

Safeguarding Policy

In order to safeguard those in Kerith Community Church we adhere, in respect of children, to the UN Convention on the Rights of the Child and in respect of adults, to the UN Declaration of Human Rights.

We take as our starting point Article 19 of the Convention which states:

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.

and Article 5 of the Declaration which states:

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Detailed definitions, and signs and symptoms of abuse, as well as how to respond to a disclosure of abuse, are included in our policy.

The church will:

1. Arrange to take all reasonable measures to ensure that risks of harm to children and vulnerable adults who are in contact with Kerith Community Church are minimized.
2. Arrange to take all appropriate actions to address concerns about the welfare of children and vulnerable adults, working to agreed local policies and procedures in full partnership with other local services.
3. Ensure safe recruitment and employment practices are observed, recognising that this is an important part of safeguarding.
4. Have a named Trustee and a member of the Senior Management Team who will each take a lead on safeguarding within their roles as a Trustee and Senior Manager. These named people are Alan Lander and Andrew Jackson.

5. Have a member of the church staff who will take lead responsibility for dealing with safeguarding and child protection issues on a day to day basis, providing advice and support to other staff, liaising with other staff, and working with other agencies, who will be known as the Safeguarding Officer. The named person for the church is Hilary Hulme. In her absence the designated person will be Andrew Jackson. All staff and volunteers will be made aware of these roles.
6. Listen to children and vulnerable adults, encourage them to respect and care for others, and take action to stop any inappropriate verbal or physical abuse taking place.
7. Endeavour to create an open and accountable environment, permitting adults and young people to voice their concerns about inappropriate behaviour and misconduct while providing strong sanctions to deter abuse, victimisation and any cover up of malpractice.
8. Ensure that policies and procedures apply to all staff, volunteers, children, young people, parents and carers regardless of gender, ethnicity, disability, sexuality or religion.
9. File a copy of this policy and the accompanying practice guidelines with CCPAS (The Churches' Child Protection Advisory Service), Bracknell Forest LSCB (Local Safeguarding Children Board) and Bracknell Forest Department for Adult Social Care and Health.

The church is aware of the responsibilities, which its Elders, Trustees, Staff (paid and unpaid) and volunteers have with regard to the protection of children and vulnerable adults from abuse and from inappropriate and inadequate care, and is committed to responding in all cases where there is concern.

The documents below provide the framework for the church's responsibilities as part of a co-ordinated shared response to the health and well-being of children and vulnerable adults.

All staff will be made aware of these documents and how they can access them.

- Working Together To Safeguard Children 2013
- Department of Health 'No Secrets' Guidance Document 2000
- Mental Capacity Act 2005
- Care Act 2014
- Berkshire Local Safeguarding Children Boards online Child Protection Procedures
- Berkshire online Adult Safeguarding Procedures

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