



Bethany Houseparty Safeguarding Policy

Organisation Details

Name of Organisation: Bethany Houseparty
Address: 26 Ramsay Rd, OX3 8AY
Tel No: 07588520982
Email address: Bethanyhouseparty@outlook.com
Charity Number: CIO - 1209545
Regulators details: Charity Commission
Insurance Company: Circle Insurance
Senior Leader: Frances Tomlinson-Mynors
Safeguarding Coordinator: Anthony Buckley

The purpose of the organisation is to advance the Christian faith, in particular among children and young people in the United Kingdom; this is to be achieved by running residential holidays at which the Christian faith is presented and Biblical teaching given.

Safeguarding Statement

As a Leadership we recognise the need to provide a safe and caring environment for children, young people, and adults. We acknowledge that children, young people and adults can be the victims of physical, sexual and emotional abuse, and neglect. We accept 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." As a Leadership we 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 Board of Trustees undertakes to:

- endorse and follow all national and local safeguarding legislation and procedures, in addition to the international conventions outlined above.
- provide on-going safeguarding training for all its leaders and will regularly review the operational guidelines and leaders' handbook.
- ensure that the houseparty meets the requirements of the Equality Act 2010 and all other relevant legislation as far as is practicable, and that it is welcoming and inclusive.
- support the Designated Safeguarding Lead in their work and in any action they may need to take in order to protect children and adults with care and support needs.
- Have undergone DBS checks themselves

The following Safeguarding Policy and Statement aims, to not only meet the requirements of ensuring a safe environment for those accessing activities in our organisation but to also build an open culture where:

- those who lead do so by example,
- are committed to the safeguarding of all
- those that work or volunteer are safely recruited and trained for their roles.
- there are accountability structures
- with codes of conduct
- the values of the organisation are embedded in its day to day actions and behaviours of its people
- and there is open communication

Safer recruitment

The Leadership will ensure all leaders 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 role
- Those applying have completed an application form
- All first-time leaders will be interviewed
- Safeguarding has been discussed at interview
- Written references have been obtained, and followed up where appropriate
- A self-declaration form and disclosure and barring check (DBS) has been completed
- Qualifications where relevant have been verified
- A suitable training programme is provided for the successful applicant
- The applicant has been given a copy of the organisation's safeguarding policy and knows how to report concerns.

Safeguarding training

The Leadership is committed to on-going safeguarding training and development opportunities for all leaders, developing a culture of awareness of safeguarding issues to help protect everyone. All our leaders will receive safeguarding training on an annual basis. Leaders who have validated safeguarding training to a similar level will be exempt from this training.

The Leadership will also ensure that children and adults with care and support needs 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.

Practice Guidelines

As an organisation working with children and young people we wish to operate and promote good working practice. This will enable leaders to run activities safely, develop good relationships and minimise the risk of false or unfounded accusation.

We have specific good practice guidelines for every activity we are involved in, and these are detailed in the leaders' handbook. All leaders will be given a copy of the handbook in advance of camp, and are expected to read it. At camp they will be given a physical copy, and they will need to sign to say they have read it. The safeguarding coordinator will check and counter-sign.

Positions of Trust

All adults working with children, young people and vulnerable adults are in a position of trust. All those in positions of trust need to understand the power this can give them over those they care for and the responsibility they have because of this relationship.

It is vital that all leaders ensure they do not, even unknowingly, use their position of power and authority inappropriately. They should always maintain professional boundaries and avoid behaviour which could be misinterpreted.

As of April 2022 it is illegal (England and Wales)(Northern Ireland) for those in Positions of Trust in a faith setting to engage in sexual activity with a 16 or 17 year old under their care or supervision.

General legal responsibilities applying to all leaders

The standard for those involved in caring for children and young people is shown to show such care towards a child under his or her charge as would be exercised by a reasonably careful parent.

- Giving careful advice and instructions may aid supervision.
- Volunteer leaders have a common law duty of care towards others present on the premises where they meet, and a limited duty of care to trespassers.
- In all situations the key word is "reasonableness". Leaders should do what is reasonable in the circumstances to safeguard young people. The standard of care required for children is higher than that for adults and the younger the child the higher the standard.
- If a leader is providing adequate supervision, then they cannot be held responsible if a young person in their care commits a criminal act.
- If however, they knowingly turn a blind eye whilst young people in their care commit a criminal offence, then they may be guilty of aiding and abetting.

Responding to allegations of abuse

Under no circumstances should a leader carry out their own investigation into an allegation or suspicion of abuse. Follow procedures as below:

Documenting a concern

The leader should make a report of the concern in the following way:

The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to:

Name: Anthony Buckley (hereafter the "Safeguarding Co-ordinator")

Tel: 07841 800609

Email: antmon64@hotmail.com

The above is nominated by the Leadership to act on their behalf 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:

Name: Sue Liley (hereafter the "Deputy")

Tel: 07950 131611

Email: sue.liley@btinternet.com

If the suspicions implicate both the Safeguarding Co-ordinator and the Deputy, then the report should be made in the first instance to:

thirtyone:eight PO Box 133, Swanley, Kent, BR8 7UQ.

Tel: 0303 003 1111. Option 2

Alternatively contact Social Services or the police.

The Safeguarding Co-ordinator should contact the appropriate agency or they may first ring the thirtyone:eight helpline for advice. They should then contact social services in the area the child or adult lives.

Name of local authority: Kent County Council

Children's Social Services

Out of hours Tel: 03000 419191

Website Address:

www.kent.gov.uk/education-and-children/protecting-children/report-abuse

Email: socicl.services@kent.gov.uk

The Safeguarding Co-ordinator may need to inform others depending on the circumstances and/or nature of the concern.

- Chair or trustee responsible for safeguarding who may need to liaise with the insurance company or the charity commission to report a serious incident.
- Designated officer or LADO (Local Authority Designated Officer) if the allegation concerns a worker or volunteer working with someone under 18.

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 Leadership 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 Leadership hope that members of the organisation 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-ordinator(s) as to the appropriateness of a referral they are free to contact an outside agency direct. We hope by making this statement that the Leadership 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 Children's Social Services (or 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.
- Where the parent/carer 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. 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.

Detailed procedures where there is a concern that an adult needs protection:

Suspicious or allegations of abuse or harm including; physical, sexual, organisational, financial, discriminatory, neglect, self-neglect, forced marriage, modern slavery, domestic abuse.

If there is concern about any of the above, Safeguarding Co-ordinator/Deputy will:

- Contact the Adult Social Care Team who have responsibility under the Care Act 2014 to investigate allegations of abuse. Alternatively Thirtyone:eight can be contacted for advice.
- If the adult is in immediate danger or has sustained a serious injury contact the Emergency Services, informing them of any suspicions.

If there is a concern regarding spiritual abuse, Safeguarding Co-ordinator will:

- Identify support services for the victim i.e., counselling or other pastoral support
- Contact Thirtyone:eight and in discussion with them will consider appropriate action with regards to the scale of the concern.

Allegations of abuse against a person who works with children/young people

If an accusation is made against a leader whilst following the procedure outlined above, the Safeguarding Co-ordinator, in accordance with Local Safeguarding Children Board (LSCB) procedures will:

- Liaise with Children's Social Services regarding the suspension of the leader
- Make a referral to a designated officer formerly called a Local Authority Designated Officer (LADO) whose function is to handle all allegations against adults who work with children and young people whether in a paid or voluntary capacity.
- Make a referral to Disclosure and Barring Service for consideration of the person being placed on the barred list for working with children or adults with additional care and support needs. This decision should be informed by the LADO if they are involved.

Pastoral Care

Supporting those affected by abuse

The Leadership is 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 houseparty.

Dealing with safeguarding issues on camp

A summary of the main types of abuse

The NSPCC defines child abuse as, '...any action by another person – adult or child – that causes significant harm to a child. It can be physical, sexual or emotional, but can just as often be about a lack of love, care and attention.' The following is based on the definitions in 'Working Together to Safeguard Children (HM Government, 2018)'

Physical abuse: This involves deliberately hurting a child, causing injuries such as bruises, broken bones, burns or cuts. It can also be when a parent/carers fabricates the symptoms of illness in a child.

Emotional abuse: The persistent emotional maltreatment of a child causing severe adverse effects on their emotional development. Some level of emotional abuse is involved in all types of maltreatment, although it may occur alone.

Sexual abuse: Where a child is forced or enticed to take part in sexual activities whether or not they are aware of what is happening. This may involve physical contact or non-contact activities online, for example.

Neglect: The ongoing and persistent failure to meet a child's basic physical or psychological needs, likely to result in serious impairment of the child's health or development.

Recognising abuse

The following signs may or may not be indicators that abuse has taken place, but the possibility should be considered. Some signs may also indicate a young person is self-harming – see next section.

- **Physical signs of abuse:** Injuries that are unexplained, unusual or not receiving medical attention. Signs of physical neglect. Reluctance to change for, or participate in, sports or swimming.
- **Emotional signs of abuse:** Changes or regression in mood or behaviour, especially withdrawal, depression, aggression or extreme anxiety. Obsessions or phobias. Sudden under-achievement. Attention-seeking.
- **Indicators of possible sexual abuse:** Excessive, inappropriate preoccupation with sexual matters or detailed knowledge of adult sexual behaviour, evident in words, play or drawings. Being sexually provocative with adults. Disturbed sleep or nightmares. Eating disorders.

Self-harm and young people

It is important that team members are aware that some of the indicators above may suggest that a young person is self-harming.

- **Common indicators of self-harm:** Someone hitting, cutting, scratching or burning themselves deliberately to produce a wound, taking substances that are poisonous or just cause discomfort, and other behaviours such as overdosing or pulling out hair. Wounds are often purposely hidden.
- **The reasons why someone self-harms:** These are usually hard to work out – even for the person themselves – but there are often links to depression, bullying, pressure to achieve, grief, emotional abuse or relationship problems. Self-harm is a coping mechanism that can lead a young person to feel more in control of their

- lives and it can become addictive.
- Team members who suspect that a young person on their Camp may be involved in self-harm should encourage the young person to seek help and guidance, and if there are concerns about their well-being then the Safeguarding Co-ordinator should be consulted.
 - Childline (0800 1111) can provide expert help to Leaders, parents and the sufferer themselves. They also have a range of self-harm coping techniques and other resources that are highly regarded – visit <https://www.childline.org.uk> and enter 'self-harm' in the search box at the top.
 - If leaders discover indicators that may suggest self-harm or abuse, then it is prudent to consider that abuse may have occurred and take the action outlined in the *Responding to disclosures of abuse or welfare concerns* section just below – young people may sometimes say injuries are self-inflicted to cover up abuse that is happening.

Responding to disclosures of abuse, or welfare concerns

It is important that team members follow the guidelines and procedures given in the remaining sections even if they feel a different course of action may be 'better'. The information we provide takes into account factors of which many will be unaware and following any other course of action could seriously endanger a young person, compromise any future Police investigation and create difficulties for the team member themselves.

- When a child wishes to talk about abuse, it is important for the team member to **listen carefully** to what the child says **without interrupting**.
- Look at the young person directly and accept what they say without judging them.
- Stay calm and don't appear shocked or angry, for example.
- Never push for information and don't ask leading questions.
- Repeating back what they have said will show that you are listening and also help check you have understood correctly.
- If the child decides not to tell you anything after all, then accept that decision and let them know that you are always ready to listen.
- Helpful, reassuring things to say include: 'I believe you', 'I am glad you have told me', 'I will help you', 'It's not your fault.'
- Be aware that the young person may have been threatened or bribed not to tell.
- Never promise absolute confidentiality – let them know you will need to tell someone else, who it is and why.
- End on a positive note by reassuring the young person they were right to tell you. Let them know what you are going to do next and that you will let them know what happens.
- You should consider finding someone appropriate to support the child straight away – the Safeguarding Co-ordinator will be able to give advice.
- If immediate medical intervention is required, this should be arranged.

Adoption of the policy

This policy was agreed by the trustees and will be reviewed annually on:

Signed by:

Position:

Signed by:

Position

Date:

Policy formally agreed in online meeting