

SAFEGUARDING POLICY

1. Statement of commitment

The Churches in Croxley Green CIO Safeguarding Policy rests within the framework of the Safeguarding policies of The Church of England, The Baptist Union and The Methodist Church and fully upholds the intentions and remits of these policies.

Churches in Croxley Green CIO recognises that the welfare of vulnerable adults, children and young people is paramount and that we have a duty of care while they are in our charge. We will do everything that we can to provide a safe and caring environment when they attend our activities.

2. Safeguarding Officer

Within Churches in Croxley Green CIO the member of the Management Team designated as Line Manager will normally act as Safeguarding Officer.

The Safeguarding Officer is responsible for:

- Helping to ensure that all who work with children, young people or vulnerable adults on behalf of Churches in Croxley Green CIO are familiar with the adopted safeguarding procedures.
- Ensuring that nurses working as a Parish Nurse or volunteer would be expected to abide by the RCN and NMC code of practice.
- Helping to ensure that all those who work with children, young people or vulnerable adults receive appropriate safeguarding training to group 1 or group 2 standard.

3. Code of Conduct

Within Churches in Croxley Green CIO we will:

- Treat all children, young people or vulnerable adults with respect and dignity
- Ensure that their welfare and safety is paramount at all times
- Always act in a professional manner.
- Where appropriate, liaise openly with parents, guardians and carers.
- Avoid being alone with children and young people.
- Listen to, and act upon, any disclosures, allegations or concerns that a child, young person or vulnerable adult may have been harmed
- Ensure that all those working with children, young people or vulnerable adults receive the appropriate safeguarding training

- Non-Compliance to the Safeguarding Policy will automatically lead to the person being suspended from working with children, young people or vulnerable adults. Concerns about that person's behaviour regarding children, young people or vulnerable adults will be reported to all churches involved in Churches in Croxley Green CIO and/or the police without delay.

4. Vulnerable adults

A person who might be considered vulnerable has the right to:

- be treated with respect and dignity;
- have their privacy respected;
- be able to lead as independent a life as possible;
- be able to choose how to lead their life;
- have the protection of the law;
- have their rights upheld regardless of their ethnicity, gender, sexuality, impairment or disability, age, religion or cultural background;
- be heard.

In achieving this it is imperative that;

- there is a commitment to the safeguarding and protection of vulnerable people within Churches in Croxley Green CIO.
- informed and appropriate care will be offered to any vulnerable person who has suffered harm or abuse.

There is not a single simple definition for a 'vulnerable adult.' The Department of Health states that a vulnerable adult is someone who is aged 18 years or over who 'is or may be in need of community care services by reasons of mental health or other disability, age or illness and is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation'.

Vulnerability is not an absolute, but factors which increase vulnerability are:

- a sensory or physical disability or impairment;
- a learning disability;
- a physical illness;
- mental ill health (including dementia), chronic or acute;
- an addiction to alcohol or drugs;
- the failing faculties in old age;
- a permanent or temporary reduction in physical, mental or emotional capacity brought about by life events, for example bereavement or previous abuse or trauma.

Section 59 of The Safeguarding Vulnerable Groups Act (2006) provides a detailed definition and can be viewed at:

<http://www.legislation.gov.uk/ukpga/2006/47/contents>

5. Concerns

When there is a disclosure of harm or there are concerns about the welfare of any children, young person or vulnerable adult, all members of Churches in Croxley Green CIO are expected to share their concerns and

allegations with the Safeguarding Officer. Any referrals should be made without delay to Hertfordshire County Council on 0300 123 4042 (open 24 hours a day). For adults receiving mental health services, contact Hertfordshire Partnership Foundation Trust on 0300 777 0707. If there is immediate danger to life, risk of injury or if a crime is being committed dial 999 to inform the police immediately.

6. Allegations of misconduct

All allegations against staff or volunteers should be referred to the Safeguarding Officer. If the Safeguarding Officer is implicated then a Trustee should be informed and the Chairman of Trustees informed without delay.

All allegations must be investigated by the Safeguarding Officer and one other member of the Management Team. If the Safeguarding officer is implicated, the investigation should be conducted by a Trustee and a member of the Management Team.

During the investigation of any allegation the person against whom the allegation was made will normally be automatically suspended from working under the auspices of Churches in Croxley Green CIO.

The result of any allegation against staff or volunteers should, where possible, be conveyed to the person making the allegation even if the result is only to pass the allegation on to the police.

Methods of distribution.

Copies should be made available to all those working in any capacity on behalf of the charity

Review dates: 29th May 2018, April 2019, February 2022

Agreed by Trustees 29th May 2018, February 2022