Cheriton
Pentecostal
Church

SAFEGUARDING POLICY

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SECTION 1 - POLICY

DETAILS OF THE PLACE OF WORSHIP / ORGANISATION

Contact Details

Name of Place of Worship / Organisation:	Cheriton Pentecostal Church
Address:	5 Park Road Cheriton Folkestone Kent CT19 4DG
Tel No:	01303 279422
Mobile No:	07305181854
Email address:	info@cheritonpentecostalchurch.co.uk
Charity Number:	1143290
Company Number:	**If applicable**
Regulators details (if any)	Charity Commission
Denomination/Membership	Assemblies of God (GB)
Insurance Company	**Public Liability Insurance with Ansvar Insurers.**
Name of Senior Leader:	David Ashogbon
Contact Details:	**Pastor@cheritonpentecostalchurch.co.uk**
Name of Safeguarding Co-Ordinator for Trustees	Matthew Naulls
Contact Details:	**07305181854**
Name of Safeguarding Co-Ordinator:	Regina Ashogbon
Contact Details:	01303 279422
Name of Deputy Safeguarding Co-ordinator	**Matthew Naulls**
Contact Details	**07305181854**

Organisation Details

The following is a brief description of our place of worship / organisation and the type of work / activities we undertake with children and adults who have care and support needs:

Cheriton Pentecostal Church is a charity-based organization. It is a place of worship to God.

1 CPC conduct Sunday services with Adults & Children every Sunday at 10:30 am to 1: 00 pm. On the 1st Sunday of the month during Term's period, the first service starts at 10:00 am instead of 10:30 am. Family service every first Sunday of the month term time for parents/carers with their children starts at 12:00 noon to 1:00 pm. Occasionally, we do have evening service at 6:30 pm to 7:30 pm.
2 CPC have evening prayers every Tuesday at 6:00 pm to 7:00 pm and ladies meeting every 2nd Monday of the month at 4:30 pm to 6:00 pm
3 CPC undertake children's activities every Wednesday during Term's period. Youth from 3:30 pm to 5:00 pm and kids from 5:00 pm to 6:00 pm.
There are safeguarding measures in place. The volunteers were safely recruited and are trained in safeguarding children. There is safeguarding awareness in the environment. The Safeguarding Lead and Deputy Safeguarding Leads names are place on the notice board so that people know who to report to when there is any safeguarding concern or when there is need to access safeguarding policies. There are procedures in place on how to handle allegations, and incidents forms in place to use in reporting any safeguarding concern.

LEADERSHIP STATEMENT

As a Leadership, we recognise the need to provide a safe and caring environment for children, young people and adults. We recognise the importance of our ministry with children, young people and adults and our responsibility to protect everyone entrusted to our care. We believe every child should be valued, safe and happy. We make sure that children we have contact with knows 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. Adults in our church should be enabled to live fulfilling, autonomous lives, and should have access to every aspect of church life. The care and protection of children, young people and adults involved in church is the responsibility of the whole church. As a leadership, we endeavour to make our church a safe environment for all.

We accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to *"all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status"*. We also concur with the Convention on the Rights of the Child which states that children should be able to develop their full potential, free from hunger and want, neglect and abuse. They have a right to be protected from *"all forms of physical or mental violence, injury or abuse, neglect or negligent treatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s), or any other person who has care of the child."*

The following statement was agreed by the church leadership:

- We recognise that we all have a responsibility to help prevent the abuse and neglect of children and adults and to report any such abuse or neglect that we discover or suspect.
- We are committed to the safeguarding of children and adults and ensuring their well-being. We recognise that children and adults can be the victims of physical, sexual and emotional abuse, as well as financial and discriminatory abuse and other forms of harm such as exploitation and neglect.
- We endorse and adopt the policy, procedures and guidance set out in this safeguarding policy in accordance with governments' national legislation, statutory guidance and local safeguarding procedures.

As a Leadership we have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to build constructive links with statutory and voluntary agencies involved in safeguarding. We will review this statement and our policy and procedures annually.

SECTION 2 - POLICY

GOVERNANCE & CULTURE

REGULATOR REQUIREMENTS

Charities, including faith organisations and churches who work with vulnerable beneficiaries, are expected to have a current, up to date safeguarding policy, along with evidence that all those working with children or adults at risk (including trustees) have been safely recruited and undertaken any relevant criminal record checks. Charities also need to state on their annual returns that they have met the safeguarding requirements set by the regulator.

TRUSTEES & CHURCH LEADERSHIP ("Leadership")

The Trustees are appointed to have independent authority and legal responsibility for how our church charity is managed in line with the guidance and expectations of the Regulator (Charity Commission or OSCR). The trustees have a critical role in decision making and compliance as well as working alongside the church's spiritual leadership to set the values, standards and behaviours of the organisation.

THE LEADERSHIP COMMITMENT TO SAFEGUARDING

We undertake to:

1. **Promote a Safe & Healthy Church Culture**

   We respect the rights of children as described in the UN Convention on the Rights of the Child. We value and respect children and want to hear their voices.

   We accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to "all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status".

   We understand the importance of creating a welcoming and inclusive, safe and healthy environment and are committed to ensuring that we meet the requirements of the Equality Act 2010, implementing all other relevant legislation as part of safeguarding.

   We recognise the personal dignity and rights of adults and will ensure all our policies and procedures, and practice guidance reflect this, so that adults can have access to every aspect of the life of our church.

   We are committed to supporting parents and families and ensuring that our church is a safe place for all.

   The church has appointed a Safeguarding Lead and a Deputy Safeguarding Lead as points of reference, to act on all allegations or suspicions of abuse in reporting to the statutory safeguarding authorities. In our commitment to openness, should anyone have a concern that our church or the Safeguarding Lead(s) have not dealt appropriately with a safeguarding concern we would encourage that person to make a direct referral to Social Services or the Police.

2. **Work with Safeguarding authorities**

We recognise the role that the statutory safeguarding authorities (Social Services and the Police) have in investigating all suspicions and allegations or discovery of child abuse and the abuse of adults and will cooperate fully with all agencies to protect those at risk of harm or abuse:

- Children's Social Services (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there is a concern about a child.
- Adult Social Services (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse when concerned about the welfare of an adult.
- Where an allegation suggests that a criminal offence may have been committed then the police should be contacted as a matter of urgency.

We will follow the requirements for UK legislation in relation to safeguarding children and adults and good practice recommendations.
We will act in accordance with national and local safeguarding guidance such as laid out in Working Together to Safeguard Children 2018 and acknowledge that "safeguarding children is everyone's responsibility" and that "everyone who comes into contact with children and families has a role to play".
We will liaise with the local statutory safeguarding partnerships such as the Local Safeguarding Children Board (LSCB), Safeguarding Adult Board (SAB) or any other local safeguarding mechanisms.
We shall ensure that our premises meet the requirements of the Equalities Act 2010 (which incorporated the Disability Discrimination Act 1995) and all other relevant legislation, and that it is welcoming and inclusive.
We are committed to building constructive links with statutory and voluntary agencies involved in safeguarding and sharing relevant information.

3. **Support those in our Church who serve Children and Adults**

The Leadership have appointed a Safeguarding Lead and a Deputy Safeguarding Lead to respond to any safeguarding concern or suspicion of abuse. The Leadership fully supports them in their role of acting in the best interest of the child or adult and reporting to the statutory authorities all allegations or suspicions of abuse.
We commit to providing safeguarding training and development opportunities for all our voluntary workers and will regularly review the training needs, and the operational guidelines attached to this policy.
We will also support, resource, monitor and provide supervision to all those who undertake work with children or adults, and those in positions of trust.
We commit to providing induction training for all those working with children and adults.
We take seriously our responsibility for ensuring that everyone is safe in our care and that their dignity and rights are maintained.

4. **Safeguarding in Practice**

We commit to supporting, listening to, and working towards healing for everyone affected, either directly or indirectly by any form of abuse.

We are a welcoming Church, which recognises that in following our mission, we may have sexual offenders join us. In such circumstances we will talk with the person concerned, and with any safeguarding professional involved to ensure that their involvement in church does not compromise the safety and well-being of children or adults. To ensure this we will take appropriate and proportionate measures, including working with relevant partners to complete a risk assessment and asking the individual to adhere to a safeguarding agreement.

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.

Where working outside of the UK, concerns will be closely managed by the Church Leadership Team reporting to the Trustees where appropriate. Any safeguarding concerns will be managed using our safeguarding procedures and through obtaining professional guidance where appropriate.

All safeguarding concerns should be immediately reported to the Safeguarding Lead or Deputy Safeguarding Lead in the church. No one in receipt of a disclosure of abuse, or suspicion of abuse should investigate the matter.

Where an allegation or suspicion of abuse is made against someone working with children, or adults, or is in a position of trust, then the safeguarding officer(s) will make contact with our designated professional safeguarding advisors for advice.

We shall support the Safeguarding Lead(s) in their work and in any action, they may need to take in order to protect children and adults.

It is the expectation that all those working with children and with adults have access to the church safeguarding policy and will have read it and agreed to fully adhere to the policy, procedures and practice guidelines, as condition of continuing in their role.

A filed copy of any amendments should be subsequently published in the same manner.

The safeguarding policy should also be available to parents, carers and all others within the church. It could be made available upon request for quality assurance purposes, for example with professional advisors.

We shall not to allow the document to be copied by other organisations.

SECTION 3 - POLICY

PREVENTION

DEFINITIONS (UNDERSTANDING WHAT IS ABUSE & NEGLECT)

NB. Detailed definitions of abuse are included at appendix 4 of this policy.

Child abuse or abuse against an adult can be a difficult and complex issue to understand. A person may abuse or neglect by inflicting harm or failing to prevent harm. Children and adults in need of protection may be abused within a family, an institution or a community setting. Very often, the abuser is known or is in a trusted relationship with the child or adult. Research shows that abuse can be perpetrated by males and females, by adults and by children, as well as those in positions of trust and authority. Sadly, people in such positions have misused their power and authority within churches to abuse.

The four main categories of child abuse are physical, emotional, sexual abuse and neglect. It is important to note that a child may be suffering from more than one form of abuse. Safeguarding professionals must assess if they need to intervene to protect a child and this is based on whether it is felt a child is suffering from, or likely to suffer from, significant harm. There are other forms of abuse (such as child sexual exploitation) which come under these four main headings when instigating a child protection plan. To safeguard those in our place of worship and organisation we adhere to the UN Convention on the Rights of the Child and have as our starting point as a definition of abuse, Article 19 which states:

Adults need protection due to physical, sexual, psychological (which includes emotional abuse) and neglect (including self-neglect) as well as financial, institutional, discriminatory abuse, modern slavery,

> *1. Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.*
>
> *2. Such protective measures should, as appropriate, include effective procedures for the establishment of social programmes to provide necessary support for the child and for those who have the care of the child, as well as for other forms of prevention and for identification, reporting, referral, investigation, treatment and follow-up of instances of child maltreatment described heretofore, and, as appropriate, for judicial involvement.*
>
> ***Article 19, UN Convention on the Rights of the Child***

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

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

> *No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.*
>
> **Article 5, UN Universal Declaration of Human Rights**

SECTION 4 – POLICY

PRACTICE GUIDELINES

POLICY STATEMENT (SAFER RECRUITMENT)

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 appropriate safeguarding training regularly according to 'good practice' guidelines, and training should cover signs and indicators of abuse and how to respond as a minimum. This training is provided either by our church's Safeguarding Lead or by a professional safeguarding organisation via their training programme(s), or another recognised body, organisation or qualified individual.

POLICY STATEMENT (SAFEGUARDING AWARENESS)

As a Leadership, we will endeavour to ensure that children and adults are provided with information on where to get help and advice in relation to abuse, discrimination, bullying or any other matter of concern. As a leadership, we recognise that for many victims/survivors of abuse, where the abuse has taken/takes place within the context of the church or by someone professing a Christian faith, it can have an impact on their spiritual development.
Safer recruitment procedure is used, and workers are trained on Safeguarding as part of their induction.

POLICY STATEMENT (CODE OF CONDUCT)

As a Leadership we are committed to supporting all workers and ensuring they receive support and supervision. All workers shall be issued with a code of conduct towards children, young people and adults with additional care and support needs.
The Home Office issued guidance in 'Abuse of Trust Caring for young people and the vulnerable: Guidance for preventing abuse of trust'. This guidance is intended to apply to those caring for young people or adults at risk of harm in both paid and unpaid work, including volunteers, regardless of whether they are in the public, private, voluntary or volunteering sectors. It is important that places of worship and organisations have clear boundaries in regard to the personal relationships which can develop.

SECTION 5 – POLICY

RESPONDING TO ALLEGATIONS OF ABUSE

POLICY STATEMENT (RESPONDING TO ALLEGATIONS OF ABUSE)

The Leadership shall ensure that detailed procedures are implemented which address the following when responding to allegations of abuse:

- Reporting a Concern
- Obtaining appropriate professional advice

Documented processes shall set out detailed procedures for when there is/are:

- Concern about a child's welfare
- Concern about the welfare of an adult (with care/support needs)
- Concern about alleged abuse against a person who works with children/young people
- Allegations of abuse against a person who works with adults (with care/support needs)

SECTION 6 – POLICY

PASTORAL CARE

POLICY STATEMENT (PASTORAL CARE)

With the various activities we are involved in as a church, we understand the safeguarding considerations and shall undertake risk assessments where appropriate for the various activities, enforcing clear guidelines for all in positions of trust in church. The Leadership is also committed to offering pastoral care, working with statutory agencies as appropriate, and support to all those who have been affected by abuse who have contact with or are part of the place of worship / organisation. This is through pastoral care teams, through specific services and other practical ways depending on the concerns. A church is a safe place for everyone, children and adults, where all feel welcomed, valued, respected and cared for. At CPC we promote this by ensuring that our buildings are accessible, and acoustics and lighting issues are addressed. As we run youth and kids' activities, we ensured that safeguarding is considered, and risk assessment is in place for the various activities. There are clear guidelines for all in a position of trust in church to adhere to.

POLICY STATEMENT (COUNSELLING)

The Leadership is committed to ensuring that it manages all pastoral matters appropriately, including the signposting of those in need to specific support as well as seeking advice and support as a management body.

The CPC Leadership Team understands that, whether in the present, recent or distant past, the effects of abuse can be devastating and long term, not only for the person who has been abused but also for family members, friends, social groups and the organisation or faith community. Those affected may struggle with a range of issues, including aspects of faith and spirituality - particularly where the abuse occurred within a faith context. So, the leadership acknowledges that this needs sensitive handling. It recognises that showing care and compassion, being available to listen and offering support are important in responding to the needs of adult survivors. Some people will need professional help, and the leadership realise it is important to recognise this and signpost those in need, being aware of the church's own resource limitations to offer specific support. The Leadership are prepared to seek advice and support.

POLICY STATEMENT (WORKING WITH OFFENDERS)

When someone tending the place of worship / organisation is known to have abused children, or is known to be a risk to adults with additional care & 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, it will set boundaries for that person which they will be expected to keep. If someone who poses a risk to children, young people or adults at risk of harm wants to join in with activities or become part of an organisation, the CPC Leadership will create clear policies and a code of behaviour the individual must follow to manage the risk. This help protect the vulnerable and lessen the possibility of the person being wrongly suspected of abuse in the future.

SECTION 4a - PROCEDURES

(PRACTICE GUIDELINES)

PRACTICE GUIDELINES

As well as a general code of conduct for workers we also have specific good practice guidelines for every activity we are involved in, and these are listed below.

- Youth and Kids Clubs
- Prayer Meeting Tuesday and Sunday afternoon
- Sunday Service – Adult and children service is every Sunday morning, and a Family service is every first Sunday of the month in the afternoon term time.
- Night Vigil – Every last Friday of the month.
- Ladies Meeting - Every 2nd Monday of the month

Applicable guidelines for Youth/Kids Club activities.

- Consent form
- Behaviour Agreement
- Incident Form
- Consent form for using images
- Safeguarding incident/Concern form
- Procedures to report a concern
- Code of conduct for Youth workers

There are set times for each activity displayed in the notice board.

The forms are kept where they could be easily accessed by all.

SAFER RECRUITMENT

Procedures include ensuring that:

- There is a written job description / person specification for the post
- Those applying have completed a self-declaration form
- Those short listed have been interviewed
- Safeguarding has been discussed at interview
- A disclosure and barring check have been obtained in accordance with the position that the person has applied for, where necessary, and in accordance with any obligations of external agencies (e.g. AoG for Status Ministers)
- As a church we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information
- A suitable induction and training programme is provided for the successful applicant
- The applicant has access to and has read the church safeguarding policy and knows how to report concerns to the Safeguarding Lead

- Suitable ongoing support and supervision is provided

CODE OF CONDUCT

We are committed to supporting all workers and ensuring they receive support and supervision. There is a culture of dignity and respect towards those being cared for. We have a code of conduct towards children, young people and adults, drawn up in consultation with the Safeguarding Lead and activity leaders that all workers agree to follow, and which includes:

- Ensure you are DBS checked which is carried out by the church, every three years.
- know who the safeguarding leads are and how to report any concern. There is a safeguarding reporting concern form in place which is accessible to all
- Know where the safeguarding form is and be familiar with the process of how to complete them
- Be familiar with the safeguarding policy and procedures and follow it.
- Respect confidentiality regarding any safeguarding incident.
- Be aware that personal phone is not allowed to be used to take photographs and don't give out phone number to a child/young person.
- Are not allowed to be alone in the church with a child/young person.
- Don't Spend excessive time alone with an individual child
- Not travelling in a car with a lone child or young person unless there are two adults or two or more children for the entire journey.
- Not putting yourself or a child/young person in an unsafe environment. If you have a concern about an activity/event discuss and seek advice with the safeguarding leads.
- Don't leave any person under 16 in charge of any children of any age. However, some local/national legislation may require this to be 18 years of age. Nor should children or young people attending any group be left alone at any time.
- Don't hit or otherwise physically assault children
- Don't develop physical/sexual relationships with children
- develop relationships with children which could in any way be deemed exploitative or abusive
- Don't do things for children of a personal nature that they can do for themselves
- Don't act in ways intended to shame, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse, discriminate against, show differential treatment, or favour children to the exclusion of others.
- Not to leave any person under 18 in charge of any children of any age. Nor should children or young people attending any group be left alone at any time.
- If a child has a special need and requires personal assistance, two staff member must always be present.

The Home Office issued guidance in 'Abuse of Trust Caring for young people and the vulnerable: Guidance for preventing abuse of trust'. This guidance is intended to apply to those caring for young people or adults at risk of harm in both paid and unpaid work, including volunteers, regardless of whether they are in the public, private, voluntary or volunteering sectors. It is important that places of worship and organisations have clear boundaries in regard to the personal relationships which can develop.

Position of Trust

Section 47 of the Police, Crime, Sentencing and Courts Act 2022 inserted a new section 22A into the Sexual Offences Act 2003 on 28th June 2022, expanding the meaning of "position of trust":

'(a) A coaches, teaches, trains, supervises or instructs B, on a regular basis, in a sport or a religion, and

(b) A knows that they coach, teach, train, supervise or instruct B, on a regular basis, in that sport or religion, where "religion" includes "a religion which involves belief in more than one god, and a religion which does not involve belief in a god".' [*bold & underline emphasis added*]

You may have a full code of conduct that is suitable for all parts of the church, or you could include safeguarding related extracts in this section. If you do NOT have a code of conduct, code of Christian behaviour or equivalent, delete this section.

TRAINING & TEAM

All workers (voluntary) are provided with appropriate training and given the opportunity to develop their skills through e-Learning so that they feel supported and valued in the work they undertake. As a Leadership, we commit to ensuring all workers are supervised (where possible by a named individual who arranges regular meetings) where concerns or issues can be raised, work related or personal. It is also the role of the safeguarding supervisor(s) to ensure all training needs are met.

The leadership recognises the importance of team meetings. These shall be convened on a regular basis and provide an opportunity for ideas and issues to be aired, concerns expressed, and feedback given in a safe environment.

GOOD COMMUNICATION

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

Every effort should be made to ensure that confidentiality is preserved; this needs to be balanced with the need to protect a person who has been or is at risk of abuse. All those working with adults must be clear that it is not possible to keep information about suspected or actual abuse confidential. To protect the adult at risk of harm, or others at potential risk means that this will need to be reported to the Safeguarding Lead.

There are safeguarding guidelines displayed on the notice boards on what to do and who to contact.

SECTION 5a - PROCEDURES

(RESPONDING TO ALLEGATIONS OF ABUSE)

Under no circumstances should a worker carry out their own investigation into an allegation or suspicion of abuse. Follow procedures as below and see the flow chart in Appendix 2:

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

Name of Safeguarding Lead:	Regina Ashogbon
Contact Details:	**01303 279422**

This person 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 Lead or, if the suspicions in any way involve the Safeguarding Lead, then the report should be made to:

Name of Deputy Safeguarding Leads:	Matthew Naulls
Contact Details:	**07305181854**

- If the suspicions implicate both the Safeguarding Lead and the Deputy, then the report should be made in the first instance to:

EXAMPLE 1:
Thirtyone:eight, PO Box 133, Swanley, Kent, BR8 7UQ. Telephone: **0303 003 1111.**
A helpline is available for advice (Monday-Friday 9am-5pm with an out of hours service), but where the situation is an emergency, the police should be contacted.
EXAMPLE 2:
Christian Safeguarding Services 6 Marshalsea Road London SE1 1HL. Telephone: **0116 218 4420.**
A helpline is available for advice (8am-10pm; calls may be diverted to an answerphone), but where the situation is an emergency, the police should be contacted.

- Where the concern is about a child the Safeguarding Lead should contact Children's Social Services.

The local **Children's Social Services** office telephone number (office hours) is	03000411111
The out of hours emergency number is	03000 41 91 91

- Where the concern is regarding an adult in need of protection, contact Adult Social Services or take advice from the professional support organisation listed above.

The local **Adult Social Services** office telephone number (office hours) is	03000416161 or email social.services@kent.gov.uk
The out of hours emergency number is	03000 41 91 91

The Police Public Protection Unit telephone number is	101 or 999

- Where required, the Safeguarding Lead should then immediately inform senior personnel within the organisation as follows:

Name:	David Ashogbon
Position:	**Pastor**
Contact Details:	**Contact numbers,** pastor@cheritonpentecostalchurch.co.uk 07305181854

- Suspicions must not be discussed with anyone other than those nominated above.
- A written record of the concerns should be made in accordance with these procedures and kept in a secure place.
- The Leadership will support the Safeguarding Lead /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.
- The Leadership must consider any duty regarding informing the church's insurers and the charity commission (if a registered charity) of offences committed by staff and volunteers.
- If the person against whom an allegation is being made is in a position of trust, the Local Authority Designated Officer (LADO) or alternative local authority organisation needs to be contacted within 24 hours. It may also be necessary to inform the DBS if the person is engaged in 'regulated activity'.
- 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 a professional safeguarding organisation, although the Leadership expect that members of the place of worship / organisation will use this procedure. If, however, the individual with the concern feels that the Safeguarding Lead /Deputy has not responded appropriately, or where they have a disagreement with the Safeguarding Lead(s) as to the appropriateness of a referral, they are free to contact an outside agency directly. This would also apply if the Safeguarding Lead /Deputy were not available. We believe by making this statement that the Leadership demonstrates its commitment to effective safeguarding and the protection of all those who are vulnerable.

The role of the Safeguarding Lead / 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**. It is not necessarily the role of the Safeguarding Lead to investigate allegations and concerns.**

[redacted]

See the flow chart in Appendix 2

ALLEGATIONS OF PHYSICAL INJURY, NEGLECT OR EMOTIONAL ABUSE

If a child has a physical injury, an indicator of neglect or where there are concerns about emotional abuse, the Safeguarding Lead/Deputy will:

- Seek medical help if needed urgently via phoning 999.
- Contact Children's Social Services (or a Thirty-one eight) for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home. If the issue is urgent, the Police Protection Unit and/or the Out of Hours Children's Services must be contacted without delay.
- Not tell the parents or carers unless advised to do so, having contacted Children's Social Services.
- 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 Thirty-one eight (who should confirm their advice in writing) if unsure whether to refer a case to Children's Social Services.

ALLEGATIONS OF SEXUAL ABUSE

In the event of allegations or suspicions of sexual abuse, the Safeguarding Lead/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.

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PROCEDURES FOR WHEN THERE IS CONCERN ABOUT THE WELFARE OF AN ADULT

See the flow chart in Appendix 2

Definition of "adult"

As adult safeguarding systems have developed there has been a move away from using the term 'vulnerable adults', whilst recognising that certain pieces of legislation (e.g. the Police Act 1997) and different agencies use this term. The term 'adult at risk' is generally now replacing the previously used term 'vulnerable adult' (focusing on the situation rather than the characteristics of the adult themselves). The label 'vulnerable adult' may wrongly imply that some of the fault for any abuse lies with the abused adult. The Care Act 2014 does not use the word vulnerable, but rather an 'adult with care and support needs', who is, or is at risk of abuse or neglect. Other descriptions include 'adults at risk' (the Adult Support and Protection (Scotland) Act 2007, Adult Safeguarding Prevention and Protection in Partnership, July (DHSSPS)) and 'adults in need of protection'. 'Adults' is used in this policy to mean adults in need of protection.

These safeguarding policy and procedures will use the various terms interchangeably except when referring to specific legislation or government guidance.

SUSPICIONS OR ALLEGATIONS OF PHYSICAL OR SEXUAL ABUSE

The Care Act 2014 places the duty upon **Adult Services** to investigate situations of harm to adults. 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.

If an adult with additional care and support needs has a physical injury or indicator of sexual abuse the Safeguarding Lead/Deputy will:

- Discuss any concerns with the individual themselves giving due regard to their autonomy, privacy and rights to lead an independent life. Advice needs to be sought from the statutory agencies if it is felt that their choice might contradict their welfare needs.

- If the adult with additional care and support needs is in immediate danger or has sustained a serious injury contact the Emergency Services, informing them of any suspicions.

- For advice contact the appropriate Adult Social Care Team who have responsibility under Section 47 of the NHS and Community Care Act 1990 and government guidance, 'No Secrets', to investigate allegations of abuse.

- The Police Public Protection Unit will also provide advice and will need to be contacted where the concerns are of a serious nature. Alternatively, your professional safeguarding support organisation can be contacted for advice. (i.e. Thirty-one eight)

PROCEDURE FOR WHEN THERE IS CONCERN ABOUT ABUSE BY THOSE WHO WORK WITH CHILDREN OR ADULTS

See the flow chart in Appendix 2

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

- liaise with Children's Social Services regarding the suspension of the worker, also making a referral to a Local Authority Designated Officer (LADO)

- The role of the LADO is set out in HM Government guidance Working Together to Safeguard Children (2018) Chapter 2 Paragraph 4. and is governed by the Authorities duties under section 11 of the Children Act 2004. This guidance amended in 2023 outlines procedures for managing allegations against adult who work with children who are paid, unpaid, volunteers, casual, agency or anyone self-employed. LADO whilst working with other partner agencies like the police and children's social care monitors allegations progress and ensures that it is handled quickly.

- inform the Office of General Manager at AOG National Office if the allegations concern a status minister or other Senior Minister responsible for the church in question regardless of status).

- the LADO will be contacted within 24 hours as follows:

Name:	LESAS
Phone:	0300411111
Email:	Social.services@kent.gov.uk
Online form link (child):	Kent Integrated Children's Services Portal LADO Education Safeguarding Advisory Service (LESAS) Enquiry Form
Online form link (adult):	
Fax:	
Post:	
Opening Hours:	9:00 Am – 5:30 PM Mon-Thurs 9:00 AM – 5:00 PM Fri
In an emergency outside of these hours, contact:	03000419191

In addition to this, whether 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 with additional care and support needs. Where we are liaising with a Designated Officer, we will discuss with them about the need to refer to the DBS. If a Designated Officer is not involved, we will contact the DBS if the situation is that the nature of concern leads us to end the employment of the worker or volunteer or would have made this decision in circumstances where they have left voluntarily.

Note:

- *There may also be a requirement under law to make a referral to the DBS (Disclosure and Barring Service) who hold the lists of people barred from working with children and adults with additional care and support needs – this will require discussion with the Designated Officer (which is LADOs in England).*

The LADO works within Children's Services and should be alerted to all cases in which it is alleged that a person who works with children has:

- behaved in a way that has harmed, or may have harmed, a child
- possibly committed a criminal offence against children, or related to a child
- behaved towards a child or children in a way that indicates s/he is unsuitable to work with children

The LADO role applies to paid, unpaid, volunteer, casual, agency and self-employed workers. They capture concerns, allegations or offences emanating from outside of work. The LADO is involved from the initial phase of the allegation through to the conclusion of the case.

They will provide advice, guidance and help to determine whether the allegation sits within the scope of the procedures.

SECTION 6a - PROCEDURES

(PASTORAL CARE)

PASTORAL CARE (SUPPORTING THOSE AFFECTED BY ABUSE)

The CPC Leadership is committed to offering pastoral care, working with statutory agencies as appropriate, and support through counsel or through prayer to those who have been affected in one way or the other by abuse or pressing issues that they would want to be supported with.

COUNSELLING

This is done face-to-face and one on one depending on the situation.

WORKING WITH OFFENDERS

If someone who poses a risk to children, young people or adults at risk of harm wants to join in with activities or become part of an organisation, it is important the leadership manage the risk appropriately by creating clear policies/procedures and a code of behaviour the individual must follow. This will help protect the vulnerable and lessen the possibility of the person being wrongly suspected of abuse in the future.

If you use a “contract” or “covenant of care”, it should give details of both the boundaries you expect the individual to keep and the support you will offer them. It should be tailored specifically to individual circumstances and informed ideally by risk assessments from the statutory agencies. Your professional safeguarding support organisation should have advice, guidance and templates.

APPENDIX 1

Leadership Safeguarding Statement

In providing this detailed statement about safeguarding children and adults within our church, in the services, groups and activities we provide, along with the interaction we have outside of these events, including through social media and other electronic communication means, the Leadership (i.e. Pastoral Team and Leadership team) hope to demonstrate our commitment to ensuring the safety of all. We endeavour to provide a healthy and safe church culture where the welfare of the child, young person and adult is paramount.

Whilst recognising that the very nature of safeguarding means that we must respond to allegations both sensitively and confidentially, this does not mean secretively. We strive to be open, transparent and accountable. This means seeking advice and liaising with Social Services, Police and other agencies as necessary.

The following statement was agreed by the leadership/organisation on: 24/11/2025

- We recognise that we all have a responsibility to help prevent the abuse and neglect of children and adults and to report any such abuse or neglect that we discover or suspect.
- We are committed to the safeguarding of children and adults and ensuring their well-being. We recognise that children and adults can be the victims of physical, sexual and emotional abuse, as well as financial and discriminatory abuse and other forms of harm such as exploitation and neglect.
- We endorse and adopt the policy, procedures and guidance set out in this safeguarding policy in accordance with governments' national legislation, statutory guidance and local safeguarding procedures.

As a Leadership we have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to build constructive links with statutory and voluntary agencies involved in safeguarding. We will review this statement and our policy and procedures annually.

THE LEADERSHIP UNDERTAKES TO:

1. **Promote a Safe & Healthy Church Culture**

   We respect the rights of children as described in the UN Convention on the Rights of the Child. We value and respect children and want to hear their voices.

   We accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to "all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status".

   We understand the importance of creating a welcoming and inclusive, safe and healthy environment and are committed to ensuring that we meet the requirements of the Equality Act 2010, implementing all other relevant legislation as part of safeguarding.

   We recognise the personal dignity and rights of adults and will ensure all our policies and procedures, and practice guidance reflect this, so that adults can have access to every aspect of the life of our church.

   We are committed to supporting parents and families and ensuring that our church is a safe place for all.

   The church has appointed a Safeguarding Lead and a Deputy Safeguarding Lead as points of reference, to act on all allegations or suspicions of abuse in reporting to the statutory safeguarding authorities. In our commitment to openness, should anyone have a concern that our church or the Safeguarding Lead(s) have not dealt appropriately with a safeguarding concern we would encourage that person to make a direct referral to Social Services or the Police.

2. **Work with Safeguarding authorities**

   We recognise the role that the statutory safeguarding authorities (Social Services and the Police) have in investigating all suspicions and allegations or discovery of child abuse and the abuse of adults and will cooperate fully with all agencies to protect those at risk of harm or abuse:

   - Children's Social Services (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there is a concern about a child.
   - Adult Social Services (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse when concerned about the welfare of an adult.
   - Where an allegation suggests that a criminal offence may have been committed then the police should be contacted as a matter of urgency.

   We will follow the requirements for UK legislation in relation to safeguarding children and adults and good practice recommendations.

   We will act in accordance with national and local safeguarding guidance such as laid out in Working Together to Safeguard Children 2018 updated to 2023 and acknowledge that "safeguarding children is everyone's responsibility" and that "everyone who comes into contact with children and families has a role to play".

We will liaise with the local statutory safeguarding partnerships such as the Local Safeguarding Children Board (LSCB), Safeguarding Adult Board (SAB) or any other local safeguarding mechanisms.

We shall ensure that our premises meet the requirements of the Disability Discrimination Act 1995 (DDA) amended to Disability Discrimination Act 2005 (DDA 2005) and all other relevant legislation, and that it is welcoming and inclusive.

We are committed to building constructive links with statutory and voluntary agencies involved in safeguarding and sharing relevant information.

3. **Support those in our Church who serve Children and Adults**

The Leadership have appointed a Safeguarding Lead and a Deputy Safeguarding Lead to respond to any safeguarding concern or suspicion of abuse. The Leadership fully supports them in their role of acting in the best interest of the child or adult and reporting to the statutory authorities all allegations or suspicions of abuse.

We commit to providing safeguarding training and development opportunities for all our workers (paid and voluntary) and will regularly review the training needs, and the operational guidelines attached to this policy.

We will also support, resource, monitor and provide supervision to all those who undertake work with children or adults, and those in positions of trust.

We commit to providing induction training for all those working with children and adults.

We take seriously our responsibility for ensuring that everyone is safe in our care and that their dignity and rights are maintained.

4. **Safeguarding in Practice**

We commit to supporting, listening to, and working towards healing for everyone affected, either directly or indirectly by any form of abuse.

We are a welcoming Church, which recognises that in following our mission, we may have sexual offenders join us. In such circumstances we will talk with the person concerned, and with any safeguarding professional involved to ensure that their involvement in church does not compromise the safety and well-being of children or adults. To ensure this we will take appropriate and proportionate measures, including working with relevant partners to complete a risk assessment and asking the individual to adhere to a safeguarding agreement.

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.

Where working outside of the UK, concerns will be closely managed by the Church Leadership Team reporting to the Trustees where appropriate. Any safeguarding concerns will be managed using our safeguarding procedures and through obtaining professional guidance where appropriate.

Where an allegation or suspicion of abuse is made against someone working with children, or adults, or is in a position of trust, then the safeguarding officer(s) will contact our designated professional safeguarding advisors for advice.

We shall support the Safeguarding Lead(s) in their work and in any action, they may need to take to protect children and adults.
It is the expectation that all those working with children and with adults have access to the church safeguarding policy and will have read it and agreed to fully adhere to the policy, procedures and practice guidelines, as condition of continuing in their role.

The Leadership team will review this statement, our policy and procedures annually.

All safeguarding concerns should be immediately reported to the Safeguarding Lead or Deputy Safeguarding Lead in the church. No one in receipt of a disclosure of abuse, or suspicion of abuse should investigate the matter.

Child Safeguarding Lead	Regina Ashogbon
Deputy Child Safeguarding Lead	Matthew Naulls
Adult Safeguarding Lead	Regina Ashogbon
Deputy Adult Safeguarding Lead	Matthew Naulls

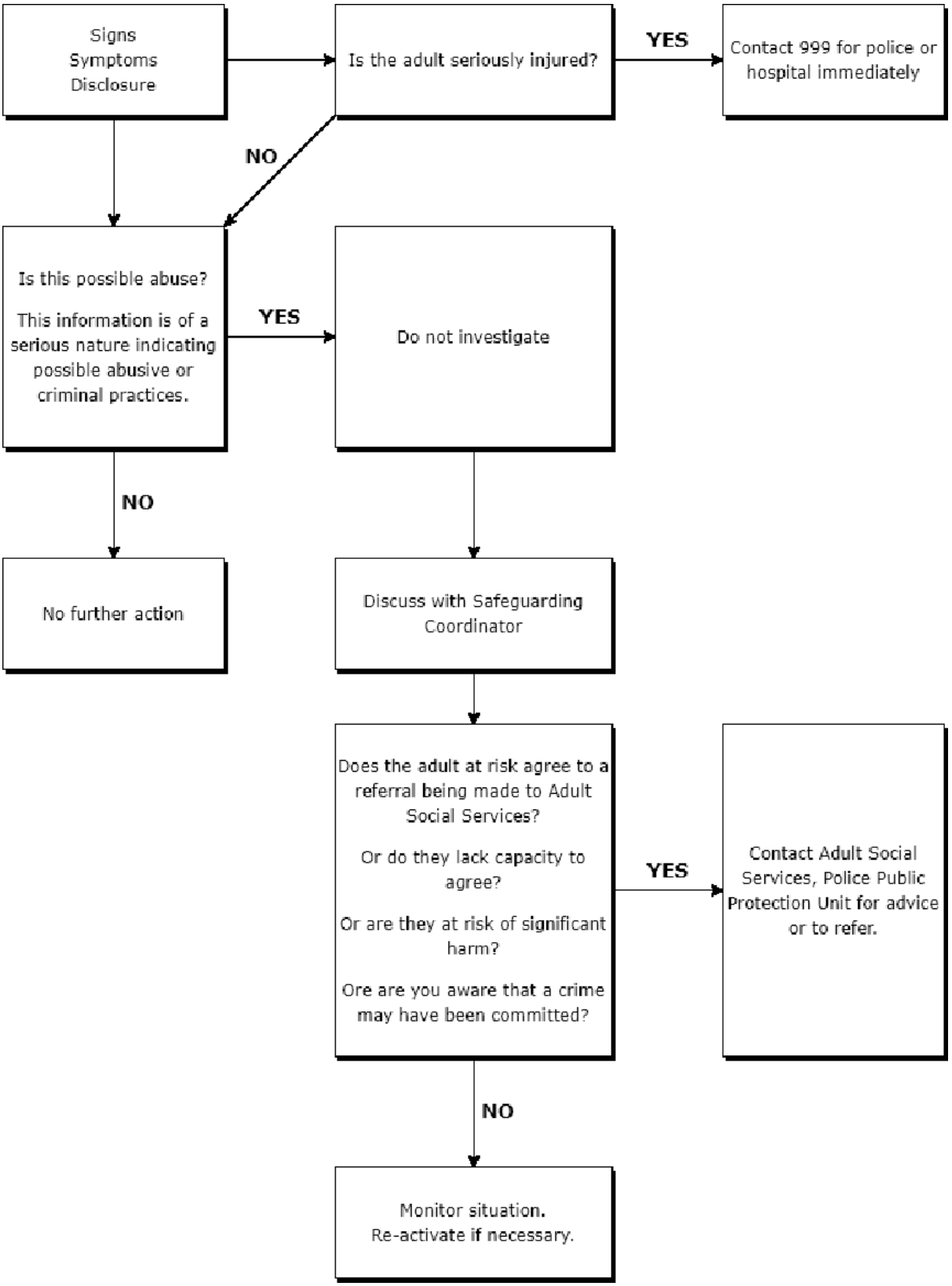
A copy of the full policy and procedures is available from Church Google Drive Safeguarding Folder
Signed on behalf of the Leadership of Cheriton Pentecostal Church

Signed: David Ashogbon Date: 24/11/2025

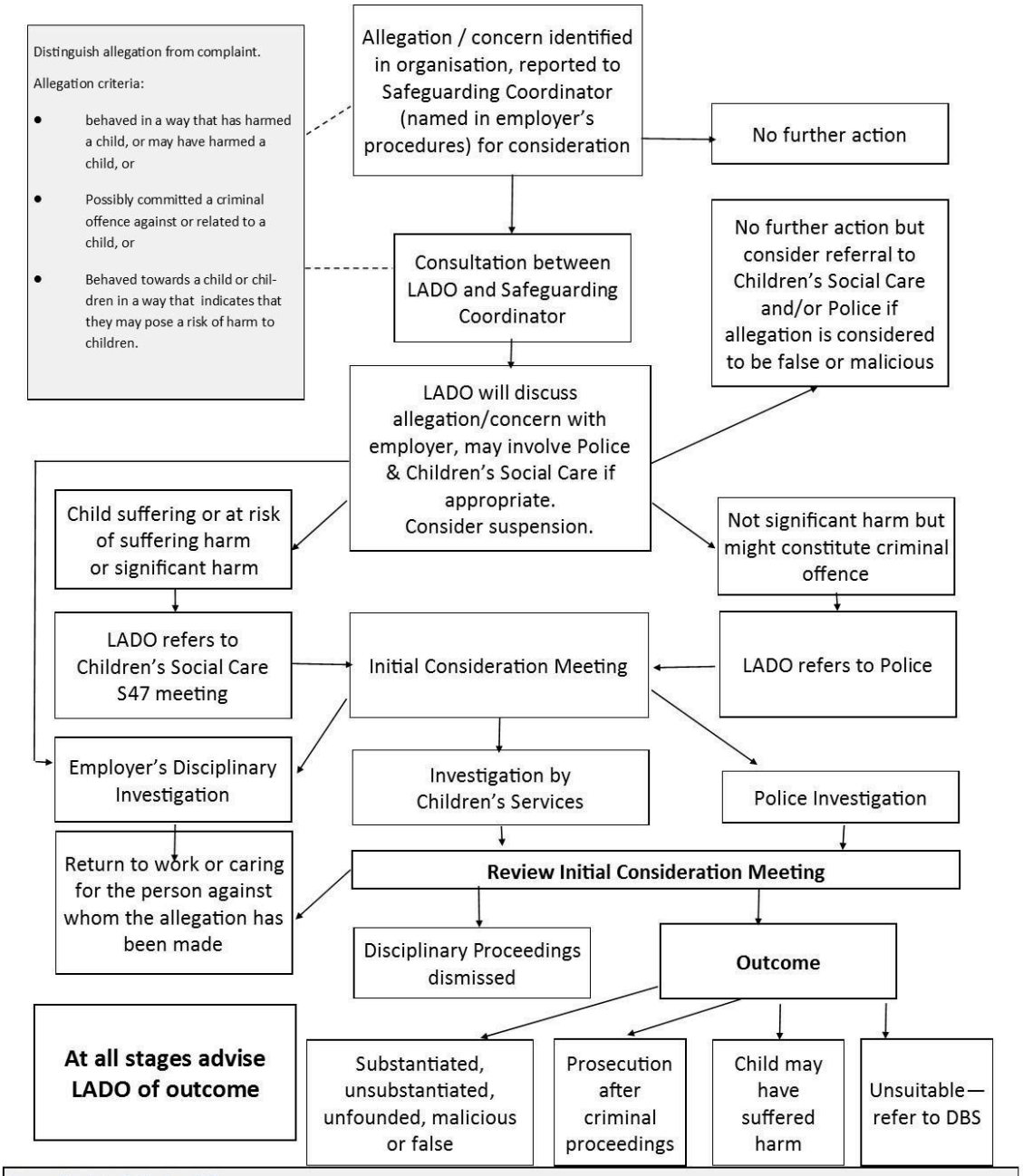
This statement (or summary) could be exhibited on the organisation's premises. Alternatively, or in addition, one of the posters (Appendix 2) could be displayed and this lengthy statement kept elsewhere. The statement might also be used on the organisation's website.

APPENDIX 2

2.1 Child/Young Adults



2.3a Worker (child)

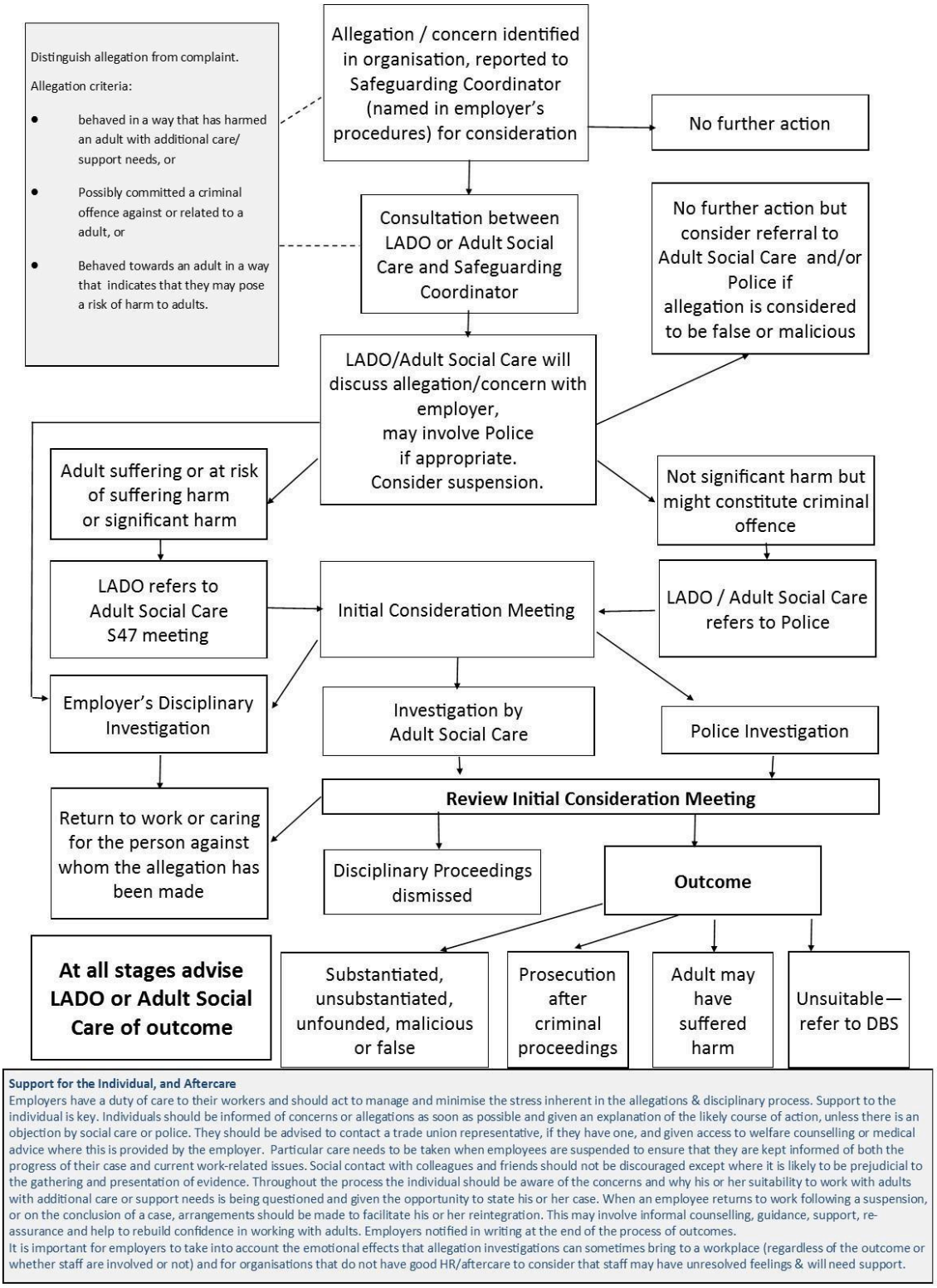


Support for the Individual, and Aftercare

Employers have a duty of care to their workers and should act to manage and minimise the stress inherent in the allegations & disciplinary process. Support to the individual is key. Individuals should be informed of concerns or allegations as soon as possible and given an explanation of the likely course of action, unless there is an objection by social care or police. They should be advised to contact a trade union representative, if they have one, and given access to welfare counselling or medical advice where this is provided by the employer. Particular care needs to be taken when employees are suspended to ensure that they are kept informed of both the progress of their case and current work-related issues. Social contact with colleagues and friends should not be discouraged except where it is likely to be prejudicial to the gathering and presentation of evidence. Throughout the process the individual should be aware of the concerns and why his or her suitability to work with children is being questioned and given the opportunity to state his or her case. When an employee returns to work following a suspension, or on the conclusion of a case, arrangements should be made to facilitate his or her reintegration. This may involve informal counselling, guidance, support, re-assurance and help to rebuild confidence in working with children and young people. Employers notified in writing at the end of the process of outcomes.

It is important for employers to take into account the emotional effects that allegation investigations can sometimes bring to a workplace (regardless of the outcome or whether staff are involved or not) and for organisations that do not have good HR/aftercare to consider that staff may have unresolved feelings & will need support.

2.3b Worker (adult)



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APPENDIX 3

Statutory Definitions of Abuse (Children)

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. They may be abused by an adult or adults or another child or 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.

ENGLAND

The four definitions of abuse below operate in England based on the government guidance 'Working Together to Safeguard Children: a guide to multi-agency working to help, protect and promote the welfare of children' (H M Government December 2023)'.

What is abuse and neglect?
A form 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 others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults, or another child or children.

Physical abuse
A form of abuse that 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
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 a child 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 a 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 also involve seeing or hearing the ill-treatment of another individual. It could involve serious bullying (including cyber bullying), frequently causing children to feel frightened or in danger, as well as 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
Whether or not the child is aware of what is happening or not involves forcing or enticing a child or young person to take part in sexual activities. It does not necessarily involve a high level of violence. 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. Sexual abuse can take place online and technology can be used to facilitate offline abuse. Adult males do not solely perpetrate sexual abuse; women can also commit acts of sexual abuse, as can other children.

Neglect
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)
- ensure access to appropriate medical care or treatment

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

Child cruelty is under neglect, which is where an individual wilfully neglect, assault, ill-treat, and abandon a child that it causes harm to the child. Child cruelty neglect legislation is based on the Children and Young Persons Act 1933, which defines when a person over the age of 16, wilfully assault, neglect, ill-treat, abandon or expose a child under 16.

Child sexual exploitation (CSE):

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur using technology.

Extremism & Radicalisation:
Extremism goes beyond terrorism and includes people who target the vulnerable, including the young, by seeking to sow division between communities because of race, faith or denomination. Justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society.

Extremism is defined in the Counter Extremism Strategy 2015 as the vocal or active opposition to our fundamental values, including the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. We also regard calls for the death of members of our armed forces as extremist.

Radicalisation is a process of adopting extremist ideologies and ideas and supporting terrorism by an individual. Being exposed to online content, feeling persecuted and changes in social circles, and embarrassment about gender, race and culture are some of the factors that influence radicalisation.

DEFINITIONS OF SPIRITUAL ABUSE

In recent years the concept of Spiritual Abuse has become one that has gained greater understanding amongst those in the faith community. Spiritual abuse has many similarities to the other categories of abuse and indeed may include the identification of those categories as abuse is often multi-faceted.

Although not recognised as a category of abuse in its own right by the statutory authorities, Spiritual abuse will often co-exist with those accepted forms of abuse (described above). A number of definitions have been given to this type of abuse in an attempt to adequately describe what often amounts to an abuse of trust and power to the detriment of others. Johnson and VanVonderen ('The Subtle Power of Spiritual Abuse', Bethany House Publishers, 1991) have described it as follows:

> *"Spiritual abuse is the mistreatment of a person who is in need of help, support or greater spiritual empowerment, with the result of weakening, undermining or decreasing that person's spiritual empowerment"*

This view is shared with a similar definition offered by Ken Blue (Healing Spiritual Abuse', IVP, 1993) as follows:

"*Spiritual abuse happens when a leader with spiritual authority uses that authority to coerce, control or exploit a follower, thus causing spiritual wounds*"

The professional safeguarding support organisation Thirtyone eight has defined Spiritual Abuse as follows:

Spiritual abuse is linked with other forms of abuse, and could be defined as an abuse of power, often done in the name of God or religion, which involves manipulating or coercing someone into thinking, saying or doing things without respecting their right to choose for themselves. Some indicators of spiritual abuse might be a leader who is intimidating and imposes his/her will on other people, perhaps threatening dire consequences or the wrath of God if disobeyed. He or she may say that God has revealed certain things to them and so they know what is right. Those under their leadership are fearful to challenge or disagree, believing they will lose the leader's (or more seriously God's) acceptance and approval.

Additional information

In addition to the above, in relation to adults and children, there needs to be an understanding of other forms of harm such as Female Genital Mutilation, Domestic Abuse, forced marriage and trafficking of adults and children, Cuckooing, Criminal exploitation, Peer on peer abuse. All these are included in various pieces of legislation and all those concerned with safeguarding need to be aware of the issues.

APPENDIX 4

HARMFUL PRACTICES

Physical chastisement (resulting in physical harm)
Under UK legislation physical punishment is considered "unreasonable" if it leaves a mark on the child or if the child is hit with an implement such as a cane or a belt. The Children (Equal Protection from Assault) (Scotland) Bill (2019) makes it a criminal offence for parents to smack their children.

Forced Marriage (FM)
A Forced Marriage is when one or both prospective spouses is coerced or faces physical pressure to marry (e.g. threats, physical violence or sexual violence) or emotional and psychological pressure (e.g. if they are made to feel they are bringing shame on their family). In a situation where there are concerns that someone is at risk of a forced marriage, urgent referrals should be made to Children's Adults' Social Care.

Female Genital Mutilation (FGM)
Female Genital Mutilation or FGM is a cultural practice that involves cutting, removing or altering the female external genitalia for non-medical reasons. It is child abuse, an illegal practice in the UK and a violation of human rights. FGM is a criminal offence under Prohibition of Female Circumcision Act 2003 and updated by the Serious Crime Act 2015. It is classified as physical abuse. If FGM is carried out against a girl under the age of 16, the responsible person is liable for persecution. Where a girl is at risk of FGM, a referral should be made to Children's Social Care.

Breast Ironing
Breast Ironing also known as "Breast Flattening" is the process whereby young pubescent girls' breasts are ironed, massaged and/or pounded down using hard or heated objects in order for the breasts to disappear or delay the development of the breasts entirely. It is believed that by carrying out this act, young girls will be protected from harassment, rape, abduction and early forced marriage and therefore be kept in education. Much like Female Genital Mutilation (FGM), Breast Ironing is a harmful practice and is child abuse. Those working with children and young people must be able to identify the signs and indicators of girls who are at risk of or have undergone breast ironing. Similarly to Female Genital Mutilation (FGM), breast ironing is classified as physical abuse therefore should be referred to Children's Social Care if this is witnessed by anyone.

Online Abuse

This is any type of abuse that happens on the web. It may be through playing games using a computer or a mobile phone. Children may be abused sexually, emotionally, and groomed online. If you are concerned or worried that a child is groomed or sexually abused online, report to Child Exploitation and Online Protection (CEOP). If it is online bullying, call Childline for advice.

Abuse linked to Faith or Belief
(Including belief in witchcraft branding, spirit possession and other forms of the supernatural.

The types of child abuse linked to faith or belief. This includes: belief in concepts of witchcraft and spirit possession, demons or the devil acting through children or leading them astray (traditionally

seen in some Christian beliefs), the evil eye or djinns (traditionally known in some Islamic faith contexts) and dakini (in the Hindu context); ritual or muti murders where the killing of children is believed to bring supernatural benefits or the use of their body parts is believed to produce potent magical remedies; and use of belief in magic or witchcraft to create fear in children to make them more compliant when they are being trafficked for domestic slavery or sexual exploitation.

Fear of the supernatural is also known to be used to make children comply with being trafficked for domestic slavery or sexual exploitation. Child abuse is never acceptable wherever it occurs and whatever form it takes.

Abuse linked to faith and belief is a horrific crime which is condemned by people of all cultures, communities and faiths. This type of abuse is never acceptable and should be responded to in line with local safeguarding procedures as with any other form of abuse.

APPENDIX 5

SIGNS & SYMPTOMS OF ABUSE

Child/young adult

The following signs could be indicators that abuse has taken place but should be considered in context of the child's whole life.

Physical

- Injuries not consistent with the explanation given for them
- Injuries that occur in places not normally exposed to falls, or usual children's activities
- Injuries that have not received medical attention
- Reluctance to change for, or participate in, games or swimming
- Repeated urinary infections or unexplained tummy pains
- Bruises on babies, bites, burns, fractures which do not have an accidental explanation
- Cuts/scratches/substance abuse (these can also be indications of self-harm)

Sexual

- Any allegations made concerning sexual abuse
- Excessive preoccupation with sexual matters and detailed knowledge of adult sexual behaviour
- Age-inappropriate sexual activity through words, play or drawing Child who is sexually provocative or seductive with adults
- Inappropriate bed-sharing arrangements at home
- Severe sleep disturbances with fears, phobias, vivid dreams or nightmares, sometimes with overt or veiled sexual connotations
- Eating disorders, such as anorexia and bulimia

Emotional

- Changes or regression in mood or behaviour, particularly where a child withdraws or becomes clingy
- Depression, aggression or extreme anxiety
- Nervousness or frozen watchfulness
- Obsessions or phobias
- Sudden under-achievement or lack of concentration
- Inappropriate relationships with peers and/or adults
- Attention-seeking behaviour
- Persistent tiredness
- Running away, stealing or lying

Neglect

- Under nourishment, failure to grow, constant hunger, stealing or gorging food, untreated illnesses
- Inadequate care

Adults

The following signs could be indicators that abuse has taken place but should be considered in context of the person's whole life.

Physical abuse

- History of unexplained falls, fractures, bruises, burns or minor injuries
- Signs of under or overuse of medication and/or medical problems left unattended
- Any injuries not consistent with the explanation given for them
- Bruising and discolouration - particularly if there is a lot of bruising of different ages and in places not normally exposed to falls, rough games etc.
- Recurring injuries without plausible explanation
- Loss of hair, loss of weight and change of appetite
- Person flinches at physical contact and/or keeps fully covered, even in hot weather
- Person appears frightened or subdued in the presence of a particular person or people

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.

Sexual abuse

- Pregnancy in a woman who lacks mental capacity or 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
- Emotional distress
- Mood changes
- Disturbed sleep patterns

Psychological abuse

- Alteration in psychological state e.g. withdrawn, agitated, anxious or tearful
- Intimidated or subdued in the presence of a carer
- Fearful, flinching or frightened of making choices or expressing wishes
- Unexplained paranoia
- Changes in mood, attitude and behaviour, excessive fear or anxiety
- Changes in sleep pattern or persistent tiredness
- Loss of appetite
- Helplessness or passivity
- Confusion or disorientation
- Implausible stories and attention seeking behaviour
- Low self-esteem

Financial or material abuse

- Disparity between assets and living conditions
- Unexplained withdrawals from accounts or disappearance of financial documents or loss of money
- Sudden inability to pay bills or getting into debt
- Carers or professionals fail to account for expenses incurred on a person's behalf
- Recent changes of deeds or title to property
- Missing personal belongings
- Inappropriate granting and/or use of Power of Attorney

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 identity documents
- Fear of seeking help or trusting people

Discriminatory abuse

- Inappropriate remarks, comments or lack of respect
- Poor quality or avoidance of care
- Low self-esteem
- Withdrawn
- Anger
- Person puts themselves down in terms of their gender or sexuality
- Abuse may be observed in conversations or reports by the person of how they perceive themselves

Institutional abuse

- Low self-esteem
- Withdrawn
- Anger
- Person puts themselves down in terms of their gender or sexuality
- Abuse may be observed in conversations or reports by the person of how they perceive themselves
- 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
- Person looking unkempt or dirty and has poor personal hygiene
- Person is malnourished, has sudden or continuous weight loss, is dehydrated, is constantly hungry, stealing or gorging on food
- Person is dressed inappropriately for the weather conditions
- Dirt, urine or faecal smells in a person's environment
- Home environment does not meet basic needs (for example, no heating or lighting)
- Depression

APPENDIX 6

PRAYER MINISTRY GUIDELINES

At Cheriton Pentecostal Church we are passionate about meeting with God. During our meetings we will always try to let God lead what is going on and make space for Him to meet with us.

As part of this, the leaders of the meeting may make time for us to wait on the Holy Spirit and pray for groups of people. This is an opportunity for God to work in our lives and for us to be open to Him moving in our lives.

Ministry times will usually begin with an invitation from the service leader for people to wait on God or to respond to a word from God. The most important thing to remember is that this is God's work, not ours.

It is important to remember as we facilitate what the Holy Spirit wants to do in the lives of those, we pray for that we should also be mindful of our Safeguarding practices and procedures. Leadership, safeguarding and prayer team members should make themselves aware of this policy and ensure they receive regular guidance and training.

Guidance:

When you're praying, remember that you are there to encourage those seeking God and to facilitate what the Holy Spirit is doing.

Please only pray for someone who shares your gender. Prayer ministry can bring up all sorts of personal issues, so it is best practice to keep to this rule. Even if you are married, or you are praying for someone you know, please adhere to this guideline to avoid confusion and to set an example to others.

As much as possible, please bring someone alongside you to pray and do not leave yourself vulnerable.

Ask people how they would like you to pray for them; (Luke 18:40) However, be aware of not turning this into a lengthy conversation, as this is a time for the Holy Spirit to offer counselling. Be sensitive when speaking into the situation or offering a word or image.

Guidance on Touch during prayer ministry:

The laying on of hands to pray is Biblical; we see Jesus touch a man to heal him of leprosy in Mark 1: 40-45, and He lays hands on the children to bless them in Matthew 19: 13-15. However, not everyone is comfortable with this, so please be sensitive to the situation. Be careful where you place your hands to keep in line with safeguarding requirements and so that it doesn't become a distraction for the person you are praying for. Only touch in a restrained and appropriate manner.

You should only lay your hands on shoulders, upper back, forehead or hold the person's hands. Never place your hands in a personal area of the body and never under items of clothing. If the person requesting healing has an issue in a part of their body that is inappropriate for you to touch, then encourage <u>them</u> to place their hands on that spot whilst you lay hands appropriately.

Be aware of what is happening while you are praying for others; how is the person responding? Be aware that they may shake, cry or fall in the power of the Holy Spirit; if this does occur then make them comfortable and respect their dignity by covering them with a cover/coat so they feel less exposed. It is not always necessary to stay with them for the whole time, but if you do remain with them, ensure that you are visible to others.

The person you are praying for may tell you about things that have happened in their life. Try not to appear shocked by any disclosures and do not request further information. Confidentiality is important but DO NOT promise to keep anything a secret, especially in regard to claims of abuse (these must be reported to your Safeguarding Lead as soon as possible and you should discreetly bring in a member of Leadership to support you during the prayer time) If at any time you feel uncomfortable or out of your depth, please ask for assistance from a member of the prayer team or church leadership. Report any concerns of mental illness, victims of abuse or any incident where a person has been physically hurt to the Safeguarding Lead, who will ensure it is dealt with appropriately.

Not everyone who attends our church will be familiar with ministry and prayer times and some will feel a bit concerned or anxious when they become aware of God working through His Holy Spirit. We must make people feel safe and comfortable whilst encouraging them to reach out to God. Always be respectful and sensitive, speak healing, peace and release in Jesus' name.

Summary

Things you should do:

- Recognise that you are working under authority from church leadership and be aware of your limits.
- Be careful where you place your hands. Only touch in a restrained and appropriate manner.
- Never place your hands in a personal area of the body and never under items of clothing.
- If people would like ongoing prayer, then refer them to a leader.
- Be open to correction and guidance from leadership, given in love
- Report any concerns of mental illness, victims of abuse or any incident where a person has been physically hurt

Things you should NOT do:

- Do not make appointments to meet people outside of the meeting.
- Never meet anyone alone. Seek advice from leadership.
- Do not promise to keep anything a secret, especially in regard to claims of abuse.