



Safeguarding Policy

for Jesmond Parish Church, the Jesmond Trust and its associated churches (currently, Holy Trinity Gateshead, and St Joseph's, Benwell).

Update, June 2022

Approved by PCC Youth & Review Committee 20.6.22

Approved by Jesmond Parish Church PCC 18.7.22

Next Review June 2023

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Safeguarding Policy

for Jesmond Parish Church, the Jesmond Trust and its associated churches (currently, Holy Trinity Gateshead, and St Joseph's, Benwell)

SECTION 1

a) Definitions

JPC	Jesmond Parish Church of Eskdale Terrace, Newcastle upon Tyne NE2 4DJ.
HTG	Holy Trinity Church, Gateshead of Marigold Avenue, Gateshead NE10 0DP.
SJB	St Joseph's Church, Benwell of South Benwell Road, Newcastle-upon-Tyne, NE15 6JL.
The Jesmond Trust	The Jesmond Trust (CIO from May 22) - 1193725, of Jesmond Parish Church, Eskdale Terrace, Newcastle upon Tyne NE2 4DJ.
Jesmond Trust churches	Churches that are ministries of the Jesmond Trust associated – currently HTG and SJB.
The Leadership	The Trustees of the Jesmond Trust, including the vicar of Jesmond.
Children	Those under 18 years old.
Crèche	Child care provided by Jesmond Parish Church or Jesmond Trust associated churches for children aged 0-2½ years both on and off the Church Premises.
Crèche Team	Adult and young people who have been appointed to help with a crèche, both on regular and one off occasions.
Children's and Youth Ministry	Children's and youth activities provided for children aged 2½ years –18 years by Jesmond Parish Church and Jesmond Trust associated churches both on and off Jesmond Parish Church and Jesmond Trust premises. This includes weekly groups, holiday clubs, one-off events, weekends away and Holiday Sunday School but excludes for the purposes of this document Scouting and Guiding units sponsored by Jesmond Parish

	Church (or sponsored in the future by Jesmond Trust associated churches).
Children's and Youth Teams	Adult and young people who have been appointed to lead Children's and Youth Ministry.
Thirtyone:eight	[Previously 'Churches Child Protection Advisory Service, CCPAS] PO Box 133, Swanley, Kent, BR8 7UQ.
Team Leaders	Members of the Children's and Youth Teams who have been appointed by the relevant church co-ordinator or Head of Children's and Youth to be the overall leader of a group within Children's and Youth Ministry.
PCC	The Parochial Church Council of Jesmond Parish Church.
Relevant Coordinator	This refers to the relevant age group coordinator: Crèche Coordinator (0-2.5 years), Children's Coordinator (2.5 – end of Year 6) [who is also the Head of Children's and Youth], or Youth Coordinator (Y7 – Y13).
Parish Safeguarding Officers	The person nominated by the Leadership to act on their behalf in dealing with allegations or suspicions of neglect or abuse, including referring the matter on to the statutory authorities. (See appendix 3 for names and contact details)

b) Details of premises, groups and activities

Address for communications:

Jesmond Parish Church, Eskdale Terrace, Jesmond, Newcastle upon Tyne. NE2 4DJ

Telephone number:

0191 212 7400

Email address:

enquiries@church.org.uk

Membership of denomination

Jesmond Parish Church: Church of England

Jesmond Trust associated churches: Anglican (Independent)

Charity Number:

Jesmond Parish Church - 1134530

The Jesmond Trust (CIO from May 22) - 1193725

Insurance Company

Ecclesiastical Insurance

The following is a brief description of the premises of Jesmond Parish Church and Jesmond Trust associated churches and the type of work / activities we undertake with children and adults who have care and support needs:

Premises

The premises of Jesmond Parish Church and the Jesmond Trust are:

- The church building and halls of Jesmond Parish Church.
- All rooms at both Eslington House, 1A Eslington Terrace, Newcastle Upon Tyne NE2 4RF, and 3 Osborne Road, Newcastle-Upon-Tyne, NE2 2AA.
- St Joseph's Benwell (the church and adjoining presbytery rooms and offices), South Benwell Road, Newcastle-upon-Tyne, NE15 6JL.
- Holy Trinity Gateshead Marigold Avenue, Gateshead NE10 0DP.

Groups and activities

Some of our groups and activities are specifically designed to meet the needs of children:

- Crèches provide child care for children aged 0-2½ years both on and off the premises.
- Children's and Youth Ministry provides children's and youth groups and activities for children aged 2½-18 years on and off the premises. These include weekly groups, holiday clubs, one-off events, weekends away and Holiday Sunday School but exclude for the purposes of this policy Scouting and Guiding units sponsored by Jesmond Parish Church (or sponsored in the future by Jesmond Trust associated churches).

Some of our groups and activities are specifically designed to meet the needs of adults who have care and support needs – for example:

- Livewire – our monthly meeting specifically for adults with learning difficulties.
- Pastoral visiting – e.g., of the elderly/housebound.

But we recognise that in all our groups and activities for adults there may be those who are vulnerable to, or experiencing, some form of abuse – for example:

- Those with mobility or sensory difficulties.
- Those with learning difficulties.
- Those with mental health problems.
- Those experiencing domestic abuse.

The areas of our ministry involving adults include the following:

(NB: apart from Home Groups, meetings generally take place on the premises above)

- Sunday services.
- Students: small groups, one-to-one meetings, weekend away.
- Internationals: Globe café, small groups, one-to-one meetings, weekends away.

- Transit: group for graduates making the transition to professional work.
- 20s&30s: occasional events and weekend away.
- Home Groups: small groups meeting in homes.
- Christianity Explored and Discipleship Explored: small groups.
- Primetime: activities and occasional trips for those available in the daytime (including some elderly and disabled).
- Livewire: group for adults with learning difficulties/special needs.
- Celebrate Recovery: group 'for those seeking freedom from hurts, hang-ups and habits'.
- One-to-one meetings for pastoral care – both on our premises and in peoples' homes.
- Music and Sports activities.

c) Our commitment

As a Leadership we are committed to the six overarching policy commitments set out in the Church of England's 'Promoting a Safer Church.'

Namely,

1. Promoting a safer environment and culture;
2. Safely recruiting and supporting all those with responsibility related to children, young people and vulnerable adults within the church;
3. Responding promptly to every safeguarding concern or allegation;
4. Caring pastorally for victims/survivors of abuse and other affected persons;
5. Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons;
6. Responding to those that may pose a risk to others.

We are committed to build constructive links with statutory and voluntary agencies involved in safeguarding.

In particular, the undergirding of our policy is the Biblical teaching found in the Pastoral Epistles about the moral and doctrinal standards expected of those involved in any Christian ministry. Specifically, with regard to sexual abuse, the Biblical teaching that sexual activity is only right in heterosexual marriage and wrong outside it is foundational. We, therefore, require all church staff and volunteer leaders appointed by them to model this and other Biblical standards in their daily lives.

As a Leadership we also recognise that the culture within an organisation is just as important as its stated procedures. Therefore, we recognise that:

- All are capable of abusing others and therefore we will take seriously all disclosures or suspicions of abuse.
- All are capable of abusing their power. Therefore, the reputation of a person within the organisation must not become a barrier to objective investigation of an accusation of abuse.
- Members will naturally be tempted to protect the reputation of the organisation. Therefore, we must not allow that desire to take precedence over the need to protect the vulnerable.
- The damage done to a person abused in the context of their church will include damage to them spiritually. Therefore, the support provided to that person following abuse must include recognition of that damage.

The policy and attached practice guidelines are based on the ten 'Safe and Secure' safeguarding standards published by Thirtyone:Eight (formerly CCPAS) and prepared taking into account the Church of England's Bishops 'Promoting a safer Church' and the safeguarding policies of the Church of England Diocese of Newcastle.

The Leadership undertakes to:

- Provide on-going safeguarding training in accordance with the Church of England's requirements for all its workers (by whom we mean employees of The Jesmond Trust and the volunteer leaders appointed by them, PCC members and Church Wardens) and to update that training within the three-year cycle required by the Church of England.
- Audit annually those who have completed the required safeguarding training.
- Review annually the operational guidelines within this policy.
- Support the Parish Safeguarding Officers in their work and in any action they may need to take in order to protect children and adults who have care and support needs.

SECTION 2

RECOGNISING AND RESPONDING APPROPRIATELY TO AN ALLEGATION OR SUSPICION OF ABUSE

a) Understanding abuse and neglect

i) Definitions of abuse

Defining abuse against an adult is a difficult and complex issue. A person may abuse by inflicting harm, or failing to prevent harm. 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 adult.

STATUTORY DEFINITIONS OF ABUSE (CHILDREN)

Child protection legislation throughout the UK is based on the United Nations Convention on the Rights of the Child. Each nation within the UK has incorporated the convention within its legislation and guidance.

The four definitions of abuse below operate in England based on the government guidance 'Working Together to Safeguard Children (2015)'.

What is abuse and neglect?

- Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting, by those known to them or, more rarely,

by a stranger for example, via the internet. They may be abused by an adult or adults, or another child or children.

- They may suffer harm through witnessing domestic abuse.
- Where there are mental health issues with parents we need to be aware that this can lead, in some cases, to neglect of children.

Physical abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development.

It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Sexual abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- provide adequate food, clothing and shelter (including exclusion from home or abandonment);
- protect a child from physical and emotional harm or danger;
- ensure adequate supervision (including the use of inadequate care-givers); or
- ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

DEFINITIONS OF ABUSE (ADULT)

The following information relates to the Safeguarding of Adults as defined in the Care Act 2014, Chapter 14. Safeguarding, this replaces the previous guidelines produced in 'No Secrets' (Department of Health 2000).

The Safeguarding duties apply to any adult who:

- has need for care and support (whether or not the local authority is meeting any of those needs) and;
- is experiencing, or at risk of, abuse or neglect; and
- 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.

Organisations should always promote the adult's wellbeing in their safeguarding arrangements. People have complex lives and being safe is only one of the things they want for themselves. Professionals should work with the adult to establish what being safe means to them and how that can be best achieved. Professional and other staff should not be advocating 'safety' measures that do not take account of individual well-being, as defined in Section 1 of the Care Act.

This section considers the different types and patterns of abuse and neglect and the different circumstances in which they may take place. This is not intended to be an exhaustive list but an illustrative guide as to the sort of behaviour which could give rise to a safeguarding concern. Any behaviours or patterns of behaviour where there is an abuse of power and/or coercion may be harmful and considered abusive.

- **Physical abuse** – including assault, hitting, slapping, pushing, misuse of medication, restraint or inappropriate physical sanctions.
- **Domestic violence** – including psychological, physical, sexual, financial, emotional abuse; so called 'honour' based violence.
- **Sexual abuse** – including rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting.
- **Psychological abuse** – including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber bullying, isolation or unreasonable and unjustified withdrawal of services or supportive networks.
- **Financial or material abuse** – including theft, fraud, internet scamming, coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

- **Modern slavery** – 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.
- **Discriminatory abuse** – including forms of harassment, slurs or similar treatment; because of race, gender, age, disability, or religion.
- **Organisational abuse** – including neglect and poor care practice within an Institution or specific care setting such as a hospital or care home, for example, or in relation to care provided in one's own home. This may range from one off incidents to on-going ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation.
- **Neglect and acts of omission** – including ignoring medical, emotional or physical care needs, failure to provide access to appropriate health, care and support or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.
- **Self-neglect** – this covers a wide range of behaviour neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding. Incidents of abuse may be one-off or multiple, and affect one person or more.

Notes on the term 'Spiritual Abuse'.

- The term 'spiritual abuse' is subjective and ambiguous.
- It has proved difficult to define and attempts to legally formalise the term run the risk of discriminating against communities of faith and, in the Christian context, restricting ministers from proclaiming the historic, orthodox good news of Jesus from the Christian scriptures.
- The pre-existing categories of abuse (especially 'emotional' and 'psychological') are already sufficient for identifying abuse in a religious or spiritual context.

ii) Signs and symptoms of abuse

SIGNS OF POSSIBLE ABUSE IN CHILDREN

The following guidance will be given to the Crèche Teams and Children's and Youth Teams. The signs below may or may not be indicators that abuse has taken place, but the possibility should be considered and may indicate that further enquiries should be made by the appropriate safeguarding authority where the child lives.

These lists of possible signs and indicators of abuse are not exhaustive.

Physical abuse

Possible indicators:

- any bruising or injury to a pre-crawling or pre-walking baby.
- injuries not consistent with the explanation given for them.
- Injuries which occur to the body in places that are not normally exposed to falls, rough games, etc.

- Injuries which have not received medical attention.
- Reluctance to change for, or participate in, games or swimming.
- Repeated urinary infections or unexplained tummy pains.
- Bruises, bites, burns, fractures etc., which do not have a satisfactory explanation.

Emotional abuse

Emotional abuse may be difficult to recognise, as the signs are usually behavioural rather than physical. The manifestations of emotional abuse might also indicate the presence of other kinds of abuse. The indicators of emotional abuse are often also associated with other forms of abuse.

The following may be indicators of emotional abuse:

- Changes or regression in mood or behaviour, particularly where a child withdraws or becomes clingy. Also depression/aggression, extreme anxiety.
- Nervousness, frozen watchfulness (particularly in pre-school children).
- Obsessions or phobias.
- Sudden under-achievement or lack of concentration.
- Inappropriate relationships with peers and/or adults.
- Attention-seeking behaviour.
- Persistent tiredness.
- Low self-esteem and lack of confidence.
- Running away/stealing/lying.
- Cuts, scratches, substance abuse or other forms of self-harm.

Sexual abuse

Children of both genders and of all ages may be sexually abused and are frequently scared to say anything due to guilt and/or fear. This is particularly difficult for a child to talk about and full account should be taken of the cultural sensitivities of any individual child/family.

Recognition can be difficult, unless the child discloses and is believed. There may be no physical signs and indications are likely to be emotional / behavioural.

Some behavioural and physical indicators associated with this form of abuse are:

- Inappropriate sexualised conduct.
- Sexual knowledge inappropriate for the child's age.
- Child with excessive preoccupation with sexual matters and detailed knowledge of adult sexual behaviour, or who regularly engages in age-inappropriate sexual play.
- Sexually explicit behaviour, play or conversation, inappropriate to the child's age.
- Continual and inappropriate or excessive masturbation.
- Self-harm (including eating disorder), self-mutilation and suicide attempts;
- Running away from home.
- Poor concentration and learning problems.
- Loss of self-esteem.
- Involvement in sexual exploitation.

- An anxious unwillingness to remove clothes for - e.g. sports events (but this may be related to cultural norms or physical difficulties).
- Any allegations made by a child concerning sexual abuse.
- Sexual activity through words, play or drawing.
- Severe sleep disturbances with fears, phobias, vivid dreams or nightmares, sometimes with overt or veiled sexual connotations.
- Pregnancy.
- Physical symptoms in relation to the genital area.

Neglect

The growth and development of a child may suffer when a child receives insufficient food, love, warmth, care and concern, praise, encouragement and stimulation.

Apart from the child's neglected appearance, other signs may include:

- Low body weight.
- Injuries slow to heal or red/purple mottled skin on hands/feet due to exposure to cold.
- Failure to grow.
- Constant hunger.
- Stealing or gorging food.
- Untreated illnesses.
- Listlessness, apathy and lack of responsiveness.
- Indiscrimination in relationships with adults (may be attention seeking).

SIGNS OF POSSIBLE ABUSE IN ADULTS

Physical abuse

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

Domestic violence

- Unexplained injuries or 'excuses' for marks or scars.
- Controlling and/or threatening relationship including psychological, physical, sexual, financial, emotional abuse; so called 'honour' based violence and Female Genital Mutilation.
- Age range extended to 16yrs.

Sexual abuse

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

Psychological abuse

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

Financial or material abuse

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

Modern slavery

- Physical appearance; unkempt, inappropriate clothing, malnourished.
- Movement monitored, rarely alone, travel early or late at night to facilitate working hours.
- Few personal possessions or ID documents.
- Fear of seeking help or trusting people.

Discriminatory abuse

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

Organisational abuse

- No confidence in complaints procedures for staff or service users.
- Neglectful or poor professional practice.

Neglect and acts of omission

- Deteriorating despite apparent care.
- Poor home conditions, clothing or care and support.
- Lack of medication or medical intervention.

Self-neglect

- Hoarding inside or outside a property.
- Neglecting personal hygiene or medical needs.

Incidents of abuse may be one-off or multiple, and affect one person or more.

b) Safeguarding awareness

NB: hereafter, by 'workers', this policy means both the employees of The Jesmond Trust and the volunteer leaders appointed by them. Jesmond Trust staff and volunteer leaders will need different

levels of awareness and training regarding child and adult safeguarding, as appropriate to their roles.

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 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.

Awareness and training

- All Jesmond Trust staff and relevant leaders (PCC members, Church Wardens, Parish Safeguarding Officers, DBS Administrator, crèche leaders, children's and youth team, Livewire leaders, Primetime leaders, Senior Sidesmen, Home Group leaders, Celebrate Recovery leaders and other adult small group leaders) will undergo the training required by the Church of England (with a refresher within the required three-year cycle). Team members for one-off events such as residentials (Houseparty, Halfway Houseparty, Xplore, Remix) and Holiday Club will also receive refresher training provided either by the Team Leader, or using Andy Gawn's training videos, as part of the required briefing for the event.
- Where appropriate, all workers will be required to undergo DBS checks.
- All children's leaders shall be taught appropriate procedures for toileting children.
- Children should be treated with dignity and respect in attitude, language use and actions.
- Training shall be offered (as appropriate) to all workers as to how to listen to and respond to disclosures of physical, sexual, emotional abuse or neglect and the signs to look for. Those volunteering for one-off children's events and the crèche team will be given the Child Protection briefing sheet and essential instruction.
- Workers will be supported, monitored and resourced by the relevant church co-ordinator and the Head of Children and Youth as appropriate and acknowledged publicly each year in an annual Commissioning Service.

c) Responding to allegations of abuse

GENERAL GUIDELINES ON RESPONDING TO SOMEONE DISCLOSING/ALLEGING ABUSE

When a disclosure/allegation is made

- Listen carefully.
- Do not press for more information than is immediately given.
- Do not ask probing, leading or suggestive questions.
- Reassure the person that you take what they say utterly seriously.
- Let them know that you will need to tell someone else – do not promise confidentiality.

- Be aware that they may have been threatened and made to promise secrecy about the abuse.

What to do next

- As soon as possible (preferably within one hour), write down notes of the conversation, recording what the other person said, what you said in reply and what was happening immediately before the conversation (i.e., what activity you were involved in). Date and time the record, mentioning anyone else who was present, and sign it. Keep all your original notes, even if they were handwritten and later typed up. Such records should be kept in a secure place by the Safeguarding Co-ordinator / Deputy (see below under 'Procedure for reporting abuse').
- Do not contact the alleged abuser.
- Do not try to investigate the allegations yourself – the primary responsibility of the person to whom disclosure is made is to report the abuse (see 'Procedure for reporting abuse' below) and to ensure that the person who has made the disclosure/allegation is cared for.

RESPONDING TO A CHILD WANTING TO TALK ABOUT ABUSE

The following guidance will be given to the Crèche Team and the Children's and Youth Team on how to respond to a child wanting to talk about abuse

General points

- Ensure you are in an open space with other people in the vicinity.
- Show acceptance of what the child says (however unlikely the story may sound).
- Keep calm.
- Look at the child directly.
- Be honest.
- Tell the child you will need to let someone else know – *don't promise confidentiality*.
- Even when a child has broken a rule, they are not to blame for the abuse.
- Be aware that the child may have been threatened or bribed not to tell.
- Never push for information. If the child decides not to tell you after all, then accept that and let them know that you are always ready to listen.
- Do not ask leading questions, instead ask reflective questions.

Helpful things you may say or show

- I believe you (or showing acceptance of what the child says).
- Thank you for telling me.
- It's not your fault.
- I will help you.

Do not say

- I won't tell anyone.
- Why didn't you tell anyone before?
- I can't believe it!
- Are you sure this is true?
- Why? How? When? Who? Where?
- Never make false promises.
- Never make statements such as "I am shocked, don't tell anyone else".

Concluding

- Again reassure the child that they were right to tell you and show acceptance.
- Let the child know what you are going to do next and that you will let them know what happens (in exceptional circumstances you might have to consider referring to Social Services or the Police to prevent a child or young person returning home if you consider them to be seriously at risk of further abuse).
- Contact the Safeguarding Co-ordinator or Deputy Co-ordinator.
- Do not discuss the allegations with anyone else.

PROCEDURE FOR REPORTING ABUSE

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

- The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to the Parish Safeguarding Officer (see appendix 3 for names and contact details) who 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 appropriate authorities.
- In the absence of the Parish Safeguarding Officer or, if the suspicions in any way involve the Parish Safeguarding Officer then the report should be made to the Deputy Parish Safeguarding Officer (see appendix 3 for names and contact details). If the suspicions implicate both the Parish Safeguarding Officer and the Deputy, then the report should be made in the first instance to Thirtyone:Eight (formerly CCPAS) PO Box 133, Swanley, Kent, BR8 7UQ. Telephone 0303 003 1111. Alternatively contact Social Services or the police.
- The Diocesan Safeguarding Department team will also be informed.
- Where the concern is about a child the Parish Safeguarding Officer will contact Children's Social Services. Where the concern is regarding an adult in need of protection, the Safeguarding Co-ordinator should contact Adult Social Services and/or take advice from Thirtyone:Eight (formerly CCPAS) as above.

See appendix 4 for telephone numbers of local Children's Social Services, local Adult Social Services, and Police Protection Teams.

- The Parish Safeguarding Officer *may* need to inform others depending on the circumstances and/or nature of the concern, for example: the Vicar of Jesmond (who is also the chairman of the Jesmond Trust) to log that a safeguarding concern is being dealt with; the Insurance company to log that there is a possibility of a serious incident concerning safeguarding; a Designated Officer (formerly LADO) if allegations have been made about a person who has a role with under 18's elsewhere; or another denominational officer such as a Diocesan Safeguarding Adviser or similar.
- 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 stored securely.

- Whilst allegations or suspicions of abuse will normally be reported to the Parish Safeguarding Officer the absence of the Parish Safeguarding Officer or Deputy should not delay referral to Social Services, the Police or taking advice from Thirtyone:Eight (formerly CCPAS)
- The Leadership will support the Parish Safeguarding Officer /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 (formerly CCPAS) or the Diocesan safeguarding Team, 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 Parish Safeguarding Officer / Deputy has not responded appropriately, or where they have a disagreement with the Parish Safeguarding Officer(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 everyone; children and adults who may be at risk of harm or abuse.

The role of the Parish Safeguarding Officer / deputy is to collate and clarify the precise details of the allegation or suspicion and pass this information on to statutory agencies that have a legal duty to investigate.

DETAILED PROCEDURES WHERE THERE IS A CONCERN ABOUT A CHILD:

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 Parish Safeguarding Officer /Deputy will:

- Contact Children's Social Services or Thirtyone:Eight (formerly CCPAS), 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 (formerly CCPAS), who will confirm their advice in writing, if unsure whether or not to refer a case to Children's Social Services.

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 Parish Safeguarding Officer, in accordance with Local Safeguarding Children Board (LSCB) procedures will need to liaise with Children's Social Services in regards to the suspension of the worker, also making a referral to a designated officer formerly called a Local Authority Designated Officer (LADO).

Working Together to Safeguard Children 2015 no longer refers to them as LADOs only 'designated officers'. However, the function remains the same which is to handle all allegations against adults who work with children and young people whether in a paid or voluntary capacity.

In addition to this, whether or not there are such mechanisms in operation, consideration should be given to whether a referral should be made to the Disclosure and Barring Service which manages the list of those people deemed unsuitable for working with children or adults. Where you are liaising with a designated officer discuss with them about the need to refer to the DBS. If a designated officer is not involved, you need to contact the DBS if the situation is that the nature of concern leads you to end the employment of the worker or volunteer or would have made this decision in circumstances where they have left voluntarily.

Allegations of sexual abuse

In the event of allegations or suspicions of sexual abuse, the Parish Safeguarding Officer /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 (formerly CCPAS) 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.

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

Suspicious 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, Parish Safeguarding Officer /Deputy will:

- Contact the Adult Social Care Team who have responsibility under the Care Act 2014 to investigate allegations of abuse. Alternatively, Thirtyone:Eight (formerly CCPAS) and the Diocesan Safeguarding Team 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.

Domestic abuse.

- It is recognised that domestic abuse is not limited to marriage and may involve parents and wider family. It is also recognised that the domestic abuse has a considerable impact on children within the family.
- If disclosures are made, a full note of the disclosure should be made and dated by the person to whom the disclosure is made.
- Under no circumstances should complete confidentiality be promised as this may put others at risk of serious harm.
- In circumstances of physical abuse a note of injuries should be made and consideration given as to whether medical assistance is required.

- If there is an imminent threat to life or of serious injury to the person making the disclosure, or another, this should be reported immediately (either to the police or the relevant social services agencies).
- Domestic abuse raises child protection issues: when children are witnesses of domestic violence, this should be reported.
- Do not confront or seek to discuss the matter with the alleged perpetrator of the domestic abuse as this may place the abused at further risk or endanger them and their family.
- It is recognised that there is an increased risk to the personal safety of abused victims when leaving an abuser or choosing to stay following a disclosure. Increased support/professional support needs to be in place if this is likely.
- In some instances of abuse it may be appropriate to contact support services such as Independent voluntary agencies (e.g., *Refuge* or *Respect*)

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

- An allegation may be made against a worker – i.e., an employee of The Jesmond Trust or a volunteer leader appointed by an employee of the Trust. In such a case, the worker should not be informed of the allegation. As with all cases (see ‘Procedure for reporting abuse’ above), the allegation should be reported in the first instance to the Parish Safeguarding Officer.
- 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.

SECTION 3

PREVENTION

a) Safer recruitment

The Leadership will ensure that all workers will be appropriately 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 role.
- All prospective workers have completed an application form. This form will include voluntary disclosure of any criminal convictions and the provision of two referees. An update application will be sent out every five years (or more frequently) to every worker.
- All prospective workers have been interviewed.
- Safeguarding has been discussed at interview.

- Written references have been obtained, and followed up where appropriate.
- A disclosure and barring check (DBS) 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 criminal conviction will not necessarily prevent an applicant being appointed as a member of the Crèche Team or the Children's and Youth Team. However, an adult who is a known offender who has committed acts of violence or sexual offences against children or adults will not be appointed.
- Suitable training for their roles is provided for workers.
- Workers will be given opportunities at leaders' meetings to meet together with a leader to discuss areas of concern including issues relating to discipline.
- There is a probationary period of six months after which the worker's involvement in the role is reviewed.
- Workers are made aware of the safeguarding policy and given a summary of it, and know how to report concerns.

b) 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 will be issued with a code of conduct towards children, young people, and adults with care and support needs.

We undertake to follow the principles found within the Abuse of Trust guidance issued by the Home Office. It will therefore be unacceptable for those in a position of trust to engage in any behaviour which might allow a sexual relationship to develop, for as long as the relationship of trust continues.

SECTION 4

PASTORAL CARE

a) Supporting those affected by abuse

The Leadership is committed to offering pastoral care, working with statutory agencies as appropriate, and offering support to all those who have been affected by abuse who have contact with or who are part of Jesmond Parish Church, the Jesmond Trust, its associated churches and the wider church as a whole.

b) Working with offenders or those who may pose a risk

When someone attending Jesmond Parish Church or Jesmond Trust associated churches is known to be a risk to children or other adults – especially adults who have 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 vulnerable adults, set boundaries for that person which they will be expected to keep. These boundaries will be formalised in a Worship Agreement, which will be discussed with the individual and signed by him/her and the Parish Safeguarding Officer(s). Boundaries may include the individual concerned not having permission to attend specified church meetings and activities. And it may include attendance conditional on the individual being accompanied by a member of the church staff, or someone appointed by a member of the church staff.

In our Sunday services, which are public meetings, all adults (and children) attending are potentially vulnerable if someone displays threatening, aggressive or violent behaviour (e.g., under the influence of alcohol or drugs). At Jesmond Parish Church, responding to such situations is the responsibility of the Church Wardens, shared with the stewards at the services. At Jesmond Trust associated churches, it is the responsibility of the ordained ministers, shared with the stewards at the services.

SECTION 5

a) Practice Guidelines

As churches working with children and with 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.

As well as a general code of conduct for workers we also have specific good practice guidelines for activities we are involved in, where relevant.

GENERAL GUIDELINES FOR MINISTRY WITH CHILDREN AND YOUNG PEOPLE.

Arrangements for supervision of activities

- JPC and Jesmond Trust associated churches aim to provide at least the following adult to child ratios in Crèche and Children's and Youth Ministry. (There is no specific guidance for organisations that are not in the education or early years sectors. These are the ratios recommended by NSPCC):

○ Babies and toddlers (0-2 years)	1:3
○ Preschool (3-4 years)	1:4
○ Early primary (4-8 years)	1:6
○ Late primary/early secondary (9-12 years)	1:8
○ Secondary (13-18 years)	1:10
- There shall never be fewer than two adults supervising at a programme/event for under 18s.

- JPC and Jesmond Trust associated churches encourage under 18s to help out in crèche and children's groups but these young people will not be included as adults in adult to child ratios and will not be left in charge of any group of children of any age.
- Whenever possible an adult should not be on their own with a child, unless meeting in a public place, or with prior parental consent.
- All adults should maintain friendly and open (non private) interactions with children and young people.
- A register of children and young people attending a group or activity should be kept and a register of adult and under 18 leaders. If any child leaves early this should be recorded. At the end of each academic term the registers should be passed to the relevant co-ordinator as appropriate for storage.
- The only people, other than parents and carers, allowed into an activity for children and young people should be those who have been accepted as members of the Crèche Team or the Children's and Youth Team and assigned to that group. Other visitors should be recorded in the register and not allowed unsupervised access to children or young people.
- Team Leaders shall be responsible for completing incident reports for any accidents, incidents or unusual events, which may occur during the course of a group's activities using an incident form and the accident book pertaining to the relevant building. In case of accident or illness the child or young person's parent or guardian must sign the form before collecting their child. Such reports should then be passed to the First Aid Appointed Person for monitoring and secure storage.

Guidelines on physical contact with children

The following general guidelines shall be given to crèche Teams and children's Teams on physical contact with children:

- Keep everything public. A hug in the context of a group is very different from a hug behind closed doors.
- Touch should be related to the child's needs, not the worker's.
- Touch should be age-appropriate and (generally) initiated by the child rather than the worker.
- Avoid any physical activity that is, or may be thought to be, sexually stimulating to the adult or the child.
- Children have the right to decide how much physical contact they have with others, except in exceptional circumstances when they need medical attention.
- Team members should monitor one another in the area of physical contact. They should be free to help each other by pointing out anything which could be misunderstood. Concerns about abuse should always be reported.

Management of activities

- Parental consent must be obtained for all off premises activities for those under 8 years of age, for off premises activities that require additional insurance cover for those over eight years of age, and for all other activities where consent is required to comply with insurance requirements.
- No adventurous activities as specified within the terms of the Adventure Activity Licensing Regulations 1996 will be engaged in without the written consent of the child or young person's parent/ guardian.
- Team Leaders must ensure that the person or persons who run adventurous activities are appropriately qualified under the Adventure Activities Licensing Regulations 1996.
- Any activity involving swimming (swimming pool, sea or open water) requires parental consent and the presence of someone holding a current lifesaving certificate, Bronze Medallion or equivalent.
- Overnight stays should have a risk assessment in the light of this policy, with particular reference to toilets and sleeping arrangements.

Incontinence issues

- Under the Disability Discrimination Act (2005) it would be an offence to exclude a child from an activity on the basis of incontinence. For example, we cannot use 'potty trained' as a factor in deciding whether or not a child may attend one of our programmes.
- It would also be an offence to leave a child in a soiled state. Therefore, during activities where the child's parent or carer is not on-site, e.g. during weekends away or holiday clubs, the leaders of that activity need to ensure that the child is cleaned at the earliest opportunity. The child must be treated with respect, cultural and /or religious sensitivities will need to be accounted for and appropriate hygiene procedures adhered to, e.g. using disposable gloves, wet wipes and showering if necessary. For older children the leaders should only need to provide minimal support to ensure that cleaning is complete.
- In addition, in order to protect ourselves from accusations of abuse, two adult leaders should be present. No minor (under 18) volunteer should be asked to assist, unless the child being cleaned is a younger brother or sister.

Driving

- The utmost care must be taken by leaders when driving cars or minibuses. Those transporting children must not use mobile phones while driving under any circumstances, including using hands-free devices. Fast driving will be actively discouraged and team members will be banned from driving if their driving is considered unsafe by the Team Leader, Youth Co-ordinator or Head of Children's and Youth. Drivers of minibuses must be aware of and adhere to national speed limits (single road 50mph; dual 60mph; motorway 70mph).

- Those driving cars must be aware of and adhere to national speed limits (single road 60mph; dual 70mph; motorway 70mph).
- No driver should have any unspent conviction for drink-driving, dangerous driving or racing on the public highway.
- Drivers of vehicles must never carry more passengers than the number of seat belts stated by the manufacturers or specifically noted in the insurance policy.
- Drivers are responsible for ensuring the vehicle is roadworthy.
- Parental consent should always be obtained for the transporting of children and young people.
- Where children or young people are transported by car or minibus, drivers must carry a full driving licence and valid insurance. Seat belts must be worn.
- Drivers of minibuses must have passed the PCV (passenger carrying vehicle) training course or have the correct category on their licence. Category D1 (with the exception that the driver is not working for hire or reward) covers minibuses between 9-16 passenger seats with or without a trailer up to 750kg. That category is not included automatically for those who passed their test after 1st January 1997. Minibus permits will be obtained for each vehicle.
- Drivers of minibuses must be a minimum of 21 years of age and have held a full driving licence for at least 2 years. (Most hire companies will not hire to drivers under 25). Drivers who passed their test on or after 1 January 1997 must not tow any size trailer on the minibus.
- Drivers of vehicles with 17 or more seats (including the driver's seat) must hold a PSV licence.
- Drivers must ensure they have a list of names and addresses of all those they are transporting.
- We will endeavour to ensure that a leader does not drive alone with children where this is practically possible, and in any case in a minibus there should be at least one other adult apart from the driver.

Safety

- JPC and Jesmond Trust associated churches will maintain vigilance in ensuring that the environment is physically safe and that hazards are minimised.
- JPC and Jesmond Trust associated churches will ensure that procedures are in place to ensure the safety of children and young people on the Church Premises and their collection from the Church Premises.
- Where food is being prepared, at least one team member on site will have a Food Hygiene Certificate and will be responsible for health & safety sign off at the end.
-

- An up to date first aid box will be kept on the premises of 3 Osborne Road, Eslington House, the JPC Church Hall, HTG and SJB.
- Medication should not be given to a child or young person without the consent of the child's parent/ guardian.
- Team Leaders must ensure that all their team members are fully acquainted with the fire procedure, in particular the location of the nearest exits. Children's and youth group leaders should also be responsible for executing an annual fire drill.

GENERAL GUIDELINES ON VARIOUS AREAS WHERE ADULTS (INCLUDING WORKERS) HAVE CARE AND SUPPORT NEEDS

Physical disability

- In planning and running all our groups and activities, we need to be aware that adults with physical disability may be present.
- We must ensure the best possible access into our premises (including convenient car-parking) and through our premises (once inside) – for those who are vulnerable walking, or use a wheelchair or other mobility aid.
- We must regularly maintain all equipment we provide to assist those with physical disability – eg, wheelchairs, toileting facilities, disability lifts.
- Care must be given in offering physical assistance (such as lifting or the use of wheelchairs) – both to avoid any inappropriate physical contact, and to avoid risk of injury to both parties.

Sensory disability

- We need to be aware that those attending our groups and activities with impaired vision or hearing are vulnerable to being excluded – or even to being in danger in situations of emergency such as a fire alarm.
- We must work to provide appropriate help for those with impaired vision or hearing.

The elderly

- Physical disability (at least, frailty) and sensory disability are often problems facing the elderly. We must also be aware that incidence of abuse of the elderly seems to be increasing in our society: they are particularly vulnerable.
- We should seek to be aware of the accommodation/care arrangements of the elderly with whom we have contact, and act on any concerns we have, or any disclosures of abuse they make.

Dementia

- The prevalence of dementia in society is increasing. People with dementia are vulnerable to abuse, even if they are otherwise in robust health.

Adults with learning difficulties

- Leaders of Livewire and any other groups attended by adults with learning difficulties must give special consideration to helping their members react to emergencies such as a fire alarm.
- If assistance with toileting is needed, this should be provided by someone of the same sex.

Fire

- All adults – whether or not otherwise having care and support needs – are vulnerable in the event of a fire.
- Leaders of all groups and activities must be familiar with fire alarm and evacuation procedures. These may be found in the Facilities Handbook.
- Team Leaders of all events and programmes held at JPC will be sent the most recent Fire Procedures Video once per year. They and their teams will be expected to watch the section that relates to the building(s) they use.

Medical emergencies and First Aid

- As with fire, all adults – whether or not otherwise having care and support needs – may become vulnerable in the event of a medical emergency.
- The First Aid Appointed Person will ensure that First Aid kits and procedures (eg, accident books) are kept up to date.

Risk assessments

- Appropriate risk assessments should be completed both for regular activities and also one-off events / trips / weekends away.

Money

- We recognise that people – especially the elderly – can be vulnerable to manipulation regarding money. Great care should be given to ensure that this never takes place. Workers should not give financial advice in a personal pastoral setting.

Workers conducting pastoral meetings – including one-to-one meetings

- These must be conducted so as to safeguard both the worker and the person they are meeting with.
- The worker needs safeguarding from any possible allegation of misconduct and from any situation that might put them in danger/at risk. So, for example, a one-to-one meeting may be best conducted somewhere public (or at least not totally private and unobserved); or a meeting involving two workers may be wiser (e.g., in the case of a first pastoral visit to a new contact).

- The person being met with/visited also needs safeguarding by the worker having a clear code of conduct.

Church staff working in vulnerable situations

- Church staff (especially female staff) may be vulnerable when working on their own in one of our premises.
 - People should not work on their own unless they have a means of communication and have notified a colleague of the details of the work being undertaken and agreed a procedure to ensure their safety is checked on. When working alone volunteers and staff should be alert to possible dangers and minimise them:
 - Tell someone where they are working. Get them to check on you if you are not home when expected and if they can't contact you, to raise the alarm.
 - Carry a mobile phone if possible.
 - If working in church after dark and it is appropriate, lock the doors
 - Carry keys so they can leave by another exit if necessary.
 - Report any incidents to a member of the senior staff team or a church warden.
 - Inform the senior staff team and/or Church Wardens or Vicar of any suspicious behaviour noted or any threats made.
- Workers (whether church staff or volunteer leaders) could be vulnerable if making a pastoral visit on their own. If a worker is any doubt about the safety of such a visit, they should notify another worker beforehand of where they are going, and confirm that with that worker after the event that they are safe.
- It is essential in pastoral care to acknowledge appropriate physical, sexual, emotional and psychological boundaries. Inappropriate touching or gestures of affection are to be avoided.
- One to one contact with individuals in the context of pastoral support should be assessed in advance for risk factors.
- Make the purpose of the meeting clear at the outset and the time available for the discussion
- Confidentiality should not be confused with secrecy or privacy. It is possible to hold a confidential conversation in a public area, where there is privacy.
- The timing of contact and meeting is important to ensure actions are not misinterpreted. Whenever possible make prior arrangements to meet rather than meet 'on demand'
- Can a public venue that affords privacy be used, or if a private venue is used there is a need to ensure it is not secretive. N.B. Openness with others in awareness of the contact arrangements supports all involved.
- Pastoral visitors will:
 - Try to have someone else in the next room or nearby whenever possible.
 - Not take any unnecessary risks. If necessary, the meeting will be brought to an end and concerns reported to the Parish Safeguarding Officer.
 - Respect personal space and never do or say anything that could be misinterpreted
 - Complete a risk assessment where there is a known risk.
 - Ensure someone knows where the worker is and what time they expect to return.
- Records will be maintained that are relevant to the contact.

APPENDIX 1

Leadership Safeguarding Statement

The Leadership, being the Trustees of the Jesmond Trust, including the Vicar of Jesmond, recognises the importance of its ministry /work with children and adults in need of protection and its responsibility to protect everyone entrusted to our care.

Jesmond Parish Church, the Jesmond Trust and its associated churches are committed to the safeguarding of children and adults with care and support needs 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, and safe. 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 appropriate 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 denominational, national and local developments relating to safeguarding.
- Supporting the Parish Safeguarding Officers in their work and in any action they may need to take in order to protect children / 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 Thirtyone:Eight (formerly CCPAS)

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 who have been approved as safeguarding co-ordinators for these churches:

Andy Gawn – JPC Parish Safeguarding Officer
(tel - 0191 212 5171);

Carolyn Hosie – JPC Deputy Parish Safeguarding Officer via JPC central office on 0191 212 7400.
(tel – 0191 212 5136)

Rev Ken Matthews – SJB Child and Adult Safeguarding Coordinator (0191 337 1495)

Mohini Wood –SJB Child and Adult Deputy Safeguarding Coordinator
(tel - 0191 337 1492);

Dr Olwyn Jones – HTG Child and Adult Safeguarding Coordinator
(tel – 0191 477 3370);

Newcastle Diocese Safeguarding Team – Church House, St John’s Terrace, Nth shields NE29 6HS
0191 270 4100 / 07825 167016

A copy of the full policy and procedures is available from Jesmond Parish Church Office.

SAFETY INFORMATION

(3 Osborne Road NE2 2AU)



First aid boxes:

Top floor kitchen (T1)

Machine room (UG2)

(Please remember to fill in the incident/accident book)

First Aid 'Appointed Person': **Dan McBride**

Fire Action

On discovering a fire:

1. Operate the nearest fire alarm call point
2. **Dial 999** to call the fire brigade
3. Attack the fire if possible using correct appliances provided (do not endanger yourself or others in doing so)

On hearing the alarm:

4. Leave the building by the nearest exit, giving assistance to those who need it
5. Close all doors behind you
6. Report to the assembly point – the *rear car park*

Do not take risks

Do not stop to collect personal belongings

Never re-enter the building for any reason until authorised

If you are concerned about the safety of children, young people or vulnerable adults in this church building please contact:

Mr. Andy Gawn (*Head of Children & Youth*)

0191 212 5171



or **Mrs. Carolyn Hosie** (*Pastoral Visitor*)

0191 212 5136



or **THIRTYONE:EIGHT** churches' safeguarding service (*formerly: CCPAS*)
helpline (*available 24 hours for emergencies*)

0303 003 1111

Please do not remove this information

APPENDIX 3

Abuse is not acceptable

Do you need to talk to someone?

For women:

Advice, support or referral for emergency accommodation

National Domestic Violence Helpline (open 24/7)

0808 2000 247

For men:

Confidential helpline for men experiencing domestic violence

Men's Advice Line

0808 801 0327

**If you, or someone you know, is in immediate danger
call 999**

JPC's safeguarding team is:

Andy Gawn - 0191 212 5171 / andy.gawn@church.org.uk

Carolyn Hosie - 0191 212 5136 / carolyn.hosie@church.org.uk

APPENDIX 4

JPC Parish Safeguarding Officer

Andy Gawn, 0191 212 5171

JPC Deputy Parish Safeguarding Officer

Carolyn Hosie, 0191 212 5136

SJB Safeguarding Co-ordinator:

Rev Ken Matthews, 0191 337 1495

SJB Deputy Safeguarding Co-ordinator:

Dr Mohini Wood 0191 337 1492

HTG Safeguarding Co-ordinator:

Dr Olwyn Jones 0191 477 3370

APPENDIX 5

Useful telephone numbers, addresses and reference information

Thirtyone:Eight (formerly CCPAS)

PO Box 133, Swanley, Kent, BR8 7UQ
0303 003 1111

Newcastle Diocese Safeguarding Team – Church House, St John’s Terrace, Nth shields NE29 6HS
0191 270 4100 / 07825 167016

CHILD LINE: 0800 1111

National Domestic Violence Helpline (operated 24/7 by *Refuge*)
0808 2000 247

Men’s Advice Line (operated by *Respect*)
0808 801 0327

Ask for ANI codeword in any participating pharmacy displaying the ASK FOR ANI logo.

Medical advice (NHS) 111

SOCIAL SERVICES

The Social Service Office either for the area *where the child lives*.

Newcastle City Council

During office hours	0191 277 2500
Emergency Duty Team (out of hours)	0191 278 7878

Northumberland County Council

During office hours	01670 536400
Emergency Duty Team (out of hours)	0345 600 5252

North Tyneside Council

During office hours	0191 643 2777
Emergency Duty Team (out of hours)	0330 333 7475

Gateshead Council

During office hours	0191 433 2653
Emergency Duty Team (out of hours)	0191 477 0844

South Tyneside Council

During office hours	0191 427 1717
Emergency Duty Team (out of hours)	0191 455 6111

Sunderland City Council

During office hours	0191 561 7007
Emergency Duty Team (out of hours)	0191 520 5560

NORTHUMBRIA POLICE

Emergencies	999
Non-Emergency (for all areas below)	0345 604 3043

Newcastle

(Covering Outer West Newcastle, Gosforth, Great Park, Blakelaw, Kenton, Fawden, Fenham, Scotswood, Benwell, Elswick, Newcastle Central, Jesmond, Heaton, Byker and Walker)

Northumberland

(Covering Bedlington, Ashington, Blyth, Cramlington, Morpeth, Alnwick, Berwick, East Tynedale and West Tynedale)

North Tyneside

(Covering North Shields, Whitley Bay, Wallsend and Killingworth)

South Tyneside

(Covering East and West Shields, Riverside, Cleadon, Whitburn, Jarrow and Hebburn)

Sunderland

(Covering North, South, East, West and Central Sunderland, Washington and Houghton)

Gateshead

(Covering Central, East, South, Inner West and Outer West Gateshead)

APPENDIX 6

Policy On Electronic Communications With Under 18s

Introduction

Everybody today uses electronic communication, whether email, instant messaging or the wide variety (and increasing number) of social media apps there are. It is a hugely helpful tool for ministry, especially when communicating with young people (e.g. group chats for Bible study groups, organising meetups, advertising upcoming events), but it does pose potential problems. Electronic communication can be misused and abused, so team members need to ensure that boundaries are in place when communicating with young people. Appropriate use of these means of communication is critical.

Team members must be above reproach at all times. Perception is often as important as reality. We must appear to be doing the right thing as well as actually doing the right thing. Two guiding rules are (a) transparency of communication at all times and (b) only communicate what the young person's parents would be happy to read.

E-mail

- Team members should "cc" (carbon copy) another team member into all e-mail communication (including group emails) with young people (under 18).
- Team members should not pass on e-mail addresses of children and young people without their consent.

Social Networking

- Different apps use different words to describe connecting with people online: 'friend', 'follow', 'subscribe' are the most common. Team members should not initiate connection: they should not be the one to ask to be friends, or request to follow.
- If young people initiate connection (friend, follow, subscribe) then the team member may accept and respond in kind, but only if there is an established relationship with the young person in real life (e.g. a young person in their small group Bible study: not someone who has been to along to an event once).
- Team members should not feel pressured to connect with young people online. It's a helpful tool: not a mandatory part of being on the youth team.
- All communication must be transparent. Team members should not communicate with young people on a 1-to-1 basis. Communication should be in public spaces e.g. (wall posts or commenting on a photo), or in the case of direct messaging another team member should be included in the chat.
- Team members should avoid commonly used, but inappropriate language and acronyms (e.g. OMG, AF, WTF). Emojis should be used with caution: they can easily be misinterpreted and many have double meanings.
- Pages for events or programmes should be set to the highest level of privacy and the administrators of these pages should only be current JPC youth team members, so that members and content can only be added by the team.

Mobile Phone Calls and Texting

- Team members should not ring or text a young person's mobile unless they have specifically checked with them that they are happy to be contacted by that means.
- When texting young people team members should send their text to a fellow team member to ensure accountability
- As above with social media, team members should avoid ambiguous phraseology or inappropriate language/acronyms/emojis.
- Team members should not pass on mobile numbers of children and young people without their consent.

Online Gaming

- As with social networking, team members should not initiate connection with a young person. They may respond if the young person initiates.
- Team members should not play games with one young person, or a group of young people, where they are the only adult. At least one other trusted adult should be part of the group (e.g. another team member, an established member of the church, a parent - not a random friend who lives in another part of the country/world).
- Team members should avoid 1-to-1 communication with a young person, whether via in-game text or in-game voice chat.
- Team members should only include young people in games they are old enough to play.

Taking Pictures/Videos of Children and Young People with Mobile Phones, Cameras, Tablets or any other Electronic Devices

- Images of children and young people should only be taken in accordance with the church's overall policy on photography/video, that is:
 - *either* the prior written consent of all photographed parties and their parents/guardians must be obtained, and the images held in accordance with the Data Protection Act,
 - *or* inform parents by email/letter and if no objection is received we can proceed on the presumption of permission.
 - BUT, additional explicit permission is required before any photos are uploaded to a website.
- Statements regarding our photographic policy should be available at invitation events (e.g. Holiday Club) and indicated on term cards and registration forms.

Where the above guidelines have been adhered to, images should be erased from leaders' mobile phones as soon as is practicable (and deleted from any cloud storage they may have been uploaded to). Where the images need to be held for an extended period, they should be transferred to the Kids and Youth team hard drives