



SAFER MINISTRY

POLICY FOR SAFEGUARDING CHILDREN AND ADULTS AT RISK

Name of Policy:	Safer Ministry: Policy for safeguarding Children and Adults at Risk
Written:	September 2017
Author:	Safeguarding Coordinator
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Related Documents:	DBS Statements and step by step guide Equal Opportunities
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POLICY SUMMARY

- Our responsibility to protect and safeguard those who are vulnerable is paramount to who we are (values) and what we do (vision). As Church Army we will do all that we can to make our ministry a safe place.
- Everyone in Church Army, regardless of their role or context, is responsible for protecting and safeguarding the welfare of the children, young people and adults at risk who are entrusted within our care.
- All our work with children, young people and adults at risk will be in line with our core principles of safeguarding.
- Everyone working with children and adults at risk must:
 - Have a police check prior to commencing the role;
 - Have at least two references taken up prior to appointment;
 - Have read and understood this policy;
 - Attended regular safeguarding training;
 - Promote safe ministry in all that they do.
- All concerns or allegations of suspected abuse, where Church Army personnel are involved or have responsibility for the people, must be reported to Church Army's Safeguarding Coordinator or Deputy. You must not investigate allegations yourself.
- Church Army will take professional advice from CCPAS regarding safeguarding matters and will work collaboratively with the statutory bodies and authorities where required.
- Church Army will do all it can to manage risk in relation to those who may have offended in the past. Risk Assessments and Risk Management Plans will be put in place in these cases proportionate to the matter disclosed.
- Electronic communication should be used wisely and appropriately when doing so with those who we work with; with good boundaries in place.
- Where Church Army personnel are alleged of safeguarding allegations we will aim to offer pastoral care as appropriate.

CONTENTS

Click on the section below, to read more.

POLICY SUMMARY	2
KEY CONTACTS.....	4
INTRODUCTION	5
THEOLOGICAL FOUNDATION.....	6
CHURCH ARMY'S SAFEGAURDING STATEMENT	6
OUR COMMITMENT	6
PUTTING THE POLICY INTO ACTION	7
INSURANCE.....	8
THE ROLE OF CCPAS.....	8
SAFER RECRUITMENT	9
DBS CHECKS	9
GOOD PRACTICE PRINCIPLES.....	10
UNDERSTANDING AND RECOGNISING ABUSE	10
Understanding abuse and neglect.....	10
Types of Child Abuse	10
Abuse of Adults.....	10
RESPONDING TO ALLEGATIONS, CONCERNS AND DISCLOSURES	11
Responding to someone who wishes to disclose abuse to you	11
Investigating allegations of abuse	12
Concerns regarding Church Army workers.....	12
WORKING WITH KNOWN OFFENDERS	13
KEEPING SAFE	14
Electronic Communication	14
Use of photography.....	15
Record Keeping.....	16
APPENDIX ITEMS	17
APPENDIX 1: SIGNS OF POSSIBLE ABUSE.....	17
APPENDIX 2: DEFINITIONS.....	20
DEFINITIONS OF ABUSE IN ADULTS (ACROSS ALL PROVINCES).....	26
APPENDIX 3: RECOMMENDED RATIO'S.....	27
APPENDIX 4: REGULATED ACTIVITY ROLES.....	27
APPENDIX 5: FURTHER INFORMATION.....	28
APPENDIX 6: USEFUL CONTACTS.....	28

KEY CONTACTS

For advice about safeguarding or to report allegations or suspicions please contact the following:

Name	Church Army Role	Safeguarding Role	Contact Details
FAYE POPHAM	HR Team Leader	Safeguarding Coordinator	faye.popham@churcharmy.org Direct Dial: 0114 252 1637 Mobile: 07827 805892
DES SCOTT	Deputy CEO	Deputy Safeguarding Coordinator	des.scott@churcharmy.org Direct Dial: 0114 252 1654 Mobile: 07917 392465

Both are located at Church Army's National Office which is the Wilson Carlile Centre in Sheffield and can also be contacted through the switchboard number **0300 123 2113**.

CCPAS

Safeguarding Advice

Independent Christian charity providing professional advice, training, support and resources in all areas of safeguarding children and adults at risk of harm

www.ccpas.co.uk

0303 003 1111

INTRODUCTION

Church Army recognises the importance of its ministry to **children**, young people and **adults at risk** and its responsibility to protect and safeguard the welfare of such people entrusted to its care.

This document sets out Church Army's policy on the safeguarding of children, young people and adults at risk. It has been informed by the "Promoting a Safer Church" from the Church of England, with whom we work closely.

DEFINITION OF CHILD

In this policy by the term "child" or "children" we mean all children and young people up to the age of 18 years, including unborn babies.

The fact that a child has become sixteen years of age, is living independently or is in further education, is in the armed forces, in hospital, or in prison or a young offender's institution, does not change their status or their entitlement to services or their protection under the Children Act 1989.

DEFINITION OF ADULT AT RISK

In this policy, by saying "Adult at Risk" or vulnerable person we mean any person aged 18 years and over who is or may be in need of community care services by reason of mental health issues, learning or physical disability, sensory impairment, age or illness and who is or may be unable to take care of him/herself or unable to protect him/herself against significant harm or serious exploitation.

Where Church Army Evangelists work in partnership with, or under the auspices of third parties such as local churches which are legally responsible for the work, there would normally be a local safeguarding policy and support, for instance through the diocese, and it would normally be more appropriate to use that. However, where such policies or support are unclear, inadequate or ineffective, Church Army Evangelists are encouraged to obtain the support that they need through the [CCPAS Helpline](#) whilst ensuring that they comply with local policies, unless this would be illegal.

Some Church Army projects, notably the homeless projects at Marylebone and Cardiff, have local policies which are consistent with the principles of this policy but which have fuller explanations or slightly different procedures which are specific to them and their regulatory requirements, which they need follow in the case of allegations or suspicions. For staff based in Scotland, Wales, Northern Ireland and Republic of Ireland, please note that there may be specific variations to you. For more information contact HR or your local Diocese Safeguarding Advisor.

The policy and procedure applies in full to all work for which Church Army is legally responsible, including building-based projects, field projects, training, research, offices and work being carried out by or under the auspices of employees or trainees of Church Army.

THEOLOGICAL FOUNDATION

This policy upholds Church Army's Equal Opportunities Policy, which states:

"We believe it is a fundamental Christian understanding to hold that all human beings are created in the image of God [Genesis 1:27], that all are valued equally by God and share equally in God's creative love. We believe that God longs for our well-being and fulfilment, and that we are equally responsible to God for the way we treat each other."

CHURCH ARMY'S SAFEGAURDING STATEMENT

Church Army affirms that the welfare of children, young people and vulnerable adults is paramount. This means that all our work with such people will maintain the highest professional standards to ensure that their welfare is maintained and our ministry is a safe place.

Church Army will uphold good practice in order to develop sound relationships of integrity, truthfulness and trust with children, young people and vulnerable adults and work to prevent abuse from occurring, as well as seeking to protect those that are at risk of being abused and those that have been. Church Army will take care to identify where a person may present a risk to others and offer support to them whilst taking the steps to mitigate such risks.

We will do all that we can to make sure that we recruit and train those in positions of trust safely and fairly. The leadership of Church Army are committed to promoting the importance of safeguarding so that everyone sees it as their responsibility, regardless of their role, and takes an active part in making our ministries and projects safe places.

Where there are disclosures or allegations of abuse, Church Army will take them seriously and will co-operate with statutory agencies and will not investigate on its own. We will provide appropriate pastoral care to anyone who is the survivor of abuse as well as recognising our own responsibility to care for those who have had an allegation made against them.

OUR COMMITMENT

Church Army's core principles to safeguarding are:

1. RESPECT

We will value, listen to and respect all those within our care, communities and ministries; treating everyone with the unconditional love of Jesus.

2. SAFETY

We are committed to making our ministry safe. That means the safe recruitment, supervision and training for all those who work with children, young people and vulnerable adults; and thorough provisions in place to ensure the safety of our activities.

3. RESPONSIVE

We will respond promptly to concerns or allegations regarding those to whom we

have a responsibility for, working with statutory authorities as necessary.

4. PASTORAL

We will seek to offer pastoral care to survivors of abuse¹ and other affected persons; and care for those within our responsibility who have known to offend against a vulnerable person.

5. PROTECTIVE

We will provide appropriate support and care to those whom may present a known risk to others. Church Army will not discriminate against those who have offended in the past, but will do it all it can to ensure that risk is assessed and managed within our activities.

In all these principles, we will follow legislation, guidance and recognised good practice. We will aim to work with openly towards those who need to know and confidentially with those who are not directly involved and the sharing of statutory information to the relevant authorities.

PUTTING THE POLICY INTO ACTION

Church Army believes that everyone who participates in the life of Church Army has a role to play in ensuring a safe environment and culture. Regardless of their role, everyone should be aware of what to do if they have concerns or allegations of abuse.

All Church Army Evangelists, Evangelists-in-Training, employees and volunteers working directly with children, young people and/or vulnerable adults **must**:

- Have read and understood this policy, and signed it as confirmation;
- Attend regular safeguarding training
- Promote safe ministry in all they do

In addition, all those who Church Army have employment responsibility for, must:

- have a criminal record check² on first appointment and each time they change post or every three years, whichever is the sooner;
- have references taken up prior to first appointment;

This policy will be reviewed annually. It will be the responsibility of the Safeguarding Coordinator to keep records relating to the above actions and those set out in the Safer Ministry Action Plan.

Where Church Army projects have their own safeguarding policy and processes in place, it is expected that Church Army's policy is adopted as a minimum, but is informed by

¹ See Appendix 2 for definitions of abuse

² Criminal records checks will be with the Disclosure and Barring Service (DBS) for England and Wales. For Northern Ireland it will be an Access NI, for Scotland a Disclosure Scotland and for ROI a Garda Vetting check. Checks will be carried out either through Church Army or by dioceses or other appropriate bodies and Church Army personnel will be expected to share the results of the check with Church Army.

local diocesan and local authority procedures and good practice, but responsive to the needs and context of the project.

We expect Safeguarding Training to be completed through the National Safeguarding Team for the Church of England or equivalent denominational structure in your local Diocese; or through CCPAS "Facing the Unthinkable". For those in Projects, we would expect this to be done by the local authority or similar qualifying provider.

INSURANCE

Church Army has a duty of care towards all those we minister to. To ensure that our insurance cover with Ecclesiastical is maintained, the good practice guidelines set out in this document must be followed by everyone. Where it is clear that a claim may be made against Church Army in relation to safeguarding, the insurers will be notified.

Therefore, it is expected that all safeguarding incidences regarding CA staff, Evangelist's, EIT's and volunteers are reported to us.

Church Army also has a duty to report serious incidents within Church Army to the Charity Commission.

DEFINITION OF SERIOUS INCIDENT

The Charity Commission defines serious incident to be an adverse event, whether actual or alleged, which results in or risks significant:

- loss of your charity's money or assets
- damage to your charity's property
- harm to your charity's work, beneficiaries or reputation

The most common type of incidents include frauds, thefts, significant financial losses, criminal breaches, terrorism or extremism allegations, and safeguarding issues.

THE ROLE OF CCPAS

Church Army has arranged for the Churches' Child Protection Advisory Service ("CCPAS") to provide advice regarding the protection of children and vulnerable adults and act as the umbrella organisation for its DBS checks for those in England and Wales.

The CCPAS Helpline is available 24 hours a day 7 days a week.

The CCPAS 'Safe and Secure Manual' is available online via <http://www.ccpas.co.uk/members>, using the username "membersarea" and the password "orange". This guidance is constructive and detailed, covering a wide variety of different circumstances and providing a large number of pro forma documents to reduce the difficulty of compliance.

SAFER RECRUITMENT

As part of our commitment to safeguarding those within our ministry, Church Army will carefully select, train and support all those with any responsibility within Church Army in line with Safer Recruitment principles (adapted from Church of England's Safer Recruitment)³.

It is a criminal offence for an individual who is barred from working with vulnerable groups to apply for a regulated activity role⁴ and it is a criminal offence for an organisation to appoint a barred person to a regulated activity role.

Church Army will ensure the following:

- Roles have a written job description and person specification which state whether the role requires a criminal records check or not;
- Applications are made via a Church Army application form which include a self-declaration section;
- Shortlisted candidates must attend an interview for the post;
- Safeguarding questions are included in an interview, where the role includes safeguarding duties and responsibilities;
- At least two references are received for successful candidates and followed up if necessary;
- A criminal records check is completed and renewed every three years, if the role is eligible for one;
- A six-month probation period and regular supervisions where safeguarding is discussed.

Where volunteers are recruited, the same process as above will take place, however there may be a shorter review period of three months.

CRIMINAL RECORDS CHECK

Where a post requires a criminal records check, this will be clearly stated on the job description and advert. The check must be received before the person begins the role. All police checks will be renewed every three years. Where Church Army is employing, it is the responsibility of the HR Team Leader for ensuring that the correct criminal records check procedure is followed to ensure safe recruitment.

The Safeguarding Coordinator, has a duty to disclose to the Disclosure and Barring Service (or equivalent in other jurisdictions), when we have a concern that a person has caused harm, or poses a future risk of harm to vulnerable groups, including children.

Church Army personnel are expected to be accountable to Church Army with regards to their police checks.

³ https://www.churchofengland.org/media/2552006/safer_recruitment_practice_guidance_2016.pdf

⁴ A list of regulated activity roles can be found in Appendix 4

GOOD PRACTICE PRINCIPLES

Church Army expects all staff and activities to follow the below as good practice principles:

- Treat everyone with respect
- Remember that someone else may misinterpret your actions, no matter how well-intentioned
- Respect people's right to personal privacy
- Set appropriate professional boundaries
- Provide access for people to talk to others about any concerns they have
- Encourage people to feel comfortable and caring enough to point out attitudes and behaviour they do not like
- Avoid one-to-one situations, or at least be within sight or hearing of others
- Obtain written parental consent before taking children anywhere
- Follow minimum staffing ratios⁵
- Keep registers including emergency contact numbers of all children present
- Carry out health and safety risk assessments, have appropriate first aid available, and check that what you propose to do is covered by insurance
- Ensure that all volunteers have had criminal records checks and references
- Act on any concerns you may have about the safety and welfare of children, young people and vulnerable adults
- If in doubt, seek guidance.

UNDERSTANDING AND RECOGNISING ABUSE

Understanding abuse and neglect

Defining child abuse or abuse against an adult is a 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 community setting. Very often the abuser is known or in a trusted relationship with the child or adult.

Types of Child Abuse

Child abuse is usually divided into four sections⁶.

1. Physical
2. Emotional
3. Sexual
4. Neglect
5. Spiritual

Abuse of Adults

Abuse may consist of a single act or repeated acts. It may be physical, verbal or psychological, it may be an act of neglect or an omission to act, or it may occur when a vulnerable person is persuaded to enter into a financial or sexual transaction to which

⁵ See Appendix 3

⁶ Based on the government guidelines "working together to safeguard children"

they have not consented or cannot consent.

As well as the four listed above, abuse in adults can also include⁷:

6. Financial or Material
7. Discriminatory
8. Organisational
9. Domestic Violence
10. Psychological
11. Modern Slavery
12. Neglect and acts of omission
13. Self-neglect
14. Spiritual

For details of possible signs of abuse in children and adults please see Appendix 2.

RESPONDING TO ALLEGATIONS, CONCERNS AND DISCLOSURES

Allegations of abuse are likely mainly to be received in the following ways:

- By Evangelists in the field, Evangelists-in-Training or Support Workers;
- By the Chief or Deputy Chief Executive, members of the Operations team, a member of Management Group or other church officials;
- By office staff who have no connection with those involved, by post, e-mail or telephone, probably from alleged victims or those close to them - these should be passed immediately without any discussion to the Safeguarding Coordinator (Faye Popham on 0114 252 1637) in the Sheffield office. The responsibility of the person receiving the communication ceases as soon as they have spoken to Faye so that they know that the matter is being followed up immediately.

Responding to someone who wishes to disclose abuse to you

The following are Church Army's guidelines for how to respond:

- Allow time and space for people to talk
- Listen without interrupting and asking questions
- Be attentive - look at them as they speak
- Take seriously what they say, even if you don't think it sounds likely
- Be honest, do not make promises; you can't keep confidentiality
- If they decide not to tell you after all, accept their decision but let them know you are always available to listen
- Use language that is age appropriate and for those with disabilities, ensure that there is someone there who understand sign language etc. if needed.
- Think about what you say, be careful not to say:
 - Why didn't you tell me this before?
 - Are you sure this is true?
 - Why? When? How? Who? Where?
 - I am shocked, don't tell anyone else

⁷ Definitions can be found in Appendix 1

Instead consider responses like:

“I am glad you have told me” or “I will try and help you”

- Refer allegations on to the Safeguarding Coordinator in accordance with the policy.

Investigating allegations of abuse

The following are Church Army’s principles for responding to allegations:

- YOU SHOULD NOT carry out an investigation into an allegation of abuse or suspicion of abuse on your own
- Concerns or suspicions should be reported as soon as is possible to either the Safeguarding Coordinator, Faye Popham (0114 252 1637) or Deputy Coordinator, Des Scott (0114 252 1654).
- In the absence of these two people, or if the allegation relates to these people, please contact the PA to CEO on (0300 123 2113) who will direct your call appropriately.
- The Safeguarding Coordinator will take professional advice from CCPAS on the allegation and/or suspicion.
- Where the circumstances of the allegations or the nature of the concern may have wider implications for the organisation, others senior leaders will be informed, and if necessary, the insurance company and other statutory authorities. It may be necessary for the Safeguarding Coordinator in these circumstances to establish a crisis management group to manage the situation and possible risks. This will usually include: CEO, DCEO, Communications Manager, HR Team Leader and Operations or Community Manager depending on the context. The group will be chaired by the CEO or DCEO.
- All information will be kept confidential on a strict need to know basis.
- Written records of concerns and allegations will be shared with the Safeguarding Coordinator
- Church Army will work with the authorities as required including referring or liaising with the Local Authority Designated Officer (LADO).
- Where an allegation or suspicion relates to an Evangelist, volunteer or Employee, working in a church context, Church Army will work with the relevant local diocese safeguarding team on the case. Church Army will aim to communicate effectively, sensitively and on a strictly need to know basis with diocese safeguarding teams. When another responsible body, such as a Diocese, or Provincial Offices in Scotland and Wales, are taking the lead in dealing with a safeguarding concern or allegation regarding Church Army personnel, the Safeguarding Coordinator will arrange for a suitable representative from Church Army’s Crisis Management Group to sit on their safeguarding group, in agreement with the third party.

Concerns regarding Church Army workers

If someone has a concern about the conduct of a person involved in the activities of Church Army, you must report it to the Safeguarding Coordinator, Faye Popham or Deputy Coordinator, Des Scott. If the person is investigated they will be suspended from working with children, young people and vulnerable adults until the investigation is completed.

Church Army will take advice from CCPAS on these matters, where necessary.

WORKING WITH KNOWN OFFENDERS

Church Army aims to make its ministries accessible to all. This may mean that known offenders are actively involved in our projects and activities, and Church Army will do all that is reasonably can to ensure that this person is able to engage.

It is possible that some of those putting themselves forward for roles within Church Army projects which will involve working with children, will have convictions or cautions on their records.

DEFINITION OF OFFENDER

The term "offender" applies only to those who have a conviction or who have accepted a caution, reprimand or warning for a criminal offence.

Known offenders may include those who have convictions against children, but there are others who may have been convicted of violent or sexual offences against adults, including domestic violence; people involved in drug or alcohol addiction, or those whose medical conditions or disabilities that might, in rare cases, result in erratic behaviour. If any of these people want to work with children, we will need to carefully and sensitively consider whether they post a risk to children.

Where Church Army has an employee, trainee or volunteer who has a conviction, Church Army is the owner of that risk and will need to take appropriate actions to make sure that risk is managed. Those for whom Church Army undertakes a police check which contains blemishes, will undergo a risk assessment with the Safeguarding Coordinator or a suitable trained person, and the Project Leader; and a formal written risk management plan will be created and lodged with the Safeguarding Coordinator. The nature of the risk assessment should be proportionate to the matters disclosed. Where complex cases are apparent, it may be appropriate to establish a safeguarding management group.

It will be the responsibility of the Project Leader to manage the risk in accordance with the plan, on a day to day basis and to keep the assessment under regular review with the individual. Any change in circumstances or risk should be discussed with the Safeguarding Coordinator, who will take advice if necessary. Records of risk assessments, actions taken and conversations held with the individual must be lodged with the Safeguarding Coordinator.

Church Army acknowledges that those who have done wrong are capable of reform, and therefore the approach is not taken as judgement but to take seriously our responsibility for minimising risk.

It is an offence for someone who is barred from working with children to seek work or for an employer knowingly to offer it.

Where a perpetrator of harm of children⁸, is wanting to be involved in the activities of Church Army, but not seeking a position of trust, there are good guidelines available from CCPAS and the Church of England about this. To ensure that Church Army activities allow for an offender to engage in the activities without minimising the risk to children and others, a meeting should be held with the offender and a written agreement should be entered into detailing clearly what needs to be in place to create a safe environment. The offender should not accept any role which will give them status or authority; a child may deem that person to be trustworthy. The highest level of confidentiality should be maintained unless there is a breach of the agreement and it is necessary to inform others to protect a child.

If you have a known offender of children within your responsibility, we expect you to take advice from CCPAS or your safeguarding adviser about what to do to make it a safe place for them and others and inform us of any agreements in place.

KEEPING SAFE

It is expected that all those involved in the activities for which Church Army are responsible for, are carried out with due diligence with regards to those who will be taking part in them. It is the responsibility of the leader of the activities to make sure that the activities are carried out as per our good practice guidelines and that there is a written record of the activities risk assessment. Leaders are also responsible for making sure that other workers for the activity have received the appropriate training and information and that it is easily accessible.

Where there is dual responsibility for a Project, the founding documents such as the memorandum of agreement, should clearly state which party will take lead responsibility for managing the safeguarding aspects of the project and in dealing with any safeguarding concerns or allegations when they arise.

Electronic Communication

Church Army acknowledges that the use of text messages and email as well as online communication such as Facebook, twitter, messenger and whatsapp; are common methods used for communicating with those involved in our projects and ministries in order to reach participants most effectively.

However, there should be clear boundaries in place for any communication between Church Army workers and those that we work with; and it is expected that communication is transparent regardless of the method.

The following guidelines are in place:

- Generally, maintain good and open relationships with parents and carers regarding communication with them and their children

⁸ This may include a sexual offence, but could also include neglect, physical or emotional abuse.

- If young people want you to hold their mobile phone numbers, e-mail addresses or similar, and communicate with them this way, make sure that their parents know and have agreed
- Only make contact with young people for reasons related to the work of the project
- Only give personal contact details to young people that are within the public domain of the organisation, including your mobile telephone number
- Where possible use only equipment provided by the organisation to communicate with children (such as a work mobile phone)
- Ensure you respond well to young people through the media they have chosen, and assess whether it is the most appropriate media for the nature of the communication. Consider whether it would be better to fix a time to communicate face to face, during or following the activity
- Use an appropriate tone: friendly, but not over-familiar or personal
- Be warm and friendly, but do not suggest or offer a special relationship
- Be careful how you sign off: consider, for instance, how 'love' and 'XXX' might be perceived and misinterpreted by the young person
- Be clear and explicit about information that you need to share; don't abbreviate or short-cut your communications
- Make sure that communication would not cause embarrassment if it were seen by the young person's parents
- Do not share any personal information with a young person, or request or respond to any personal information from the young person, other than that which might be appropriate as part of your role
- Be guarded in your communications with young people to avoid any possible misinterpretation of your motives or any behaviour which could be construed as grooming
- Respect the young person's confidentiality unless abuse is suspected or disclosed
- Recognise that text messaging is rarely an appropriate response to a young person in a crisis situation or at risk of harm
- Store e-mail, MSN and text messages for as long as possible. If a message contains anything which causes concern, print it out and/or retain on file/hard drive on the Church Army server.

With regards to social networking sites, like Facebook, we would expect staff working at one of our projects, not to befriend a service user on Facebook whilst they remain in employment with us, or for 6 months after they or the service user has left Church Army.

Use of photography

Church Army would encourage the promotion of our activities through photographs, but must make sure that the use of them ensures privacy and respect.

As photographs of individual is classed as personal data under the General Data Protection Regulation, consent is required and the GDPR must be complied with.

Church Army's guidelines for the use of photographs are as follows:

- Do not take pictures of children or adults with care and support needs, without another adult present.

- Consent should be obtained before taking and using images, and a chance to opt out must be given.
- When an image is taken for publication or distribution, those being photographed should be aware that it is being done. Awareness can be assumed if:
 - people are attending a photo-call
 - the intention of taking images is included in the invitation to the event and people are given the option of opting out.
- Ensure that any use of images is reflective of the diversity of the age, ethnicity and gender of the people undertaking the activity or attending the event.
- Consent need not be in writing if it is not proposed to publish the images in any way; but if they are going to be displayed, used in a newspaper or magazine (Church Army or external, or put on a website, then specific written consent should be obtained).
- Images should only be used for the specific purpose agreed by the person photographed.

Model Release Forms are available from the communications team.

If the Photographer is not from within Church Army, they will be expected to be briefed in advance of these guidelines by a member of the Communications Team or the Project leader. If consent is not given in advance, a photo shoot must not go ahead. If there are problems with getting consent, advice should be taken from the Communications Manager and the Safeguarding Coordinator.

Record Keeping

All Church Army staff and volunteers are expected to comply with the Data Protection Policy and legislation with regards to keeping records.

You must keep accurate records regarding any safeguarding concerns, disclosures or allegations. Records must be made as close to the time of the event, concern or allegation, as possible.

Sensitive personal data must be kept securely. It should never be left unattended or made easily accessible.

Any records regarding any safeguarding issues, should be shared with the Safeguarding Coordinator based in Sheffield, so that a central record can be kept securely.

APPENDIX ITEMS

1. Signs of possible abuse
2. Definitions
3. Recommended Rations
4. Regulated Activity Roles
5. Useful Information Links
6. Useful Contacts

APPENDIX 1: SIGNS OF POSSIBLE ABUSE

Children and Young People

Physical	Emotional
<ul style="list-style-type: none"> • 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 explained tummy pains • Bruises on babies, bites, burns, fractures etc. which do not have an accidental explanation • Cut/scratches/substance abuse 	<ul style="list-style-type: none"> • Changes or regression in mood or behaviour particularly where a child withdraws or becomes clinging • Depression, aggression, extreme anxiety • Nervousness, frozen watchfulness • Obsession or phobias • Sudden under achievement or lack of concentration • Inappropriate relationship with peers or adults • Attention seeking behaviour • Persistent tiredness • Running away/stealing/lying
Sexual	Neglect
<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Under nourishment, failure to grow, constant hunger, stealing or gorging food, untreated illness • Inadequate care, inappropriate clothing or home conditions, poor personal hygiene, dental/medical issues etc.

Signs of Possible Abuse in Adults

Discriminatory abuse	Domestic Violence
<ul style="list-style-type: none"> • Inappropriate remarks, comments or lack of respect • Poor quality or avoidance care • Low self-esteem • Withdrawn • Anger • Person puts themselves down in terms of their gender or sexuality • Abuse may be observed in conversations or reports by the person of how they perceive themselves 	<ul style="list-style-type: none"> • Unexplained injuries or 'excuses' for marks or scars • Controlling and/or threatening relationship including psychological, physical, sexual, financial, emotional abuse; so called 'honour' based violence and Female Genital Mutilation. • Age range extended to 16 yrs.
Financial or material abuse	Institutional Abuse
<ul style="list-style-type: none"> • Disparity between assets and living conditions • Unexplained withdrawals from accounts or disappearance of financial documents or loss of money • Sudden inability to pay bills, getting into debt • Carers or professionals fail to account for expenses incurred on a person's behalf • Recent changes of deeds or title to property • Missing personal belongings • Inappropriate granting and / or use of Power of Attorney 	<ul style="list-style-type: none"> • Low self-esteem • Withdrawn • Anger • Person puts themselves down in terms of their gender or sexuality • Abuse may be observed in conversations or reports by the person of how they perceive themselves • No confidence in complaints procedures for staff or service users. • Neglectful or poor professional practice.
Modern slavery	Neglect and acts of omission
<ul style="list-style-type: none"> • Physical appearance; unkempt, inappropriate clothing, malnourished • Movement monitored, rarely alone, travel early or late at night to facilitate working hours. • Few personal possessions or ID documents. • Fear of seeking help or trusting people. 	<ul style="list-style-type: none"> • Deteriorating despite apparent care • Poor home conditions, clothing or care and support. • Lack of medication or medical intervention

Physical	Psychological abuse
<ul style="list-style-type: none"> • History of unexplained falls, fractures, bruises, burns, minor injuries. • Signs of under or over use of medication and/or medical problems left unattended. • Any injuries not consistent with the explanation given for them • Bruising and discolouration - particularly if there is a lot of bruising of different ages and in places not normally exposed to falls, rough games etc. • Recurring injuries without plausible explanation • Loss of hair, loss of weight and change of appetite • Person flinches at physical contact &/or keeps fully covered, even in hot weather; • Person appears frightened or subdued in the presence of a particular person or people 	<ul style="list-style-type: none"> • Alteration in psychological state e.g. withdrawn, agitated, anxious, tearful • Intimidated or subdued in the presence of a carer • Fearful, flinching or frightened of making choices or expressing wishes • Unexplained paranoia • Changes in mood, attitude and behaviour, excessive fear or anxiety • Changes in sleep pattern or persistent tiredness • Loss of appetite • Helplessness or passivity • Confusion or disorientation • Implausible stories and attention seeking behaviour • Low self-esteem
Self-neglect	Sexual abuse
<ul style="list-style-type: none"> • Hoarding inside or outside a property • Neglecting personal hygiene or medical needs • Person looking unkempt or dirty and has poor personal hygiene • Person is malnourished, has sudden or continuous weight loss and is dehydrated - constant hunger, stealing or gorging on food • Person is dressed inappropriately for the weather conditions • Dirt, urine or faecal smells in a person's environment • Home environment does not meet basic needs (for example not heating or lighting) • Depression 	<ul style="list-style-type: none"> • Pregnancy in a woman who lacks mental capacity or is unable to consent to sexual intercourse • Unexplained change in behaviour or sexually explicit behaviour • Torn, stained or bloody underwear and/or unusual difficulty in walking or sitting • Infections or sexually transmitted diseases • Full or partial disclosures or hints of sexual abuse • Self-harming • Emotional distress • Mood changes • Disturbed sleep patterns

APPENDIX 2: DEFINITIONS

Please note that some definitions vary across England, Wales, Scotland and N Ireland.

CHILDREN

ENGLAND

The four definitions of abuse below operate in England based on the government guidance 'Working Together to Safeguard Children (2015)'.



Child 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. Government guidance defines four main categories of maltreatment: physical abuse, sexual abuse, emotional abuse and neglect.
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.
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: <ul data-bbox="491 1742 1331 1957" style="list-style-type: none">• 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

	<ul style="list-style-type: none"> ensure access to appropriate medical care or treatment. <p>It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.</p>
Sexual abuse	<p>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.</p>

WALES

The Welsh Assembly Government (2006) produced Safeguarding Children - Working Together Under the Children Act, 2004 which provided definitions of abuse. The All Wales Child Protection Procedures (2008) give the following definitions



Child Abuse and Neglect	<p>A child is abused or neglected when somebody inflicts harm, or fails 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. A child or young person up to the age of 18 years can suffer abuse or neglect and require protection via an inter-agency child protection plan.</p>
Physical abuse	<p>Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child.</p> <p>Physical harm may also be caused when a parent or caregiver fabricates or induces illness in a child whom they are looking after.</p>
Emotional abuse	<p>Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate or valued only in so far as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. It may involve causing children frequently to feel frightened or in danger, for example by witnessing domestic abuse within the home or being bullied, or, the exploitation or</p>

	corruption of children. Some level of emotional abuse is involved in all types of ill treatment 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, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. They may include non contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.
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. It may involve a parent or caregiver failing to provide adequate food, shelter and clothing, failing to protect a child from physical harm or danger, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs. In addition, neglect may occur during pregnancy as a result of maternal substance misuse.

The Social Services and Well-being (Wales) Act 2014 which came into force in April 2016 introduces a strengthened, robust and effective partnership approach to safeguarding.

SCOTLAND

The Scottish Government have produced National Guidance for Child Protection in Scotland 2014 (The Scottish Government, 2014) along with the Children and Young People (Scotland) Act 2014. This guidance replaces the previous version published in 2010 and Protecting Children - A Shared Responsibility: Guidance on Inter-agency Co-operation, which was published in 1998 and incorporates the Scottish Government guidance, Protecting Children and Young People: Child Protection Committees (2005).



Child abuse and neglect	Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting, or by failing to act to prevent, significant harm to the child. Children may be abused in a family or in an institutional setting, by those known to them or, more rarely, by a stranger. Assessments will need to consider whether abuse has occurred or is likely to occur. While it is not necessary to identify specific areas of concern when adding a child's name to the Child Protection Register, it is still helpful to consider and understand the different ways in which children can be abused. The following definitions show some of the ways in which abuse may be experienced by a child but are not exhaustive, as the individual circumstances of abuse will vary from child to child.
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Physical abuse	Physical abuse is the causing of physical harm to a child or young person. Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning or suffocating. Physical harm may also be caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a child they are looking after.
Emotional abuse	Emotional abuse is persistent emotional neglect or ill treatment that has severe and persistent adverse effects on a child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate or valued only insofar as they meet the needs of another person. It may involve the imposition of age - or developmentally - inappropriate expectations on a child. It may involve causing children to feel frightened or in danger, or exploiting or corrupting children. Some level of emotional abuse is present in all types of ill treatment of a child; it can also occur independently of other forms of abuse.
Sexual abuse	Sexual abuse is any act that involves the child in any activity for the sexual gratification of another person, whether or not it is claimed that the child either consented or assented. Sexual abuse involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of indecent images or in watching sexual activities, using sexual language towards a child or encouraging children to behave in sexually inappropriate ways.
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. It may involve a parent or carer failing to provide adequate food, shelter and clothing, to protect a child from physical harm or danger, or to ensure access to appropriate medical care or treatment. It may also include neglect of, or failure to respond to, a child's basic emotional needs. Neglect may also result in the child being diagnosed as suffering from, non-organic failure to thrive, where they have significantly failed to reach normal weight and growth or development milestones and where physical and genetic reasons have been medically eliminated. In its extreme form children can be at serious risk from the effects of malnutrition, lack of nurturing and stimulation. This can lead to serious long-term effects such as greater susceptibility to serious childhood illnesses and reduction in potential stature. With young children

	in particular, the consequences may be life-threatening within a relatively short period of time.
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NORTHERN IRELAND

Co-operating to Safeguard Children and Young People in Northern Ireland (2016)

Department of Health, Social Services and Public Safety

This policy replaces the 'Co-operating to Safeguard Children' guidance issued in 2003.

Harm and Abuse	<p>Harm can be suffered by a child or young person by acts of abuse perpetrated upon them by others. Abuse can happen in any family, but children may be more at risk if their parents have problems with drugs, alcohol and mental health, or if they live in a home where domestic abuse happens. Abuse can also occur outside of the family environment. Evidence shows that babies and children with disabilities can be more vulnerable to suffering abuse.</p> <p>Although the harm from the abuse might take a long time to be recognisable in the child or young person, professionals may be in a position to observe its indicators earlier, for example, in the way that a parent interacts with their child. Effective and ongoing information sharing is key between professionals.</p> <p>Harm from abuse is not always straightforward to identify and a child or young person may experience more than one type of harm or significant harm. Harm can be caused by:</p> <p>Physical abuse, Sexual abuse, Emotional abuse, Neglect and Exploitation</p>
Physical	<p>Physical Abuse is deliberately physically hurting a child. It might take a variety of different forms, including hitting, biting, pinching, shaking, throwing, poisoning, burning or scalding, drowning or suffocating a child.</p>
Sexual	<p>Sexual Abuse occurs when others use and exploit children sexually for their own gratification or gain or the gratification of others. Sexual abuse 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 clothing. It may include non-contact activities, such as involving children in the production of sexual images, forcing children to look at sexual images or watch sexual activities, encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse (including via e-technology). Sexual abuse is not solely perpetrated by adult males. Women can commit acts of sexual abuse, as can other children.</p>
Emotional	<p>Emotional Abuse is the persistent emotional maltreatment of a child. It is also sometimes called psychological abuse and it can</p>

	<p>have severe and persistent adverse effects on a child's emotional development.</p> <p>Emotional abuse may involve deliberately telling a child that they are worthless, or unloved and inadequate. It may include not giving a child opportunities to express their views, deliberately silencing them, or 'making fun' of what they say or how they communicate. Emotional abuse may involve bullying - including online bullying through social networks, online games or mobile phones - by a child's peers.</p>
Neglect	<p>Neglect is the failure to provide for a child's basic needs, whether it is adequate food, clothing, hygiene, supervision or shelter that is likely to result in the serious impairment of a child's health or development. Children who are neglected often also suffer from other types of abuse.</p>
Exploitation	<p>Exploitation is the intentional ill-treatment, manipulation or abuse of power and control over a child or young person; to take selfish or unfair advantage of a child or young person or situation, for personal gain. It may manifest itself in many forms such as child labour, slavery, servitude, engagement in criminal activity, begging, benefit or other financial fraud or child trafficking. It extends to the recruitment, transportation, transfer, harbouring or receipt of children for the purpose of exploitation. Exploitation can be sexual in nature.</p>

DEFINITIONS OF ABUSE IN ADULTS (ACROSS ALL PROVINCES)

Adult abuse	The mistreatment and violation of an individual's human and civil rights by another person or persons. Such abuse can take many forms, from treating someone with disrespect so as to significantly affect his or her quality of life, to causing actual physical suffering.
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.
Financial or material abuse	The inappropriate use, misappropriation, embezzlement or theft of money, property or possessions including theft, fraud, exploitation, applying pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.
Sexual abuse	The involvement in sexual activities to which the person has not consented, or does not truly comprehend and so cannot give informed consent. Or it may occur where the other party is in a position of trust, power or authority and uses it to override or overcome lack of consent or to which they felt pressurised into consenting such as rape, or sexual assault.
Neglect	Neglect or acts of omission are the repeated deprivation of help that an adult needs which, if withdrawn, will cause them to suffer. This includes failing to intervene in behaviour which is dangerous to the adult, or to others.
Institutional Abuse	May happen in nursing and residential homes or hospitals, is the mistreatment or abuse of an adult by a regime or individuals within an institution (e.g. hospital or care home) or in the community. It can occur through repeated acts of poor or inadequate care and neglect, or poor professional practice, or ill treatment.
Mistreatment	Is defined in No Secrets as 'a violation of an individual's human and civil rights by any other person or persons'. In a church context it could be any misuse of a pastoral or managerial relationship, from the most serious to less severe behaviour, which lies at its root. The term covers abuse, bullying and harassment. These categories are not watertight and can merge into one another. Harm is what results from mistreatment or abuse.
Spiritual Abuse	Spiritual abuse is coercion and control of one individual by another in a spiritual context. The target experiences spiritual abuse as a deeply emotional personal attack. This abuse may include:- manipulation and exploitation, enforced accountability, censorship of decision making, requirements for secrecy and silence, pressure to conform, misuse of scripture or the pulpit to control behaviour, requirement of obedience to the abuser, the suggestion that the abuser has a 'divine' position, isolation from others, especially those external to the abusive context.

APPENDIX 3: RECOMMENDED RATIO'S

Church Army recommends the following ratio's for safely supervising activities, based on the advice of CCPAS and government guidance:

0-2 years	1 adult to 3 children
2-3 years	1 adult to 4 children
3 years and over	1 adult to 8 children

There are no legal requirements for older groups, but the CCPAS safeguarding manual 'Safe and Secure' provides guidance in this area based on numbers and the type of activity being undertaken.

When working with children and/or young people it should be "in the open" and publicly visible. If working one to one, you should ensure that there is visual access and avoid remote or secluded areas.

APPENDIX 4: REGULATED ACTIVITY ROLES

The new definition of regulated activity (i.e. work that a barred person must not do) in relation to children comprises, in summary:

- (I) unsupervised activities: teach, train, instruct, care for or supervise children, or provide advice/ guidance on well-being, or drive a vehicle only for children;
- (II) work for a limited range of establishments ('specified places'), with opportunity for contact: e.g. schools, children's homes, childcare premises. Not work by supervised volunteers;

Work under (i) or (ii) is regulated activity only if done regularly.

Regulated Activity Roles regarding **children** can be found [here](#)

Regulated Activity Roles regarding **adults** can be found [here](#)

APPENDIX 5: FURTHER INFORMATION

CCPAS Guidance
Church of England Safeguarding Policies
Care Act 2014 Factsheet
NSPCC
Gov.uk advice of safeguarding
Wales Gov advice
Child Protection Scotland
Safeguarding Board for Northern Ireland
Safeguarding Trust Ireland

APPENDIX 6: USEFUL CONTACTS

Here are a few agencies that may be able to offer advice if you need it:

	
0808 800 5000	0808 1111
	
0208 550 8822	020 8943 7706
	
0808 1000 900	116 123

SAFEGUARDING PRICIPLES

All those working within Church Army are committed to these safeguarding principles:

1. RESPECT

We will value, listen to and respect all those within our care, communities and ministries; treating everyone with the unconditional love of Jesus.

2. SAFETY

We are committed to making our ministry safe. That means the safe recruitment, supervision and training for all those who work with children, young people and vulnerable adults; and thorough provisions in place to ensure the safety of our activities.

3. RESPONSIVE

We will respond promptly to concerns or allegations regarding those to whom we have a responsibility for, working with statutory authorities as necessary.

4. PASTORAL

We will seek to offer pastoral care to survivors of abuse and other affected persons; and care for those within our responsibility who have known to offend against a vulnerable person.

5. PROTECTIVE

We will provide appropriate support and care to those whom may present a known risk to others. Church Army will not discriminate against those who have offended in the past, but will do it all it can to ensure that risk is assessed and managed within our activities.