



Safeguarding Children Policy

Jubilee Church, Solihull

1. What is our approach?

- 1.1 Jubilee Church believes that all children should be treated with dignity and respect and that all children, whatever their life circumstances, have the right to protection from harm and abuse.
- 1.2 Jubilee Church partners with its members, children, parents, guardians and advocates as well as with key statutory and voluntary sector agencies to identify and promote best practice in our work with and protection of children. The welfare of the children we work or come into contact with is of paramount importance.
- 1.3 Jubilee Church takes all allegations (e.g. where we are told about abuse or suspect a child may be suffering abuse) seriously and ensures that its policies and procedures are followed without making judgements.
- 1.4 Jubilee Church will always respond to any suspicions or concerns (e.g. where potential indicators of abuse are noticed by staff or volunteers) about a child's welfare by following its policies and procedures.

2. Policy standards

- 2.1 To achieve this, we will:
 - i. **Support parents** to provide appropriate care and support to their children in ways that actively promote their well-being and safety through effective pastoral support and risk management.
 - ii. **Safeguard children** from harm and promote their welfare by ensuring staff and volunteers implement this policy and follow the agreed procedures referred to in sections 2.1(v) and 5.1. We will ensure all staff and volunteers have a copy of the relevant policy and procedures, that these are discussed at their induction, that all staff and volunteers receive safeguarding training and that local practice

is regularly reviewed at team meetings. We will also ensure that the policy is publicised to all members and parents and ensure it is available for visitors to Jubilee Church.

- iii. **Support and empower children** to be influential in the decisions made about any actual, alleged or suspected abuse that might affect them, whilst continuing to maintain their well being and safety. We will do this by involving them in the decision making process so far as it is deemed safe and appropriate to do so by the children's work leader, church elders and lead social worker.
- iv. **Recruit high quality staff and volunteers** who are rigorously screened, trained and supported to identify and respond appropriately to cases of abuse, in line with the recruitment and induction policies set out in section 5.2. We will appoint a children's safeguarding coordinator with clear responsibility for ensuring that this safeguarding policy and related procedures are fully implemented and who will support staff and volunteers throughout the decision making process.
- v. **Set out clear, written procedures for responding to abuse or allegations of abuse**, ensuring that staff and volunteers know how they are expected to respond to incidents of abuse or alleged abuse and that staff, volunteers and the children's safeguarding coordinator are accountable for the actions they take. We will review our safeguarding procedures at least annually and always following any safeguarding incidents that occur.
- vi. **Report all allegations of abuse** and any reportable concerns or suspicions to the relevant department of social services or the police constabulary. We will co-operate with and support any further action that they decide to take.
- vii. **Provide as many opportunities and channels as possible for abuse to be reported.** We will publicise the names and contact details of everyone who can help with reporting suspected or alleged abuse, including the children's safeguarding coordinator, responsible church elder, social services departments and the police. We will make sure that all staff and volunteers have a copy of these contact details and will publicise them for members, parents and visitors to Jubilee Church.
- viii. **Work proactively to minimise the likelihood of abuse** from staff, volunteers, members, visitors, family members and other people through the screening and training of staff and volunteers, the regular review of pastoral support practices and by assessing and managing any risks posed to and/or by our members, their family members and the wider public.
- ix. **Work closely with our statutory partners** to ensure that concerns are referred to the relevant agencies promptly and responded to in line with statutory guidance and the Local Authority's own child protection and safeguarding procedures.

3. What is child abuse?

- 3.1 Child abuse is normally categorised into physical abuse, emotional abuse, sexual abuse and neglect. Other activities can also be harmful to children and two of these, bullying and grooming are also described below.

3.2 Physical abuse

Hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing a child physical harm. Physical abuse can also be caused through neglect, as well as being the result of a deliberate act.

3.3 Emotional abuse

Persistent emotional ill treatment of a child causing severe and persistent adverse effects on their emotional development. Emotional abuse includes depriving children of love, affection or attention from those with parental responsibility or not being allowed to mix/play with other children. It can also involve bullying and harassment which causes children to feel frightened or in danger. Emotional abuse is involved in all types of ill treatment of a child, though it may occur alone.

3.4 Sexual abuse

Forcing or enticing a child to take part in sexual activities, whether or not the child is aware of, or consents to, what is happening. It may involve physical contact, including penetrative acts such as rape or oral sex or non-penetrative acts such as fondling. It may also include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

3.5 Neglect

Persistent failure to meet a child's physical and/or psychological needs, likely to result in serious impairment of their health or development. It may involve a parent or carer failing to provide adequate food, shelter and clothing, leaving a child alone in situations where they are not safe, failure to ensure a child gets appropriate medical care or treatment, or lack of responsiveness to a child's emotional needs.

3.6 Bullying

Bullying is not always easy to define but can include:

- Deliberate hostility and verbal and physical aggression towards a person
- The victim often feeling or being less powerful than the bully or bullies
- Name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation and the continual ignoring of individuals.

3.7 Grooming

Where a person actively engages with another person (or group of people) in order to gain access to, exploit or abuse, either the person (or group) themselves or someone they have a caring responsibility for. It can occur online (through the internet) and offline (through direct contact). Grooming is an offence under the Sexual Offences Act 2003.

4. Who does this policy cover?

- 4.1** The Jubilee Church Safeguarding Children Policy and related procedures cover anyone who has not yet reached their 18th birthday. It therefore applies to young people aged 16 and 17 living independently as well as to children and young people living within families.

4.2 This policy covers every child that comes into contact with activities provided by Jubilee Church, whether they are children that attend meetings on Sunday or attend other activities run by Jubilee Church during the week. They may be children that we actually meet or children we are just told about.

5. What else do I need to know?

5.1 This policy has been developed in line with the following policy, procedures, guidance and legislation:

- Jubilee Church's Safeguarding Children Procedures 2014
- Solihull MBC child protection and safe-guarding procedures
- Children Act 1989
- The Protection of Children Act 1999 and the Children Act 2004 • *Working Together To Safeguard Children 2006* document
- The *Common Assessment Framework*.

5.2 Other related policies that you should be familiar with:

- Jubilee Church's Information Governance Policy
- Jubilee Church's Recruitment Policy
- Jubilee Church's Induction Procedure

Policy Owner	Steve Wicking
Policy Author	Steve Wicking

Issue Date	March 2016
Review Date	March 2017