



Grace International Foundation Liverpool Child Protection and Safeguarding Policy

Grace International Foundation Leadership Team acknowledges that safeguarding the vulnerable in our churches, activities and within the communities in which we work, both here and overseas is of paramount importance and reflects the nature of Jesus Christ.

It is therefore our intention to ensure that safeguarding is fully supported and maintained through the development of policies and procedures that are accessible and understood by all those that have a legitimate interest in the welfare of our children, young people and vulnerable adults. Our formal activities will be operated in line with this policy and support will always be available to ensure effective, sensitive and robust implementation.

We believe that safeguarding is everyone's business and that it is underpinned by scripture as a command to "love one another as I have loved you". None of us are therefore exempt from understanding this as a way of expressing our faith and values.

As part of its mission Grace International Foundation is committed to:

- Valuing, listening to and respecting children and young people as well as promoting their welfare and protection.
 - Safe recruitment, supervision and training for all staff within All Saints
 - Adopting a procedure for dealing with concerns about possible abuse
 - Encouraging and supporting parents and carers
 - Supporting those affected by abuse
 - Maintaining good links with statutory services designed to protect children
- ORGANISATION AND ARRANGEMENTS FOR GRACE INTERNATIONAL FOUNDATION

INTRODUCTION

1. It is the intent of Grace International Foundation through this policy to ensure the safety, wellbeing, safeguarding, protection and reduction of risks of harm to children with whom the organisation engages across its operational activities. The management of health, safety and wellbeing in relation to child beneficiaries is a key management task of the organisation.
2. This policy should be read alongside all other organisation policies and procedures.

DESIGNATION OF RESPONSIBILITIES

Grace International Foundation will take all reasonable measure to ensure the risk of harm to children are minimised.

In accordance with best practice Grace International Foundation will ensure all relevant staff and volunteers carrying out unsupervised activity undergo an enhanced DBS check and further disclosures will be sought as appropriate. Should a member of staff/volunteer commit an offence that questions their suitability to work with children or young people, the DBS (Disclosure and Barring Service) will be informed. More information can be gained from the following website on DBS checks and making a referral <http://www.homeoffice.gov.uk/crime/vetting-barring-scheme/>

It is a criminal offence to knowingly employ anyone (allow to volunteer also) who is on a DBS barred list if they are to be engaged in 'regulated activity' with Children and Young People or Vulnerable Adults, or employed with specific occupations or establishments.

Grace International Foundation will arrange to take all appropriate actions to address concerns about the welfare of the child, or children, working to agreed local policies and procedures in full partnership with local services.

In accordance with best practice the church has Senior Management taking lead responsibility for dealing with child protection issues, providing advice and support to other staff, liaising with other staff and working alongside other agencies, to be known as the Designated Person (Child Protection and Safeguarding Officer for Children and Vulnerable Adults). All staff will be made aware of this role.

The Designated Person for Grace International Foundation is
Waiman Law – 07436559254 admin@graceinternational.co.uk

In his absence the designated person is
Pastor Daniel Deng – 07886853916 daniel@graceinternational.co.uk

Grace International Foundation is aware of responsibilities which the organisation and its staff have with regard to the protection of children from abuse and from inappropriate and inadequate care and is committed to responding in all cases where there is concern.

WHAT IS CHILD ABUSE?

Do not think that you could never be placed in the position of reporting child abuse.

The generic term 'child abuse' is used to describe various ways in which children are harmed or mistreated. There are many different ways in which children can be harmed, all with a common factor that the child feels undervalued and worthless.

Abuse can happen anywhere, but research indicates that perpetrators of such abuse are likely to be known or trusted by the child.

Physical Abuse

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

Sexual Abuse

Involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. They may include non contact activities such as involving children in looking at, or in the production of, pornographic materials or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Emotional Abuse

The persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve:

- Telling a child they are worthless, unloved or inadequate
- Valued only insofar as they meet the needs of another person
- Age or developmentally inappropriate expectations being imposed on a child
- Overprotection and limitation of exploration and learning
- A child seeing or hearing the ill treatment of another
- Serious bullying

- Causing a child to frequently feel frightened or in danger
- Exploitation or corruption of a child

Spiritual Abuse

Spiritual abuse is not covered by the statutory definitions but is of concern both within and outside faith communities including the church.

Within faith communities harm can be caused by the inappropriate use in religious belief or practice. This can include the misuse of the authority of leadership or penitential discipline, oppressive teaching or intrusive healing ministries. Grace International Church recognises every individual's right to make their own choices and no member of Grace International Church staff should ever act in a manner that 'forces' their religious beliefs onto another person.

Neglect

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

- During the pregnancy as a result of substance abuse
- In a failure to provide adequate food and clothing
- In a failure to provide shelter including exclusion from home or abandonment
- In a failure to protect a child from physical harm or danger
- In a failure to ensure adequate supervision (including the use of inadequate caregivers)
- In a failure to ensure access to appropriate medical care or treatment

Definition of a child

For the purposes of this policy, the definition of a child is 'anyone who has not reached their 18th birthday' where there is concern for anyone above this age the policy and procedures linking to Vulnerable Adults should be referred to.

EFFECTS AND SIGNS OF ABUSE

The effects of abuse can be devastating, especially if children are left unprotected or do not have the support to cope with that abuse.

Indications that a child may be being abused include:

- Unexplained or suspicious injuries such as bruising, cuts or burns, particularly if situated on a part of the body not normally prone to such injuries
- An injury for which the explanation seems inconsistent

- The child describing what appears to be an abusive act involving him or her
- Someone else (child or adult) expressing concern about the welfare of another child
- Unexplained changes in behaviour or emotions such as becoming very quiet, withdrawn or displaying sudden outbursts of temper
- Inappropriate sexual awareness
- Engaging in sexually explicit behaviour, sexually explicit talk inappropriate to the child's age
- Distrust of adults, particularly those with whom a close relationship would normally be expected
- Difficulty in making friends
- Uncharacteristic eating disorders, depression, suicide attempts
- The child becoming withdrawn, introverted and depressed and having low self esteem and lack confidence

THE DESIGNATED PERSONS

Name 1: Waiman Law

Name 2: Pastor Daniel Y Deng

The above mentioned designated persons responsibilities are:

1. To be responsible for ensuring that effective communication and liaison with social services and other agencies takes places, as appropriate, in the event of staff having child protection concerns about a company beneficiary
2. To ensure this policy and associated procedures are implemented and followed correctly
3. To ensure staff (and all other company stakeholders) have an understanding of Safeguarding and the signs of child abuse, and the organisations responsibilities under Section 11 of the Children Act 2004
4. To make staff (and other company stakeholders) aware of the procedures of Sefton Local Safeguarding Board available at www.liverpollscb.co.uk.
5. To support and advise staff in their approach and response to child protection issues
6. To maintain knowledge and awareness of issues, policies and practice of child protection, e.g. regular attendance at relevant training courses

PROCEDURES IN RELATION TO SAFEGUARDING INCIDENTS AND CONCERNS

In the event of a member of staff, creative associate or volunteer having a child protection concern about a young beneficiary, he/she will immediately record accurately the events giving rise to concern and immediately inform the Designated Person. The action to be subsequently taken will be in line with the Local Safeguarding LSCB's procedures and this guidance will be followed scrupulously.

If a member of staff, creative associate or volunteer feels that a concern should be acted upon and the designated person does not agree, then they have the right to refer direct to Social Services. If this is the case, the referrer should inform the Designated Person of their intended action.

If a child discloses abuse it must not be investigated further by any member of this organisation. It is enough to listen to a child, reassure him/her that they have done the right thing and explain that you need to pass the information on to someone else to keep them safe. Asking further questions of the child could prejudice police investigations, especially in cases of sexual abuse.

If you think a child has suffered sexual abuse you must call the police immediately

If you think a child has suffered severe harm (e.g. physical assault) caused by another person you must call the police immediately. If medical attention is required this must always take priority over any other action

If you think a child may be in need of protection to prevent significant harm occurring e.g. as a result of neglect, you must refer the matter to Social Services.

If you are unsure what to do, seek advice. Children's Services will provide advice on all Safeguarding matters.

Before discussing your concerns with parents/carers, please refer to section 10 of this policy.

Liverpool Social Care Access Team 0151 233 3700

Merseyside Police 0151 709 6010

The NSPCC helpline offers an alternative means of advice or reporting concerns for those who remain unsure of what action to take.

NSPCC Child Protection Helpline 0800 800 5000

This procedure is set out in item 16.0 – Safeguarding Procedures Flow Chart

LISTENING TO CHILDREN

Some staff will have a particular contribution to make in listening to children who have been through the experience of abuse. It is important that this work is not undertaken at a time when it may impact on any legal processes through which the child may be involved and that it does not clash with any therapeutic interventions provided by other agencies. All staff will be made aware that if they are chosen by a child to hear a disclosure **THEY NEED TO TAKE ACCOUNT** of the guidance given in the Memorandum of Good Practice (Criminal Justice Act 1991)

The following guidance acts as a framework for any staff responses:

Be accessible and receptive, listen carefully and ask open questions to clarify issues, e.g. who, what, when, where, how

Take it seriously!

Reassure the child they are right to talk about it

Reassure the child it was not their fault

Negotiate getting help, e.g. prepare them for the fact that you must involve others

Explain that you cannot personally protect them – but will support them in telling the right people to make sure it doesn't happen again

Report all suspicions or disclosures immediately

Make precise records of what was said – immediately using the child's own words and including the questions you asked – keep your hand-written notes

Refrain from:

Jumping to conclusions or making promises you cannot keep

Trying to get the child to disclose – let the child talk and ask only the questions you need to know to ensure immediate safety

Speculating or accusing anybody

Asking leading questions, e.g. was it Daddy/Mummy? Etc, or any questions requiring a YES/NO answer

RECORDING AND CONFIDENTIALITY

All details of concern need to be carefully recorded in accordance with this organisation's recording policy and procedure. It is particularly important to be specific

about the nature of concerns, and if describing specific incidents details the time and date these were observed.

All records and witness statements relating to child protection concerns and cases will be kept confidential. Access will only be via the Board of Directors and the Designated Person(s). Information will be shared with other agencies who have a need to know, in accordance with LSCB procedure and government guidance.

ALLEGATIONS AGAINST STAFF AND VOLUNTEERS WORKING WITH CHILDREN AND YOUNG PEOPLE

If a child or another adult discloses information to you regarding another member of staff, which gives cause for concern, raises questions of suitability to work with children or raises the possibility of harm occurring, please follow the 'Allegations Against Staff/Volunteers' Policy and procedures for this organisation. Allegations procedures and contact details for the Local Authority Designated Officer (LADO) are available through the LSCB (Local Safeguarding Children's Board).

PARENTS

It is good practice to discuss concerns with the parent and seek their agreement for a referral to Children's Services. However, there will be exceptional cases where seeking such agreement will be inappropriate as it may:

Either by delay or the behavioural response it prompts, increase any risk of significant harm, or

Jeopardise any enquiry

The parents response to seeking such agreement should be recorded and subsequently relayed when the referral is made

All parents should have access to a statement regarding the church's responsibility in this area. This will be included in relevant church Literature and website publications:

'Parent should be aware that Grace International Church will take any reasonable action to ensure the safety of its child beneficiaries. In cases where the church has reason to be concerned that a child may be subject to ill-treatment, neglect or other forms of abuse, staff have no alternative but to follow Child Protection Procedures and inform Social Services of their concern'.

(It is good practice for such statements to be on display and made available to all parents who would like a personal copy).

TRAINING

Grace International Foundation recognises the importance of regular learning and development for staff and associates:

All staff and volunteers will be given this policy as part of their induction

The Designated Persons will attend appropriate training

In every Grace International Foundation event/session there will be at least one member of staff who has completed the Level 1 Safeguarding Training

All staff, volunteers and casual/part time associates will be fully briefed concerning their Safeguarding responsibilities, prior to commencing their duties

The Local Safeguarding Children Board provides a comprehensive and ongoing programme of training in Safeguarding children and dealing with child abuse for all front line workers and volunteers. Details of the LSCB's training courses can be found at the relevant authorities LSCB website Liverpool: <http://www.liverpoollscb.co.uk/uk>

Basic Child Protection E Learning programmes that can be completed via distance learning are also available from Liverpool CVS. Further details can be obtained by calling 0151 920 0726

ADOPTING SAFE RECRUITMENT PROCEDURES

All staff and volunteers involved in activity in relation to children and vulnerable adults or those employed within specific positions or establishments should be subject to the full range of pre-employment checks. This includes an enhanced DBS check to highlight any record of convictions or cautions prior to commencing employment or voluntary work if unsupervised.

Guidance as to eligibility for a DBS check can be found at www.homeoffice.gov.uk. In All Saints DBS checks are carried out by the Churches Child Protection Advisory Service (CCPAS). Document checks are carried out by Waiman Law.

Organisations who have invited Grace International Foundation to partner with them in their youth and children's work who are supplying their own volunteers are required to ensure that their volunteers have current DBS checks. Volunteers in this instance remain the responsibility of the partner organisation.

Grace International Foundation will renew DBS checks when:

- Staff/volunteers have a change of name

- Staff/volunteers have a change of address
- Every 3 years
- When a member of staff/volunteer with a current DBS with the capacity to complete online checks joins Grace International Church they must provide the unique reference number to enable Grace International Church to check and verify their DBS online.

To further support safe recruitment processes Grace International Foundation will ask all staff and volunteers to:

- Complete an application form which includes employment history
- Attend interview
- Provide two appropriate references
- Provide proof of identification
- References to safeguarding must be considered within application and interview processes

APPROPRIATE BEHAVIOUR

Employees and volunteers will:

Remember they are role models and provide an example for those they work with to follow.

This includes not smoking or drinking in the company of young people

Bear in mind that some actions, no matter how well-intentioned, may be easily misinterpreted and so leave all parties vulnerable

Be alert to any potential harm to children

This policy will be reviewed every 2 years.

Next review date: 1 April 2024