsupervised with children, young people or adults who may be vulnerable.

In brief: All staff and volunteers will:

- Have all recruitment checks completed and approved prior to starting in role.
- All eligible staff and volunteers will have a repeat DBS disclosure every 3 years. Any lapsed DBS check will require the post holder to stand down until the check has been completed.
- Attend safeguarding training as required by the Church of England
- Attend any other training as decided by the PCC
- Have a named supervisor

⁵ <https://www.churchofengland.org/safeguarding/safeguarding-e-manual/safer-recruitment-and-people-management-guidance>

9. Roles and Responsibilities

Name	Responsibilities
Parochial Church Council (PCC)	<ul style="list-style-type: none"> • Agree, implement, monitor and review annually this safeguarding policy and all associated policies • Ensure all staff and volunteers are recruited safely • Agree and implement supporting good practice guidance and processes • Ensure adequate insurance for all activities • Recruit and provide adequate support to Parish Safeguarding Officers • Ensure all staff and volunteers are adequately trained and supervised
Parish Safeguarding Team (Including Parish Safeguarding Officer [PSO])	<ul style="list-style-type: none"> • Respond to all safeguarding allegations and concerns according to policy and guidance • Monitor and report to PCC regarding adherence to policy and practice • Arrange safeguarding training and maintain records • Process DBS disclosures for the church and maintain records • PSO cannot be the incumbent/Priest-in-charge
Incumbent	<ul style="list-style-type: none"> • Act as a point of contact should there be any safeguarding allegation or concern regarding a PSO
Church Wardens	<ul style="list-style-type: none"> • Take part in the allegations management procedure when required • Take part in an 'agreement' as per 'ministering to those that may present a risk'
Activity Leaders	<ul style="list-style-type: none"> • Follow the Safeguarding policy and associated good practice guidance • Ensure that activities are run according to good practice guidance • Report any safeguarding concerns as per policy • Ensure all volunteers are safely recruited • Ensure all volunteers have in date training and DBS check as required • Ensure all new volunteers receive agreed induction • Supervise agreed volunteers

Name	Responsibilities
Staff and Volunteers	<ul style="list-style-type: none">• Follow the safeguarding policy and associated good practice guidance• Report any safeguarding concern as per policy
Church members	<ul style="list-style-type: none">• Be aware of the safeguarding and associated policies• Report any concerns as per policy

10. Additional Related Policies

Little Churches. These are groups of people who meet in private houses and church buildings, on behalf of and under the authority of the parish of Bishopston and St Andrews. Little Churches for young people or for mixed-age groups need a degree of adult supervision if these groups are to be authorized by the PCC. The leaders must observe good practice and the diocesan code of safer working practice. Mixed-age Little Churches should include members named and recruited as responsible for safeguarding young people in the group. All Little Church leaders must have a DBS enhanced check and all venues should make use of a Little Church risk assessment checklist. **(See Appendix 6a&b – Little Church Guidelines and Checklists)**

Photographs and videos

It is the policy of the parish of Bishopston and St Andrews that no one should take photographs of children or young people without the written consent of that child's parent or carer and the consent of that child where they are old enough to give consent.

Where photographs are to be taken consent will be gained from parents and carers in advance, using the agreed form. This will stipulate: who will take photos, for what purpose they may be used, how they will be stored and after what period they will be destroyed.

All photos and videos taken for the parish of Bishopston and St Andrews should be stored securely on devices belonging to PCC. No photo or video should be left stored on personal photography or videography equipment.

No photo will be taken, shared or used for any purpose which shows a child in any state of undress.

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Children will not be named in publicity related to photographs or video.

Where an event may be photographed and is open to the public; signs will be displayed noting that photographs and or video may be taken and inviting anyone not wishing to be in any photos or video used to make this known to a named person. The photographer/ videographer will be named on these signs and will wear ID.

Only those delegated with that responsibility by PCC may ask for parental consent and arrange the taking of any photo or video.

Communications and Social Media

It is the policy of the parish of Bishopston and St Andrews that no one employed on a paid or voluntary basis, serving as a PCC member or as a licenced minister will contact children or young people directly via social media, email, phone or text without the knowledge and consent of that child or young persons parent or carer.

Where such contact needs to be made (for example a text to advise of a change of time for an activity) the child's parent or carer will be asked for consent in advance and the parent or carer will be copied into that communication.

Very rarely contact may be made with a child or young person without the knowledge of the child's parents or carers (for example where there are serious safeguarding concerns for a child and it would increase the risk to the child to contact the parent). In this case the person making contact with the child must agree in advance with the Parish Safeguarding Officer that this is appropriate, a second adult should be copied into all communications e.g. Parish Safeguarding Officer or Incumbent and must keep a record of all communications and provide these to the Parish Safeguarding Officer for the case record.

Where a group wishes to have a social media account to publicise or communicate regarding their group or activity the following will apply:

- The account shall not be a personal account belonging to any group member or leader; it will be a separate group account.
- More than one adult will be administrator for the account so that all content and messages can be seen by more than one adult.
- All users will be made aware that bullying, harassment or other anti social behaviour will not be tolerated. Information will be available to all users about how to raise a concern about the conduct of others and who with.
- Steps must be taken to prevent people outside the group having access to the names or personal details of anyone who is part of the group e.g. if a group

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Facebook page is used, the account settings should prevent group members being identified and any message sent to anyone other than the administrator.

- All those in a leadership role will ensure that their language is professional and appropriate e.g. not adding 'xx' to messages, not using nicknames that are not what the leader is called by everyone else, avoiding addressing others by endearments which would be ambiguous, such as 'love'.
- Further advice and information regarding online safety is available from the Diocese Safeguarding Team.

For this policies guidance for working with Children and Youth – see Appendix 4 & A Checklist for Off-site activities for Kids and Youth (Appendix 5)

Hire of Church Premises for non Church events and activities (whether a fee is chargeable or not)

Organisations and individual users meeting at the parish of Bishopston and St Andrews will be expected to adhere to this safeguarding policy or where they work regularly with children, young people or adults who may be vulnerable, to have their own safeguarding policy.

The parish of Bishopston and St Andrews is responsible for overseeing users and ensuring that that agreed hire process and forms are in use. This will include obtaining a copy of the hirers safeguarding policy where relevant and providing a copy of this policy.

11. Policy implementation and Review

This policy is agreed by the Parish of Bishopston and St Andrews PCC on **6th November 2023**.

All staff, volunteers and ministers are required to abide by this policy and associated good practice guidance.

This policy will be made available on the Church website; a copy will be available in each church building.

This policy will be monitored via annual audit and annual report to PCC

This policy is to be reviewed annually.

Next Review Due: November 2024 PCC Meeting

Appendix 1: Useful Contact numbers

- Our Parish Safeguarding Officer is: Claire Pengelley-Scott on 07445 228848 or email safeguarding@babristol.org
- Our Diocesan Safeguarding Adviser can be contacted on 0117 906 0100 or email safeguarding@bristoldiocese.org
- If advice is needed on a safeguarding issue and the PSO or DSA are not available, the Thirty One: Eight⁶ provide a helpline that can be contacted on 0303 003 11 11. Please state that you are calling from a Diocese of Bristol church and contact your PSO as soon as possible to report that you sought advice from Thirty One: Eight and action taken.
- Your Local Authority name: Children's Safeguarding Team
0117 903 6444 – Monday to Friday
01454 615 165 – Out of hours/Weekend
- Your Local Authority name: Adult Safeguarding Team
0117 922 2700 – Monday to Friday
Out of hours/Weekends please leave a message
- Police: 999 (emergency) or 101 (non emergency)

⁶ Formerly known as Churches Child Protection Advisory Service (CCPAS)

Appendix 2: Categories of Abuse and additional information
Categories, Definitions and Indicators of Harm (Last statutory definition update October 2021)

Type Of Harm	Definition	Examples	Indicators
Physical Abuse Adults and Children	Non-accidental harm to the body. From careless rough handling to direct physical violence. Unlawful or inappropriate use of restraint or physical interventions.	Hitting, slapping, pinching, shaking, pushing, scalding, burning, dragging, kicking, physical restraint, locking an individual in a room or a car.	History of unexplained falls or minor injuries, bruising which is characteristic of non-accidental injury – hand slap marks, pinch marks, grip marks, bite marks, scalds, flinching, reluctant to undress.
Sexual Abuse Adults	Any contact or non-contact sexual activity that happens without consent or understanding or with forced consent or coercion. Individual did not fully understand or was pressured into consenting.	Rape, attempted rape, sexual assault. Inappropriate touch anywhere. Any sexual activity that the person lacks capacity to consent to. Inappropriate innuendo and sexual harassment. Forced use of pornography or witnessing of sexual acts. Indecent exposure. Image based sexual abuse, grooming and stalking.	Physical injury due to sexual assault, behavioural changes, decline in mental health, self-harm, obsession with washing, fear of pregnancy, trauma related symptoms such as flashbacks, poor memory, poor sleep, anxiety, hypervigilance. Increased use of substances or alcohol.

<p>Sexual Abuse</p> <p>Children</p>	<p>Involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. Activities may involve physical contact or be non-contact such as watching indecent content or encouraging children to behave in sexually inappropriate ways. Sexual abuse can take place online and includes grooming behaviors.</p>	<p>Rape and sexual assault, kissing, rubbing and touching outside of clothing. Children watching adult pornography or being exploited in the production of indecent images.</p>	<p>Avoiding being alone or frightened of people or a person they know. Language or sexual behaviour you wouldn't expect them to know for their age. Nightmares, disturbed sleep, bed wetting. Use of substances and self-harm. Changes in eating habits. Changes in mood, feeling angry, anxious or depressed.</p>
<p>Emotional Abuse</p> <p>Adults and Children</p>	<p>Behaviour which has a harmful effect on an individual's emotional well-being or development, causing mental distress undermining their self-esteem and affecting individual's quality of life. Wilful infliction of mental suffering by a person in a position of trust and power.</p>	<p>Shouting, coercion, bullying, blaming, insulting, ignoring, threats of harm or abandonment, intimidation, harassment, humiliation, depriving an individual of the right to choice and their privacy, dignity, self-expression, deprivation of contact, undermining self-esteem, isolation and over-dependence. Failure to provide a loving environment for a child.</p>	<p>Loss of interest, withdrawn, anxious or depressed, frightened, avoiding eye contact, irritable, aggressive or challenging behaviour, unexplained sleep disturbance, self-harm, refusing to eat, deliberate soiling, unusual weight gain or loss, poor self-esteem, expressed feelings of worthlessness and self-blame.</p>

<p>Neglect</p> <p>Adults and Children</p>	<p>Failure of any person who has responsibility for the charge, care or custody of an adult with care and support needs or child to provide the amount and type of care or treatment that a responsible person could be expected to provide.</p> <p>For children includes the ongoing failure to meet their basic needs including food, shelter, health, education and safe environment and supervision.</p>	<p>Fail to meet basic needs including food, shelter, heating and utilities, access to health care and education, failure to provide for social needs.</p> <p>Leaving a child or person with needs for care with an unsuitable or unsafe carer. Not providing adequate emotional support and preventing access to social opportunities.</p>	<p>Unwashed/ dirty appearance, clothes too small/big, untreated sores or infections, isolation. Clothes not suited to the weather.</p> <p>Underweight, seems hungry; tiredness.</p> <p>Frequent untreated nappy rash in infants.</p> <p>Accidents related to poor supervision.</p> <p>Poor language and communication skills.</p> <p>Being left alone for a long period of time.</p> <p>Caring for younger siblings.</p>
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<p>Financial</p> <p>Adults</p>	<p>The unauthorised taking (theft), deprivation or misuse of any money, income, assets, funds, personal belongings or property or any resources of an adult with care and support needs without their informed consent or authorisation. Includes coercion and control of finances within domestic abuse.</p>	<p>Misuse of power of attorney or appointeeship. Money and possessions stolen, misuse or misappropriating money, valuables or property, possessions or benefits, undue pressure in connection with wills, property, inheritance or financial transactions, denying the person the right to access funds, unauthorised disposal of property or possessions, being asked to part with money on false pretences. Preventing access to money or choice about what it is spent on.</p>	<p>Unexplained or sudden inability to pay bills such as rent, utilities, travel costs. A person taking control of finances when a person lacks or does not lack mental capacity to understand, unexplained withdrawal of money with no benefits, person lacking goods or services that they can afford, extortionate demands for payments for services. Not having food in cupboards or heating on in the cold.</p>
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<p>Organisational Adults</p>	<p>Involves the collective failure of an organisation to provide safe, appropriate and acceptable standards of service to adults with care and support needs. Mainly relates to health and social care provision but aspects may be relevant to Church settings.</p>	<p>Lack of individualised care, inappropriate confinement or restriction, sensory deprivation, inappropriate use of rules, custom and practice.</p>	<p>Whistle blowing policy not in place and accessible, insufficient employees training and development. Organisational standards not meeting those laid down by regulatory bodies, service users not treated with dignity and respect, diverse needs not recognized and valued in terms of age, gender, disability, ethnic origin, race or sexual orientation, services not flexible.</p>
<p>Discriminatory Adults</p>	<p>Exists when values, beliefs or culture result in a misuse of power that denies opportunity to some groups or individuals.</p>	<p>Verbal abuse, harassment or similar treatment, unequal treatment, deliberate exclusion from services such as education, health, justice and access to services and protection, harmful or derisive attitudes, inappropriate use of language.</p>	<p>Repeated exclusion from rights afforded to citizens such as health, education, employment and criminal justice.</p>

<p>Modern Slavery Adults and Children</p>	<p>Encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment. If modern slavery is suspected call the national helpline (24/7): 08000 121700</p>	<p>Adult or Child trafficked into UK or between places in UK for purpose of sexual abuse or labour. Adult or Child forced to work as domestic servant. Adult or child forced to work as sex worker, farm labourer, car cleaner.</p>	<p>Individual may not have their passport or Identity documents. They may not have access to or contact with friends and family. May never be left alone, live in poor conditions, not be able to leave of own free will. May have no access to funds. May not know where they are or who they are with.</p>
<p>Self Neglect Adults</p>	<p>A wide range of behaviour involving neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such a s hoarding.</p>	<p>May not react to or appropriately fulfil own needs for health care, food, warmth. May live in an environment that is an environmental or fire risk and not take any measure to reduce risk or improve conditions.</p>	<p>Environment which is poorly maintained, dirty, animal infested, cramped to the degree that it places the individuals wellbeing at risk. May have untreated or inadequately treated physical health issues.</p>

<p>Domestic Abuse</p> <p>Adults and Children</p>	<p>The Domestic Abuse Act 2021 statutory definition of domestic abuse applies to those aged 16 and above. It recognizes that domestic abuse occurs where individuals are personally connected to each other and there is physical or sexual abuse, violent or threatening behavior, controlling or coercive behavior, economic abuse, psychological or emotional abuse. It is also recognized that children who live in a home where there is domestic abuse experience that abuse even if they do not directly witness it.</p>	<p>Includes: psychological, physical, sexual, financial, emotional abuse; so called 'honour' based violence; Female Genital Mutilation; forced marriage. Includes coercive and controlling behaviour where the perpetrator controls every aspect of the victims life using threats and coercion.</p>	<p>Appears to be afraid of partner or family member and of making own choices, behaves as though she/he deserves to be hurt or mistreated, low self-esteem or appear to be withdrawn, appears unable or unwilling to leave perpetrator, makes excuses for or condones the behaviour of the person alleged to have caused harm, blames abuse on themselves, seeks permission for everyday activities.</p>
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<p>Spiritual Abuse Adults and children (not defined in Statutory Guidance)</p>	<p>Spiritual abuse is a form of emotional and psychological abuse. It is characterised by a systematic pattern of coercive and controlling behaviour in a religious context. Spiritual abuse can have a deeply damaging impact on those who experience it. This abuse may include: manipulation and exploitation, enforced accountability, censorship of decision-making, requirements for secrecy and silence, coercion to conform, control through the use of sacred texts or teaching, requirement of obedience to the abuser, the suggestion that the abuser has a 'divine' position, isolation as a means of punishment, and superiority and elitism.'</p>	<p>The misuse of the authority of leadership or penitential discipline, oppressive teaching or intrusive healing or deliverance ministries which may result in various types of harm and abuse.</p>	<p>May present very differently in settings but will usually include manipulation and exploitation, enforced accountability, censorship of decision-making, requirements for secrecy and silence, coercion to conform, control through the use of sacred texts or teaching, requirement of obedience to the abuser, the suggestion that the abuser has a 'divine' position, isolation as a means of punishment, and superiority and elitism.</p>
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Some Additional Information:

Child Sexual Exploitation: All children and young people can be at risk of sexual exploitation. This includes boys and girls of any age. This is a form of sexual abuse. Whilst young people can give consent to sexual acts from the age of 16 (so long as they have the capacity to do so) they continue to be a risk of sexual exploitation beyond their 16th birthday. **Any concern that a child or young person may be at risk of or experiencing sexual exploitation must be reported immediately to Children's Social Care or the police.** Sexual exploitation of children and young people under 18 involves exploitative situations, contexts and relationships where young people (or a third person or persons) receive 'something' (e.g. food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) as a result of them performing, and/or another or others performing on them, sexual activities. Child sexual exploitation can occur through the use of technology without the child's immediate recognition; for example being persuaded to post sexual images on the

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Internet/mobile phones without immediate payment or gain. In all cases, those exploiting the child/young person have power over them by virtue of their age, gender, intellect, physical strength and/or economic or other resources. Violence, coercion and intimidation are common, involvement in exploitative relationships being characterised in the main by the child or young person's limited availability of choice resulting from their social/economic and/or emotional vulnerability.

Female Genital Mutilation: Female genital mutilation (sometimes referred to as female circumcision) refers to procedures that intentionally alter or cause injury to the female genital organs for non-medical reasons. The practice is illegal in the UK. It has been estimated that over 20,000 girls under the age of 15 are at risk of female genital mutilation (FGM) in the UK each year, and that 66,000 women in the UK are living with the consequences of FGM. However, the true extent is unknown, due to the "hidden" nature of the crime. The girls may be taken to their countries of origin so that FGM can be carried out during the summer holidays, allowing them time to "heal" before they return to school. There are also worries that some girls may have FGM performed in the UK. Any concern that a child or adult who may be vulnerable may be at risk of FGM must be reported immediately to the relevant Local Authority or directly to police.

Terrorism and Extremism: Any person may become drawn into extremism or sympathy with such views and into terrorism. This will often happen through contacts made via the internet but a culture that supports this can develop in any community, group, school or faith organisation. The Counter-Terrorism and Security Act 2015 places duties on certain bodies, not including Faith Organisations (excepting where such an organisation runs a school or other relevant premises) to have due regard to the need to prevent people from being drawn into terrorism. Everybody should be alert to any indication that a person or group may be developing or has developed an interest or ideology that may include harm to others. **Any concern related to this whether for a child or adult must be reported to the police without delay.**

Position of Trust: The Sexual Offences Act 2003 has been amended to clarify the meaning of a person in a "position of trust". Under the new law, A has a position of trust in relation to B if they actually and knowingly coach, teach, train, supervise, or instruct B on a regular basis in a sport or a religion.

The age of consent for sexual activity in the UK rises from 16 years to 18 years where one person in a position of trust is involved. The implications of this change in law is to make it illegal for religious leaders and sports coaches to engage in sexual activity with those aged 16 and 17 years.

A person under 18 cannot consent to sex if it is with a person who has a duty of care or is in a position of trust/authority (e.g. teacher, doctor etc.) It is the position of the Parish of Bishopston and St Andrews that any person in a position of trust (e.g. clergy, staff, PCC, wardens, children/youth team volunteers and leaders) aged over

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18, never has a romantic relationship with a child under 18 who is a member of the church whilst in a position of leadership and trust. This is in line with statutory organizations and would be in line with best practice. Where members of the youth (under 18) attending the church are romantically involved with each other and one takes up a leadership position a risk assessment should be completed and the roles and responsibilities agreed with the PSO, Associate Minister for Children and Youth and the clergy to ensure there is no conflict of role and position of trust.

Appendix 6a

Little Church Safeguarding Guidelines

1. During Little Church all children remain the responsibility of their parents (or a responsible adult designated by their parents) at all times
2. There are to be no unaccompanied children
3. All little Church leaders must have agreed to the Little Church Leader Job Role, have been known to the church for at least six months and have completed safeguarding training.
4. If an individual(s) starts to host the Little Church community at their home on a frequent basis they must also follow the guidelines set out for leaders
5. Children remain within sight and sound of their parent (or the designated responsible adult) at all times
6. Children are not allowed unsupervised access upstairs in homes
7. Only children in cots would be allowed to sleep upstairs at a host's house and a baby monitor must be on at all times
8. Leaders and those who become regular hosts need to complete a standard risk check-list (attached)
9. Little Churches must operate an 'open house' with a closed door policy - i.e. all are welcome but you need to knock/ring to get in
10. All who are part of a Little Church need to be vigilant and take responsibility for the guidelines above. As Little Churches become more established they will develop shared leadership

Appendix 6b

Checklist for Little Churches Meeting in Homes

Before the event in your home please check the following:

1. There is no furniture placed where small children could conceal themselves.

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2. There is a barrier (stair gate or other physical barrier) across the stairs to prevent children from going upstairs.
3. Any self-closing doors are propped open with a suitable item and the door supervised by an adult.
4. There is a barrier in front of any window sills where children or young people might be tempted to sit.
5. There is no wiring to lamps, TVs and other electrical equipment trailing across the floor.
6. Heavy items such as TVs are not accessible to children or young people.
7. Exposed sockets are switched off when not in use.
8. There is no inappropriate material such as films or books where children and young people are meeting.
9. Heat sources such as radiators are not too hot and open fires, stoves are not lit when children and young people are meeting. When groups of adults are meeting, if the group is so large that not enough chairs are available for everyone, keep fires and stoves unlit.
10. Records of food allergies and intolerance are available to you before you host any meeting for children and young people. There are labels on food listing the ingredients where adults are present.

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Checklist for Little Churches Meeting in B&A Spaces

Please familiarise yourself with the relevant Activity Risk Assessments before your event. Below is a checklist which should be a speedy and helpful reminder for you:

Before the event in a room in any of the B&A Church Buildings, please check:

1. You are aware of the location of First Aid boxes.
 - a. At 279 Gloucester Road under the counter in the Lobby and in the staff kitchenette in labelled cupboard on 3rd floor
 - b. In the halls by the Park - in the Upper Hall Kitchen in a labelled cupboard and the Lower Hall labelled cupboard.
 - c. In the Park church kitchenette in a labelled cupboard
2. There is no furniture placed where small children could conceal themselves or be trapped.
3. Exposed sockets are switched off when not in use.

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4. Heavy items such as TVs are not accessible to children or young people.
5. There is no wiring to lamps, TVs and other electrical equipment trailing across the floor.
6. Heat sources such as radiators are not too hot.
7. Records of food allergies and intolerances are available to you before you host any meeting for children and young people.
8. There are labels on food listing the ingredients where adults are present.

During your event, please check:

1. Your guests/team stick to the area you have booked (eg Lobby, Rooms 1&2 and Toilets)
2. Un supervised Children, under 11 years do not go upstairs onto the balcony and balcony is locked when not in use.
3. Young people are only allowed upstairs when with a youth leader.