

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 leadership will:

1. Arrange to take all reasonable measures to ensure that risks of harm to children and adults at risk that 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 adults at risk, 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 in 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 Duncan Klitgaard and Ben Oliver.
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 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 Ben Oliver. All staff and volunteers will be made aware of these roles.

6. Listen to children and adults at risk, 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.

The documents below provide the framework for the church's responsibilities as part of a co-ordinated shared response to the welfare of children and adults at risk.

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

Working Together To Safeguard Children 2015

Mental Capacity Act 2005

Care Act 2014

Berkshire Local Safeguarding Children Boards online Child Protection Procedures

Berkshire online Adult Safeguarding Procedures

The 'Safe and Secure' safeguarding standards developed by the Churches' Child Protection Advisory Service' (CCPAS)

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