

## Churches and Industry Group Birmingham and Solihull

### SAFEGUARDING POLICY FOR CHILDREN AND VULNERABLE ADULTS

#### 1. INTRODUCTION

Every vulnerable person deserves to be safe and secure in their life and activities. CIGB believes that every human being has a value and dignity which comes directly from the creation of male and female in God's own image and likeness. Christians see this potential fulfilled by God's re-creation of us in Christ. We therefore have a duty to try to protect people from harm.

We see God's universal Church as a place where men, women and children, including those who are hurt and damaged, may find healing and wholeness. It is the Christian calling to be agents of healing and justice in such a way that enables all who have suffered from abuse to lead lives with dignity, in a community of peace.

CIGB seldom works with children or vulnerable people in a one to one, unsupervised situation but should the occasion arise, CIGB has put in place safeguards to protect children, young people or vulnerable adults. CIGB has also put in place safeguards to avoid putting their workers in positions where abuse might be alleged, and to ensure that all workers know exactly what to do should abuse be suspected. CIGB believes it is important to not only protect the vulnerable from abuse but to actively promote welfare - not just to protect, but to safeguard. CIGB will work in partnership with the policies and procedures of places where chaplaincy takes place, and other organisations.

#### 2. CIGB VALUES FOR SAFEGUARDING CHILDREN AND YOUNG PEOPLE

A Child is a person under the age of 18 years as defined by the Children Act 1989 when addressing issues of abuse. 'Children' therefore means 'children and young people' throughout this document. Our values in working with Children are:

- The needs of the child are paramount: all children and young people have the right to grow up in a caring and safe environment.
- Children and young people have the right to be protected from abuse of all types, and to expect that adults in positions of responsibility will do everything possible to foster those rights.

#### 3. CIGB VALUES FOR SAFEGUARDING VULNERABLE ADULTS

The Care Act 2014 states that an adult is vulnerable if: they are being abused or if they have care and support needs, perhaps by reason of mental or other disability, age or illness, and because of these needs are more at risk of abuse and neglect and less able to protect themselves. For the purposes of this policy, this category can be extended to those in temporary emotional distress, which in many cases can render an individual susceptible to manipulation or exploitation. Our values within our work with such people are:

- **Privacy:** The right of individuals to be left alone or undisturbed and free from intrusion
- **Dignity:** Recognition of the intrinsic value of people regardless of circumstances by respecting their uniqueness and their personal needs and by treating them with respect.
- **Independence:** Opportunities to act and think without reference to another person, including a willingness to incur a degree of calculated risk.
- **Choice:** Opportunity to select independently from a range of options.
- **Rights:** The maintenance of all entitlements associated with citizenship.

- **Fulfilment:** The realisation of personal aspirations and abilities in all aspects of daily life.
- **Valuing Diversity:** Respect for different cultures, ethnic backgrounds, disabilities, religions, ages, genders, and sexual preferences.

#### **4. CHAPLAINCY CONTACT WITH CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS**

CIGB chaplains may work with children, young people and vulnerable adults directly and indirectly through their chaplaincy work to various outlets and establishments. Chaplains may build strong relationships on the basis of providing a listening ear.

Meetings with Children and Vulnerable Adults should always be in public, in the workplace or a public meeting area. Chaplains should avoid physical contact, or language, that might be misconstrued. Chaplains should not meet alone, in private with a child or vulnerable adult. Chaplains should not offer any form of private meeting or relationship, or on-line/Social Media contact outwith the context of chaplaincy to children, young people or vulnerable adults. Where unsolicited contact is made with a chaplain by an individual outside of the chaplaincy context, this should be immediately discussed with a colleague.

Chaplains receiving Abuse disclosure, or with concerns about Safeguarding, should report those within the structure of the organisation hosting chaplaincy in the first instance, and if there is an appropriate, available reporting structure. They should also inform the CIGB Development Director. In the case that the host organisation does not have a clear procedure, or there is not a clear line of reporting, CIGB Development Director should be informed in the first instance.

If a Chaplain believes a child or vulnerable adult is in immediate danger, they should contact Social Services or the police, and then inform the host organisation and CIGB Development Director.

All allegations of abuse against a chaplain, however minor, are to be reported to the chaplain's Team Leader and Development Director.

CIGB has a negotiated relationship with Church of England Birmingham Safeguarding Officer for advice. When the CIGB Development Director receives a report, they will seek the advice of that Safeguarding Officer. That advice may include that a report of the concern is sent to the Local Authority Designated Officer. If the report is of an allegation against a CIGB Chaplain, this information will also be passed on to the Chair of CIGB: in which instance a working group of Trustees and Development Director may be set up to handle the case, with the advice of the Safeguarding Officer.

#### **5. PREVENTING OPPORTUNITIES FOR ABUSE**

CIGB aims to:

- Ensure we practice safe recruitment in checking the suitability of staff and volunteers to work in the environment they are appointed to.
  - Most chaplaincy posts are not eligible for DBS checking under the current guidelines;
  - CIGB will ensure that any chaplaincy involving regular and significant contact with Children / Vulnerable Adults will be DBS checked – this will usually be by the host organization.
  - CIGB will seek at least 3 references for every post.
- Work with the chaplaincy organisation to make sure that chaplains adhere to local Safeguarding practices.
- Make our Safeguarding Policy available, and ensure all chaplains adhere to this policy. Behaviour Management sanctions may be taken against chaplains who fail to abide by this policy.

- Provide safeguarding training to those working in, or supervising, chaplaincies that involve regular, significant contact with children or vulnerable adults.
- Review our Safeguarding practice and policy at regular intervals.

## 6. DEFINITIONS OF TYPES OF ABUSE

### 6.1 Physical Abuse of Children, Young People or Vulnerable Adults

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child or vulnerable adult.

Physical harm may also be caused when a parent/carer fabricates the symptoms of, or deliberately induces, illness in a child or vulnerable adult.

<b>Physical Abuse - Indicators</b>	
<b><i>Physical Indicators</i></b>	<b><i>Behavioural Indicators</i></b>
<ul style="list-style-type: none"> <li>• Unexplained injuries – bruises / abrasions / lacerations</li> <li>• The account of the accident may be vague or may vary from one telling to another</li> <li>• Unexplained burns</li> <li>• Regular occurrence of unexplained injuries</li> </ul> <p>Most accidental injuries occur on parts of the body where the skin passes over a bony protrusion.</p>	<ul style="list-style-type: none"> <li>• Withdrawn or aggressive behavioural extremes</li> <li>• Uncomfortable with physical contact</li> <li>• Seems afraid to go home</li> <li>• Complains of soreness or moves uncomfortably</li> <li>• Wears clothing inappropriate for the weather, in order to cover body</li> <li>• The interaction between the child, vulnerable adult and its carer</li> </ul>

### 6.2 Neglect

Neglect is the persistent failure to meet a child’s or vulnerable adult’s basic physical and/or psychological needs, likely to result in the serious impairment of the child’s or vulnerable adults health or development. Neglect may involve a parent/carer failing to:

- Provide adequate food, clothing and shelter;
- Protect a child or vulnerable adult from physical and emotional harm or danger;
- Ensure adequate supervision (including the use of inadequate care-givers);
- Ensure access to appropriate medical care or treatment.

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

<b>Neglect - Indicators</b>	
<b><i>Physical Indicators</i></b>	<b><i>Behavioural Indicators</i></b>
<ul style="list-style-type: none"> <li>• Unattended medical need</li> <li>• Underweight or obesity</li> <li>• Recurrent infection</li> <li>• Unkempt dirty appearance</li> <li>• Smelly</li> <li>• Inadequate / unwashed clothes</li> <li>• Consistent lack of supervision</li> <li>• Consistent hunger</li> <li>• Inappropriately dressed</li> </ul>	<ul style="list-style-type: none"> <li>• Poor social relationships</li> <li>• Indiscriminate friendliness</li> <li>• Poor concentration</li> <li>• Low self-esteem</li> <li>• Regularly displays fatigue or lethargic</li> <li>• Frequently falls asleep</li> <li>• Frequent unexplained absences</li> </ul>

### 6.3 Emotional Abuse

Emotional abuse is the persistent emotional maltreatment of a child or vulnerable adult such as to cause severe and persistent effects on the child’s or vulnerable adult’s emotional development, and may involve:

Conveying to children or a vulnerable adult that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person;

- Imposing age or developmentally inappropriate expectations on children. These may include interactions that are beyond the child’s or vulnerable adult’s developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child or vulnerable adult participating in normal social interaction;
- Seeing or hearing the ill-treatment of another;
- Serious bullying, causing children or vulnerable adults frequently to feel frightened or in danger, or the exploitation or corruption of children or vulnerable adults.

<b>Emotional Abuse - Indicators</b>	
<b><i>Physical Indicators</i></b>	<b><i>Behavioural Indicators</i></b>
<ul style="list-style-type: none"> <li>• Poor attachment relationship</li> <li>• Unresponsive/neglectful behaviour towards the child’s or vulnerable adults emotional needs</li> <li>• Persistent negative comments about the child or vulnerable adult</li> <li>• Inappropriate or inconsistent expectations</li> <li>• Self harm</li> </ul>	<ul style="list-style-type: none"> <li>• Low self-esteem</li> <li>• Unhappiness, anxiety</li> <li>• Withdrawn, insecure</li> <li>• Attention seeking</li> <li>• Passive or aggressive behavioural extremes</li> </ul>

### 6.4 Sexual Abuse

Sexual abuse involves forcing or enticing a child, young person or vulnerable adult to take part in sexual activities, including prostitution, whether or not the child or vulnerable adult is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape, buggery or oral sex) or nonpenetrative acts.

Sexual abuse includes non-contact activities, such as involving children or vulnerable adults in looking at, or in the production of pornographic materials, watching sexual activities or encouraging children or vulnerable adults to behave in sexually inappropriate ways.

<b>Sexual Abuse - Indicators</b>	
<b><i>Physical Indicators</i></b>	<b><i>Behavioural Indicators</i></b>
<ul style="list-style-type: none"> <li>• Sign of blood / discharge on the child's or vulnerable adult's underclothing</li> <li>• Awkwardness in walking / sitting</li> <li>• Pain or itching – genital area</li> <li>• Bruising, scratching, bites on the inner thighs/ external genitalia</li> <li>• Self harm</li> <li>• Eating disorders</li> <li>• Enuresis / encopresis</li> <li>• Sudden weight loss or gain</li> </ul>	<ul style="list-style-type: none"> <li>• Sexually proactive behaviour or knowledge that is incompatible with a child's age &amp; understanding</li> <li>• Drawings and or written work that is sexually explicit</li> <li>• Self-harm / Suicide attempts</li> <li>• Running away</li> <li>• Substance abuse</li> <li>• Significant devaluing of self</li> <li>• Loss of concentration</li> </ul>

### 6.5 Discriminatory forms of Abuse

This form of abuse involves direct or indirect discrimination of children or vulnerable adults because of their race, gender, sexuality, disability, religion, mental health status or age.

<b>Discriminatory Abuse – Examples:</b>
<ul style="list-style-type: none"> <li>• Lack of culturally or gender sensitivity in care practices</li> <li>• Access to services denied due to lack of disability awareness and access needs of members</li> <li>• No attempt to address language barriers</li> <li>• No provision of culturally sensitive food</li> <li>• No awareness of importance of faith festivals etc.</li> </ul>