



GLASGOW
GRACE

SAFEGUARDING POLICY

SECTION 1

Our Details

Name: Glasgow Grace Church

Email address: info@glasgowgrace.org

The church holds regular Sunday meetings at 66 Boreland Drive, G13 3DX.

Insurance Company: Aviva Insurance (broker Access Insurance)

Safeguarding advisory group: Thirtyone: Eight (thirtyoneeight.org)

We are a church working in association with Advance (a Newfrontiers group). We run a wide range of activities engaging with people of all ages and a variety of backgrounds.

Our commitment

The Trustees of Glasgow Grace recognise the need to provide a safe and caring environment for children, young people and vulnerable adults. We acknowledge that children, young people and vulnerable adults can be the victims of physical, sexual and emotional abuse, and neglect. We emphatically support 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 Trustees 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 Trustees undertake to:

- Endorse and follow all national and local safeguarding legislation and procedures, in addition to the international conventions outlined above, for both children and vulnerable adults.
- Provide on-going safeguarding training for all its workers and will review the operational guidelines below annually.
- Ensure that the premises meet the requirements of the Disability Discrimination Act 1995 and all other relevant legislation, and that it is welcoming and inclusive.
- Support the Safeguarding Coordinators in their work and in any action they may need to take in order to protect children and vulnerable adults.

SECTION 2

Recognising and responding appropriately to an allegation or suspicion of abuse

Understanding abuse and neglect

Defining child abuse or abuse against an adult at risk is a difficult and complex issue. A person may abuse 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 in a trusted relationship with the child or adult at risk.

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

Definitions of abuse – Appendix 1 & 2

Signs and symptoms of abuse – Appendix 3

How to respond to a child wishing to disclose abuse – Appendix 4

Safeguarding awareness

We are 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 recognised safeguarding training on a regular basis.

The Leadership will also ensure that children and adults at risk 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.

RESPONDING TO ALLEGATIONS OF ABUSE

Under no circumstances should a worker carry out their own investigation into an allegation or suspicion of abuse. Make a note of evidence of possible abuse, stating only the facts.

Speculations and opinions should not be included. Follow the procedures below:

- The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to **Abi Cameron** as the Safeguarding Coordinator for Glasgow Grace Church (hereafter the "Safeguarding Co-ordinator") who is to act on the behalf of the Trustees 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 **Lynn Rennie** (hereafter the "Deputy "). If the suspicions implicate both the Safeguarding Co-ordinator and the Deputies, then the report should be made in the first instance to Children's and Adult Social Services or if advice is needed from the Thirtyone: Eight, who give specific safeguarding advice for churches.
- Where the concern is about a child or adult the Safeguarding Co-ordinator should contact Thirtyone: Eight in the first instance for further advice.

Thirtyone: Eight can be contacted at 0303 003 11 11.

The local Children's and Adult Social Services office can be contacted during office hours at 0141 287 0555.

The out of hours emergency number is 0300 343 1505.

Where required the Safeguarding Co-ordinator should then immediately inform the insurance company (Access Insurance – 020 8651 7420).

- 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.

- Whilst allegations or suspicions of abuse will normally be reported to the Safeguarding Co-ordinator, the absence of the Safeguarding Co-ordinator or Deputy should not delay referral to Social Services, the Police or taking advice from Thirtyone: Eight.
- The Trustees 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 Thirtyone: Eight, although the Trustees hope that members of the place of worship 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-ordinators as to the appropriateness of a referral they are free to contact an outside agency directly. We hope by making this statement that the Trustees 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:

ALLEGATIONS OF PHYSICAL INJURY, NEGLECT OR EMOTIONAL ABUSE

If a child has a physical injury, a symptom of neglect or where there are concerns about emotional abuse, the Safeguarding Co-ordinator/ Deputy will:

- Contact Thirtyone: Eight for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home.
- Not tell the parents or carers unless advised to do so, having contacted Children's Social Services.
- 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. Discuss with Children's Social Care if in doubt about this as they will give advice about responding at the correct level.
- Where the parent/carers 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 Thirtyone: eight (who will confirm their advice in writing) if unsure whether or not 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 Co-ordinator/ Deputy will:

- Contact the Children's Social Services Department Duty Social Worker for children and families or contact the Police to report the abuse using the number, 101. They will NOT speak to the parent/ carer or anyone else.
- Seek and follow the advice given by ThirtyOne: Eight if, for any reason they are unsure whether or not to contact Children's Social Services/Police. ThirtyOne: Eight will confirm its advice in writing for future reference.

For more information on guidance for reporting abuse to children please refer to The National Guidance for Child Protection in Scotland (<https://www2.gov.scot/Resource/0045/00450733.pdf>).

The following procedure will be followed where there is a concern that an adult is in need of protection:

SUSPICIONS OR ALLEGATIONS OF PHYSICAL INJURY, NEGLECT, EMOTIONAL ABUSE OR SEXUAL ABUSE

If an adult at risk has a physical injury or symptom of neglect or abuse the Safeguarding Co-ordinator/ Deputy will:

- Discuss any concerns with the individual themselves giving due regard to their autonomy, privacy and rights to lead an independent life unless this discussion will increase the risk to the adult (eg they live with the alleged abuser).
- If the vulnerable adult is in immediate danger or has sustained a serious injury contact the Emergency Services, informing them of any suspicions.
- For advice contact the Social Work Services who have responsibility to the Adult Support and Protection (Scotland) Act 2007 to lead enquiries into allegations of abuse or neglect. Alternatively, the Police can be contacted for advice (using the number, 101).

ALLEGATIONS OF ABUSE AGAINST A PERSON WHO WORKS WITH CHILDREN OR ADULTS AT RISK

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the Safeguarding Co-ordinator will liaise with Glasgow City Council's Health and Social Care Connect (0141 287 0555) in regards to the suspension of the worker.

SECTION 3

Prevention

Safe 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 for the post
- Those applying have completed an application form and a self declaration form
- Those short listed have had a face to face discussion where safeguarding has been covered
- Written references have been obtained, and followed up where appropriate (this would not be required for volunteers on teams, except under special circumstances)
- A DBS has been completed (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information). DBS numbers are stored in a private and restricted folder on the church drive.
- Qualifications where relevant have been verified (this would not be required for volunteers on teams, except under special circumstances)
- Suitable training and orientation has been provided
- The worker 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, young people and vulnerable adults (See appendix 5). The Leadership undertakes to follow the principles found within the 'Abuse Of Trust' guidance issued by the Home Office and it is therefore unacceptable for those in a position of trust to engage in any behaviour which might allow a sexual relationship to develop for as long as the relationship of trust continues.

SECTION 4

Pastoral Care

Supporting those affected by abuse

The Trustees are 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 church.

Working with offenders

When someone attending the church is known to have abused children, or is known to be a risk to vulnerable adults the Trustees will supervise the individual concerned and offer pastoral care by regular meetings and, where appropriate, use additional services to assist. In its safeguarding commitment to the protection of children and vulnerable adults however, boundaries will be set for that person which they will be expected to keep.

SECTION 5

Practice Guidelines

As a place of worship working with children, young people and vulnerable adults 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 accusation.

As well as a general code of conduct for workers we also have specific good practice guidelines for various activities we are involved in and these continue to be developed.

Ratios

<i>Age</i>	<i>Ratio</i>
0-2 yrs	1 adult to 3 children
2-3yrs	1 adult to 4 children
3-12yrs	1 adult to 8 children
13-18yrs	1 adult to 12 children

(Note: it is expected that there will be a minimum of two adults with children at any time.)

Toilet Policy

Please encourage children to go to the toilet on their own while one leader remains at an open door to the meeting space. Children's volunteers should not go into the toilet with children on their own. If an adult volunteer needs to attend an emergency in the toilet they

must ask for another volunteer in too. If a child regularly needs help, they will need a parent or guardian to come and help them or make alternative arrangements with the parent/guardian's consent.

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 adults at risk. 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 regards 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.

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

Signed by: _____
(Trustees representative)

Date: _____

APPENDIX 1

There are several forms of abuse that. For reference, they are listed below and followed by their wider definitions:

- **PHYSICAL ABUSE** - INCLUDES HITTING, SHAKING, BURNING, DROWNING AND CUTTING - THIS TYPE OF ABUSE MAY BE EASIER TO IDENTIFY;
- **PHYSICAL NEGLECT** - THE SIGNS CAN BE A CHILD WHO IS UNDER FED, POORLY CLOTHED AND WITH POOR HYGIENE;
- **SEXUAL ABUSE** - THIS MAY BE MORE DIFFICULT TO IDENTIFY UNLESS YOU HAVE DIRECTLY OBSERVED THE ABUSE TAKING PLACE. SOME SIGNS WOULD INCLUDE THE CHILD BEHAVING IN AN INAPPROPRIATE SEXUAL MANNER OR USING INAPPROPRIATE SEXUAL LANGUAGE;
- **EMOTIONAL ABUSE** - THE SIGNS OF THIS INCLUDE A CHILD WHO FEELS FRIGHTENED OR IN DANGER, A CHILD WHO IS CONSTANTLY CRITICISED, IGNORED OR HUMILIATED.

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.

What is abuse and neglect?

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 for example, via the internet. They may be abused by an adult or adults, or another child or children.

Physical abuse

Physical abuse 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

Emotional abuse is 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 children 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 the 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 involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or 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

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not

necessarily involving a high level of violence, whether or not the child is aware of what is happening. 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 (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect

Neglect is 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); or
- ensure access to appropriate medical care or treatment.

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

APPENDIX 2

Statutory Definitions of Abuse for adults at risk

Safeguarding duties apply to an adult who

Has needs for care and support (whether or not those needs are being met)

Is experiencing or at risk of abuse or neglect and

As a result of those needs is unable to protect themselves from either the risk of or the experience of abuse or neglect.

Physical Abuse

This is the infliction of pain or physical injury, which is either caused deliberately, or through lack of care. Including assault, hitting, slapping. Pushing, misuse of medication, restraint or inappropriate physical sanctions

Domestic abuse

Including psychological, physical, sexual, financial, emotional abuse and honour-based violence.

Sexual Abuse

This is the involvement in sexual activities to which the person has not consented or does not truly

comprehend and so cannot give informed consent, or where the other party is in a position of trust,

power or authority and uses this to override or overcome lack of consent. Including rape, indecent exposure, inappropriate touching or looking, sexual teasing or innuendo, sexual photography subjection to pornography, or witnessing sexual acts or sexual acts which the adult has not consented or was pressured into consenting.

Psychological or Emotional Abuse

Including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber bullying, isolation or unreasonable and unjustified withdrawal of services or supportive networks.

Financial or Material Abuse

Including theft, fraud, internet scamming, coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

Modern slavery

Encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive, and force individuals into a life of abuse, servitude and inhumane treatment.

Neglect or Act of Omission

including ignoring medical, emotional or physical care needs, failure to provide access to appropriate health, care and support or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.

Discriminatory Abuse

including forms of harassment, slurs or similar treatment, because of race, gender, and gender identity, age, disability, sexual orientation or religion.

Organisational Abuse

including neglect and poor care practice within an institution or specific care setting such as hospital or care home for example or in relation to care provided in one's own home. This may range from one off incidents to on going ill treatment. It can be through neglect or poor professional practice as a result of the structure, policies processes and practices within an organisation.

Self neglect

This covers a wide range of behaviour neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding. This comes under safeguarding in extreme cases but should always be raised with professionals involved with the adult and with Social Care where concerns remain.

APPENDIX 3

Signs of Possible Abuse (children & young people)

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, rough games, etc
- 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 etc which do not have an accidental explanation*
- Cuts/scratches/substance abuse*

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 - anorexia, bulimia*

Emotional

- Changes or regression in mood or behaviour, particularly where a child withdraws or becomes clinging.
- Depression, aggression, extreme anxiety.
- Nervousness, 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/lying

Neglect

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

*These indicate the possibility that a child or young person is self-harming. Approximately 20,000 are treated in accident and emergency departments in the UK each year.

APPENDIX 4

Effective Listening

- Ensure the physical environment is welcoming, giving opportunity for the child or adult to talk in private but making sure others are aware the conversation is taking place.
- It is especially important to allow time and space for the person to talk
- Above everything else listen without interrupting
- Be attentive and look at them whilst they are speaking
- Show acceptance of what they say (however unlikely the story may sound) by reflecting back words or short phrases they have used
- Try to remain calm, even if on the inside you are feeling something different
- Be honest and don't make promises you can't keep regarding confidentiality
- If they decide not to tell you after all, accept their decision but let them know that you are always ready to listen.
- Use language that is age appropriate and, for those with disabilities, ensure there is someone available who understands sign language, Braille etc.

HELPFUL RESPONSES

- You have done the right thing in telling
- I am glad you have told me
- I will try to help you

DON'T SAY

- Why didn't you tell anyone before?
- I can't believe it!
- Are you sure this is true?
- Why? How? When? Who? Where?
- I am shocked, don't tell anyone else

APPENDIX 5

Code of conduct for workers

- We recognise that we all have a responsibility to help prevent the physical, sexual, emotional abuse and neglect of children and young people (those under 18 years of age) and to report any such abuse that we discover or suspect.
- We believe every child should be valued, safe and happy. We want to make sure that children we have contact with know 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.
- We recognise that we all have a responsibility to help prevent the physical, sexual, psychological, financial and discriminatory abuse and neglect of vulnerable adults and to report any such abuse that we discover or suspect.
- We recognise the personal dignity and rights of vulnerable adults
- We believe all adults should enjoy and have access to every aspect of the life of the church unless they pose a risk to the safety of those we serve.