

CAMBRIDGE
VINEYARD
CHURCH



SAFEGUARDING
CHILDREN, YOUNG
PEOPLE & VULNERABLE
ADULTS POLICY

Approved by trustees and leadership 18th January 2021
Review Date: January 2023

Version 1: 18/01/21

Cambridge Vineyard is a Christian Church affiliated to Vineyard Churches UK. Registered Charity Number 1087906

Cambridge Vineyard is a Charitable Company limited by guarantee registered in England and Wales under Company No.8341599. Vineyard is a registered Collective Mark of Vineyard Churches UK

Name: Cambridge Vineyard Church
Postal Address; 78 Birch Trees Road, Great Shelford, Cambridge CB22 5 AW
(See Appendix 10 for addresses of current venues used.)
Tel No: 01233 503259.
Email address: office@cambridgevineyard.org.uk
Insurance Company: Ansvar Insurance
Charity Number: 1087906 Company Number: 8341599

SECTION 1

Details of the place of worship / organisation.

About Cambridge Vineyard and Our Work with Children/Young People/Vulnerable Adults;

We are a group of people committed to following the person and teaching of Jesus Christ. We believe in bringing the life of Jesus to the lives of the people in our community. Cambridge Vineyard is a place where everyone is welcome, whatever your background, whatever your history, whatever your belief, whether you believe in God or not, we want to be a church where God can be found. We hold a weekly Sunday gathering at Parkside Community College which includes separate groups for children. We run coffee-morning style drop-ins for all ages, co-ordinate a befriender programme and the Growkids project which delivers bundles of clothing to families in need. We run a variety of children's activities on and off site, some are designed to provide social occasions for children to invite friends.

Our Commitment:

As a Leadership we recognise the need to provide a safe and caring environment for children, young people, and adults. We acknowledge that children, young people and adults can be the victims of physical, sexual and emotional abuse, and neglect.

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

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

The policy and attached practice guidelines are based on the ten Safe and Secure safeguarding standards published by the Churches' Child Protection Advisory Service (CCPAS)

The Leadership undertakes to:

- endorse and follow all national and local safeguarding legislation and procedures, in addition to the international conventions outlined above.
- provide on-going safeguarding training for all its workers and will regularly review the operational guidelines attached.
- ensure that the premises meet the requirements of the Equality Act 2010 and all other relevant legislation, and that it is welcoming and inclusive.
- support the Safeguarding Co-ordinator(s) in their work and in any action, they may need to take in order to protect children and adults with care and support needs.
- the Leadership agrees not to allow the document to be copied by other organisations.

SECTION 2

Recognising and responding appropriately to an allegation or suspicion of abuse

Understanding Abuse and Neglect

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

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

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

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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.

Detailed definitions and signs and symptoms of 9 types of abuse, as well as how to respond to a disclosure of abuse are included here.

1. Physical Abuse.

Occurs when there is an actual physical injury to a child that has been purposefully inflicted or knowingly not prevented. For example, marks or bruises from a hand or an implement, shaking, cigarette burns, scalds, bite marks, broken bones, suffocation, and poisoning. It also includes situations in which a carer fabricates or induces illness in the child to gain attention for themselves.

2. Emotional Abuse:

Occurs when there is a persistent lack of affection, continual rejection or isolation, inconsistent handling, belittling, unrealistic expectations, or threatening behaviour. By these means the child's emotional needs for love and security, recognition, praise, encouragement, and stimulation are not met, and there is a persistent disregard of a child's effort or progress. Exposure to domestic violence and language: Exposure to language or attitudes which have the effect of undermining a child's self-esteem, this may include racism, sexism or other forms of discrimination. Living in a household where there is domestic violence causes severe harm to children and even to unborn babies.

3. Neglect

Occurs when there is a failure to meet a child's basic needs. For example, failure to provide food, warmth, adequate clothing, protection from danger and leaving a child alone or unsupervised or with inappropriate carers.

4. Sexual Abuse.

Occurs when an adult or other young person uses a child for their own gratification. For example, sexual harassment, exposure to pornography, touching the child in a sexual manner or making the child touch the abuser and anal or vaginal penetration. Sexual abuse of children also occurs through the making, downloading and distribution of indecent images on the internet. Children can also be abused through grooming on the internet or by mobile phone.

5. Child Sexual Exploitation.

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Involves exploitative situations, contexts, and relationships where young people receive something (for example food, accommodation, drugs, alcohol, gifts, money or in some cases simply affection) as a result of engaging in sexual activities. Sexual exploitation can take many forms ranging from the seemingly 'consensual' relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups. What marks out exploitation is an imbalance of power in the relationship. The perpetrator always holds power over the victim, which increases as the exploitative relationship develops. Sexual exploitation involves varying degrees of coercion, intimidation, or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyber bullying and grooming. However, it is also important to recognise that some young people who are being sexually exploited do not exhibit any external signs of this abuse.

6. Female Genital Mutilation

Female Genital Mutilation (FGM) comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal in the UK and a form of child abuse with long-lasting harmful consequences, professionals in all agencies, and individuals and groups in relevant communities, need to be alert to the possibility of a girl being at risk of FGM, or already having suffered FGM.

7. Preventing Radicalisation.

Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism. There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. It can happen in many ways and settings. Specific background factors may contribute to vulnerability, which are often combined with specific influences such as family, friends or online, and with specific needs for which an extremist or terrorist group may appear to provide an answer. The internet and the use of social media has become a major factor in the radicalisation of young people.

8. Spiritual Abuse

Linked with emotional abuse, spiritual abuse 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.

9. Online

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Online safety is the collective term for safeguarding involving the use of electronic devices and applications to communicate and access the Internet, often referred to as Information and Communications Technology.

Indicators of Child Abuse.

There are several ways in which we could become concerned that a child has been abused:

- By an allegation made by a child directly.
- By reports or allegations from another person.
- By observing signs of symptoms of abuse.
- By the admission or 'cry for help' from someone who says they are harming a child

The aim of the following list is to raise awareness of some of the indicators that may suggest that a child has been abused.

The presence of any of these indicators in isolation does not necessarily confirm that a child has been abused. However, their presence should raise our awareness and may indicate the need for further action under the safeguarding procedures.

If you are unsure, please do not hesitate to contact one of the Safeguarding Officers.

Possible Indicators of Physical Abuse.

Physical abuse may be detected by observing bruises or injuries on the child or by observing suspicious patterns of behaviour. These include:

- Injuries that are not compatible with the explanation – it would not be possible to sustain an injury in the way described.
- A delay between the time the injury occurred and seeking medical help.
- Ignorance of how the injury occurred and seeking medical help.
- Ignorance of how the injury occurred, disinterest, or refusal to discuss the injuries.
- There is concern about the way in which the child responds to their parent or carer, e.g., flinching when they are approached or touched.
- The child is kept at home for no apparent reason.
- The child is reluctant to change or participate in PE or swimming.
- A pattern of injuries emerges over time or there are multiple injuries at the same time.
- There are injuries in a place that is not normally exposed to injuries of an accidental nature, e.g., under arms, behind ears, inner upper legs.

Possible Indicators of Emotional Abuse.

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All types of abuse will involve some degree of emotional abuse. The indicators below may also be found in the other types of abuse:

- There is concern about the ways in which the carers communicate with the child. For instance, the use of aggressive, belittling or controlling communication by a carer.
- Failure to thrive. This is a condition with growth retardation, unrelated to disease with various degrees of developmental delay, associated with inadequate parenting.
- The child has poor social skills or is unable to integrate with peers or adults.
- The child lacks self-confidence or has a constant need for affection or re- assurance.
- The child sets up situations where they fail or attract rejection or bullying from others.
- The child is passive, compliant, and keen to please.
- The child is constantly tired, withdrawn and may appear depressed.
- The child expresses anger, vindictiveness and aggression or bullies' others.
- The child steals from home, school, or the community.
- There is under-achievement or a lack of concentration.
- Intellectual development, perception, attention, and speech are impeded.
- There is a loss of inclination to explore or take risks.
- The child is unable to express emotions and appears detached.
- The child shows repetitive comfort behaviours, such as rocking or head banging.
- In relation to spiritual harm, punishment from God for normal childhood behaviour.

Possible Indicators of Neglect

Neglect is a passive form of abuse where a carer fails to provide 'good enough care' for the child to grow and develop normally. In addition to the indicators above, neglect may also include:

- Poor hygiene, the child being unkempt or frequently underweight, dirty, and smelly.
- Constant hunger, sometimes stealing food from other children.
- The child's educational and/or medical needs are not met or are not recognised.

Possible Indicators of Sexual Abuse

The indicators of sexual abuse can take many forms. Children of all ages may be sexually abused, and these indicators can vary according to the developmental age of the child. Sexual abuse is shrouded in secrecy and the child is likely to have been subjected to threats or other pressures not to disclose. If a child is not able to tell a trusted adult, changes in behaviour may be the only indication that abuse is taking place. The indicators discussed under emotional abuse may also be relevant in cases of sexual abuse.

We may suspect sexual abuse if the child shows any of the following behaviour:

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- The child displays inappropriate sexual behaviour towards others or engages in age-inappropriate sexual activities through words, play or drawings.
- The child is sexually provocative, promiscuous or re-enacts abuse with others.
- The child has relationships that are secretive and exclude others.
- The child receives unexplained gifts or money.
- The child displays a lack of concentration – ‘daydreaming’ or switching off.
- The child has a poor sense of self-worth.
- The child is scared of or has a lack of trust in particular to adults or is reluctant to go home.
- The child withdraws from ordinary displays of affection.
- The child is reluctant to take part in games or swimming.
- The child destroys possessions.
- The child displays challenging behaviour including anger, bullying others, or showing hostile feelings.
- The child has a need for control and feels unsafe if a familiar routine is broken.
- The child has disturbed sleep with phobias, fears, and nightmares.
- The child bed wets or soils during the day or night (once toilet trained).
- There are inappropriate bed-sharing arrangements at home.
- The child may have eating disorders such as anorexia or bulimia.
- The child may over-eat or hoard food or sweets.
- The child may have recurrent symptoms such as recurrent tummy aches for which there is no medical cause.
- The child is depressed.
- The child harms itself through self-mutilation by cutting, glue sniffing, alcohol or drug misuse.
- The child repeatedly runs away from wherever the abuse takes place.
- The child truants from school.
- The child becomes involved in prostitution.
- The child attempts suicide.

Possible Indicators of Child Sexual Exploitation

Many of these are common teenage behaviours, but keep an eye out for increased instances of changes in behaviour that may be signs of grooming:

- Being secretive about who they are talking to and where they are going.
- Often returning home late or staying out all night.
- Sudden changes in their appearance and wearing more revealing clothes.
- Becoming involved in drugs or alcohol, particularly if you suspect they are being supplied by older men or women.
- Becoming emotionally volatile (mood swings are common in all young people, but more severe changes could indicate that something is wrong).

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- Using sexual language that you would not expect them to know.
- Engaging less with their usual friends.
- Appearing controlled by their phone.
- Switching to a new screen when you come near the computer.

Possible Indicators of FGM

- A long holiday abroad or going 'home' to visit family.
- Relative or cutter visiting from abroad.
- A special occasion or ceremony to 'become a woman' or get ready for marriage.
- A female relative being cut – a sister, cousin, or an older female relative such as a mother or aunt.

A girl or woman who has had female genital mutilation (FGM) may:

- Have difficulty walking, standing or sitting.
- Spend longer in the bathroom or toilet.
- Appear withdrawn, anxious or depressed.
- Have unusual behaviour after an absence from school or college.
- Be particularly reluctant to undergo normal medical examinations ask for help but may not be explicit about the problem due to embarrassment or fear.

Further information including potential indicators can be found at:

<https://www.gov.uk/government/publications/multi-agency-statutory-guidance-on-female-genital-mutilation>.

If FGM is suspected, then this needs to be reported to the Safeguarding Co-ordinator who will report to Social Services (as required by law – see link above).

Possible Indicators of Prevent Radicalisation

Radicalisation can be difficult to spot. Signs that may indicate a child is being radicalised include:

- Isolating themselves from family and friends.
- Talking as if from a scripted speech.
- Unwillingness or inability to discuss their views.
- A sudden disrespectful attitude towards others.
- Increased levels of anger.
- Increased secretiveness, especially around internet use.

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Children who are at risk of radicalisation may have low self-esteem or be victims of bullying or discrimination. Extremists might target them and tell them they can be part of something special, later brainwashing them into cutting themselves off from their friends and family.

Possible Indicators of Online Abuse

A child may be experiencing abuse online if they:

- Spend lots, much more or much less time online, texting, gaming, or using social media.
- Are withdrawn, upset, or outraged after using the internet or texting.
- Are secretive about who they're talking to and what they're doing online or on their mobile phone.
- Have lots of new phone numbers, texts or email addresses on their mobile phone, laptop, or tablet.

N.B. Please be aware that many of these indicators are perfectly normal in children, and do not prove that they have been abused. Also, children who may be abused might not exhibit any of these indicators. If you are concerned about any child, talk to one of the Safeguarding Coordinators immediately.

It is important that all concerns regarding children are thoroughly investigated. If abuse is disclosed or suspected, the matter should be reported to one of the Safeguarding Coordinators and the appropriate response procedure should be followed.

Response Procedures

These guidelines are provided for all staff and volunteers at Cambridge Vineyard. We hope that they will contribute to providing a secure environment for children where they can feel safe to express their feelings; be listened to and affirmed. They must be given freedom and encouragement to develop and grow as a person, and as a follower of Jesus.

STAGE 1: INITIAL REACTIONS TO ALLEGATIONS & SUSPICIONS.

Where there is a direct disclosure of abuse.

If a child or vulnerable adult directly discloses abuse to any member of the congregation of the church, this must be immediately referred to the Safeguarding Co-ordinator.

It is especially important that all referrals are made without delay as failure to refer promptly may mean the loss of vital evidence and result in more suffering to the person concerned, as well as potentially leaving other children/vulnerable adults at risk.

Sometimes an adult discloses abusive childhood experiences. If this happens, please refer the adult to their small group leader, project co-ordinator or Senior Pastors (whoever they feel more comfortable with). If they are not able to do this, encourage them to talk to an outside agency such as Relate or if appropriate, the police. In this instance it is important to find out whether the alleged abuser still has access to children/young people or vulnerable adult.

Do:

Listen carefully and take what is being said seriously.

Record the conversation and give the Incident form to one of the Safeguarding Coordinator's immediately.

Sign and date the report.

Reassure the child/young person/vulnerable adult that they have done the right thing.

Do not:

Ask questions of the child or young person.

Discuss with anyone other than a designated Safeguarding Co-ordinator.

Investigate the issue yourself.

Ever discuss the issue with the alleged abuser.

Where child abuse is suspected:

If any member of the congregation of the church suspects the possible abuse of a child, one of the Safeguarding Co-ordinators should be advised.

Do not discuss suspicions with the person suspected of abuse, the parent or carer or anyone else other than those mentioned above.

If an abuser discloses abuse:

Disclosure may take place in a pastoral setting, such as in a small group. While a person's right to confidentiality in this context is of the highest importance, it is not absolute. There are occasions when confidentiality should not be maintained. If children have been harmed or may be at risk from the person making the disclosure, a report must be made to the Safeguarding Co-ordinator.

Recording Concerns:

Any trained Mum2Mum befriender, or member of the congregation of the church, to whom an allegation or concern is disclosed should make a written record as soon as possible. The exact words of the child or the party making the referral should be recorded. Written records should include the name, date of birth and address of the child or young person, all decisions taken and the reasons why these decisions were taken, the date, the time and any observations of the manner or presentation of the child which caused concern, note any other people present, with their role. Where possible the Incident Form should be used to

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ensure that signature and date are provided and passed on to the primary Safeguarding Co-ordinator immediately.

The safeguarding Co-ordinator will then decide what the next steps will be. (See Detailed procedures where there is a concern about a child)

Safeguarding Awareness

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 training undertake recognised safeguarding training on a regular basis, currently every 2 years, this will be a mixture of classroom and online training.

The Safeguarding coordinator (Jude Harbour) is responsible for keeping records of staff and volunteer training and ensuring everyone is informed of their training dates.

The Leadership will also ensure that children with care and support needs are provided with.

information on where to get help and advice in relation to abuse, discrimination, bullying or any other matter where they have a concern. The church website will contain a statement about Safeguarding and who to contact to raise a concern.

Responding to Allegations of Abuse

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

- The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to the "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 (Sarah Cashman).

If the suspicions implicate both the Safeguarding Co-ordinator and the Deputy, then the report should be made in the first instance to the Churches' Child Protection Advisory Service (CCPAS) – Telephone: - 0845 120 4550.

- Alternatively contact Social Services or the police

Where the concern is about a child the Safeguarding Co-ordinator should contact social care.

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- It's no longer possible to ask Social Care for advice on the phone but you can make the electronic referral at www.cambridgeshire.gov.uk
- The emergency duty team can be contacted out of hours on 01733234724.
- Social care will no longer accept referrals unless there is permission from the parent of the child/ren (unless there is risk of immediate significant harm).

The Safeguarding Co-ordinator may need to inform others depending on the circumstances and/or nature of the concern (for example the Chair of Trustees to log that a safeguarding concern is being dealt with, Insurance company to log that there is a possibility of a serious incident concerning safeguarding or a Local Authority Designated Officer (LADO) if allegations have been made about a person who has a role with under 18's elsewhere or another denominational officer e.g. Diocesan Safeguarding Adviser or similar).

Suspicious must not be discussed with anyone other than those nominated above. A written record of the concerns should be made in accordance with these procedures and kept in a secure place.

Whilst allegations or suspicions of abuse will normally be reported to the Safeguarding Coordinator, 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/Deputy in their role and accept that any information they may have in their possession will be shared in a strictly limited way on a need-to-know basis.

It is, of course, the right of any individual as a citizen to make a direct referral to the safeguarding agencies or seek advice from CCPAS, although the Leadership hope that member of the congregations of the place of worship/organisation will use this procedure. If, however, the individual with the concern feels that the Safeguarding Co-ordinator/Deputy has not responded appropriately, or where they have a disagreement with the Safeguarding Co-ordinator(s) as to the appropriateness of a referral they are free to contact an outside agency direct. We hope by making this statement that the Leadership demonstrate its commitment to effective safeguarding and the protection of all those who are vulnerable.

The role of the safeguarding Co-ordinator/deputy is to collate and clarify the precise details of the allegation or suspicion and pass this information on to statutory agencies who have a legal duty to investigate.

Detailed procedures where there is a concern about a child.

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Allegations of Physical Injury, Neglect, Emotional, Sexual, CSE, FGM, Prevent Radicalisation and Online Abuse

If a child has a physical injury, a symptom of neglect or where there are concerns about emotional or sexual abuse, CSE, FGM, Prevent Radicalisation and Online abuse the Safeguarding Coordinator/ Deputy will:

- Contact social care immediately for advice if concerned about a child's safety or if a child is afraid to return home.
- If the concern is around sexual abuse, CSE, FGM or Radicalisation contact the Police as well as social care.
- Not tell the parents or carers unless advised to do so, having contacted 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 social care.

If there is a concern regarding spiritual abuse, contact the Safeguarding Co-ordinator. Identify support services for the victim i.e., counselling, or other pastoral support. Contact CCPAS and in discussion with them consider appropriate action with regards to the scale of the concern.

Allegations of Abuse Against a Person Who Works with Children/Young People/Vulnerable adult

If an accusation is made against a worker (whether a volunteer or paid member of the congregation) whilst following the procedure outlined above, the Safeguarding Co-ordinator will make a referral to the Local Authority Designated Officer (LADO).

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

Online Abuse

If a child or young person discloses online or technology assisted abuse it should be reported to the church's designated Safeguarding co-ordinator. They will then need as

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much information as possible about the incident before they can decide on the next course of action. This could include:

- Content: has the child been exposed to illegal, inappropriate, or harmful material. This includes online pornography, violence and hate sites, substance abuse, websites that are pro anorexia/self-harm/suicide.
- Contact: has the child been subjected to harmful online interaction with other users. This includes grooming, cyber bullying and identity theft, including Facebook profiles, and sharing of passwords.

SECTION 3

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 written job description / person specification for the post.
- Those applying have completed an application form and a self-declaration form.
- Those short listed have been interviewed.
- Safeguarding has been discussed at interview.
- Written references have been obtained and followed up where appropriate.
- A disclosure and barring check has been completed where necessary (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information).
- Qualifications where relevant have been verified.
- A suitable training programme is provided for the successful applicant.
- The applicant has completed a probationary period.
- The applicant has been given a copy of the organisation's safeguarding policy and knows how to report concerns.

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.

SECTION 4

Pastoral Care

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Supporting Those Affected by Abuse

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

Working with Offenders

When someone attending the place of worship / organisation is known to have abused children or young people the Leadership will supervise the individual concerned and offer pastoral care, but in its safeguarding commitment to the protection of children and young people, set boundaries for that person, which they will be expected to keep. CCPAS would support this process.

SECTION 5

Practice Guidelines

As an organisation / place of worship 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 false or unfounded accusation. 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:

1. Plan the work to minimize situations where the abuse of children and young people may occur.

To safeguard children and the leaders, all groups should have at least two leaders, preferably male and female, to ensure the group is never left unattended with a single adult. It will also provide adequate cover in an emergency.

No young person under the age of eighteen years can act as the group leader and they cannot be included in the ratio of adults to children.

Except in an emergency, staff should not be alone with children without another adult being present. If a situation arises where an adult need to be alone with a child, it is important that another adult in authority is aware of the circumstances and of the child's whereabouts.

Working Ratios

Age Range Recommended minimum ratio for INDOOR activities (Recommended minimum ratio for OUTDOOR activities):

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- 0-2 years; 1:3 (minimum 2) 1:3 (minimum 2).
- 3 years; 1:4 (minimum 2) 1:4 (minimum 2).
- 4-7 years; 1:8 (minimum 2) 1:6 (minimum 2).
- 8-12 years; 2 adults for up to 20 children, preferably one of each gender (male and female) with an extra adult for every 10 additional children.

2 adults for up to 15 children, preferably one of each gender (male and female) with an extra adult for every 8 additional children 13 years and over.

2 adults for up to 20 children, preferably one of each gender (male and female) with an extra adult for every 10 additional children.

2 adults for up to 20 children, preferably one of each gender (male and female) with an extra adult for every 10 additional children.

2. Provide children with opportunities to talk to an independent person.

Children and youth leaders should be receptive and available to listen to what children and young people wish to share.

Children should be aware that there are people available to whom they can talk in confidence if they feel uncomfortable, worried or if something is wrong.

Details of the Safeguarding Co-ordinators are available on the kids and youth board and can be referred to, as appropriate.

3. Give all paid staff and volunteers clear roles

All paid staff and volunteers should be clear of the duties expected of them. They should be aware of the person to whom they are accountable and who will supervise them.

4. Use of Co-ordinators as a means of protecting children, young people and vulnerable adults

The Vineyard Kids and Youth Co-ordinators have a duty to monitor leaders to ensure that there are no concerns regarding their performance. The Co-ordinator should be available as a person to whom the leader can report any concerns regarding the protection of children. The Mum2Mum co-ordinator has a duty to monitor the befriender and client's relationship through regular meetings and reports. They are available, along with the safeguarding officer, should any safeguarding concerns need to be reported about the clients or their families.

5. Supervision for outings or special events

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These events always need to be agreed with Cambridge Vineyard leaders. For these occasions there may be a need to recruit more adults to accompany children. Temporary helpers should never be allowed to have unsupervised access to children.

Parents or carers should complete consent forms prior to children and young people going on residential outings or other events which fall outside of regular routines. Care should be taken to comply with the current requirements of the church insurance policy.

6. The Trustees

The Trustees should ensure that they have adequate procedures for the protection of children and young people, should review those procedures annually and ensure that an appropriate person is appointed to co-ordinate DBS forms.

7. Health and Safety

A first aid kit should always be available during any activity, and a responsible adult should be trained in its use. Any accident must be reported in an accident book or on an incident form and signed by a parent or carer. Specific parental consent should be obtained for any hazardous activity.

8. Transporting Children

Seat belts and child restraints – Highway Code:

You MUST wear a seat belt in cars, vans, and other goods vehicles if one is fitted (see below). Adults, and children aged 14 years and over, MUST use a seat belt or child restraint, where fitted when seated in minibuses, buses, and coaches. Exemptions are allowed for the holders of medical exemption certificates and those making deliveries or collections in goods vehicles when travelling less than 50 metres.

Seat Belt Requirements

See below for summary of the main legal requirements for wearing seat belts in cars, vans, and other goods vehicles.

The driver MUST ensure that all children under 14 years of age in cars, vans and other goods vehicles wear seat belts or sit in an approved child restraint where required (see above).

If a child is under 1.35 metres (approx. 4 feet 5 inches) tall, a baby seat, child seat, booster seat or booster cushion MUST be used suitable for the child's weight and fitted to the manufacturer's instructions.

When transporting children on church events best practice would be to have two adults in the car, at least one of whom has been DBS checked. The reality in many areas is that only one adult will be available, this adult must have a clear DBS check. Another responsible adult and the child's parent need to be made aware of the transport plans.

Make sure that a child uses a suitable restraint which is correctly adjusted. Drivers who are carrying children in cars, vans and other goods vehicles should also ensure the following:

- Children should get into the vehicle through the door nearest the kerb.
- Child restraints are properly fitted to manufacturer's instructions.
- Children do not sit behind the rear seats in an estate car or hatchback unless a special child seat has been fitted.
- The child safety door locks, where fitted, are used when children are in the vehicle.
- Children are kept under control.

Who is responsible? Driver and workers

Driver Seat belt must be worn if fitted.

- Driver is responsible.

Child under 3 years of age:

Correct child restraint must be used. If one is not available in a taxi, may travel unrestrained.

- Driver is responsible.

Child from 3rd birthday up to 1.35 metres in height (or 12th birthday, whichever they reach first):

Correct child restraint must be used/ where seat belts fitted. Must use adult belt if correct child restraint is not available in a licensed taxi or private hire vehicle, or for reasons of unexpected necessity over a short distance, or if two occupied restraints prevent fitment of a third.

- Driver is responsible.

Child over 1.35 metres (approx. 4ft 5ins) in height or 12 or 13 years:

Seat belt must be worn if available Seat belt must be worn if available

- Driver is responsible.

Adult passengers aged 14 and over:

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Seat belt must be worn if available Seat belt must be worn if available.
- Passenger is responsible.

Working in Partnership

The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children, young people and vulnerable adults. This can be because of cultural tradition, belief and religious practice or understanding, for example, of what constitutes abuse.

We therefore have clear guidelines in regard to our expectations of those with whom we work in partnership, whether in the UK or not. We will discuss with all partners our safeguarding expectations and have a partnership agreement for safeguarding. It is also our expectation that any organisation using our premises, as part of the letting agreement will have their own policy that meets CCPAS' safeguarding standards.

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

Organisation Details

Current venues and groups that run (as of January 2021)

- Sunday morning gathering; with Vineyard kids 0-11 at Parkside Community College.
- Cafe church evening gathering at ESPRESSO LIBRARY.
- Growkids project.
- Pop up café events around the county.
- Regular coffee morning style drop-ins for adults and children accompanied by their parents/carers in private homes or public spaces.
- Mum2Mum befriending: trained befrienders meeting one-to-one in public spaces or the client's private home.

About Cambridge Vineyard and our Work with Children/Young People/Vulnerable adults

We are a group of people committed to following the person and teaching of Jesus Christ. We believe in bringing the life of Jesus to the lives of the people in our community.

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Cambridge Vineyard is a place where everyone is welcome, whatever your background, whatever your history, whatever your belief, whether you believe in God or not, we want to be a church where God can be found.

We hold a weekly Sunday gathering at Parkside Community College which includes separate groups for children and young people. During the week we may also run evening groups for the children based on the same small group values of the adult small groups. We run twice monthly drop-ins for all ages in a private home/garden or community centre. We facilitate trained Mum2Mum befrienders meeting with clients one on one on a fortnightly or monthly basis in private homes or community spaces. We deliver bundles of clothing to the homes of referred clients on an ad-hoc basis as part of our Growkids project. Annually, we may run a children's parties, a youth camping trip, a youth weekend away and regular gathering events, designed to provide social occasions for children to invite friends.

Current Post Holders

Safeguarding Co-ordinator: Judith Harbour.

Deputy Safeguarding Co-ordinator: Sarah Cashman.