Reviewed and accepted Signed *PSFermor* **08/03/2026**

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SECTION 1-POLICY

DETAILS OF THE PLACE OF WORSHIP

Contact Details

Name of Place of Worship / Organisation:	**Deal Pentecostal Church**
Address:	**69 Mill Hill, Deal, Kent. CT14 9EW**
Tel No:	**01304 366137**
Mobile No:	**07710 182013**
Email address:	**dealpentecostal@gmail.com**
Charity Number:	
Denomination/Membership	**Assemblies of God (GB)**
Insurance Company	**Axa Insurance Policy № SC BDX 7080775/AIS43530** via Access Insurance Services: **www.accessinsurance.co.uk**
Name of Senior Leader:	**Paul S Fermor**
Contact Details:	**As per Church**
Name of Safeguarding Co-Ordinator:	**Margaret Fermor**
Contact Details:	**69 Manor Road, Deal, Kent. CT14 9BY** **07816 788078 – mdfermor@gmail.com**
Name of Deputy Safeguarding Co-Ordinator:	**Mark Toogood**
Contact Details:	**76 St Richard's Road, Deal. CT14 9JU** **07986 515830 – woo76too@gmail.com**
Name of Deputy Safeguarding Co-Ordinator:	**Joy Crick**
Contact Details:	**Flat 2, 6 Walmer Castle Road, Walmer. CT14 7NG** **07999 818126 – joycrick56@gmail.com**

LEADERSHIP STATEMENT

As the Leadership†, we recognise the need to provide a safe and caring environment for children, young people and adults. We recognise the importance of our ministry with children, young people and adults and our responsibility to protect everyone entrusted to our care. 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. Adults in our church should be enabled to live fulfilling, autonomous lives, and should have access to every aspect of church life. The care and protection of children, young people and adults involved in church is the responsibility of the whole church. As a leadership, we endeavour to make our church a safe environment for all.

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."*

The following statement was agreed by the church leadership:

- We recognise that we all have a responsibility to help prevent the abuse and neglect of children and adults and to report any such abuse or neglect that we discover or suspect.
- We are committed to the safeguarding of children and adults and ensuring their well-being. We recognise that children and adults can be the victims of physical, sexual and emotional abuse, as well as financial and discriminatory abuse and other forms of harm such as exploitation and neglect.
- We endorse and adopt the policy, procedures and guidance set out in this safeguarding policy in accordance with governments' national legislation, statutory guidance and local safeguarding procedures.

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. We will review this statement and our policy and procedures annually.

† Throughout this policy document, 'Leadership' refers to any body of individuals with overall responsibility for the organisation.

SECTION 2-POLICY

GOVERNANCE & CULTURE

REGULATOR REQUIREMENTS

Charities, including faith organisations and churches who work with vulnerable beneficiaries, are expected to have a current, up to date safeguarding policy, along with evidence that all those working with children or adults at risk (including trustees) have been safely recruited and undertaken any relevant criminal record checks. Charities also need to state on their annual returns that they have met the safeguarding requirements set by the regulator.

TRUSTEES & CHURCH LEADERSHIP ("Leadership")

The Trustees are appointed to have independent authority and legal responsibility for how our church charity is managed in line with the guidance and expectations of the Regulator (Charity Commission). The trustees have a critical role in decision making and compliance as well as working alongside the church's spiritual leadership to set the values, standards and behaviours of the organisation.

THE LEADERSHIP COMMITMENT TO SAFEGUARDING

We undertake to:

1. **Promote a Safe & Healthy Church Culture**

   We respect the rights of children as described in the UN Convention on the Rights of the Child. We value and respect children and want to hear their voices.

   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 understand the importance of creating a welcoming and inclusive, safe and healthy environment and are committed to ensuring that we meet the requirements of the Equality Act 2010, implementing all other relevant legislation as part of safeguarding.

   We recognise the personal dignity and rights of adults and will ensure all our policies and procedures and practice guidance reflect this, so that adults can have access to every aspect of the life of our church.

   We are committed to supporting parents and families and ensuring that our church is a safe place for all.

   The church has appointed a Safeguarding Coordinator and a Deputy Safeguarding Coordinator as points of reference, to act on all allegations or suspicions of abuse in reporting to the statutory safeguarding authorities. In our commitment to openness, should anyone have a concern that our church or the Safeguarding Coordinator(s) have not dealt appropriately with a safeguarding concern we would encourage that person to make a direct referral to Social Services or the Police.

2. **Work with Safeguarding authorities**

We recognise the role that the statutory safeguarding authorities (Social Services and the Police) have in investigating all suspicions and allegations or discovery of child abuse and the abuse of adults and will cooperate fully with all agencies to protect those at risk of harm or abuse:

- Children's Social Services (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there is a concern about a child.
- Adult Social Services (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse when concerned about the welfare of an adult.
- Where an allegation suggests that a criminal offence may have been committed then the police should be contacted as a matter of urgency.

We will follow the requirements for UK legislation in relation to safeguarding children and adults and good practice recommendations.

We will act in accordance with national and local safeguarding guidance such as laid out in Working Together to Safeguard Children 2018 and acknowledge that "safeguarding children is everyone's responsibility" and that "everyone who comes into contact with children and families has a role to play".

We will liaise with the local statutory safeguarding partnerships such as the Local Safeguarding Children Board (LSCB), Safeguarding Adult Board (SAB) or any other local safeguarding mechanisms.

We shall ensure that our premises meet the requirements of the Equalities Act 2010 (which incorporated the Disability Discrimination Act 1995) and all other relevant legislation, and that it is welcoming and inclusive.

We are committed to building constructive links with statutory and voluntary agencies involved in safeguarding and sharing relevant information.

3. **Support those in our Church who serve Children and Adults**

The Leadership have appointed a Safeguarding Coordinator and a Deputy Safeguarding Coordinator to respond to any safeguarding concern or suspicion of abuse. The Leadership fully supports them in their role of acting in the best interest of the child or adult and reporting to the statutory authorities all allegations or suspicions of abuse.

We commit to providing safeguarding training and development opportunities for all our workers (paid and voluntary) and will regularly review the training needs, and the operational guidelines attached to this policy.

We will also support, resource, monitor and provide supervision to all those who undertake work with children or adults, and those in positions of trust.

We commit to providing induction training for all those working with children and adults. We take seriously our responsibility for ensuring that everyone is safe in our care and that their dignity and rights are maintained.

4. **Safeguarding in Practice**

We commit to supporting, listening to, and working towards healing for everyone affected; either directly or indirectly by any form of abuse.

We are a welcoming Church, which recognises that in following our mission, we may have sexual offenders join us. In such circumstances we will talk with the person concerned, and with any safeguarding professional involved to ensure that their involvement in church does not compromise the safety and well-being of children or adults. To ensure this we will take appropriate and proportionate measures, including working with relevant partners to complete a risk assessment and asking the individual to adhere to a safeguarding agreement.

We recognise the personal dignity and rights of adults who find themselves victims of forced marriage or modern slavery and will ensure all our policies and procedures reflect this.

Where working outside of the UK, concerns will be closely managed by the Church Leadership Team reporting to the Trustees where appropriate. Any safeguarding concerns will be managed using our safeguarding procedures and through obtaining professional guidance where appropriate. All safeguarding concerns should be immediately reported to the Safeguarding Coordinator or Deputy Safeguarding Coordinator in the church. No one in receipt of a disclosure of abuse, or suspicion of abuse should investigate the matter.

Where an allegation or suspicion of abuse is made against someone working with children, or adults, or is in a position of trust, then the safeguarding officer(s) will make contact with our designated professional safeguarding advisors for advice.

We shall support the Safeguarding Coordinator(s) in their work and in any action they may need to take in order to protect children and adults.

It is the expectation that all those working with children and with adults have access to the church safeguarding policy and will have read it and agreed to fully adhere to the policy, procedures and practice guidelines, as a condition of continuing in their role.

A filed copy of any amendments should be subsequently published in the same manner.

The safeguarding policy should also be available to parents, carers and all others within the church. It could be made available upon request for quality assurance purposes, for example with professional advisors.

We shall not allow the document to be copied by other organisations.

SECTION 3-POLICY

PREVENTION

DEFINITIONS (UNDERSTANDING WHAT IS ABUSE & NEGLECT)

NB. Detailed definitions of abuse are included at appendix 4 of this policy.

Child abuse or abuse against an adult can be a difficult and complex issue to understand. A person may abuse or neglect 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 is in a trusted relationship with the child or adult. Research shows that abuse can be perpetrated by males and females, by adults and by children, as well as those in positions of trust and authority. Sadly, people in such positions have misused their power and authority within churches to abuse.

The four main categories of child abuse are physical, emotional, sexual abuse and neglect. It is important to note that a child may be suffering from more than one form of abuse. Safeguarding professionals must assess if they need to intervene in order to protect a child and this is based on whether it is felt a child is suffering from, or likely to suffer from, significant harm. There are other forms of abuse (such as child sexual exploitation) which come under these four main headings when instigating a child protection plan.

In order to safeguard those in our place of worship and organisation we adhere to the UN Convention on the Rights of the Child and have as our starting point as a definition of abuse, Article 19 which states:

> *1. Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.*
>
> *2. Such protective measures should, as appropriate, include effective procedures for the establishment of social programmes to provide necessary support for the child and for those who have the care of the child, as well as for other forms of prevention and for identification, reporting, referral, investigation, treatment and follow-up of instances of child maltreatment described heretofore, and, as appropriate, for judicial involvement.*
>
> ***Article 19, UN Convention on the Rights of the Child***

Adults are in need of protection due to physical, sexual, psychological (which includes emotional abuse) and neglect (including self-neglect) as well as financial, institutional, discriminatory abuse, modern slavery, trafficking and domestic violence. Detailed definitions, signs, and symptoms of abuse, are included in the appendices. Defining child abuse or abuse against an adult is a difficult and complex issue. A person may abuse by inflicting harm, or by 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 vulnerable adult.

Also for adults the UN Universal Declaration of Human Rights with particular reference to Article 5 which states:

> *No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.*
>
> **Article 5, UN Universal Declaration of Human Rights**

SECTION 4–POLICY

PRACTICE GUIDELINES

POLICY STATEMENT (SAFER RECRUITMENT)

The Leadership is 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 appropriate safeguarding training regularly according to 'good practice' guidelines, and training should cover signs and indicators of abuse and how to respond as a minimum. This training may be provided either by our church's Safeguarding Coordinator (if confident and competent to do so) or by a professional safeguarding organisation via their training programme(s), or another recognised body, organisation or qualified individual.

POLICY STATEMENT (SAFEGUARDING AWARENESS)

As a Leadership, we will endeavour to ensure that children and adults are provided with information on where to get help and advice in relation to abuse, discrimination, bullying or any other matter of concern. As a leadership, we recognise that for many victims/survivors of abuse, where the abuse has taken/takes place within the context of the church or by someone professing a Christian faith, it can have an impact on their spiritual development.

POLICY STATEMENT (CODE OF CONDUCT)

As a Leadership we are committed to supporting all workers and ensuring they receive support and supervision. All workers shall be issued with a code of conduct towards children, young people and adults with additional care and support needs.

SECTION 5–POLICY

RESPONDING TO ALLEGATIONS OF ABUSE

POLICY STATEMENT (RESPONDING TO ALLEGATIONS OF ABUSE)

The Leadership shall ensure that detailed procedures are implemented which address the following when responding to allegations of abuse:

- Reporting a Concern
- Obtaining appropriate professional advice

Documented processes shall set out detailed procedures for when there is/are:

- Concern about a child's welfare
- Concern about the welfare of an adult (with care/support needs)
- Concern about alleged abuse against a person who works with children/young people
- Allegations of abuse against a person who works with adults (with care/support needs)

SECTION 6–POLICY

PASTORAL CARE

POLICY STATEMENT (PASTORAL CARE)

With the various activities we are involved in as a church, we understand the safeguarding considerations and shall undertake risk assessments where appropriate for the various activities, enforcing clear guidelines for all in positions of trust in church. The Leadership is also 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 place of worship / organisation.

POLICY STATEMENT (COUNSELLING)

The Leadership is committed to ensuring that it manages all pastoral matters appropriately, including the signposting of those in need to specific support as well as seeking advice and support as a management body.

POLICY STATEMENT (WORKING WITH OFFENDERS)

When someone attending the place of worship / organisation is known to have abused children, or is known to be a risk to adults with additional care & support needs the Leadership will supervise the individual concerned and offer pastoral care, but in its safeguarding commitment to the protection of children and vulnerable adults, it will set boundaries for that person which they will be expected to keep.

APPROVALS

Signed by: _____ **Paul S Fermor**

Role (Senior Leader) **Date: 09/03/2025**

Signed by: _____ **Margaret D Fermor**

Adult Safeguarding Coordinator – Date: 09/03/2025

Signed by: _____ **Joy Crick**

Deputy Adult Safeguarding Coordinator Date: 09/03/2025

Signed by: _____ **Margaret D Fermor**

Youth Safeguarding Coordinator — Date: 09/03/2025

Signed by: _____ **Mark Toogood**

Deputy Youth Safeguarding Coordinator — Date: 09/03/2025

This policy will be reviewed annually and amendments made as necessary or more regularly should the need arise.

PROCEDURES & APPENDICES

SECTION4a-PROCEDURES

PRACTICE GUIDELINES

As well as a general code of conduct for workers we also have specific good practice guidelines for every activity we are involved in and these are listed below or will be developed.

SAFER RECRUITMENT

Procedures include ensuring that:

- There is a written job description / person specification for the post
- Those applying have completed an application form and a self-declaration form
- Those shortlisted have been interviewed
- Safeguarding has been discussed at interview
- Written references have been obtained, and followed up where appropriate
- Qualifications where relevant have been verified
- A disclosure and barring check has been obtained in accordance with the position that the person has applied for, where necessary, and in accordance with any obligations of external agencies (e.g. AoG for Status Ministers)
- As a church we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information
- A suitable induction and training programme is provided for the successful applicant
- The applicant has access to, and has read the church safeguarding policy and knows how to report concerns to the Safeguarding Coordinator.
- The applicant has completed a probationary period
- Suitable ongoing support and supervision is provided
- An annual suitability declaration is completed where necessary

CODE OF CONDUCT

We are committed to supporting all workers and ensuring they receive support and supervision. It is important there is a culture of dignity and respect towards those being cared for. We have a code of conduct towards children, young people and adults, drawn up in consultation with the Safeguarding Coordinator and activity leaders that all workers agree to follow, and which includes:

- understanding our safeguarding policy and good working practice;
- listening to children, young people and adults;
- respecting boundaries and the privacy of those being cared for;
- knowing how to deal with issues of discipline in line with our code of conduct;
- those providing pastoral care should avoid any behaviour that may give the impression of favouritism;
- workers should be aware of the limits of their own ability and competence and seek further help when dealing with situations outside their expertise;

- there should be clear guidelines where workers are involved in any aspect of personal finance such as collecting benefits or pension or going shopping for someone to ensure financial integrity.

TRAINING & TEAM

All workers (whether paid or voluntary), will be provided with appropriate training and given the opportunity to develop their skills so that they feel supported and valued in the work they undertake.
As a Leadership, we commit to ensuring all workers are supervised (where possible by a named individual who arranges regular meetings) where concerns or issues can be raised, work related or personal. It is also the role of the safeguarding supervisor(s) to ensure all training needs are met.
The leadership recognises the importance of team meetings. These shall be convened on a regular basis and also provide an opportunity for ideas and issues to be aired, concerns expressed and feedback given in a safe environment.

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. 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.
- It is also our expectation that any organisation using our premises, as part of the letting agreement will have their own policy that meets our safeguarding standards.

GOOD COMMUNICATION

Good communication is essential in promoting safeguarding, both to those we wish to protect, to everyone involved in working with children and adults and to all those with whom we work in partnership. This safeguarding policy is just one means of promoting safeguarding.
Every effort should be made to ensure that confidentiality is preserved; this needs to be balanced with the need to protect a person who has been or is at risk of abuse. All those working with adults must be clear that it is not possible to keep information about suspected or actual abuse confidential. In order to protect the adult at risk of harm, or others at potential risk means that this will need to be reported to the Safeguarding Coordinator.

LOCAL CHURCH MISSION

Policy Statement

This safeguarding policy applies to all our Mission workers and volunteers overseas and any members of our local churches that participate in locally-driven mission activity; whether planting/establishing churches within indigenous communities, visiting on short-term mission or placed as a long-term missionary in our many locations around the world.

Prevention of abuse

It is recognised that the cultures within which international missions are often working may adopt different standards to the care and treatment of children and young people. Nevertheless, the standards and principles adopted within the UK are expected to apply in international mission situations. The maltreatment of children and young people is contrary to Biblical values and practices and therefore cannot be tolerated.

Due regard will need to be given to the cultures within which activities are taking place, however under the expectation of applying UK standards to the practice of mission workers, some guidance may be useful.

Procedures

Our Workers/Missionaries should:

- be able to recognise situations which may present risks
- plan and organise the work and workplace so as to minimise risks as far as possible and be visible to other adults when working and talking with children
- take particular care for the needs of disabled children and other vulnerable children as research has shown that abuse can often go unrecognised and unreported due to people's attitudes and assumptions about disability
- ensure that others know where interviews of children are taking place and that someone else is around in the building

Our Workers/Missionaries should not:

- spend excessive time alone with children
- take children to their personal home, or to stay overnight, especially where they will be alone with you
- leave any person under 16 in charge of any children of any age. However, some local/national legislation may require this to be 18 years of age. Nor should children or young people attending any group be left alone at any time.
- hit or otherwise physically assault children
- develop physical/sexual relationships with children
- develop relationships with children which could in any way be deemed exploitative or abusive ● use language, make suggestions or offer advice, which is inappropriate, offensive or abusive.
- do things for children of a personal nature that they can do for themselves
- act in ways intended to shame, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse, discriminate against, show differential treatment, or favour particular children to the exclusion of others.

Responding & Reporting Mechanisms

All overseas mission activities should have a designated Safeguarding Coordinator responsible for safer recruitment of both staff and volunteers/visitors (including DBS disclosures where these are necessary)

and for ensuring that applicants are fully apprised of the safeguarding policy. All incidents, allegations or concerns identified during overseas mission activities must be reported to the Safeguarding Coordinator for the sending church if a part of locally-driven mission activity, who will then liaise with the appropriate authorities to ensure good practice is facilitated in relation to the reporting of any allegations of abuse within the relevant country.

If an allegation is made against a worker/missionary, that person must be removed from their duties or prevented from having any further contact with children and young people or adults with additional care and support needs immediately whilst necessary action is taken. Due account must always be taken of the laws and frameworks in place within any country in which the missions operate. In many cases, practice, values and beliefs in relation to safeguarding the vulnerable will be different to the UK. However, care must always be taken to ensure that the rights of the individuals concerned are upheld *(see the UN Convention on Human Rights and UN Convention on the Rights of the Child).*

LOCAL CHURCH EVENTS

Policy Statement

Safeguarding the vulnerable is no less important at one-off events as it is in regular local, regional or national activity. In many ways there is a greater need to ensure that the planning of such events includes awareness of safeguarding and adherence to our safeguarding policy. The maltreatment of children and young people is contrary to Biblical values and practices and therefore cannot be tolerated. This safeguarding policy therefore applies to all our events and any employees or volunteers who participate in local, regional or national activity.

Single Approach

It is recognised that events occur in many formats, and that there are responsibilities for both the host/venue, and also the lead/planning organisation. There are no differences in standards and principles within the UK, regardless of the nature of the event.

There are responsibilities for the host/venue, and equally there are responsibilities for the lead organisation, however it is the event organiser that has primary responsibility for ensuring safeguarding at their event. We shall ensure that, whether we are a host venue, or event organiser at another venue, the following will be checked:

Venues should:

- Have a safeguarding policy
- Undertake DBS Checks on all employees and volunteers that require checks
- Use safer recruitment procedures
- Make any organisation that wishes to hold an event on their premises aware of their safeguarding policies and procedures.
- Establish what insurance the event organisers have in place (e.g. public liability insurance)
- Consider asking to see copies or details of the event organisers' policies and procedures.

Event organisers should:

- Ask to see proof of host/venue safeguarding policy & procedures
- Ensure that safeguarding policy and procedures are followed at their event, by
    - Appointing a Safeguarding Coordinator
    - Employing staff or volunteers that have been DBS checked (where required)
    - Planning activities and events that are appropriately supervised (ratios, trained staff etc
    - Checking that locations are safe and secure

Responding & Reporting Mechanisms

All events and activities should have a designated Safeguarding Coordinator responsible for overseeing the activity and ensuring that all staff and volunteers/visitors are fully apprised of the safeguarding activity and requirements.

All incidents, allegations or concerns identified during events must be reported to the Safeguarding Coordinator for the organising church if a part of locally-driven outreach activity, who will then liaise with the appropriate legal authorities and professional support organisations to ensure good practice is facilitated in relation to the reporting of any allegations of abuse.

If an allegation is made against an employee or volunteer, that person must be removed from their duties or prevented from having any further contact with children and young people or adults with additional care and support needs immediately whilst necessary action is taken.

RESPONDING TO ALLEGATIONS OF ABUSE

Under no circumstances should a worker carry out their own investigation into an allegation or suspicion of abuse. Follow procedures as below and see the flow chart in Appendix:

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

Safeguarding Coordinator	**Margaret Fermor**
Contact Details:	**69 Manor Road, Deal, Kent. CT14 9BY** **07816 788078 — mdfermor@gmail.com**
Deputy Safeguarding Coordinator	**Mark Toogood**
Contact Details:	**76 St Richard's Road, Deal. CT14 9JU** **07986 515830 — woo76too@gmail.com**
Deputy Safeguarding Coordinator	**Joy Crick**
Contact Details:	**Flat 2, 6 Walmer Castle Road, Walmer. CT14 7NG** **07999 818126 — joycrick56@gmail.com**

This person 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 Coordinator or, if the suspicions in any way involve the Safeguarding Coordinator, then the report should be made to one of the Deputy Safeguarding Coordinators

If the suspicions implicate both the Safeguarding Coordinator and the Deputy, then the report should be made in the first instance to Children's Social Services.

The local **Children's Social Services** office telephone number (office hours) is	
The out of hours emergency number is	

- Where the concern is regarding an adult in need of protection, contact Adult Social Services

The local **Adult Social Services** office telephone number (office hours) is	
The out of hours emergency number is	
The Police Public Protection Unit telephone number is	

- Where required, the Safeguarding Coordinator should then immediately inform senior personnel within the organisation as follows:

Name:	
Position:	
Contact Details:	
Name:	
Position:	
Contact Details:	

- 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.
- The Leadership will support the Safeguarding Coordinator /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.
- **The Leadership must consider any duty regarding informing the church's insurers and the Charity Commission of offences committed by staff and volunteers**.
- If the person against whom an allegation is being made is in a position of trust, the Local Authority Designated Officer (LADO) needs to be contacted within 24 hours. It may also be necessary to inform the DBS if the person is engaged in 'regulated activity'.
- 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 a professional safeguarding organisation, although the Leadership expect that members of the place of worship / organisation will use this procedure. If, however, the individual with the concern feels that the Safeguarding Coordinator/ Deputy has not responded appropriately, or where they have a disagreement with the Safeguarding Coordinator(s) as to the appropriateness of a referral, they are free to contact an outside agency directly. This would also apply if the Safeguarding Coordinator/Deputy were not available. We believe by making this statement that the Leadership demonstrates its commitment to effective safeguarding and the protection of all those who are vulnerable.

The role of the Safeguarding Coordinator/ 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**. It is not necessarily the role of the Safeguarding Coordinator to investigate allegations and concerns.**

ALLEGATIONS OF PHYSICAL INJURY, NEGLECT OR EMOTIONAL ABUSE

See the flow chart in Appendix 2

If a child has a physical injury, an indicator of neglect or where there are concerns about emotional abuse, the Safeguarding Coordinator /Deputy will:

- Seek medical help if needed urgently via phoning 999.
- Contact Children's Social Services for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home. If the issue is urgent, the Police Protection Unit and/or the Out of Hours Children's Services must be contacted without delay.
- Not tell the parents or carers unless advised to do so, having contacted Children's Social Services.
- 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 directly for advice.
- Seek and follow advice given by an external professional supporting organisation (who should confirm their advice in writing) if unsure whether or not to refer a case to Children's Social Services.

ALLEGATIONS OF SEXUAL ABUSE

See the flow chart in Appendix 2

In the event of allegations or suspicions of sexual abuse, the Safeguarding Coordinator /Deputy will:

- Contact the Children's Social Services Department Duty Social Worker for children and families or Police Child Protection Team directly. They will NOT speak to the parent/carer or anyone else.

Definition of "adult"

As adult safeguarding systems have developed there has been a move away from using the term 'vulnerable adults', whilst recognising that certain pieces of legislation (e.g. the Police Act 1997) and different agencies use this term. The term 'adult at risk' is generally now replacing the previously used term 'vulnerable adult' (focusing on the situation rather than the characteristics of the adult themselves). The label 'vulnerable adult' may wrongly imply that some of the fault for any abuse lies with the abused adult. The Care Act 2014 does not use the word vulnerable, but rather an 'adult with care and support needs', who is, or is at risk of abuse or neglect. Other descriptions include 'adults at risk' (the
Adult Support and Protection (Scotland) Act 2007, Adult Safeguarding Prevention and Protection in Partnership, July (DHSSPS)) and 'adults in need of protection'. 'Adults' is used in this policy to mean adults in need of protection.

This safeguarding policy and procedures will use the various terms interchangeably except where referring to specific legislation or government guidance.

SUSPICIONS OR ALLEGATIONS OF PHYSICAL OR SEXUAL ABUSE

The Care Act 2014 places the duty upon **Adult Services** to investigate situations of harm to adults. This may result in a range of options including action against the person or organisation causing the harm, increasing the support for the carers or no further action if the 'victim' chooses for no further action and they have the capacity to communicate their decision. However, this is a decision for Adult Services to decide, not the church.

If an adult with additional care and support needs has a physical injury or indicator of sexual abuse the Safeguarding Coordinator/Deputy will:

- Discuss any concerns with the individual themselves giving due regard to their autonomy, privacy and rights to lead an independent life. Advice needs to be sought from the statutory agencies if it is felt that their choice might contradict their welfare needs.

- If the adult with additional care and support needs is in immediate danger or has sustained a serious injury contact the Emergency Services, informing them of any suspicions.

- For advice contact the appropriate Adult Social Care Team who have responsibility under Section 47 of the NHS and Community Care Act 1990 and government guidance, 'No Secrets', to investigate allegations of abuse.

- The Police Public Protection Unit will also provide advice and will need to be contacted where the concerns are of a serious nature..

See the flow chart in Appendix 2

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the Safeguarding Coordinator or Deputy, in accordance with Local Safeguarding Children Board (LSCB) procedures, will need to:

- liaise with Children's Social Services in regards to the suspension of the worker, also making a referral to a Local Authority Designated Officer (LADO)

- The role of the LADO is set out in HM Government guidance Working Together to Safeguard Children (2018) Chapter 2 Paragraph 4. and is governed by the Authority's duties under section 11 of the Children Act 2004. This guidance outlines procedures for managing allegations against people who work with children who are paid, unpaid, volunteers, casual, agency or anyone self-employed.

- inform the Office of General Manager at AOG National Office if the allegations concern a Status Minister or other Senior Minister responsible for the church in question regardless of status); the LADO will be contacted within 24 hours as follows:

Name::	
Phone::	
Email::	
Online form link (child)::	
Online form link (adult)::	
Fax::	
Post::	
Opening Hours::	
In an emergency outside of these hours, contact:	

In addition to this, whether or not there are such mechanisms in operation, consideration should be given to whether a referral should be made to the Disclosure and Barring Service which manages the list of those people deemed unsuitable for working with children or adults with additional care and support needs. Where we are liaising with a Designated Officer we will discuss with them about the need to refer to the DBS. If a Designated Officer is not involved, we will contact the DBS if the situation is that the nature of concern leads us to end the employment of the worker or volunteer or would have made this decision in circumstances where they have left voluntarily.

Note:There may also be a requirement under law to make a referral to the DBS (Disclosure and Barring Service) who hold the lists of people barred from working with children and adults with additional care and support needs – this will require discussion with the Designated Officer (please note that LADOs exist only in England – other nations should use the usual channels of communication with children's services or their equivalent).

The LADO works within Children's Services and should be alerted to all cases in which it is alleged that a person who works with children has:

- behaved in a way that has harmed, or may have harmed, a child
- possibly committed a criminal offence against children, or related to a child
- behaved towards a child or children in a way that indicates s/he is unsuitable to work with children

The LADO role applies to paid, unpaid, volunteer, casual, agency and self-employed workers. They capture concerns, allegations or offences emanating from outside of work. The LADO is involved from the initial phase of the allegation through to the conclusion of the case.

They will provide advice, guidance and help to determine whether the allegation sits within the scope of the procedures.

SECTION 6a-PROCEDURES

(PASTORALCARE)

PASTORAL CARE (SUPPORTING THOSE AFFECTED BY ABUSE)

[In this section it is helpful to demonstrate how this support may be procedurally provided e.g. through pastoral care teams, or specific internal services or any other practical ways you can provide support.]

COUNSELLING

[In this section it is helpful to demonstrate how this support may be procedurally provided e.g. through counselling agencies, or specific external services, or any other practical ways support can be obtained.]

WORKING WITH OFFENDERS

If someone who poses a risk to children, young people or adults at risk of harm wants to join in with activities or become part of an organisation, it is important the leadership manage the risk appropriately by creating clear policies/procedures and a code of behaviour the individual must follow. This will help protect the vulnerable and lessen the possibility of the person being wrongly suspected of abuse in the future.
[If you use a "contract" or "covenant of care", it should give details of both the boundaries you expect the individual to keep and the support you will offer them. It should be tailored specifically to individual circumstances and informed ideally by risk assessments from the statutory agencies. Your professional safeguarding support organisation should have advice, guidance and templates.]

APPENDIX 1

Leadership Safeguarding Statement

In providing this detailed statement about safeguarding children and adults within our church, in the services, groups and activities we provide, along with the interaction we have outside of these events, including through social media and other electronic communication means, the Trustees of Deal Pentecostal Church (hereafter referred to as 'Leadership') hope to demonstrate our commitment to ensuring the safety of all. We endeavour to provide a healthy and safe church culture where the welfare of the child, young person and adult is paramount.

Whilst recognising that the very nature of safeguarding means that we have to respond to allegations both sensitively and confidentially, this does not mean secretively. We strive to be open, transparent and accountable. This means seeking advice and liaising with Social Services, Police and other agencies as necessary.

The following statement was agreed by the leadership/organisation on: **09/03/2025**

- We recognise that we all have a responsibility to help prevent the abuse and neglect of children and adults and to report any such abuse or neglect that we discover or suspect.
- We are committed to the safeguarding of children and adults and ensuring their well-being. We recognise that children and adults can be the victims of physical, sexual and emotional abuse, as well as financial and discriminatory abuse and other forms of harm such as exploitation and neglect.
- We endorse and adopt the policy, procedures and guidance set out in this safeguarding policy in accordance with governments' national legislation, statutory guidance and local safeguarding procedures.

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. We will review this statement and our policy and procedures annually.

THE LEADERSHIP UNDERTAKES TO:

1. **Promote a Safe & Healthy Church Culture**

   We respect the rights of children as described in the UN Convention on the Rights of the Child. We value and respect children and want to hear their voices.

   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 understand the importance of creating a welcoming and inclusive, safe and healthy environment and are committed to ensuring that we meet the requirements of the Equality Act 2010, implementing all other relevant legislation as part of safeguarding.

We recognise the personal dignity and rights of adults and will ensure all our policies and procedures and practice guidance reflect this, so that adults can have access to every aspect of the life of our church.

We are committed to supporting parents and families and ensuring that our church is a safe place for all.

The church has appointed a Safeguarding Coordinator and a Deputy Safeguarding Coordinator as points of reference, to act on all allegations or suspicions of abuse in reporting to the statutory safeguarding authorities. In our commitment to openness, should anyone have a concern that our church or the Safeguarding Coordinator(s) have not dealt appropriately with a safeguarding concern we would encourage that person to make a direct referral to Social Services or the Police.

2. Work with Safeguarding authorities

We recognise the role that the statutory safeguarding authorities (Social Services and the Police) have in investigating all suspicions and allegations or discovery of child abuse and the abuse of adults and will cooperate fully with all agencies to protect those at risk of harm or abuse:

- Children's Social Services (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there is a concern about a child.
- Adult Social Services (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse when concerned about the welfare of an adult.
- Where an allegation suggests that a criminal offence may have been committed then the police should be contacted as a matter of urgency.

We will follow the requirements for UK legislation in relation to safeguarding children and adults and good practice recommendations.

We will act in accordance with national and local safeguarding guidance such as laid out in Working Together to Safeguard Children 2018 and acknowledge that "safeguarding children is everyone's responsibility" and that "everyone who comes into contact with children and families has a role to play".

We will liaise with the local statutory safeguarding partnerships such as the Local Safeguarding Children Board (LSCB), Safeguarding Adult Board (SAB) or any other local safeguarding mechanisms.

We shall ensure that our premises meet the requirements of the Disability Discrimination Act 1995 and all other relevant legislation, and that it is welcoming and inclusive.

We are committed to building constructive links with statutory and voluntary agencies involved in safeguarding and sharing relevant information.

3. **Support those in our Church who serve Children and Adults**

The Leadership have appointed a Safeguarding Coordinator and a Deputy Safeguarding Coordinator to respond to any safeguarding concern or suspicion of abuse. The Leadership fully supports them in their role of acting in the best interest of the child or adult and reporting to the statutory authorities all allegations or suspicions of abuse.

We commit to providing safeguarding training and development opportunities for all our workers (paid and voluntary) and will regularly review the training needs, and the operational guidelines attached to this policy.

We will also support, resource, monitor and provide supervision to all those who undertake work with children or adults, and those in positions of trust.

We commit to providing induction training for all those working with children and adults. We take seriously our responsibility for ensuring that everyone is safe in our care and that their dignity and rights are maintained.

4. **Safeguarding in Practice**

We commit to supporting, listening to, and working towards healing for everyone affected; either directly or indirectly by any form of abuse.

We are a welcoming Church, which recognises that in following our mission, we may have sexual offenders join us. In such circumstances we will talk with the person concerned, and with any safeguarding professional involved to ensure that their involvement in church does not compromise the safety and well-being of children or adults. To ensure this we will take appropriate and proportionate measures, including working with relevant partners to complete a risk assessment and asking the individual to adhere to a safeguarding agreement.

We recognise the personal dignity and rights of adults who find themselves victims of forced marriage or modern slavery and will ensure all our policies and procedures reflect this.

Where working outside of the UK, concerns will be closely managed by the Church Leadership Team reporting to the Trustees where appropriate. Any safeguarding concerns will be managed using our safeguarding procedures and through obtaining professional guidance where appropriate. Where an allegation or suspicion of abuse is made against someone working with children, or adults, or is in a position of trust, then the safeguarding officer(s) will make contact with our designated professional safeguarding advisors for advice.

We shall support the Safeguarding Coordinator(s) in their work and in any action they may need to take in order to protect children and adults.

It is the expectation that all those working with children and with adults have access to the church safeguarding policy and will have read it and agreed to fully adhere to the policy, procedures and practice guidelines, as condition of continuing in their role.

We will review this statement, together with our policy and procedures annually.

All safeguarding concerns should be immediately reported to the Safeguarding Coordinator or Deputy Safeguarding Coordinator in the church. No one in receipt of a disclosure of abuse, or suspicion of abuse should investigate the matter.

Child Safeguarding Coordinator	**Margaret Fermor**
Deputy Child Safeguarding Coordinator	**Mark Toogood**
A**dult Safeguarding Coordinator**	**Margaret Fermor**
Deputy Adult Safeguarding Coordinator	**Joy Crick**

A copy of the full policy and procedures is available from our Website of the Church Office

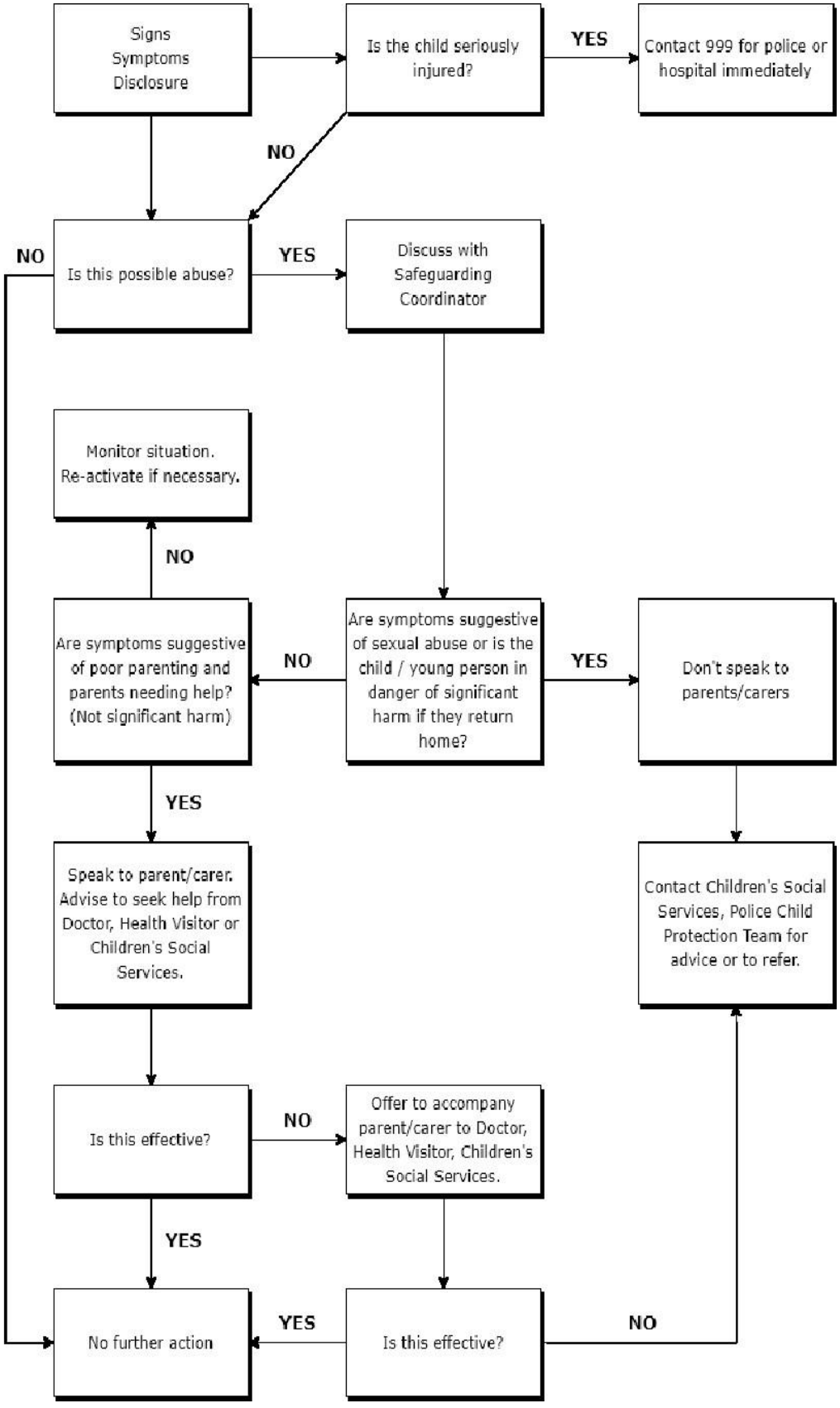
Signed on behalf of the Leadership of Deal Pentecostal Church

Signed Date09/03/2025

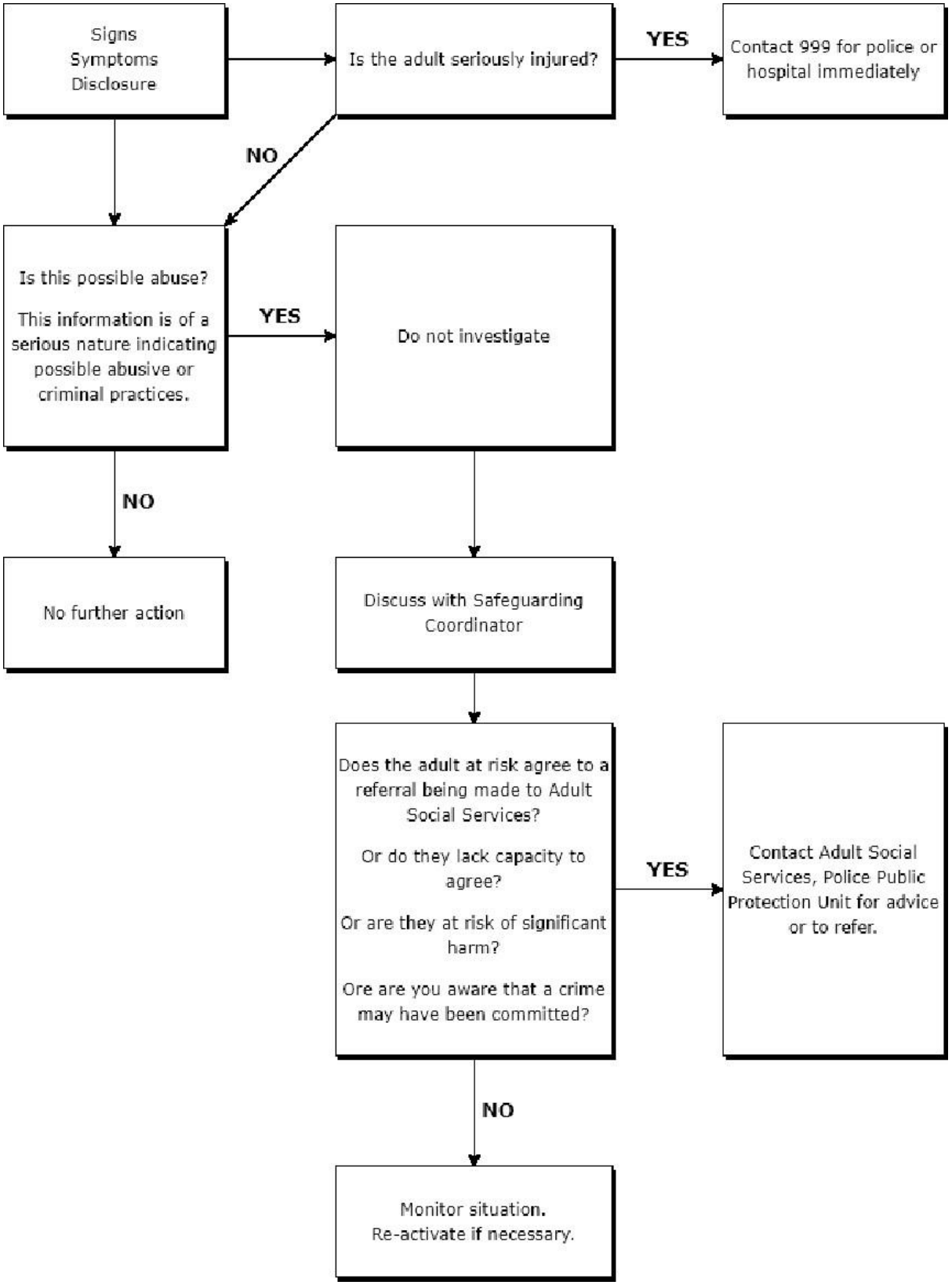
Paul S Fermor

APPENDIX 2

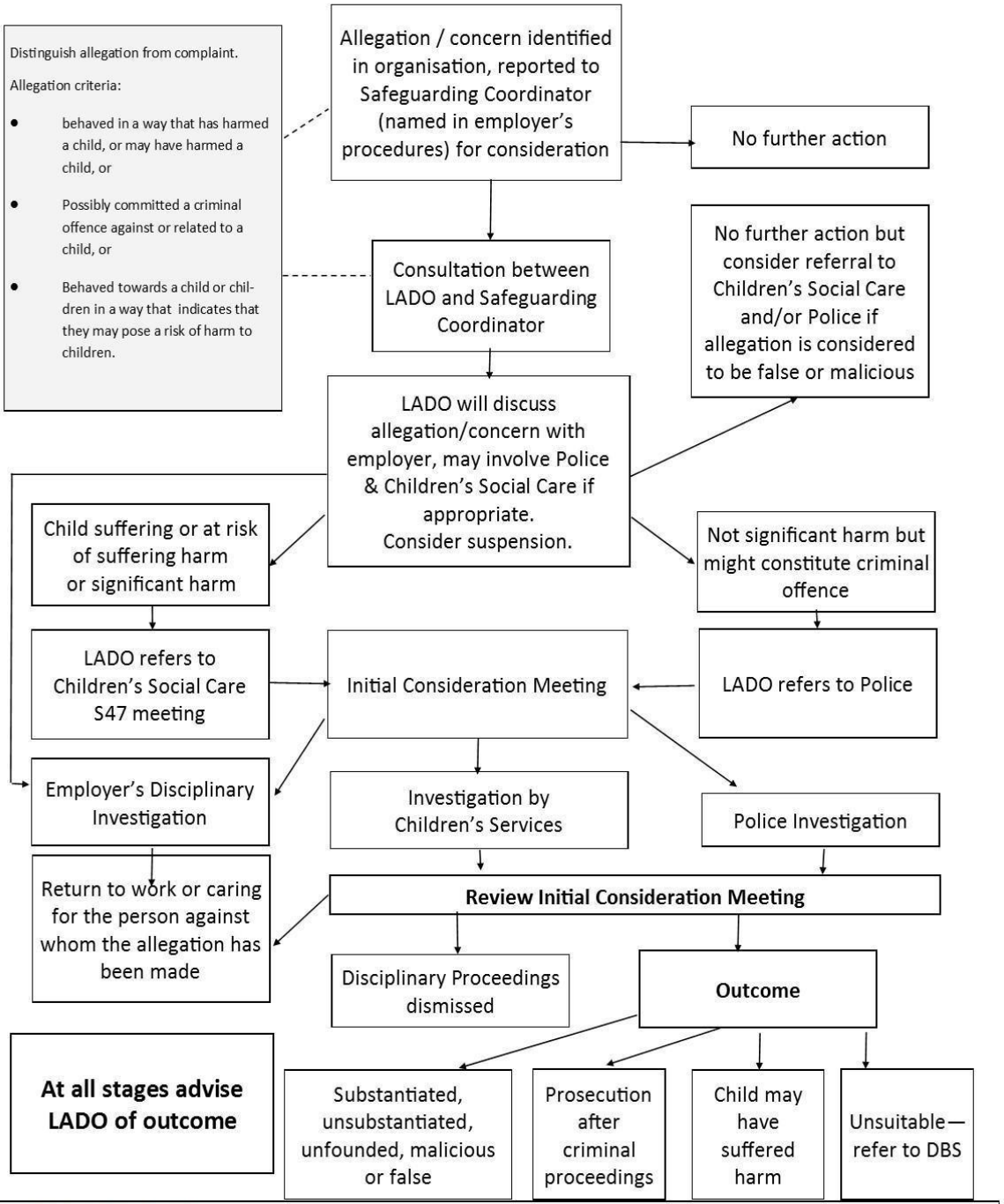
2.1 Child/Young Adult



2.2 Adults


Signs
Symptoms
Disclosure
Is the adult seriously injured?
YES
Contact 999 for police or hospital immediately
NO
Is this possible abuse?
This information is of a serious nature indicating possible abusive or criminal practices.
YES
Do not investigate
NO
No further action
Discuss with Safeguarding Coordinator
Does the adult at risk agree to a referral being made to Adult Social Services?
Or do they lack capacity to agree?
Or are they at risk of significant harm?
Ore are you aware that a crime may have been committed?
YES
Contact Adult Social Services, Police Public Protection Unit for advice or to refer.
NO
Monitor situation.
Re-activate if necessary.

2.3a Worker (child)

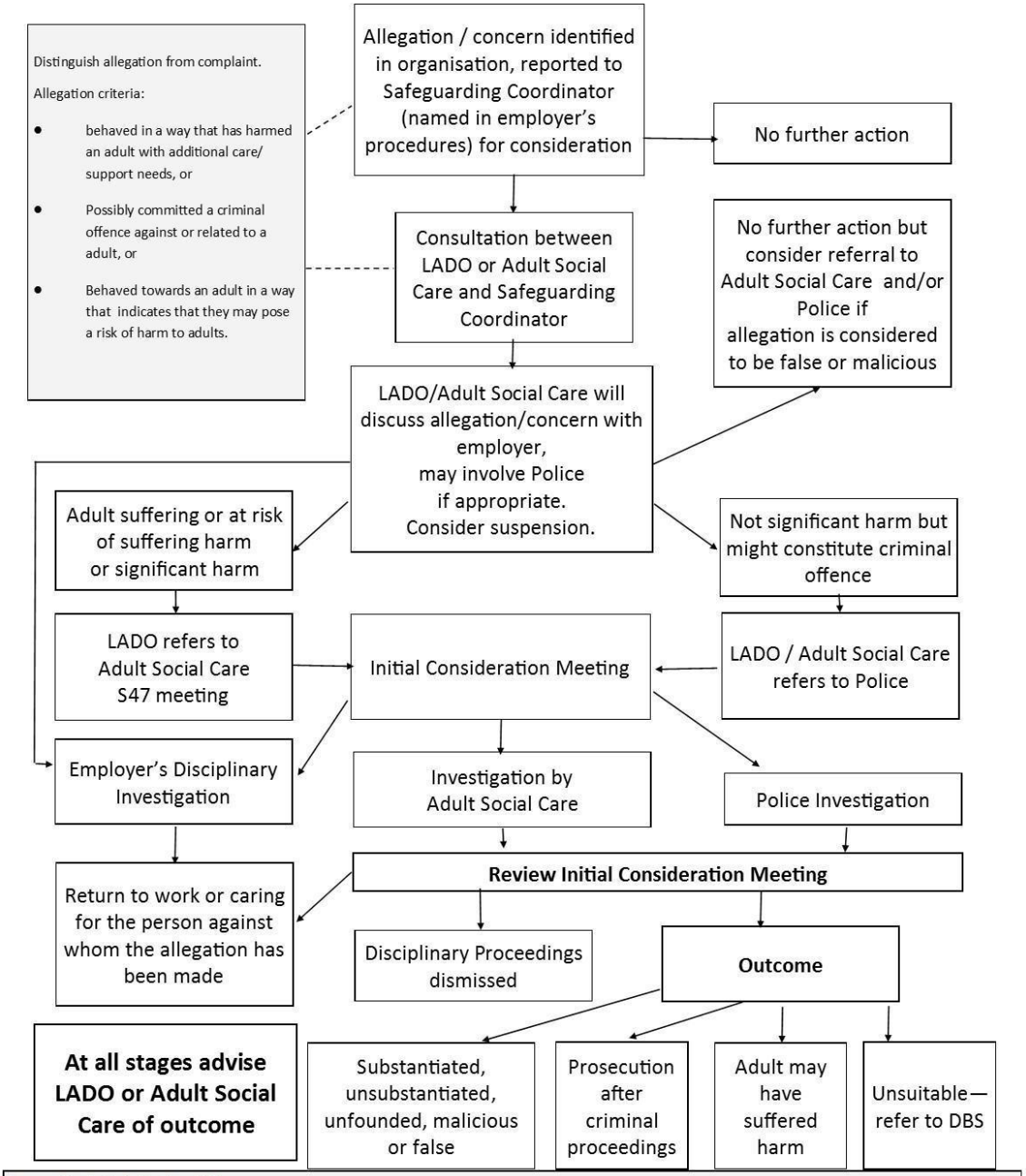


Support for the Individual, and Aftercare

Employers have a duty of care to their workers and should act to manage and minimise the stress inherent in the allegations & disciplinary process. Support to the individual is key. Individuals should be informed of concerns or allegations as soon as possible and given an explanation of the likely course of action, unless there is an objection by social care or police. They should be advised to contact a trade union representative, if they have one, and given access to welfare counselling or medical advice where this is provided by the employer. Particular care needs to be taken when employees are suspended to ensure that they are kept informed of both the progress of their case and current work-related issues. Social contact with colleagues and friends should not be discouraged except where it is likely to be prejudicial to the gathering and presentation of evidence. Throughout the process the individual should be aware of the concerns and why his or her suitability to work with children is being questioned and given the opportunity to state his or her case. When an employee returns to work following a suspension, or on the conclusion of a case, arrangements should be made to facilitate his or her reintegration. This may involve informal counselling, guidance, support, re-assurance and help to rebuild confidence in working with children and young people. Employers notified in writing at the end of the process of outcomes.

It is important for employers to take into account the emotional effects that allegation investigations can sometimes bring to a workplace (regardless of the outcome or whether staff are involved or not) and for organisations that do not have good HR/aftercare to consider that staff may have unresolved feelings & will need support.

2.3b Worker (adult)



Support for the Individual, and Aftercare

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It is important for employers to take into account the emotional effects that allegation investigations can sometimes bring to a workplace (regardless of the outcome or whether staff are involved or not) and for organisations that do not have good HR/aftercare to consider that staff may have unresolved feelings & will need support.

APPENDIX 3

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.

Child protection legislation throughout the UK is based on the United Nations Convention on the Rights of the Child. Each nation within the UK has incorporated the convention within its legislation and guidance.

ENGLAND

The four definitions of abuse below operate in England based on the government guidance 'Working Together to Safeguard Children: a guide to inter-agency working to safeguard and promote the welfare of children' (H M Government July 2018)'.

What is abuse and neglect?
A form 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 others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults, or another child or children.

Physical abuse
A form of abuse that 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
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 a child 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 a 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 also involve seeing or hearing the ill-treatment of another individual. It could involve serious bullying (including cyber bullying), frequently causing children to feel frightened or in danger, as well as 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
Whether or not the child is aware of what is happening or not involves forcing or enticing a child or young person to take part in sexual activities. It does not necessarily involve a high level of violence. 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. Sexual abuse can take place online and technology can be used to facilitate offline abuse. Adult males do not solely perpetrate sexual abuse; women can also commit acts of sexual abuse, as can other children.

Neglect
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)
- ensure access to appropriate medical care or treatment

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

Child sexual exploitation (CSE):

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Extremism:
Extremism goes beyond terrorism and includes people who target the vulnerable, including the young, by seeking to sow division between communities because of race, faith or denomination. Justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society.

Extremism is defined in the Counter Extremism Strategy 2015 as the vocal or active opposition to our fundamental values, including the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. We also regard calls for the death of members of our armed forces as extremist.

STATUTORY DEFINITIONS OF ABUSE (ADULTS WITH ADDITIONAL CARE AND SUPPORT NEEDS)

Definition of adult with additional care & support needs ("vulnerable")

The Care Act 2014 (Chapter 14 Safeguarding and the Care and Support Statutory Guidance Issued under the Care Act 2014 (June 2014)) which covers England, defines the person who should be subject of a safeguarding enquiry as an adult who:

- has needs for care and support (whether or not the local authority is meeting any of those needs) and;
- is experiencing, or at risk of, abuse or neglect; and;
- as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

In Wales, the Social Services and Wellbeing Act 2014, describes an "adult at risk" an adult who

- is experiencing or is at risk of abuse or neglect,
- has needs for care and support (whether or not the authority is meeting any of those needs), and
- as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

In Scotland, the main aim of the Adult Support and Protection (Scotland) Act 2007 is to keep adults safe and protect them from harm.

The Act defines an adult at risk as people aged 16 years or over who:

- are unable to safeguard their own well-being, property, rights or other interests; and

- are at risk of harm; and
- because they are affected by disability, mental disorder, illness or physical or mental infirmity, are more vulnerable to being harmed than adults who are not so affected.

This is commonly known as the 3 point criteria. For an adult to be at risk in terms of the Adult Support and Protection (Scotland) Act 2007, the adult must meet all three points above.

Definition of abuse

The following definition of abuse is laid down in 'No Secrets: Guidance on developing and implementing multi-agency policies and procedures to protect adults with additional care and support needs from abuse (Department of Health 2000):

'Abuse is a violation of an individual's human and civil rights by any other person or persons. In giving substance to that statement, however, consideration needs to be given to a number of factors:

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 he or she has not consented, or cannot consent. Abuse can occur in any relationship and may result in significant harm to, or exploitation of, the person subjected to it'.

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

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. Includes rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting.

Psychological or Emotional Abuse
These are acts or behaviour, which cause mental distress or anguish or negates the wishes of the vulnerable adult. It is also behaviour that has a harmful effect on the vulnerable adult's emotional health and development or any other form of mental cruelty. Includes 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
This is the inappropriate use, misappropriation, embezzlement or theft of money, property or possessions. Includes 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.

Neglect or Act of Omission
This is the repeated deprivation of assistance that the vulnerable adult needs for important activities of daily living, including the failure to intervene in behaviour which is dangerous to the vulnerable adult or to others. Includes 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. A vulnerable person may be suffering from neglect when their general well-being or development is impaired

Discriminatory Abuse
This is the inappropriate treatment of a vulnerable adult because of their age, gender, race, religion, cultural background, sexuality, disability etc. Discriminatory abuse exists when values, beliefs or culture result in a misuse of power that denies opportunity to some groups or individuals. Discriminatory abuse links to all other forms of abuse.

Institutional or Organisational Abuse
Institutional or Organisational Abuse includes neglect and poor care practice within an institution or specific care setting such as a hospital or care home 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.

Domestic Abuse/Violence
The cross-government (not legal) definition of domestic violence and abuse is: any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to: psychological; physical; sexual; financial; emotional abuse (so-called 'honour' based violence);

Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

Coercive behaviour is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.

Modern Slavery
Modern slavery is a serious crime. It encompasses slavery, servitude, and forced or compulsory labour and human trafficking. Modern slavery victims can often face more than one type of abuse and slavery, for example if they are sold to another trafficker and then forced into another form of exploitation.

A person is trafficked if they are brought to (or moved around) a country by others who threaten, frighten, hurt and force them to do work or other things they don't want to do.

(Taken from government guidance on how to report modern slavery 8 Dec 2016)

Self-Neglect
There is no single operational definition of self-neglect. The Department of Health (2016), defines it as, '… a wide range of behaviour neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding'.

Skills for Care provided a framework for research into self-neglect identifying three distinct areas that are characteristic of self -neglect:

- Lack of self-care - this includes neglect of one's personal hygiene, nutrition and hydration, or health, to an extent that may endanger safety or wellbeing;
- Lack of care of one's environment - this includes situations that may lead to domestic squalor or elevated levels of risk in the domestic environment (e.g., health or fire risks caused by hoarding);
- Refusal of assistance that might alleviate these issues. This might include, for example, refusal of care services in either their home or a care environment or of health assessments or interventions, even if previously agreed, which could potentially improve self-care or care of one's environment.

DEFINITIONS OF SPIRITUAL ABUSE

In recent years the concept of Spiritual Abuse has become one that has gained greater understanding amongst those in the faith community. Spiritual abuse has many similarities to the other categories of abuse and indeed may include the identification of those categories as abuse is often multi-faceted.

Although not recognised as a category of abuse in its own right by the statutory authorities, Spiritual abuse will often co-exist with those accepted forms of abuse (described above). A number of definitions have been given to this type of abuse in an attempt to adequately describe what often amounts to an abuse of trust and power to the detriment of others. Johnson and VanVonderen ('The Subtle Power of Spiritual Abuse', Bethany House Publishers, 1991) have described it as follows:

> *"Spiritual abuse is the mistreatment of a person who is in need of help, support or greater spiritual empowerment, with the result of weakening, undermining or decreasing that person's spiritual empowerment"*

This view is shared with a similar definition offered by Ken Blue ('Healing Spiritual Abuse', IVP, 1993) as follows:

> "*Spiritual abuse happens when a leader with spiritual authority uses that authority to coerce, control or exploit a follower, thus causing spiritual wounds"*

The professional safeguarding support organisation Thirtyone:eight has defined Spiritual Abuse as follows:

Spiritual abuse is linked with other forms of abuse, and could be defined as an abuse of power, often done in the name of God or religion, which involves manipulating or coercing someone into thinking, saying or doing things without respecting their right to choose for themselves. Some indicators of spiritual abuse might be a leader who is intimidating and imposes his/her will on other people, perhaps threatening dire consequences or the wrath of God if disobeyed. He or she may say that God has revealed certain things to them and so they know what is right. Those under their leadership are fearful to challenge or disagree, believing they will lose the leader's (or more seriously God's) acceptance and approval.

Additional information

In addition to the above, in relation to adults and children, there needs to be an understanding of other forms of harm such as Female Genital Mutilation, Domestic Abuse, Forced marriage and trafficking of adults and children. All these are included in various pieces of legislation and all those concerned with safeguarding need to be aware of the issues.

APPENDIX 4

HARMFUL PRACTICES

Physical chastisement (resulting in physical harm)

Under UK legislation physical punishment is considered "unreasonable" if it leaves a mark on the child or if the child is hit with an implement such as a cane or a belt. The Children (Equal Protection from Assault) (Scotland) Bill (2019) makes it a criminal offence for parents to smack their children.

Forced Marriage (FM)

A Forced Marriage is when one or both prospective spouses is coerced or faces physical pressure to marry (e.g. threats, physical violence or sexual violence) or emotional and psychological pressure (e.g. if they are made to feel they are bringing shame on their family).

Female Genital Mutilation (FGM)

Female Genital Mutilation or FGM is a cultural practice that involves cutting, removing or altering the female external genitalia for non-medical reasons. It is child abuse, an illegal practice in the UK and a violation of human rights. FGM is classified as physical abuse therefore professionals must follow their Local Safeguarding Children's Board Procedures

Breast Ironing

Breast Ironing also known as "Breast Flattening" is the process whereby young pubescent girls' breasts are ironed, massaged and/or pounded down through the use of hard or heated objects in order for the breasts to disappear or delay the development of the breasts entirely. It is believed that by carrying out this act, young girls will be protected from harassment, rape, abduction and early forced marriage and therefore be kept in education. Much like Female Genital Mutilation (FGM), Breast Ironing is a harmful practice and is child abuse. Those working with children and young people must be able to identify the signs and indicators of girls who are at risk of or have undergone breast ironing. Similarly to Female Genital Mutilation (FGM), breast ironing is classified as physical abuse therefore professionals must follow their Local Safeguarding Children's Board Procedures

Abuse linked to Faith or Belief

(Including belief in witchcraft branding, spirit possession and other forms of the supernatural.

The types of child abuse linked to faith or belief. This includes: belief in concepts of witchcraft and spirit possession, demons or the devil acting through children or leading them astray (traditionally seen in some Christian beliefs), the evil eye or djinns (traditionally known in some Islamic faith contexts) and dakini (in the Hindu context); ritual or muti murders where the killing of children is believed to bring supernatural benefits or the use of their body parts is believed to produce potent magical remedies; and use of belief in magic or witchcraft to create fear in children to make them more compliant when they are being trafficked for domestic slavery or sexual exploitation.

Fear of the supernatural is also known to be used to make children comply with being trafficked for domestic slavery or sexual exploitation. Child abuse is never acceptable wherever it occurs and whatever form it takes.

Abuse linked to faith and belief is a horrific crime which is condemned by people of all cultures, communities and faiths. This type of abuse is never acceptable and should be responded to in line with local safeguarding procedures as with any other form of abuse.

APPENDIX 5

SIGNS & SYMPTOMS OF ABUSE

Child/young adult

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, or usual children's activities
- 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 which do not have an accidental explanation ● Cuts/scratches/substance abuse (these can also be indications of self-harm)

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, such as anorexia and bulimia

Emotional

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

Neglect

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

Adults

The following signs could be indicators that abuse has taken place but, should be considered in context of the person's whole life.

Physical abuse

- History of unexplained falls, fractures, bruises, burns or 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 and/or keeps fully covered, even in hot weather
- Person appears frightened or subdued in the presence of a particular person or people

Domestic violence

- 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.

Sexual abuse

- 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

Psychological abuse

- Alteration in psychological state e.g. withdrawn, agitated, anxious or 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

Financial or material abuse

- Disparity between assets and living conditions
- Unexplained withdrawals from accounts or disappearance of financial documents or loss of money
- Sudden inability to pay bills or 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

Modern slavery

- Physical appearance; unkempt, inappropriate clothing, malnourished
- Movement monitored, rarely alone, travel early or late at night to facilitate working hours
- Few personal possessions or identity documents
- Fear of seeking help or trusting people

Discriminatory abuse

- Inappropriate remarks, comments or lack of respect

- Poor quality or avoidance of 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

Institutional abuse

- 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

Neglect and acts of omission

- Deteriorating despite apparent care
- Poor home conditions, clothing or care and support
- Lack of medication or medical intervention

Self-neglect

- 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, is dehydrated, is constantly hungry, 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, no heating or lighting) ● Depression

APPENDIX 6

PRAYER MINISTRY GUIDELINES

At Deal Pentecostal Church we are passionate about meeting with God. During our meetings we will always try to let God lead what is going on and make space for Him to meet with us.

As part of this, the leaders of the meeting may make time for us to wait on the Holy Spirit and pray for groups of people. This is an opportunity for God to work in our lives and for us to be open to Him moving in our lives.

Ministry times will usually begin with an invitation from the service leader for people to wait on God or to respond to a word from God. The most important thing to remember is that this is God's work, not ours.

It is important to remember as we facilitate what the Holy Spirit wants to do in the lives of those we pray for that we should also be mindful of our Safeguarding practices and procedures. Leadership, safeguarding and prayer team members should make themselves aware of this policy and ensure they receive regular guidance and training.

Guidance:

When you're praying, remember that you are there to encourage those seeking God and to facilitate what the Holy Spirit is doing.

Please only pray for someone who shares your gender. Prayer ministry can bring up all sorts of personal issues, so it is best practice to keep to this rule. Even if you are married, or you are praying for someone you know, please adhere to this guideline to avoid confusion and to set an example to others.

As much as possible, please bring someone alongside you to pray and do not leave yourself vulnerable.

Ask people how they would like you to pray for them; (Luke 18:40) However, be aware of not turning this into a lengthy conversation, as this is a time for the Holy Spirit to offer counselling. Be sensitive when speaking into the situation or offering a word or image.

Guidance on Touch during prayer ministry:

The laying on of hands to pray is Biblical; we see Jesus touch a man to heal him of leprosy in Mark 1: 40-45, and He lays hands on the children to bless them in Matthew 19: 13-15. However, not everyone is comfortable with this, so please be sensitive to the situation. Be careful where you place your hands to keep in line with safeguarding requirements and so that it doesn't become a distraction for the person you are praying for. Only touch in a restrained and appropriate manner.

You should only lay your hands on shoulders, upper back, forehead or hold the person's hands. Never place your hands in a personal area of the body and never under items of clothing. If the person

requesting healing has an issue in a part of their body that is inappropriate for you to touch, then encourage them to place their hands on that spot whilst you lay hands appropriately.

Be aware of what is happening while you are praying for others; how is the person responding? Be aware that they may shake, cry or fall in the power of the Holy Spirit; if this does occur then make them comfortable and respect their dignity by covering them with a cover/coat so they feel less exposed. It is not always necessary to stay with them for the whole time, but if you do remain with them, ensure that you are visible to others.

The person you are praying for may tell you about things that have happened in their life. Try not to appear shocked by any disclosures and do not request further information. Confidentiality is important but DO NOT promise to keep anything a secret, especially in regard to claims of abuse (these must be reported to your Safeguarding Coordinator as soon as possible and you should discreetly bring in a member of Leadership to support you during the prayer time) If at any time you feel uncomfortable or out of your depth, please ask for assistance from a member of the prayer team or church leadership. Report any concerns of mental illness, victims of abuse or any incident where a person has been physically hurt to the Safeguarding Coordinator, who will ensure it is dealt with appropriately.

Not everyone who attends our church will be familiar with ministry and prayer times and some will feel a bit concerned or anxious when they become aware of God working through His Holy Spirit. We must make people feel safe and comfortable whilst encouraging them to reach out to God. Always be respectful and sensitive, speak healing, peace and release in Jesus' name.

Summary

Things you should do:

- Recognise that you are working under authority from church leadership and be aware of your limits.
- Be careful where you place your hands. Only touch in a restrained and appropriate manner.
- Never place your hands in a personal area of the body and never under items of clothing.
- If people would like ongoing prayer, then refer them to a leader.
- Be open to correction and guidance from leadership, given in love
- Report any concerns of mental illness, victims of abuse or any incident where a person has been physically hurt

Things you should NOT do:

- Do not make appointments to meet people outside of the meeting.
- Never meet anyone alone. Seek advice from leadership.
- Do not promise to keep anything a secret, especially in regard to claims of abuse.

APPENDIX 7

Safeguarding Information

Safeguarding everyone at our church is a priority for us.

It's an outworking of our Biblical Principles.

Church Name: (insert Church name/logo here)

Charity Number:

Our Safeguarding Coordinator is:

Insert photo here

Name : *insert name here*

Contact Details: *insert details here*

Our Deputy Safeguarding Coordinator is:

Insert photo here

Name: *insert name here*

Contact Details: *insert details here*

In an emergency call your local authority's

Children's Services: *insert your local phone number here*

Adults' Services: *insert your local phone number here*

or the Police

Christian Safeguarding Services' Advice Line

0116 218 4420

available 7 days a week between 8am and 10pm

Website: www.thecss.co.uk