

SAFEGUARDING POLICY

Father's House, Shaftesbury

Christys Lane

Shaftesbury

Dorset, SP7 8PH

Tel: 01747 854993

email: safeguarding@fathershouseshaftesbury.co.uk

Website: www.fathershouseshaftesbury.co.uk

Charity number: 296195

Regulators: CCPAS (church) and OFSTED (Little Acorns Preschool)

Insurance: Methodist Insurance

Nature of activities undertaken with children: Little Acorns Preschool on weekdays in term time, IMPACT: youth on Tuesday evenings and Sundays, Little Monkeys mother and toddler group on Friday mornings in term time, Sunday school, and crèches for toddlers and babies on Sunday morning. Annually children and young people attend summer camp organised by The Prayer House, Weymouth and Soul Survivor. Other trips and camps may take place.

Our Commitment

As a Leadership we recognise the need to provide a safe and caring environment for children, young people and vulnerable adults. We acknowledge that children, young people and vulnerable adults can be the victims of physical, sexual and emotional abuse, and neglect. We accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to “all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status.” We also concur with the Convention on the Rights of the Child which states that children should be able to develop their full potential, free from hunger and want, neglect and abuse. They have a right to be protected from “all forms of physical or mental violence, injury or abuse, neglect or negligent treatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s), or any other person who has care of the child.” As a Leadership we have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to build constructive links with statutory and voluntary agencies involved in safeguarding.

The policy and attached practice guidelines are based on the ten Safe and Secure safeguarding standards published by the Churches’ Child Protection Advisory Service (CCPAS) and prepared in consultation with them, the Dorset Safeguarding Children Board and the Dorset Youth Association.

The Leadership undertakes to:

- endorse and follow all national and local safeguarding legislation and procedures, in addition to the international conventions outlined above.
- provide ongoing safeguarding training for all its workers 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 Designated Safeguarding Persons 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 CCPAS and the local authority DSCB, and any amendments subsequently published. The Leadership agrees not to allow the document to be copied by other organisations.

Recognising and responding appropriately to an allegation or suspicion of abuse

Understanding abuse and 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 vulnerable adult.

In order to safeguard those in our places 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.

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.

Detailed definitions, and signs and symptoms of abuse, as well as how to respond to a disclosure of abuse, are included here in our policy.

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. The four definitions of abuse below operate in England based on the government guidance 'Working Together to Safeguard Children (2010)'.

What is abuse and neglect?

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 children 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 participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber-bullying), 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 care-givers); or
- ensure access to appropriate medical care or treatment.

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

SIGNS AND SYMPTOMS OF ABUSE

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, rough games, etc
- 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, and bites, burns, fractures etc which do not have an accidental explanation
- Cuts/scratches/substance abuse

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 – e.g. anorexia, bulimia

Emotional

- Changes or regression in mood or behaviour, particularly where a child withdraws or becomes clinging.
- Depression, aggression, extreme anxiety.

- Nervousness, 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/lying

Neglect

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

How to respond to a child wishing to disclose abuse

Ensure the physical environment is welcoming, giving opportunity for the child or vulnerable adult to talk in private but making sure others are aware the conversation is taking place.

- It is especially important to allow time and space for the person to talk
- Above everything else listen without interrupting
- Be attentive and look at them whilst they are speaking
- Show acceptance of what they say (however unlikely the story may sound) by reflecting back words or short phrases they have used
- Try to remain calm, even if on the inside you are feeling something different
- Be honest and don't make promises you can't keep regarding confidentiality
- If they decide not to tell you after all, accept their decision but let them know that you are always ready to listen
- Use language that is age appropriate and, for those with disabilities, ensure there is someone available who understands sign language, Braille etc.

HELPFUL RESPONSES

- You have done the right thing in telling
- I am glad you have told me
- I will try to help you

DON'T SAY

- Why didn't you tell anyone before?
- I can't believe it!
- Are you sure this is true?
- Why? How? When? Who? Where?
- I am shocked
- Don't tell anyone else

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 will receive induction training and undertake recognised safeguarding training on a regular basis. Staff of Little Acorns Preschool will attend training given by Dorset County Council in line with Ofsted requirements. Recruiters will complete training through CCPAS, DYA and Dorset County Council and Dorset Safeguarding Children's Board. This training will be cascaded to all children's and youth workers on a regular basis.

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. The following procedures must be followed:

- The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to **Sue Jackson** (hereafter the Designated Safeguarding Lead).

Tel. No: 07517 393040, 01747 854993, 01747 824545

E-mail: safeguarding@fathershouseshaftesbury.co.uk

She 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 to the Leadership and Trustees of Father's House, Shaftesbury and statutory authorities.

- In the absence of the Safeguarding Lead or, if the suspicions in any way involve the SafeguardingLead , then the report should be made to **Andrew Baddeley** (hereafter the Deputy). **Tel. No: 07947 538334, 01747 854993, 01747835965. E-mail: Andrew@fathershouseshaftesbury.co.uk.**
- If the allegation or suspicion of neglect concerns a child or staff member of Little Acorns Preschool then the report should be made to **Anne Clowrey**, who will in turn speak to the SafeguardingLead. **Tel.no: 07868 467745, 01747 853715, 01747 838947. E-mail: laps@fathershouseshaftesbury.co.uk.** If the suspicions in any way involve the Preschool Managers , then the Safeguarding Lead should be contacted directly.
- Should the suspicions involve all the above, then the Trustees of Father's House, Shaftesbury should be contacted immediately and the report should be made to: **Churches Child Protection Advisory Service (CCPAS), Tel. no: 0845 120 4550, North Dorset Children's Services, Tel. no: 01258 472652, (out of hours no. 01202 657279), and Dorset Police, Tel.no: 01305 222222 or 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 locked in the office safe at Father's House, Shaftesbury.

- Whilst allegations or suspicions of abuse will normally be reported to the Safeguarding Lead: the absence of the Safeguarding Lead or Deputy should not delay referral to Children's Services, the Police or taking advice from CCPAS.
- The leadership will support the Safeguarding Lead/ 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 CCPAS, although the Leadership hope that members of Father's House and those involved with Little Acorns Pre-school will use this procedure. If, however, the individual with the concern feels that the Safeguarding Lead/Deputy has not responded appropriately, or where they have a disagreement with the Safeguarding Lead 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 demonstrates its commitment to effective safeguarding and the protection of all those who are vulnerable.
- The role of the Safeguarding Lead/ 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.

ALLEGATIONS OF PHYSICAL INJURY, NEGLECT OR EMOTIONAL ABUSE

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

- Contact Children's Services (or CCPAS) for advice in cases of suspected 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 Services.
- Seek medical help if needed urgently, informing the doctor/paramedic of any suspicions.
- For lesser concerns, (e.g. poor parenting), encourage parent / carer to seek help and set up a meeting with the Children's Support Workers attached to Father's House, but not if this places the child at risk of significant harm.

- Where the parent / carer is unwilling to seek help or needs extra support to understand, offer to accompany them. In cases of real concern, if they still fail to act, contact Children's Services direct for advice.
- Seek and follow advice given by CCPAS (who will confirm their advice in writing) if unsure whether or not to refer a case to Children's Services.

Physical Injury or Symptom of Neglect

Where there is a physical injury or symptoms of neglect the Safeguarding Lead should do the following:

- Contact Children's Social Services if there are concerns that a child may have been deliberately hurt, is at risk of 'significant harm' or is afraid to return home. Do not tell the parents/carers in such circumstances. It may also be helpful to contact the Police Child Protection Team.
- If a child needs urgent medical attention an ambulance should be called or they should be taken to hospital, informing the parents/carers afterwards of the action that was taken. The hospital staff should be informed of any child protection concerns. They have a responsibility to pass these concerns on to the statutory authorities.
- If the concerns for the child centre round poor parenting it may be appropriate to speak to the parent/carers, offer practical domestic help and suggest, for example, a chat with the health visitor, doctor or Children's Social Services.
- If a parent/carers is unwilling or frightened to seek help, then offer to accompany them. If they still fail to acknowledge the need for action it is possible to informally discuss the situation with Children's Social Services without divulging their personal details (such as names and addresses) unless, of course, Children's Social Services consider the situation to be serious enough to do so. In these circumstances it is important to realise there may be a bigger picture. Information may have come to light that might be a vital missing piece in the jigsaw. The Churches' Child Protection Advisory Service is available to give advice in these situations.
- It is important to take older children's wishes into account when deciding whether to talk to parents/carers unless other children are potentially at risk

ALLEGATIONS OF SEXUAL ABUSE

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

- Contact the Children's Services Duty Social Worker 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 CCPAS if, for any reason, they are unsure whether or not to contact Children's Services / Police. CCPAS will confirm its advice in writing for future reference.

Concerns or Allegations of sexual abuse:

Where the concern or allegation of abuse is sexual the Safeguarding Lead should do the following:

- Contact Children's Services (Out-of hours, the Emergency Duty Team). DO NOT try to investigate the matter. The important thing is to relay the information to Children's Social Services and/or the Police so they can carry out any investigation and take appropriate action under Section 47 of the Children Act 1989.
- In the case of very severe sexual assault (such as rape), which may have occurred over the last few days, contact the Police. Remember to make a note of what the child alleges and the circumstances surrounding the allegation because of the possibility of being called to give evidence at court. Anything written must be signed, dated and kept in the safe. Do not touch or tamper with any evidence, such as clothing and dissuade the child from cleansing themselves.
- DO NOT tell the parents/ carers, as they could be involved. It is also important no one else who might be involved is inadvertently alerted to the situation because this might lead to the child being 'silenced'. Allegations of sexual abuse are usually denied and often difficult to prove. Remember, the child's welfare must be the first consideration at all times.

- Keep information confidential and share on a need to know basis only so that any alleged perpetrator is not warned or ‘tipped off’. The child or young person also has a right for their privacy to be respected as much as is possible.

Should the Safeguarding Lead not feel it necessary to refer the matter to Children’s Social Services but the worker (or anyone else) has serious concerns for the child's safety, then they should contact the relevant authorities themselves. The safety of the child over-rides all other considerations and it is important to remember that sexual abuse of children is a serious crime.

If the allegation is made against someone who has responsibility for implementing the safeguarding policy, the referral should be made direct to Children’s Social Services or appropriate professional advice sought, e.g. from CCPAS.

ALLEGATIONS OF ABUSE AGAINST A PERSON WHO WORKS WITH CHILDREN

The following principles underpin managing allegations against workers:

- The welfare of the child is the paramount consideration
- The worker should not be informed of the allegation until advice has been sought from the authorities e.g. Police or from Children’s Social Services. CCPAS is also available to contact for advice.
- Workers should be informed of allegations against them as soon as possible but with due regard to protecting evidence and disclosure of information
- It is not up to the recipient of the allegation to determine its validity so it is not your job to judge if the allegation is true or not
- All allegations should be treated in the same way – historical or current
- An investigation against a worker may have three related, but independent strands:
 - (i) Child protection enquiries, relating to the safety and welfare of any children who are or who may have been involved
 - (ii) A police investigation into a possible offence against a child
 - (iii) Disciplinary procedures where it appears that the allegations may amount

to misconduct or gross misconduct on the part of the worker including suspension as a neutral act

- Even if no legal action is taken, an assessment may still be needed in relation to safeguarding children or worker discipline.
- The decision to suspend a worker will rest with the organisation based on the kind of allegation made. This will ultimately be the responsibility of the Trustees.

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the Safeguarding Lead, in accordance with Dorset Safeguarding Children Board (DSCB) procedures will need to liaise with Children's Services (and Ofsted in respect of Little Acorns Pre-school), in regards to the suspension of the worker, also making a referral to a Safeguarding Adviser (SA) / Local Authority Designated Officer (LADO).

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 vulnerable adults. Where liaising with a SA/LADO, a discussion should be held as to the need for referral to the DBS.

Allegations Against Workers (paid or voluntary)

If the alleged perpetrator comes into contact with, or has a role within the organisation amongst children, young people or vulnerable adults, it is important to seek the advice of the statutory authorities before taking any action such as suspension of employment. During the initial steps of an enquiry where a worker is unaware of the allegation, it will be necessary to supervise them as closely as possible without raising suspicion. The suspension of a worker following an allegation is by definition a neutral act but may be necessary because the priority is to protect children, young people and vulnerable adults from possible further abuse or from being influenced in any way by the alleged perpetrator.

False Allegations

False allegations rarely happen as it is unlikely someone would invent a story and go through the process of making statements if there is no basis of truth, because pursuing an allegation is likely to be both emotionally and physically demanding. A retraction of an allegation does not mean that it is untrue. Younger children rarely make allegations unless they have been exposed to inappropriate behaviour.

A minority of disturbed/damaged young people will make malicious allegations. It can be particularly distressing if false allegations are made against workers or carers. A careful log should therefore be maintained if a young person makes frequent comments about workers, and concerns should be discussed as a staff group to ensure safe working practice in relation to this young person. No worker should be alone with the young person so that any further allegations can be refuted.

PREVENTION

Safe recruitment

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 job description / person specification for the post
- Those applying have completed an application form and self declaration form
- Those short listed have been interviewed
- Safeguarding has been discussed at interview
- Written references have been obtained, and followed up where appropriate
- A Disclosure and Barring check has been completed. (We will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information)
- Qualifications, where relevant, have been verified
- A suitable training programme is provided for the successful applicant
- The applicant has completed a probationary period
- The applicant has read a copy of Father's House Safeguarding Policy (or that of Little Acorns Pre-school, where appropriate,) and knows how to report concerns.

All those working with the children and young people of Father's House, Shaftesbury will be members of the church and will not be allowed to work with the children or young people, in a paid or voluntary role, for a period of six months minimum from the time of joining. The exception to this is those on the internship programme but they, of a necessity, will be supervised unless already DBS cleared members of Father's House.

Management of Workers – Codes of Conduct

As a Leadership we are committed to supporting all workers and ensuring they receive support and supervision. All workers have been 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.

PRACTICE GUIDELINES

As a place of worship working with children, young people and vulnerable adults 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.

A copy of this policy will be available for anyone wishing to read it and all workers with children and young people will be expected to have read it. In addition each worker will be given a copy of the Children's and Young People's Workers' Handbook which contains a summary of the policy and guidelines for good practice.

As well as a general code of conduct for workers we also have specific good practice guidelines in place for Little Acorns Pre-school. For other activities, good practice guidelines will be developed.

Particular care will be taken when taking children and young people off-site for day and residential activities. Parental permission will be obtained and full health and consent forms will be completed as appropriate. Swimming, sailing and extreme sport participation will need to be specifically included on consent forms when applicable.

Working overseas

Father's House, Shaftesbury is in relationship with churches in other countries, notably India, Venezuela and Ghana. It is expected that the same safeguarding standards are maintained by any workers who serve in any capacity, short or long-term in other countries, especially where they are representing Father's House. Any organised trip involving church members will include clear written safeguarding guidelines being given to members before leaving. This will also include any young person embarking on a gap year where they will be working with children and/or young people.

It is not appropriate to adopt the customs of the country being visited where they contravene our own safeguarding guidelines. E.g. corporal punishment is often used freely in third world countries but it would be totally inappropriate for a British worker to adopt the same behaviour.

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 Father's House, Shaftesbury.

Children, young people and their families who are suffering from the effects of abuse may need a considerable amount of care and understanding. Counselling will be available at Father's House. Confidentiality is important but care must be taken before promising this as issues arising may be of a criminal nature and the counsellor is then bound to report to the relevant authorities.

Working with offenders

When someone attending Father's House is known to have abused children, or is known to be a risk to children, youth or vulnerable adults, the Leadership will supervise the individual concerned and offer pastoral care. In its safeguarding commitment to the protection of children, young people and vulnerable adults, the Leadership will set clear boundaries for that person which they will be expected to keep. A contract / code of conduct will be drawn up, explained and presented to the individual for their signature. This will include behaviour both on church premises and in the homes of church members.

LEADERSHIP SAFEGUARDING STATEMENT

The Leadership of Father's House, Shaftesbury, recognises the importance of our ministry with children and young people and adults in need of protection, and our responsibility to protect everyone entrusted to our care.

The following statement was agreed by the Leadership on 1st June 2019

Father's House, Shaftesbury is committed to the safeguarding of children, young people 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 that 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 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 that all adults should enjoy and have access to every aspect of the life of Father's House 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, young people and vulnerable adults.

We are committed to:

- Following the requirements for UK legislation in relation to safeguarding children, young people 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.
- Supporting the safeguarding co-ordinators in their work and in any action they may need to take in order to protect children, young people and/or vulnerable adults.
- Ensuring that everyone agrees to abide by these recommendations and the guidelines established by Father's House.
- Supporting parents and families.
- 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 Father's House affected by abuse.
- Adopting and following the 'Safe and Secure' safeguarding standards developed by the CCPAS.

We recognise:

- Children's Services has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a child. Adult Social Care 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 the UK, concerns will be reported to the appropriate agencies in the country concerned, and their procedures followed, and in addition we will report concerns to relevant agencies in the UK.
- Safeguarding is everyone's responsibility.

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

If you have any concerns for a child, young person or vulnerable adult then speak to one of the following who have been approved as safeguarding co-ordinators for Father's House, Shaftesbury.

Sue Jackson	Designated Safeguarding Lead
Andrew Baddeley	Deputy Safeguarding Lead

Anne Clowrey

Deputy Safeguarding Lead for Little Acorns Pre-school

A copy of the full policy and procedures is available from the **Office, Father's House, Shaftesbury.**

Last reviewed and updated: June 2019