



**Corringham Evangelical Church**

# **SAFEGUARDING POLICY**

**Last reviewed: January 2018**  
**To be reviewed: January 2020**

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## General Policy Statement

Corringham Evangelical Church has a moral duty to ensure that it functions with a view to safeguarding and promoting the welfare of children and vulnerable adults.

Throughout these policies and procedures, reference is made to “children and young people”. This term is used to mean “those under the age of 18”. The oversight recognises that some adults are also vulnerable to abuse, accordingly, the procedures may be applied (with appropriate adaptations) to allegations of abuse and the protection of vulnerable adults.

The oversight are committed to ensuring that the organisation:

- Provides a safe environment for children and young people
- Identifies children and young people who are suffering
- Takes appropriate action to see that such children and young people are kept safe from harm

In pursuit of these aims, the oversight will approve and bi-annually review policies and procedures with the aim of:

- Raising awareness of issues relating to the welfare of children and young people and the promotion of a safe environment for the children and young people.
- Providing procedures for reporting concerns
- Establishing procedures for reporting and dealing with allegations of abuse against members of staff
- The safe recruitment of volunteers

The organisation has nominated Daren Partridge as lead person with special responsibility for safeguarding issues. He has undertaken appropriate training.

Volunteers working with children will receive training adequate to familiarise them with safeguarding issues and responsibilities and the organisations procedures and policies, with refresher training at least every 3 years. If appropriate there will be also be a volunteer who may through their employment background have particular expertise in safeguarding issues. He/she may be delegated by the oversight.

The oversight will receive from the Safeguarding Officer an annual report which reviews how the duties have been discharged.

The oversight recognises the following as definitions of abuse:

- Physical Abuse: Physical abuse causes harm to a child’s person. It may involve hitting, shaking, throwing, poisoning, burning, scalding, drowning or suffocating. It may be done deliberately or recklessly, or be the result of a deliberate failure to prevent injury occurring.
- Neglect: Neglect is the persistent or severe failure to meet a child or young person’s basic physical and/or psychological needs. It will result in serious impairment of the child’s health or development.

- Sexual Abuse: Sexual abuse involves a child or young person being forced or coerced into participating in or watching sexual activity. It is not necessary for the child to be aware that the activity is sexual and the apparent consent of the child is irrelevant.
- Emotional Abuse: Emotional abuse occurs where there is persistent emotional ill treatment or rejection. It causes severe and adverse effects on the child's or young person's behaviour and emotional development, resulting in low self-worth. Some level of emotional abuse is present in all forms of abuse.

## **Designated Staff with Responsibility for Safeguarding**

The Safeguarding Officer with lead responsibility for child protection issues is Daren Partridge.

He has a key duty to take lead responsibility for raising awareness within the organisation of issues relating to the welfare of children and young people, and the promotion of a safe environment for children and young people.

He is responsible for ensuring that exempted questions are asked on relevant volunteer and employment application forms. The question can be worded accordingly –

*This post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, any applicants for this post who are offered employment or who become volunteers for this organisation will be subject to a criminal record check from the Disclosure & Barring Service before the appointment is confirmed. This will include details of cautions, reprimands or final warnings as well as convictions. A criminal record will not automatically bar a person from successfully taking up this post.*

He has received appropriate training and should keep up to date with developments in safeguarding issues. He will also have responsibility for making new staff and volunteers aware of the existing Safeguarding Policy.

He will be the main contact point for safeguarding issues and will have contact details for relevant organisations available for employees and volunteers. This list will usually include contact details of relevant individuals and provisions such as the NSPCC Helpline 0800 800 5000 and the local police child protection unit.

## **Dealing with Disclosure of Abuse and Procedure for Reporting Concerns**

If a child or young person tells a member of staff or volunteer about possible abuse:

- Listen carefully and stay calm.
- Do not interview the child, but question normally and without pressure, in order to be sure that you understand what the child is telling you.
- Do not put words into the child's mouth.
- Reassure the child that by telling you, they have done the right thing.
- Inform the child that you must pass the information on, but that only those that need to know about it will be told. Inform them of to whom you will report the matter.

- Note the main points carefully.
- Make a detailed note of the date, time, place, what the child said, did and your questions etc.

Volunteers should not investigate concerns or allegations themselves, but should report them immediately to the Designated Person.

## **Reporting and Dealing with Allegations of Abuse against members and volunteers**

The procedures apply to all members and volunteers, whether Ministers, deacons, administrative, or support, as well as to volunteers. The words members and volunteers are used for ease of description.

In rare instances, members or volunteers of Christian organisations have been found responsible for child abuse. Because of their frequent contact with children and young people, members or volunteers may have allegations of child abuse made against them. Corringham Evangelical Church recognises that an allegation of child abuse made against a member of staff may be made for a variety of reasons and that the facts of the allegation may or may not be true. It is imperative that those dealing with an allegation maintain an open mind and that investigations are thorough and not subject to delay.

The church recognises that the Children Act 1989 states that the welfare of the child is the paramount concern. It is also recognised that hasty or ill-informed decisions in connection with a member or volunteer can irreparably damage an individual's reputation, confidence and career. Therefore, those dealing with such allegations within the organisation will do so with sensitivity and will act in a careful, measured way.

## **Recruitment and Selection Procedures**

The oversight recognises the value and support of all members and volunteers and has adopted a recruitment and selection policy.

- The policy applies to members and volunteers who may work with children and vulnerable adults.
- The post or role should be clearly defined.
- The key selection criteria for the post or role should be identified.
- Vacancies should be announced widely in order to ensure a diversity of applicants.
- The member or volunteer should be known to be of good standing by at least 50% of the oversight.
- The member or volunteer should support the aims and views of the church and identify with the church's mission statement.
- The member or volunteer should have current DBS clearance, sign a declaration of cautions and convictions and take part in the rolling programme of ISA registration.