



SAFEGUARDING CHILDREN POLICY

April 2018

Rivertree Trust

Registered address

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A company limited by guarantee and registered in England and a registered charity.

Registered Company Number: 08542544 Registered Charity Number: 1152813

This document sets out Rivertree Trusts approach, procedure and guidelines towards Safeguarding Adults and Children who are part of our connected church family and access our community groups that we provide in our local community.

Reviewed April 2018

Section One: Details of the organisation covered by the policy

Rivertree Trust
Jubilee Centre
Market Street
Paddock
Huddersfield
HD1 4SH

01484 551551

office@cchud.co.uk

Charity Number: 1152813

Insurance - Ansvar Insurance Company:

- All Risks Policy
- Trustees and Counsellors Liability
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Rivertree Trust is a community of people who are joined by a shared vision and purpose and are united by our common experience of a living and life-transforming relationship with Jesus Christ. The leadership and people are committed to building up those who are joined to us and reaching out to those around us in our communities; neighbourhoods; town and beyond.

The outworking of this commitment is partially demonstrated in the following examples of activities activities that take place in Jubilee Centre organised by Rivertree Trust members:
(This list is not exhaustive)

- **Sunday Gatherings:**
 - Anyone may join together with Rivertree Trust on Sunday mornings for worship and refreshments.
 - There is a crèche available throughout the morning catering for children up to playgroup and nursery age. The crèche has baby changing and feeding facilities.
 - There are also groups for older children based on school years
- **We also have a number of community groups that reach out to parents , children and young people.**

Our Commitment

Government statutory guidance “Working Together to Safeguard Children” 2013 states that “Churches, other places of worship and faith-based organisations provide a wide range of activities for children and have an important role in safeguarding children and supporting families. Like other organisations who work with children they need to have appropriate arrangements in place to safeguard and promote the welfare of children.”

In April 2015 The Care Act (2014) became law and replaced previous legislation. It enshrines the new statutory principle of individual wellbeing and introduced the following six core principles that underpin a new statutory approach towards safeguarding;

- Empowerment
- Prevention
- Proportionality
- Protection
- Partnership
- Accountability

The Leadership of Rivertree Trust recognises the need to provide a safe and caring environment for children and young people. We acknowledge that children and young people can be the victims of physical, sexual and emotional abuse and neglect. As a Leadership we have therefore adopted the procedures set out in this safeguarding policy in accordance with the statutory guidance. We are committed to co-operate with statutory and voluntary agencies in respect of safeguarding issues.

The Leadership undertakes to:

- Endorse and follow all national and local safeguarding legislation and procedures
- Provide on-going safeguarding training for all its workers and will regularly review the operational guidelines attached
- Ensure that premises meet the requirements of the Disability Discrimination Act 1995 and all other relevant legislation, and that it is welcoming and inclusive.
- Support the Safeguarding Co-ordinators in their work and in any action they may need to take in order to protect children and young people

Section Two: Safeguarding Children and Young People

Recognising and responding appropriately to an allegation or suspicion of abuse.

The abuse or neglect of a child can be caused by inflicting harm or by failing to act to prevent harm. Children may be abused in a family, in a community or institutional setting, by those known to them or, much more rarely, by a stranger.

Abuse may include any of the following elements:

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.

Signs of possible Physical Abuse

- Any injuries not consistent with the explanation given for them
- Injuries which occur to the body in places which are not normally exposed to falls, rough games and so on
- Injuries which have not received medical attention
- Reluctance to change for, or participate in, games or swimming
- Bruises, bites, burns and fractures, for example, which do not have an accidental explanation
- The child gives inconsistent accounts for the cause of injuries
- Frozen watchfulness

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 feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's development capability, as well as over protection 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 causing children 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 children, though it may occur alone.

Signs of emotional abuse

- Depression, aggression, extreme anxiety, changes or regression in mood or behaviour, particularly where a child withdraws or becomes clingy
- Obsessions or phobias
- Sudden underachievement or lack of concentration

- Seeking adult attention and not mixing well with other children
- Sleep or speech disorders
- Negative statements about self
- Highly aggressive or cruel to others
- Extreme shyness or passivity
- Running away, stealing and lying

Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening.

The activities may involve physical contact, including penetrative (i.e. rape, buggery or oral sex) or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, sexual online images, watching sexual activities, or encouraging children to behave in sexually inappropriate ways. This includes grooming children in order to exploit them sexually.

Signs of possible sexual abuse

- Any allegations made by a child concerning sexual abuse
- The child has an excessive preoccupation with sexual matters and inappropriate knowledge of adult sexual behaviour for their age, or regularly engages in sexual play inappropriate for their age
- Sexual activity through words, play or drawing
- Repeated urinary infections or unexplained stomach pains
- The child is sexually provocative or seductive with adults
- Inappropriate bed-sharing arrangements at home
- Severe sleep disturbances with fears, phobias, vivid dreams or nightmares which sometimes have overt or veiled sexual connotations
- Eating disorders such as anorexia or bulimia.

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 and development.

Neglect may occur during pregnancy as a result of maternal substance misuse.

Once a child is born, neglect may involve a parent or carer failing to:

- provide adequate food and clothing, 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)
- ensure access to appropriate medical care or treatment

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Signs of possible neglect

- Dirty skin, body smells, unwashed, uncombed hair and untreated lice
- Clothing that is dirty, too big or small, or inappropriate for the weather condition
- Frequently left unsupervised or alone
- Frequent diarrhoea
- Frequent tiredness
- Untreated illnesses, infected cuts or physical complaints which the carer does not respond to
- Frequently hungry
- Overeating junk food

Possible effects of Abuse

The sustained physical, emotional, sexual abuse or neglect of children can have major long-term effects on all aspects of their health, development and wellbeing. They can grow up to feel worthless, unlovable, betrayed, powerless, confused, frightened and mistrustful of others. They might feel, wrongly, that the abuse is their fault.

- Children have a right to be safe
- Children are not to blame for being abused
- Children should not feel they have to deal with abuse on their own
- Children should tell someone they trust if they are being abused in any way

Possible effects of Physical Abuse

Physical abuse can lead directly to neurological damage, physical injuries, disability and in extreme cases death. Physical abuse has been linked to aggressive behaviour in children, emotional and behavioural problems and education difficulties.

Possible effects of Emotional Abuse

If a child suffers sustained emotional abuse there is increasing evidence of adverse long-term effects on their development. Emotional abuse has a significant impact on a developing child's mental health, behaviour and self-esteem. It can be especially damaging in infancy and can be as important as the other more visible forms of abuse, in terms of its impact on the child. Domestic violence, adult mental health problems and parental substance misuse may be features in families where children are exposed to such abuse.

Possible effects of Sexual Abuse

Disturbed behaviour including self-harm, inappropriate sexual behaviour, sadness, depression and loss of self-esteem have all been linked to sexual abuse. Its adverse effects may last long into adult life. The severity of the impact on the child is believed to increase the longer the abuse continues, the more serious the abuse, the younger the child at the start, and the closeness of the relationship to the abuser. The child's ability to cope with the experience of sexual abuse, once recognised, is strengthened by the support of the non-abusive adult carer who believes the child, helps the child understand the abuse, and is able to offer help and protection. Some adults who sexually abuse children have themselves been sexually abused as children. As children they may also have been exposed to domestic violence and lack of adequate care. However, it would be quite wrong to suggest that most children who are abused will inevitably go on to become abusers themselves.

Possible effects of Neglect

Severe neglect of young children can seriously impair growth and intellectual development. Persistent neglect can seriously impair health and development and cause long-term difficulties with social functioning, relationships and educational progress. Extreme cases of neglect can cause death.

How to respond to a child wishing to disclose Abuse

General points for workers

- Listen carefully to what the child/young person wants to tell you
- Show acceptance of what the child/young person says, even if it seems unlikely
- Keep calm
- Look at the child directly
- Be honest
- Let them know you will need to tell someone else – don't promise confidentiality
- Even when a child/young person has broken a rule they are not to blame for the abuse
- Be aware the child/young person may have been threatened
- Never push for information. If the child/young person decides not to tell you after all, then accept that and let them know you are always ready to listen

Helpful things you might say or convey

- Thank you for telling me

- It's not your fault
- I will help you

Take action

- Contact the Safeguarding Co-ordinator

Make Notes

- Make notes as soon as possible, writing down exactly what the child said and when it was said, your response and the context in which the disclosure was made
- Record date and time of the event and when you made the record. Keep all hand-written notes, even if subsequently typed (they may be needed in the event of a criminal investigation)
- Such records should be kept for an indefinite period in a secure place in case they are needed for an investigation

Section Three: Responding to Allegations of Abuse by Children

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

Safeguarding Children

- The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to the Safeguarding Co-ordinator 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 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 the Deputy Safeguarding Co-ordinator.
- Contact details in Appendix 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 Care (or CCPAS) for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home.

- Speak to parents only if advised to do so, having contacted Children's Social Care.
- Seek medical help if needed urgently, informing the doctor of any suspicions.
- For lesser concerns, (e.g. poor parenting), encourage parent/carer to seek help, but not if this places the child at risk of 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 Care direct for advice.
- Seek and follow advice given by CCPAS (who will confirm their advice in writing) if unsure whether or not to refer a case to Children's Social Care.

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 Care Referral and Response Unit Team direct or Police Child Protection Team. They will NOT speak to the parent/carer or anyone else.
- Seek and follow the advice given by CCPAS if, for any reason they are unsure whether or not to contact Children's Social Services/Police. CCPAS will confirm its advice in writing for future reference.

Allegations Of Abuse Against A Person Who Works With Children

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 Kirklees Safeguarding Children Board (KSCB) procedures (section 6.1.2) will need to liaise with Children's Social Care and notify Phil Holmes – Tel: 01484 226748 who is the Local Authority Designated Officer (LADO) tasked with co-ordinating all allegations made against voluntary or paid staff within Kirklees.

Section Four : Contact Information and further advice

If the suspicions implicate both the Safeguarding Co-ordinator and the Deputies then the following should be followed:

- Advice only - the Churches' Child Protection Advisory Service (CCPAS) PO Box 133, Swanley, Kent, BR8 7UQ. Telephone 0845 120 4550 or 01322 517817
- To refer to Children's Social Care contact: Kirklees Referral and Response Unit 01484 456848 or 01924 431429 during office hours
- Out of hours - Kirklees Emergency Duty Service 01484 414933

- Police Safeguarding Unit 01924 335073 (These are police who are specifically trained in this area and should be contacted rather than uniform police)
- Where the concern is about a child the Safeguarding Co-ordinator should contact Children's Social Care.
- Where required the Safeguarding Co-ordinator should then inform the Trustees of Rivertree Trust on 01484 551550 and a nominated member of the board of trustees will contact Ansvar Insurance Company.

Suspicious should 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 by the safeguarding co-ordinator.

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 CCPAS.

The Leadership will support the Safeguarding Co-ordinator/Deputies 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 CCPAS, although the Leadership hope that members of Rivertree Trust 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.

Section Five: Prevention

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 children's worker handbook which contains information about the role and appropriate codes of conduct for the post
- Those applying have completed an application form and a self declaration form
- Those appropriate for the role will undertake discussion about expectations of the post
- Safeguarding has been discussed at interview with the Team Leader

- Written references have been obtained and followed up where appropriate by Chris Haygarth
- Appropriate recruitment checks will be made by the Safer Recruitment Officer Karina Gledhill in accordance with the processes of the Disclosure and Barring Service
- A suitable induction and worker handbook is provided for the successful applicant along with information on where to access the full Safeguarding Policy and Procedure
- The worker handbook will contain the safeguarding procedures and the ministry leader will ensure the new worker knows how to report concerns

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 and young people. The Leadership undertakes to follow the principles found within the 'Abuse Of Trust' guidance issued by the Home Office and it is therefore unacceptable for those in a position of trust to engage in any behaviour which might allow a sexual relationship to develop for as long as the relationship of trust continues.

Pastoral Care

Supporting those affected by abuse

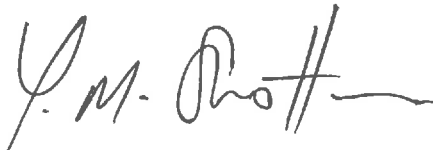
The Leadership is committed to offering pastoral care via the pastoral care team. They will offer appropriate support to those who have been affected by abuse who they have contact with or are members of Rivertree Trust or if more appropriate will signpost people to specific organisations where professional or more specialised help is required.

Working with offenders

Should someone attend Rivertree Trust who is known to have abused children or is known to be risk, the Leadership will ensure their attendance is supervised and managed in a way that will minimise risk to others. Appropriate boundaries will be set which the person will be expected to agree to and keep via an agreed contract.

Practice Guidelines

As Rivertree Trust, working with children and young people 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 allegations. These codes of conduct can be located in the workers handbook.

Signed by: 

Date: 20-4-18

Appendix 1

Leadership Safeguarding Statement

The Leadership of Rivertree Trust 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:

Rivertree Trust is committed to the safeguarding of children 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 (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 believe that adults should enjoy and have access to every aspect of the life of Rivertree Trust 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.

We are committed to:

- Following the requirements for UK legislation and guidance in relation to safeguarding children and good practice recommendations.
- 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
- Supporting the safeguarding co-ordinators in their work and in any action they may need to take in order to protect children.
- Ensuring that everyone agrees to abide by these recommendations and the procedures established by Rivertree Trust
- 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 Rivertree Trust affected by abuse
- Giving attention to the Safe and Secure safeguarding standards developed by Churches' Child Protection Advisory Service.

We recognise:

- Kirklees Children's Social Care has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a child. Kirklees Adult Social Care has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a vulnerable adult.
- Where an allegations 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
- Safeguarding is everyone's responsibility

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


If you have any concerns for a child then speak to one of the following who have been approved as safeguarding co-ordinators for Rivertree Trust:

Stephanie Wescott – Safeguarding Co-ordinator for Children and Vulnerable Adults
Tel. 01484 326309 (home) 07761 447 014 (mobile)

VACANT POSITION – Deputy Safeguarding Co-ordinator for Children and Vulnerable Adults

A copy of the full policy and procedures is available for Rivertree Trust in the Church Office, Jubilee Centre, Huddersfield.

Signed by the Leadership of Rivertree Trust:

Sign: 

Date: 20.4.18

