



Elevate Family Church, Swindon

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1. DETAILS OF THE PLACE OF WORSHIP / ORGANISATION

Name of Place of Worship / Organisation:	Elevate Family Church
Address	We meet and worship at Roughmoor Social Hall, Swinley Drive, Peatmoor, Swindon, SN5 5AF, Wiltshire, England
Contacts/Mobile No.	Mr Gabriel Manteh (Secretary) +44 7818 551817
Email Address	info@elevatefamily.church
Charity Number	1198801
Denominations/Membership	Independent evangelical church

1.1. ACTIVITIES

We are an independent Christian organisation. We are a Charity and registered with the Charity commission.

The church has a wide-ranging ministry and welcomes all members of society and seeks to provide a safe and caring environment for children, young people and vulnerable adults. It works with children and young people in order to provide Christian teaching in an atmosphere of safety and enjoyment. Children and young people's activities are a key part of the life of the church and time and resources will be made available so all benefit. The church is committed to teaching biblical standards and these standards must be upheld by all the workers.

The church runs Sunday service and activities for children and young people. Such activities are regarded as an integral part of the life of the church and one of the church board members (this group is hereafter called "the Leadership") takes responsibility for the appointment of a supervisor and staffing of each. In addition, the church has a Youth & Children Leader Pastor with responsibility for teaching and pastoral care of the young people.

The church welcomes everyone to all adult services and recognises its responsibility for safeguarding, not only children, but also vulnerable adults who may be part of our fellowship or visiting.

1.2. OUR COMMITMENT

As a Leadership we recognise the need to provide a safe and caring environment for children, young people and adults. We acknowledge that children, young people and adults can be the victims of physical, sexual and emotional abuse, and neglect. We accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to "all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status". We also concur with the Convention on the Rights of the Child which states that children should be able to develop their full potential, free from hunger and want, neglect and abuse. They have a right to be protected from "all forms of physical or mental violence, injury or abuse, neglect or negligent treatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s), or any other person who has care of the child." As a Leadership we have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to build constructive links with statutory and voluntary agencies involved in safeguarding.

The policy and any attached practice guidelines are based on the ten **Safe and Secure** safeguarding standards published by thirtyone:eight.

The Leadership undertakes to:

- endorse and follow all national and local safeguarding legislation and procedures, in addition to the international conventions outlined above.
- provide on-going safeguarding training for all its workers and will regularly review the operational guidelines attached.
- ensure that the premises meet the requirements of the Equality Act 2010 and all other relevant legislation, and that it is welcoming and inclusive.

- support 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.
- the Leadership agrees not to allow the document to be copied by other organisations.

2. PREVENTION

2.1. UNDERSTANDING ABUSE AND NEGLECT

Defining child abuse or abuse against an adult is a difficult and complex issue. A person may abuse by inflicting harm or failing to prevent harm. Children and adults in need of protection may be abused within a family, an institution, or a community setting. Very often the abuser is known or in a trusted relationship with the child or adult.

To safeguard those in our places of worship and organisations we adhere to the UN Convention on the Rights of the Child and have as our starting point as a definition of abuse, Article 19:

1. States Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.

2. Such protective measures should, as appropriate, include effective procedures for the establishment of social programmes to provide necessary support for the child and for those who have the care of the child, as well as for other forms of prevention and for identification, reporting, referral, investigation, treatment and follow-up of instances of child maltreatment described heretofore, and, as appropriate, for judicial involvement.

Also for adults the UN Universal Declaration of Human Rights with particular reference to Article 5:

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Detailed definitions, and signs and indicators of abuse, as well as how to respond to a disclosure of abuse, are included here in our policy.

2.2. SAFER RECRUITMENT

The Leadership will ensure all workers will be appointed, trained, supported and supervised in accordance with government guidance on safe recruitment. 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 disclosure and barring check has been completed where necessary (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.

2.3. SAFEGUARDING TRAINING

The Leadership is committed to on-going safeguarding training and development opportunities for all workers, developing a culture of awareness of safeguarding issues to help protect everyone. All our workers will receive induction training and undertake recognised safeguarding training on a regular basis.

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.

2.4. MANAGEMENT OF WORKERS – CODES OF CONDUCT

As a Leadership we are committed to supporting all workers and ensuring they receive support and supervision. All workers have been issued with a code of conduct towards children, young people and adults with care and support needs.

3. PRACTICE GUIDELINES

As an organisation / place of worship working with children, young people and adults with care and support needs we wish to operate and promote good working practice. This will enable workers to run activities safely, develop good relationships and minimise the risk of false or unfounded accusation.

3.1. DUTY OF CARE AND POSITIONS OF TRUST

The Children Act 2004 (England) places a duty on organisations involved in providing services for children and young people to safeguard and promote their well-being. This means all workers should treat those they are caring for with respect and dignity as well as demonstrate competence and integrity.

The duty of care is in part exercised through the development of respectful and caring relationships but also by workers taking all reasonable steps to ensure the safety and wellbeing of those they have responsibility for, particularly in relation to sexual, physical and emotional abuse. Before individuals start working with children, young people and vulnerable adults, they need to understand and acknowledge the responsibilities and trust inherent to their role.

In addition, under Health and Safety at Work legislation, organisations have a duty of care towards the well-being of all workers and ensure they are treated fairly. They are required to provide a safe working environment and guidance on safe working practice. All adults working with children, young people and vulnerable adults are in positions of trust. It is therefore vital workers ensure they do not, even unwittingly, use their position of power and authority inappropriately.

Workers should always maintain professional boundaries and avoid behaviour which might be misinterpreted. Any kind of sexual relationship between an adult worker and a child is never acceptable and if concerns arise in this area, this should be recorded and reported to the safeguarding Coordinator.

The trusting relationship between worker and child, young person or vulnerable adult means the worker should never:

- use their position to gain access to information for their own or others' advantage
- use their position to intimidate, bully, humiliate, threaten, coerce or undermine

- use their status and standing to form or promote relationships that are or may become sexual in nature.

3.2. SAFEGUARDING PRINCIPLES FOR GROUP OR ACTIVITY

Some general principles for running a club, activity or service include:

- Ensuring that everyone is treated with dignity and respect in attitude, language and actions.
- A clear strategy for summoning additional help (if needed) in situations where a worker is working alone with a child, young person or vulnerable adult.
- The level of personal care (e.g. toileting) required appropriate to the needs of the individual.
- Clear guidelines on personal privacy e.g., when working with children avoiding questionable activity such as rough or sexually provocative games and comments.
- Not allowing anyone under 16 years of age to be left in charge of children of any age or those attending the group being left unsupervised.
- Only workers assigned to the group being allowed to participate in the activity. Other adults, whether church members or not, should not be allowed to enter any sections of the building used by the group.
- Making a note of other people in the building during the activity and any other events taking place at the same time.

3.3. SUPERVISION LEVELS

All supervisors, teachers and additional helpers must be church members and recruited as set out in Section 3.1. All groups, on all occasions, must have at least one person with Disclosure and Barring Service (DBS) clearance present at all times. The supervision ratio is specified below for each activity.

YOUNG CHILDREN CHURCH

For children 3-6 years and operates concurrent with adult church services.

- Staffing ratio will be no less than 1:3
- No person under 16 shall be left in charge of any children.
- All children must be delivered and collected by its parent or responsible adult approved by a parent of the child.
- Children should be left in the service for no longer than 2 hours.
- The service will be held in rooms with controlled access, but observable from outside.
- All staff will be under the supervision of a responsible adult approved by Mrs Aba Hayford.

CHILDREN SERVICE/CHURCH

For children 6-12 years

- Staffing ratio will be no less than 1:8, with a minimum of 2 staff.
- No person under 16 shall be left in charge of any children.
- Its duration will be no longer than 2 hours.
- All children 8 years and under must be delivered and collected by a responsible adult approved by their parent.
- Transportation for off-premises activities – see below
- All staff will be approved by Mrs Aba Hayford

MID-WEEK CLUBS

- Staffing ratio will be no less than 1:8, with a minimum of 2 staff, with at least one of the same sex as the children (e.g., a boys' club must have at least one male member of staff present).
- No person under 16 shall be left in charge of any children.
- Transportation for off-premises activities – see below.
- All staff will be approved by Mrs Aba Hayford

SPECIAL ACTIVITIES (e.g., HOLIDAY CLUB)

Occasional activities for children, not organised under the above groups, must be supervised in the same way as mid-week clubs, with the same staffing ratios. The Organiser must be appointed by the Church Board, using the standard procedure, and then he or she will, in turn, approve all additional helpers in accordance with the policy.

TRANSPORT FOR OFF-SITE ACTIVITIES

All vehicles must have up to date insurance and MOT certificate. A record will be kept of the vehicles used to transport children, with named drivers and appropriate insurance cover.

4. RESPONDING TO ALLEGATIONS OF ABUSE

Under no circumstances should a volunteer or worker carry out their own investigation into an allegation or suspicion of abuse. Follow procedures as below:

Documenting a concern: The worker or volunteer should make a report of the concern in the following way:

The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to:

Name: Vida Amankwaa (hereafter the "Safeguarding Co-ordinator")

Tel no: 07714620922

Email: vyamank@gmail.com

The above is nominated by the 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.

In the absence of the Safeguarding Co-ordinator or, if the suspicions in any way involve the Safeguarding Co-ordinator, then the report should be made to:

Name: Mrs Aba Hayford (hereafter the "Deputy") on

Tel: +44 7512 500490

If the suspicions implicate both the Safeguarding Co-ordinator and the Deputy, 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 Services or the police.

The Safeguarding Co-ordinator should contact the appropriate agency or they may first ring the **thirtyone:eight** helpline for advice. They should then contact social services in the area the child or adult lives.

Name of local authority: Swindon Borough Council

Children's Social Services

Tel: 01793 466903

Out of hours Tel: 101 (Non emergencies – Out of hours), urgent concerns only can be referred through the Emergency Duty Service using 01793 436699 OR 999 on Emergencies.

Website Address: [Requesting Children Social Care Support](#)

Adult Social Services

Tel: 01793 463555

Out of hours Tel: 101 (Non emergencies – Out of hours), urgent concerns only can be referred through the Emergency Duty Service using 01793 436699 OR 999 on Emergencies

Website Address: [Requesting Adult Social Care Support](#)

- The Safeguarding Co-ordinator may need to inform others depending on the circumstances and/or nature of the concern
 - Chair or trustee responsible for safeguarding who may need to liaise with the insurance company or the charity commission to report a serious incident.
 - Designated officer or LADO (Local Authority Designated Officer) if the allegation concerns a worker or volunteer working with someone under 18.
- Suspicions must not be discussed with anyone other than those nominated above. A written record of the concerns should be made in accordance with these procedures and kept in a secure place.
- Whilst allegations or suspicions of abuse will normally be reported to the Safeguarding Co-ordinator, the absence of the Safeguarding Co-ordinator or Deputy should not delay referral to Social Services, the Police or taking advice from thirtyone:eight.
- The Leadership will support the Safeguarding Co-ordinator/Deputy 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 safeguarding agencies or seek advice from thirtyone:eight, although the Leadership hope that members of the place of worship / organisation will use this procedure. If, however, the individual with the concern feels that the Safeguarding Co-ordinator/Deputy has not responded appropriately, or where they have a disagreement with the Safeguarding 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 Leadership demonstrate its commitment to effective safeguarding and the protection of all those who are vulnerable.

The role of the safeguarding co-ordinator/ deputy 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.

4.1. DETAILED PROCEDURES WHERE THERE IS A CONCERN ABOUT A CHILD:

4.1.1. Allegations of physical injury, neglect or emotional abuse.

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

- Contact Children's Social Services (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.
- Not tell the parents or carers unless advised to do so, having contacted Children's Social Services.
- 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 significant harm.

- 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 Services 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 Services.

4.1.2. Allegations of sexual abuse

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

- Contact the Children's Social Services 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 Services/Police. Thirtyone:eight will confirm its advice in writing for future reference.

4.2. DETAILED PROCEDURES WHERE THERE IS A CONCERN THAT AN ADULT IS IN NEED OF PROTECTION:

4.2.1. Suspicions or allegations of abuse or harm including 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.

4.2.2. Allegations of abuse against a person who works with children/young people

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

- Liaise with Children's Social Services in regard to the suspension of the worker
- Make a referral to a designated officer formerly called a Local Authority Designated Officer (LADO) whose function is to handle all allegations against adults who work with children and young people whether in a paid or voluntary capacity.

- 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. This decision should be informed by the LADO if they are involved.

4.2.3. Allegations of abuse against a person who works with adults with care and support needs

The safeguarding co-ordinator will:

- Liaise with Adult Social Services in regards the suspension of the worker
- Make a referral to the DBS following the advice of Adult Social Services

The Care Act places the duty upon Adult Services to investigate situations of harm to adults with care and support needs. This may result in a range of options including action against the person or organisation causing the harm, increasing the support for the carers or no further action if the 'victim' chooses for no further action and they have the capacity to communicate their decision. However, this is a decision for Adult Services to decide not the church.

5. PASTORAL CARE

5.1. SUPPORTING THOSE AFFECTED BY ABUSE

The Leadership is committed to offering pastoral care, working with statutory agencies as appropriate, and support to all those who have been affected by abuse who have contact with or are part of the church.

These are some of the ways we will support any Child, Young person or Vulnerable adult. Elevate Family Church;

- Will offer Pastoral care.
- Refer individual for relevant Counselling when necessary.
- To consider practical Support - Consideration should also be given to the long-term implications if a parent is asked to leave the family home whilst a child protection investigation is underway, or who is serving a prison sentence.
- Particular difficulties can arise if the person alleging abuse and the person against whom the allegation is being made belong to the same organisation. In these circumstances it is imperative that the leadership clearly identify different people to support both of the parties and not to make a judgement or pre-empt whatever inquiry has been initiated by the statutory authorities.
- Recognising the ongoing effects of abuse and to minister and support accordingly to help the recovery. Physical injuries coupled with sexual and emotional abuse and neglect may not leave visible scars, but the psychological effects can continue into adulthood. People with low self-esteem and unresolved issues such as childhood abuse may begin self-harming as a way of expressing their pain or deep-seated anger. They often find short-term relief by cutting, burning, vomiting or purging (eating disorders), drinking heavily, misusing drugs, solvent abuse and other potentially harmful behaviours

Detailed advice on providing pastoral care to children, young people and vulnerable adults is also available on the CCPAS website (see Appendix 1 for how to access this) in Standard 8 of the model safeguarding policy.

4.2 WORKING WITH OFFENDERS AND THOSE WHO MAY POSE RISK

When someone attending the place of worship / organisation is known to have abused children, is under investigation, or is known to be a risk to adults with care and support needs; the Leadership will supervise the individual concerned and offer pastoral care, but in its safeguarding commitment to the protection of children and adults with care and support needs, set boundaries for that person, which they will be expected to keep. These boundaries will be based on an appropriate risk assessment and through consultation with appropriate parties.

6. WORKING IN PARTNERSHIP

The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children, young people and adults. This can be because of cultural tradition, belief and religious practice or understanding, for example, of what constitutes abuse. We therefore have clear guidelines in regard to our expectations of those with whom we work in partnership, whether in the UK or not. We will discuss with all partners our safeguarding expectations and have a partnership agreement for safeguarding.

Finally, Good communication is essential in promoting safeguarding, to those we wish to protect, to everyone involved in working with children and vulnerable adults and to all those with whom we work in partnership. This safeguarding policy is just one means of promoting safeguarding.

7. ADOPTION OF THE POLICY

This policy was agreed by the leadership and will be reviewed annually on:

Signed by:

_____ HEAD PASTOR

_____ BOARD MEMBER RESPONSIBLE FOR SAFEGUARDING

Date: _____

This policy document must be reviewed not more than 3 years from the above date.

This document is based on a Model Safeguarding Policy supplied by Thirtyone:eight. A copy of the policy and all amendments will be filed with Thirtyone:eight. This Policy must not be copied by other churches/organisations without the written agreement of Thirtyone:eight.

APPENDIX 1. Accessing the Thirtyone:eight website and relevant information.

The Thirtyone:eight website address is: <https://thirtyoneeight.org> and access to the Members' Area requires a password which is available from all senior children's and youth workers.

All relevant information for this policy is found in the "Online Safeguarding Manual".

If you have difficulty finding a particular topic, use the search box on the left of each page.

IT IS VERY IMPORTANT THAT THE WEBSITE IS USED ONLY TO INFORM YOU ON A PARTICULAR TOPIC AND ANY ACTION YOU TAKE IS CONSISTENT WITH THIS ELEVATE FAMILY CHURCH POLICY.

APPENDIX 2. CODE OF CONDUCT FOR SAFE WORKING PRACTICE WITH CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS

This document is a guide for adults working in Elevate Family Church about acceptable and desirable conduct to protect both adults and children. It is an Appendix to the church's Safeguarding Policy and should be read in conjunction with that policy.

All church members who work with children, young people or vulnerable adults in or through Elevate Family Church (hereafter referred to as 'workers'), should know the name of the Safeguarding Co-ordinator and Deputy, be familiar with the church Safeguarding Policy and understand their responsibilities to safeguard and protect children, young people and vulnerable adults.

- Safeguarding Co-ordinator: Vida Amankwaa (mob. 07714 620922)
- Deputy Safeguarding Co-ordinator: Aba Hayford (mob. 07512 500490)

Code of Conduct

- The welfare of the child, young person and vulnerable adult is paramount.
- All workers have a 'duty of care' to the children, young people and vulnerable adults.
- Workers are responsible for their own actions and behaviour and should avoid any conduct which would lead a reasonable person to question their motivation or intentions.
- Adults working in church must work and be seen to work in an open and transparent way.
- All workers should conduct themselves in a way that reflects the values of the church and meets the expected high standards.
- Workers should apply the same standards regardless of gender or sexuality.
- Workers should be aware that breaches of the law and other guidelines could result in criminal or disciplinary action being taken against them.
- Workers should be fully committed to safeguarding the welfare of all children, young people and vulnerable adults by taking all reasonable steps to protect them from any type of abuse.
- All staff, leaders and volunteers who have contact with children, young people and

vulnerable adults at Elevate Family Church must:

- Be familiar with and work in accordance with the Safeguarding Policy. (In particular, if they suspect that a child, young person or vulnerable adult may be a victim of abuse, they must as soon as is reasonably possible inform the Safeguarding Officer about their concerns. If a child, young person or vulnerable adult discloses any kind of abuse, the worker should only seek initial clarification from them and should not attempt to obtain further information or to investigate what they are saying. All information relating to individual safeguarding issues is confidential.)
- Discuss and/or take advice promptly from a church leader about other incidents which could give rise for concern. For example, report infatuations by a young person or vulnerable adult for a worker, to ensure that such situations can be handled promptly and sensitively. A record should be kept of any such incident and of decisions made/further actions agreed.
- Provide a good example and a positive role model to children and young people.
- Behave in a mature, respectful, safe, fair and considered manner.

For example:

Not making sarcastic remarks or 'jokes' to children, young people or vulnerable adults that are personal, sexual, racist, discriminatory, intimidating or otherwise offensive.

Not embarrassing or humiliating children, young people or vulnerable adults.

- Ensure that relationships with children, young people and vulnerable adults remain on a professional footing. For example, only touch children, young people or vulnerable adults for wellbeing or safety reasons when this is necessary and appropriate.
- Not developing 'personal' or sexual relationships with children, young people or vulnerable adults. Particular attention is drawn to the provisions of the Sexual Offences Act 2003 which creates a new criminal offence of abuse of a position of trust (when a person aged 18 or over is in a 'position of trust' with a person under 18 and engages in sexual activity with or in the presence of that child or causes or incites that child to engage in or watch sexual activity).
- Not discriminate favourably or unfavourably towards any child or young person. For example:
Treating all children/young people equally – never building 'special' relationships or conferring favour on particular children/young people.
Not giving or receiving (other than token) gifts, unless arranged through the church.

Elevate Family Church

Leadership Safeguarding Statement

The Leadership of King's Church Cambridge recognises the importance of its ministry /work with children and young people and adults in need of protection and its responsibility to protect everyone entrusted to our care.

The following statement was agreed by the leadership/organisation on: 16th Nov. 2020

We are committed to the safeguarding of children and vulnerable adults and ensuring their well-being, specifically:

- We recognise that we all have a responsibility to help prevent the physical, sexual, emotional abuse and neglect of children and young people (those under 18 years of age) and to report any such abuse that we discover or suspect.
- We believe every child should be valued, safe and happy. We want to make sure that children we have contact with know this and are empowered to tell us if they are suffering harm.
- All children and young people have the right to be treated with respect, to be listened to and to be protected from all forms of abuse.
- We recognise that we all have a responsibility to help prevent the physical, sexual, psychological, financial and discriminatory abuse and neglect of adults who have care and support needs and to report any such abuse that we discover or suspect.
- We recognise the personal dignity and rights of adults who find themselves victims of forced marriage or modern slavery and will ensure all our policies and procedures reflect this.
- We believe all adults should enjoy and have access to every aspect of the life of the place of worship/organisation unless they pose a risk to the safety of those we serve.
- We undertake to exercise proper care in the appointment and selection of all those who will work with children and adults with care and support needs.

We are committed to:

- Following the requirements for UK legislation in relation to safeguarding children and adults and good practice recommendations.
- Respecting the rights of children as described in the UN Convention on the Rights of the Child.
- Implementing the requirements of legislation in regard to people with disabilities.
- Ensuring that workers adhere to the agreed procedures of our safeguarding policy.
- Keeping up to date with national and local developments relating to safeguarding.
- Following any denominational or organisational guidelines in relation to safeguarding children and adults in need of protection.
- Supporting the safeguarding co-ordinator/s in their work and in any action, they may need to take in order to protect children/vulnerable adults.
- Ensuring that everyone agrees to abide by these recommendations and the guidelines established by this place of worship/organisation.
- Supporting parents and families

- Nurturing, protecting and safeguarding of children and young people
- Supporting, resourcing, training, monitoring and providing supervision to all those who undertake this work.
- Supporting all in the place of worship/organisation affected by abuse.
- Adopting and following the 'Safe and Secure' safeguarding standards developed by the Churches' Child Protection Advisory Service.

We recognise:

- Children's Social Services (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a child. Adult Social Care (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about an adult with care and support needs.
- Where an allegation suggests that a criminal offence may have been committed then the police should be contacted as a matter of urgency.
- Where working outside of the UK, concerns will be reported to the appropriate agencies in the country, in which we operate, and their procedures followed, and in addition we will report concerns to our agency's headquarters.
- Safeguarding is everyone's responsibility.

We will review this statement and our policy and procedures annually.

If you have any concerns for a child or adult with care and support needs, then speak to one of the following that have been approved as safeguarding co-ordinators for this place of worship/organisation.

Vida Amankwaa - Safeguarding Coordinator

Aba Hayford - Deputy Safeguarding Coordinator

A copy of the full policy and procedures is available from the Church Secretariat.

Signed by Church Leadership

Name	Date	Signature
Pastor Benjamin Hayford	22 May 2022	V1.0 - Approved at Board Meeting
Mr Gabriel Manteh	22 May 2022	V1.0 - Approved at Board Meeting
Me. Ben Amankwaa	22 May 2022	V1.0 - Approved at Board Meeting