

EMMANU'-EL APOSTOLIC CHURCH (EAC)

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The Safeguarding policy

Children, young adults and Adults at risk and in need of protection.

The Emmanu'-EL Apostolic Church is committed to safeguarding children and adults in need of protection. The church leadership therefore acknowledges that safeguarding is of paramount importance in the life of every person and as such commits to offer a caring environment in all activities at our place of worship and in the community. This is the nature of Jesus Christ who is our Lord and saviour and in whom we believe in. Therefore, as a faith community who are law abiding, we are guided by the safeguarding policy of children and adults.

The Bible is also a point of reference when working with our children so that they grow to be respectable and productive members of our society. As a church we work with the parents of the children to bring them up in the discipline of Jesus Christ (Ephesians 6:4).

As a church it is our duty to clearly and without shame teach our members the word of God without underestimating the ability to understand the things of God and the power of his word in the lives of those who hear it.

The church also bears the responsibility of each person regardless of nationality, background and ability as we are all made in the image of God.

Introduction

This policy is intended to shape the way we think, act and support those most at risk (vulnerable) around us.

Whether you are children's worker or pastoral leaders, departmental heads or simply just attending Emmanu'-EL Apostolic Church, we want you to be aware of this policy.

It is therefore our duty to ensure that this policy is fully supported and maintained through all the departments and procedures, are accessible and understood by all those that have a legitimate interest in the welfare of our children, young people and adults at risk. Our formal activities will be operated in line with this policy and supported at all levels. The policy will always be available to ensure effective, sensitive and timely implementation.

We believe that safeguarding is everyone's responsibility. It is underpinned by the scripture in the Holy bible that command's us to "love one another as I have loved you" (John 13: 34-35). None of us are therefore exempt from understanding this as a way of expressing our faith and values.

This policy and it's supporting documents represent the church leadership commitments to safeguarding. It has adopted methods of practice when working with and supporting children and adults at risk across all activities, whether formal or informal in all ministerial activities and church missions.

We commit to making it available to whoever request it and commit to making it publicly visible wherever possible. We also endorse the Safeguarding Statement contained in Appendix 1.

The policy and procedures have been divided into five sections covering all 10 Safeguarding Standards developed by the 'Thirtyone:eight', which should be used in all settings with children, young people and adults at risk. This policy is not exhaustive and we would encourage you to refer to 'Safe & Secure 'recruitment and the Thirtyone:eight Safeguarding Manual available to all Thirtyone:eight members for more detailed information.

OUR COMMITMENT TO SAFEGUARDING.

As the Leadership of Emmanu'-EL Apostolic Church, we recognise the need to provide a safe and caring environment for children, young people and adults at risk. We acknowledge that children, young people and adults at risk can be the victims of physical, sexual, emotional, financial abuse and neglect.

We accept the United Nations (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 persons who has been delegated the care of the child." We also accept the guidance laid out in Working Together for Safeguard Children 2013 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."

As 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 policy and appendices are based on the ten 'Safe and Secure 'safeguarding standards published by the Thirtyone:eight and have been prepared in line with the Emmanu'-EL Apostolic Church Leadership Team's commitment to Safeguarding.

The Leadership 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 workers/volunteers and will regularly review the operational guidelines attached.
- Ensure that the premises meet the requirements of the Disability Discrimination Act 1995 and all other relevant legislation, and that it is welcoming and inclusive.
- Support the Safeguarding Coordinator(s) in their work and in any action, they may need to take in order to protect children and vulnerable adults.
- File a copy of the policy and practice guidelines with Emmanu'EL Apostolic Church (EAC) Safeguarding Coordinator.
- File a copy of any amendments subsequently published in the same manner.
- Not to allow the document to be copied by other organisations.

UNDERSTANDING ABUSE & NEGLECT

Defining child abuse or abuse against a vulnerable adult is a difficult and complex issue. A person may abuse by inflicting harm or failing to prevent harm. Children and adults in need of protection may be abused within a family, an institution or a community setting. Very often the abuser is known or in a trusted relationship with the child or adult at risk.

To safeguard those in our place of worship and organisations 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.

Also, for adults the UN Universal Declaration of Human Rights with 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.

NB. Detailed definitions of abuse are included at appendix 2 & 3 of this policy.

Possible signs of abuse in children and adults in appendix 4 & 5

Safeguarding Awareness

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/volunteers will receive induction training and undertake appropriate safeguarding training on a regular basis, which should cover signs and symptoms of abuse and how to respond as a minimum.

The Leadership will also ensure that children and vulnerable adults are provided with information on where to get help and advice in relation to abuse, discrimination, bullying or any other matter where they have a concern.

RESPONDING TO ALLEGATIONS OF ABUSE

Under no circumstances should a worker carry out their own investigation into an allegation or suspicion of abuse. Follow procedures as below (with reference to the flowchart at Appendix 6):

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

Name: MARY MBOGO

Position: Safeguarding Coordinator and Designated safeguarding lead (DSL)

Telephone / Mobile: 07838409778

Email: safeguarding@el-eaga.com

Who 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:

Name: PATRICIA STAMP

Position: Deputy Safeguarding Coordinator and DSL.

Telephone / Mobile:07498300769

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

Thirtyone:eight

P.O. Box 133 SWANLEY BR8 7UQ

Telephone: 0303 003 1111

Alternatively local Social Services or the Police.

- Where the concern is about a child the Safeguarding Coordinator should contact Children's Social Services:

The local Children's Social Services office telephone number (office hours) is:

The out of hours emergency number is: 01164541004 – This service is open 24 hours 7 days a week.

Where the concern is regarding an adult in need of protection, contact Adult Social Services or take advice from Thirtyone:eight as above.

The local Adult Social Services office telephone number (office hours) is 01164541004:

The out of hours emergency number is: 01162527000

The Police Child Protection Team telephone number is: 999

- 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 Coordinator, the absence of the Safeguarding Coordinator or Deputy should not delay referral to Social Services, the Police or taking advice from Thirtyone:eight.
- 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.
- 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 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 direct. We hope by making this statement that the Leadership demonstrate its commitment to effective safeguarding and the protection of all those who are at risk.

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 the role of the Safeguarding Coordinator to investigate allegations and concerns.

Detailed procedures where there is a concern about a child:

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

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

- Seek medical help if needed. In urgent cases telephone 999.
- Contact Thirtyone:eight for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home.
- Not tell the parents or carers unless advised to do so, having contacted Children's Social Services.
- 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 on 0303 003 1111 (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 Coordinator/Deputy will:

- Contact the Children's Social Services Department Duty Social Work Team for children and families or Police Child Protection Team direct. 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 about an adult at risk:

SUSPICIONS OR ALLEGATIONS OF PHYSICAL OR SEXUAL ABUSE

If a vulnerable adult has a physical injury or symptom 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.
- If the vulnerable adult is in immediate danger or has sustained a serious injury contact the Emergency Services, informing them of any suspicions.
- For advice contact the Adult Social Care Vulnerable Adults 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. Alternatively Thirtyone:eight can be contacted for advice.

Further guidance about signs and symptoms of abuse of adults at risk and reporting and responding to abuse of adults at risk can be found in the separate document 'Guidance for Protecting Vulnerable Adults'.

Detailed procedure where there is an allegation against a person who works with children:

ALLEGATIONS OF ABUSE AGAINST A PERSON WHO WORKS WITH CHILDREN

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the Safeguarding Co-ordinator will without delay inform:

- The local Children's Social Services (following the Local Safeguarding Children Board (LSCB) procedures) in regard to the suspension of the worker, and discuss.
- also making a referral to a Local Authority Designated Officer (LADO) as follows:

Name: Leicester city council LADO

Position: LADO

Telephone / Mobile: 01164542440

NB. There may also be a requirement under law to make a referral to the Disclosure and Barring Service (DBS) who hold the lists of people barred from working with children and adults at risk – this will require discussion with the LADO.

The Safeguarding Policy: Section 3

Prevention

Safer Recruitment

Having in place a range of mechanisms and understood practices surrounding the recruitment of staff and volunteers is an essential element in our safeguarding arrangements. Safer recruitment practices will assist us in ensuring that we can prevent those we would not want to work with children and vulnerable adults from doing so at the earliest point.

The Leadership will ensure all workers will be appointed, trained, supported and supervised in accordance with government guidance on safe recruitment. This includes ensuring that:

- There is a written role description/person specification for the post.
- Those applying have completed a standard application form and a self-declaration form.
- Those short listed have ALL been interviewed.
- Roles and attitudes regarding safeguarding have been discussed at interview.
- Written references have been obtained for ALL candidates and followed up verbally where appropriate.
- A Disclosure & Barring Service (DBS) disclosure is completed (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information) prior to the successful candidate commences employment.
- Qualifications where relevant have been verified.
- A suitable induction training programme (including safeguarding) is provided for the successful applicant.
- The successful applicant completes a probationary period.

- The applicant has been given a copy of this safeguarding policy and knows how to report concerns.

Safer recruitment practices should be used regardless of the setting or activity where workers are working with either children or vulnerable adults. In addition, the same principles and practices should be adopted for workers undertaking international missions (see Appendix 5).

Recruiting Safely: helping to keep children and young people safe '(CWDC, 2009).

Management of Workers – Codes of Conduct

As Leadership we are committed to supporting all workers and ensuring they receive support and supervision. All workers will be issued with a code of conduct towards children, young people and vulnerable adults. The Leadership undertakes to follow the principles found within the 'Abuse Of Trust 'guidance issued by the Home Office and it is therefore unacceptable for those in a position of trust to engage in any behaviour which might allow a sexual relationship to develop for as long as the relationship of trust continues.

A code of conduct towards children, young people and adults at risk should be drawn up which all workers agree to follow. It is important there is a culture of dignity and respect towards those being cared for. This can be achieved by workers:

- understanding the organisation's safeguarding policy and good working practice.
- listening to children, young people and adults at risk.
- respecting boundaries and privacy of those being cared for.
- knowing how to deal with issues of discipline in line within the organisation's code of conduct.
- developing an awareness of disability issues as well as issues of equality and inclusion.

'Caring for the Young & Vulnerable '(Home Office, 1999)

Management of Workers – Training and Supervision

All workers, paid or voluntary, should be provided with appropriate training and given the opportunity to develop their skills as well as feel supported and valued by the organisation for which they work. When this happens, workers will be more inclined to express concerns over issues that arise, and it will also help to ensure a high level of care, professionalism and expertise towards those being cared for.

As a Leadership, we commit to ensuring all workers/volunteers 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 supervisor to ensure all training needs are met. Where supervision with a named individual is not possible, or impractical, group supervision may be used as an alternative as this can maximise resources and allows for the sharing of issues and concerns.

Management of Workers - Team Meetings

The leadership recognises the importance of team meetings. These should be convened on a regular basis and should provide an opportunity for ideas and issues to be aired, concerns expressed, and feedback given.

Management of Workers – Whistle blowing

In addition to effective management of allegations against staff, there needs to be a mechanism in place such as supervision or meetings with a team leader for workers to be able to raise any concerns (e.g. improper actions or omissions) about other workers, with impunity. Commonly known as 'whistle blowing', the reporting principles are contained in the Public Disclosure Act 1998. Further information and advice can be obtained from Public Concern at Work:

Public Concern at Work 7-14 Great Dover Street, LONDON SE1 4YR

Tel: 020 7404 6609 E-mail:

The Safeguarding Policy: Section 4

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 the place of worship.

Pastoral care is varied by nature, and we will ensure that we have appropriate support and permissions before embarking upon supporting somebody with the often complex issues created by past abuse. If there may be concerns about the ability to provide appropriate Pastoral care and or counselling to individuals in these circumstances, we contact Thirtyone:eight 24 Hour Helpline on 0303 003 1111. Thirtyone:eight are able to provide limited advice and may be able to suggest organisations or individuals who may be able to assist further.

Association of Christian Counsellors (ACC) can also be contacted who will be able to direct contacts for trained individuals who may be able to offer support.

Effective Listening

Working with offenders

When someone attending the place of worship/organisation is known to have abused children or adults at risk or has been charged but not yet convicted of abusing children or adults at risk, the Leadership will supervise the individual concerned and offer Pastoral care, but in its safeguarding commitment to the protection of children and adults at risk, set boundaries for that person which they will be expected to keep. This may involve the use of risk assessments and supervision agreements and contact with probation and/or the police.

Pastoral care will be offered without prejudice to all those who require it. This may also include a known offender. Where Pastoral care is offered to both the person affected by abuse and the known offender, this should be offered by different people who are able to support those concerned impartially and effectively.

'Safe & Secure' Standards 5, 6 and 10

The Safeguarding Policy: Section 5

Practice Guidelines

As an organisation/place of worship working with children, young people and adults at risk we wish to operate and promote good working practice. This will enable workers to run activities safely, develop good relationships and minimise the risk of false accusation.

As well as the general Code of Conduct for workers we also have access to specific good practice guidelines for a range of activities that can be adopted. For detailed information see 'Safe & Secure 'Manual - Standard 5.

Working in Partnership

The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children, young people and adults at risk. This can be because of cultural tradition, belief and religious practice or understanding, for example, of what constitutes abuse.

We therefore have clear guidelines in regard to our expectations of those with whom we work in partnership. 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 a letting or hire agreement will have their own policy that meets Thirtyone:eight safeguarding standards.

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

'Guidance for Safer Working Practice for Adults who Work with Children and Young People ' (DCSF, 2009).

Approvals

Signed By: E.Kandi

Printed Name: Ellah Kandi

Position: On behalf of the Leadership

Date: 20.02.2025

Signed By: M. Mbogo

Printed Name: Mary Mbogo

Position: Safeguarding Coordinator

Date: 20.02.2025

Signed By: P. Stamp

Printed Name: Patricia Stamp

Position: Deputy Safeguarding Coordinator

Date: 20.02.2025

This policy will be reviewed annually and amendments made as necessary.

APPENDICES

APPENDIX 1

The Safeguarding Policy:

Leadership Safeguarding Statement

The Leadership recognises the importance of its ministry /work with children and young people and adults in need of protection and its responsibility to protect everyone entrusted to our care.

The following statement was agreed by the leadership on:

This place of worship/organisation is committed to the safeguarding of children and vulnerable adults and ensuring their well-being. Specifically:

- We recognise that we all have a responsibility to help prevent the physical, sexual, emotional abuse and neglect of children and young people (those under 18 years of age) and to report any such abuse that we discover or suspect.
- We believe every child should be valued, safe and happy. We want to make sure that children we have contact with know this and are empowered to tell us if they are suffering harm.
- All children and young people have the right to be treated with respect, to be listened to and to be protected from all forms of abuse.
- We recognise that we all have a responsibility to help prevent the physical, sexual, psychological, financial and discriminatory abuse and neglect of vulnerable adults and to report any such abuse that we discover or suspect.
- We recognise the personal dignity and rights of vulnerable adults and will ensure all our policies and procedures reflect this.
- We believe all adults should enjoy and have access to every aspect of the life of the place of worship/organisation unless they pose a risk to the safety of those we serve.
- We undertake to exercise proper care in the appointment and selection of all those who will work with children and vulnerable adults.

We are committed to:

- Following the requirements for UK legislation in relation to safeguarding children and vulnerable adults and good practice recommendations.
- Respecting the rights of children as described in the UN Convention on the Rights of the Child.
- Implementing the requirements of legislation in regard to people with disabilities.
- Ensuring that workers adhere to the agreed procedures of our safeguarding policy.
- Keeping up to date with national and local developments relating to safeguarding.

- Following any denominational or organisational guidelines in relation to safeguarding children and adults in need of protection.
- Supporting the safeguarding coordinator/s in their work and in any action, they may need to take in order to protect children/vulnerable adults.
- Ensuring that everyone agrees to abide by these recommendations and the guidelines established by this place of worship/organisation.
- Supporting parents and families and ensuring that the place of worship/organisation is a safe place for all
- Nurturing, protecting and safeguarding of children and young people
- Supporting, resourcing, training, monitoring and providing supervision to all those who undertake this work.
- Supporting all in the place of worship/organisation affected by abuse.
- Adopting and following the 'Safe and Secure 'safeguarding standards developed by the Thirtyone:eight.

We recognise:

- Children's Social Services (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a child. Adult Social Care (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a vulnerable adult.
- Where an allegation suggests that a criminal offence may have been committed then the police should be contacted as a matter of urgency.
- Where working outside of the UK (in international mission activity), safeguarding practice maintains its importance and allegations or concerns will be reported in line with the procedures detailed in Appendix 5.
- Safeguarding is everyone's responsibility.

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

If you have any concerns for a child or adult at risk, then speak to one of the following who have been approved as safeguarding co-ordinators for this place of worship/organisation.

Name: Mary Mbogo

Position: Safeguarding Coordinator and DSL

Name: Patricia Stamp

Position: Deputy Child Safeguarding Coordinator and DSL

Appendix 2

The below definitions are taken from Working Together to Safeguard Children 2013 and apply to England.

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger, for example, via the internet. They may be abused by an adult or adults, or another child or children.

Physical abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development.

It may involve conveying to 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 the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child from participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children.

Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Sexual abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening.

The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet).

Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- provide adequate food, clothing and shelter (including exclusion from home or abandonment);

- protect a child from physical and emotional harm or danger.
- ensure adequate supervision (including the use of inadequate caregivers).
- ensure access to appropriate medical care or treatment.

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

Appendix 3

What is abuse of adults at risk?

Abuse is a violation of an individual's human and civil rights by any other person or persons. 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 an adult at risk 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.

Psychological or emotional abuse

These are acts or behaviour, which cause mental distress or anguish or negates the wishes of the adult at risk. It is also behaviour that has a harmful effect on the adult at risk's emotional health and development or any other form of mental cruelty.

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.

Neglect, or Act of Omission

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

Financial or material abuse

This is the inappropriate use, misappropriation, embezzlement or theft of money, property or possessions.

Discriminatory abuse

This is the inappropriate treatment of an adult at risk 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 abuse

This is the mistreatment or abuse of an adult at risk by a regime or individuals within an institution (e.g. hospital or care home) or in the community. It can be through repeated acts of poor or inadequate care and neglect or poor professional practice.

Appendix 4

Signs of possible abuse in children

Physical abuse

Physical signs include:

- Unexplained injuries
- Injuries that are inconsistent with the explanation
- Injuries that reflect an article being used e.g. an iron
- Bruising, especially the trunk, upper arm, shoulders, neck or fingertip bruising
- Burns/scalds, especially from a cigarette
- Human bite marks
- Fractures, especially spiral
- Swelling and lack of normal use of limbs
- Serious injury with lack of inconsistent explanation
- Untreated injuries

Psychological/emotional signs include:

- Unusually fearful with adults
- Unnaturally compliant to parents
- Refusal to discuss injuries/fear of medical help
- Withdrawal from physical contact
- Aggression towards others
- Wears cover up clothing

Fictitious illness by proxy

- This is a psychiatric illness, whereby a parent or carer deliberately inflicts harm onto a child, normally the child's mother. The child has commonly had genuine serious illness in the first year of life and a dependency on medical attention has developed in the mother. It is very difficult to diagnose/evidence.

Female Genital Mutilation

- A cultural (not religious) procedure whereby parts of female genitalia are removed - also referred to as female circumcision. This is normally undertaken on pre-pubescent girls, who are either taken abroad for procedure or "practitioners" come to the UK. There can be no anaesthetic and no sterile equipment used. Complications include serious infection, septicaemia, numerous gynaecological problems and in some cases, death.

Emotional abuse

The classic description of emotional abuse is a “Low Warmth, High Criticism” style of parenting.

Signs include:

- Physical, mental and emotional lags
- Acceptance of punishments, which appear excessive
- Over reaction to mistakes
- Continual self-depreciation
- Sudden speech disorders
- Fear of new situations
- Neurotic behaviour (such as rocking, hair twisting, thumb sucking)
- Self harm
- Extremes of passivity
- Drug/solvent abuse
- Running away
- Bullying/Aggression
- Overly compliant behaviour
- Overeating or loss of appetite
- Clingy
- Fearful/withdrawn
- Sleep disorders

Neglect Physical signs include:

- Tired/listless
- Poor personal hygiene
- Poor state of clothing
- Emaciation, potbelly, short stature
- Poor skin tone and hair tone
- Untreated medical problems
- Failure to thrive with no medical reason

Psychological/emotional signs include:

- Constant hunger
- Constant tiredness
- Frequent lateness/non-attendance at school

- Destructive tendencies
- Low self esteem
- Neurotic behaviour
- No social relationships
- Running away
- Compulsive stealing/scavenging
- Multiple accidents/accidental injuries

Sexual abuse physical signs include:

- Damage to genitalia, anus or mouth
- Sexually transmitted disease
- Unexpected pregnancy, especially in very young girls
- Soreness to genitalia area, anus or mouth
- Repeated stomach aches
- Loss of weight
- Sexual knowledge inappropriate for the child's age
- Sexual behaviour in young children
- Sexually provocative behaviour/promiscuity
- Hinting at sexual activity
- Sudden changes in personality
- Lack of concentration, restlessness
- Socially withdrawn
- Overly compliant behaviour
- Poor trust in significant adults
- Regressive behaviour, onset of wetting – day or night
- Suicide attempts, self-mutilation.

Appendix 5

The possible physical signs of abuse in adults

- A history of unexplained falls, fractures, bruises, burns, minor injuries
- Signs of under or overuse of medication and/or medical problems unattended

Psychological

- Alteration in psychological state e.g. withdrawn, agitated, anxious, tearful
- Intimidated or subdued in the presence of the carer
- Fearful, flinching or frightened of making choices or expressing wishes
- Unexplained paranoia

Sexual

- Pregnancy in a woman who is unable to consent to sexual intercourse
- Unexplained change in behaviour or sexually implicit/explicit behaviour
- Torn, stained or bloody underwear and/or unusual difficulty in walking or sitting
- Infections or sexually transmitted diseases
- Full or partial disclosure or hints of sexual abuse
- Self-harming

Neglect or Omission

- Malnutrition, weight loss and /or persistent hunger
- Poor physical condition, poor hygiene, varicose ulcers, pressure sores
- Being left in wet clothing or bedding and/or clothing in a poor condition
- Failure to access appropriate health, educational services or social care
- No callers or visitors

Financial or Material

- Disparity between assets and living conditions
- Unexplained withdrawals from accounts or disappearance of financial documents
- Sudden inability to pay bills
- Carers or professionals fail to account for expenses incurred on a person's behalf
- Recent changes of deeds or title to property

Discriminatory

- Inappropriate remarks, comments or lack of respect
- Poor quality or avoidance of care Institutional
- Lack of flexibility or choice over meals, bedtimes, visitors, phone calls, etc
- Inadequate medical care and misuse of medication
- Inappropriate use of restraint

- Sensory deprivation e.g. denial of use of spectacles or hearing aids
- Missing documents and/or absence of individual care plans
- Public discussion of private matter
- Lack of opportunity for social, educational or recreational activity

Appendix 6

Referral for actual or suspected abuse

Remember

Concerns suspicion/allegation of abuse by child disclosure, observation, report by another person, anonymous communication.

Consult If appropriate, speak with the Safeguarding Officer. All can speak informally with Children and Young People's services.

IMPORTANT: Any consultation should not delay a referral.

Action **DO NOT INVESTIGATE** Refer to Children and Young People's Services and/or Police.

You or the Safeguarding Officer should make the referral. Parents and carers should be advised that you are doing this unless this might put the child at risk or cause any delay in referring.

Confirm **DO NOT INVESTIGATE**

Verbal referrals must be followed by a written referral within 24 hours

Commitment: You may be required to provide further information, as required, record, sign and date.

This policy has been discussed and agreed by Bishop Mark Anderson and the safeguarding team.

Mary Mbogo – Coordinator and DSL

Patricia Stamp - Deputy coordinator and DSL

Ellah Kandi – Safeguarding coordinator secretary and DSL

Anabel Mwagalanyi – Safeguarding support

O'Neil Delpratt – Safeguarding support (Gender preference)

If you are unable to get hold of Safeguarding Designated Leads (DSL), please contact local authority/NSPCC for making referrals if people wish to do so directly.

Leicestershire Police	999 / 0116 2222222
One Front Door Duty & Advice (Includes out of hours) das.team@leicester.gov.uk Early Help & Support/ early-help@leicester.gov.uk	0116 454 1004
Children's Safeguarding Unit	0116 454 2440
Safeguarding in Education Julie Chapaneri & Mohammed Patel Safeguardingineducation@leicester.gov.uk	0116 454 2440
Local Authority Designated Officer (LADO) Jude Atkinson	0116 454 2440
Prevent (Advice / Referral) Ailsa Coull – Ailsa.coull@leicester.gov.uk	01164 546923 07519 069833
Leicester Safeguarding Children's Board (LSCB) http://www.lcitylscb.org/	0116 454 6520
UAVA – United against violence and abuse (Domestic Violence, Abuse between Teenagers and Domestic Violence in BME community) info@uava.org.uk	0808 80 200 28
Forced Marriage Unit fm@fco.gov.uk	020 7008 0151
Female Genital Mutilation Helpline fgmhelp@nspcc.org	0800 028 3550
NSPCC's what can you do to report abuse - help@nspcc.org.uk	0800 0280285

