



# Safeguarding Procedures

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## 1. CONTACT DETAILS

### 1.1. DESIGNATED PERSONS FOR SAFEGUARDING

NAME	TELEPHONE
Jane Wray	07800 563941
Sara O'Shea	07816 830058

### 1.2. SAFEGUARDING TRUSTEE

NAME	TELEPHONE
Sara O'Shea	07816 830058

### 1.3. Central Baptist Association Safeguarding Officer

NAME	TELEPHONE	EMAIL
Gillian Jones	07729 688791	safeguarding@cba.org.uk

### 1.4. ORGANISATION (CHURCHES AGENCY FOR SAFEGUARDING)

TELEPHONE
020 7467 5216

### 1.5. OTHER USEFUL NUMBERS

REASONING / ORGANISATION	TELEPHONE
Immediate risk	999
No immediate risk, but a police response is required due to the seriousness of the incident or potential loss of evidence.	101
Hertfordshire Adult Social Services	0300 123 4042
Hertfordshire Children's Social Services	0330 123 4043
LADO	01992 555420 ( <a href="mailto:LADO.Referral@hertfordshire.gov.uk">LADO.Referral@hertfordshire.gov.uk</a> )

**Baptist Union of Great Britain, Baptist House, P.O. Box 44, 129 Broadway, Didcot OX11 8RT**  
**Tel: 01235 517700 Fax: 01235 517715**  
**Email: [safeguarding@baptist.org.uk](mailto:safeguarding@baptist.org.uk) Website: [www.baptist.org.uk](http://www.baptist.org.uk)**

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# Croxley Green Baptist Church

*Devoted to Christ, His People, His Mission*

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## 2. POLICY INTRODUCTION

### 2.1. SAFEGUARDING CHILDREN, YOUNG PEOPLE AND ADULTS AT RISK AT CROXLEY GREEN BAPTIST CHURCH

The vision of Croxley Green Baptist Church ("the church") is to:

- Seek to be a movement of spirit led communities.
- Feel like one team.
- Embrace adventure.
- Share a hunger for God's coming kingdom.
- Walk together with others in ministry and mission.

In fulfilling this vision, the church:

- Welcomes children, young people, and adults at risk into the life of our community.
- Has a programme of activities with children, young people, and adults at risk.
- Makes our premises available to organisations working with children, young people, and adults at risk.

The church recognises its responsibilities for the safeguarding of all children and young people under the age of 18 (regardless of gender, ethnicity, or ability) as set out in The Children Act 1989 and 2004, *Safe from Harm* (HM Government 1994) and *Working Together to Safeguard Children* (HM Government 2010).

As members of this church, we commit ourselves to the nurturing, protection and safeguarding of all children, young people and adults at risk associated with the church and will pray for them regularly.

In pursuit of this we commit ourselves to the following policies and to the development of procedures to ensure their implementation.

#### 2.1.1. Prevention and Reporting of Abuse and Responding to Concern

It is the duty of each church member and each member of the wider church family to prevent the physical, sexual, spiritual, and emotional abuse and neglect of children, young people and adults at risk and to report these concerns. The church will fully co-operate with any statutory investigation into any suspected abuse linked with the church.



### **2.1.2. Safe Recruitment, Support and Supervision of Workers**

The church will exercise proper care in the selection and appointment of those working with children, young people, and adults at risk, whether paid or voluntary. All workers will be provided with appropriate training, support, and supervision to promote the safeguarding of all.

### **2.1.3. Safe Behaviour: a Code of Behaviour for Workers**

The church will adopt a code of behaviour for all who are appointed to work with children, young people, and adults at risk so that all are shown the respect that is due to them.

### **2.1.4. Safe Practice and Safe Premises**

The church is committed to providing a safe environment for activities with children, young people, and adults at risk and will adopt ways of working with all that promote their safety and well-being.

### **2.1.5. A Safe Community**

The church is committed to the prevention of bullying of children, young people, and adults at risk. The church will seek to ensure that the behaviour of any who may pose a risk to anyone in the community of the church is managed appropriately.

### **2.1.6. Responsible People**

The church has appointed Sara O'Shea as the Safeguarding Trustee to oversee and monitor implementation of the policy and procedures on behalf of the church's charity trustees. The church has appointed Jane Wray and Sara O'Shea as the Designated Persons for Safeguarding, to:

- Advise the church on any matters related to the safeguarding of children, young people, and adults at risk.
- Take the appropriate action when abuse is disclosed, discovered, or suspected.

### 2.1.7. Policy and Procedures

A copy of the policy statement will be displayed permanently on the Church General Notice Board and on the Church website.


Each worker with children, young people, and adults at risk whether paid or voluntary will be given a full copy of the policy and procedures and will be required to follow them.

A full copy of the policy and procedures will be made available upon request to read.

The policy and procedures will be monitored and reviewed at least annually. The policy statement will be read annually at the church meeting in September together with a report on the outcome of the annual review.

### 3. SAFEGUARDING POLICY STATEMENT

**Safeguarding Policy Statement 2023-24 for Children, Young People and Adults at Risk**



**Croxley Green**  
BAPTIST CHURCH  
*Devoted to Christ, His People, His Mission*

**OUR SAFEGUARDING RESPONSIBILITIES**

Croxley Green Baptist Church (CGBC) recognises its responsibilities in safeguarding all children, young people and adults at risk, regardless of gender, ethnicity or ability.

As members of this church we commit ourselves to the nurturing, protection and safekeeping of all associated with the church and will pray for them regularly. In pursuit of this, we commit ourselves to this policy and to the development of sound procedures to ensure we implement our policy well.

- **Prevention and reporting of abuse**  
It is the duty of each church member to help prevent the abuse of children and adults at risk, and the duty of each church member to respond to concerns about the well-being of children and adults at risk. Any abuse disclosed, discovered or suspected will be reported in accordance with our procedures. The church will fully co-operate with any statutory investigation into any suspected abuse linked with the church.
- **Safer recruitment, support and supervision of workers**  
The church will exercise proper care in the selection and appointment of those working with children and adults at risk, whether paid or voluntary. All workers will be provided with appropriate training, support and supervision to promote the safekeeping of children and adults at risk.
- **Respecting children and adults at risk**  
The church will adopt a code of behaviour for all who are appointed to work with children and adults at risk so that all children and adults are shown the respect that is due to them.
- **Safer working practices**  
The church is committed to providing an environment that is as safe as possible for children and adults at risk and will adopt ways of working with them that promote their safety and well-being.
- **A safer community**

**SAFEGUARDING CONTACT POINTS WITHIN OUR CHURCH**

CGBC has appointed Jane Wray (07800 563941) and Sara O'Shea (07816 830058) as the Designated People for Safeguarding to:

- Advise CGBC on any matters related to the safeguarding of children, young people and adults at risk.
- Take the appropriate action when abuse is disclosed, discovered, or suspected.

Our church ministers are also an important part of the Church Safeguarding Team. Where possible, the Church Safeguarding Team will work together if and when issues arise. However, each person has a responsibility to report allegations of abuse as soon as they are raised

**POLICY & PROCEDURES**

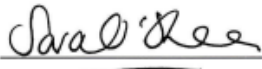
A copy of this policy statement will be displayed permanently on the noticeboard in the main entrance, large hall, small hall, the church office and the CGBC website.

Each worker, whether paid or voluntary, will have access to a full copy of the policy and procedures and will be required to follow them.

A full copy of the policy and procedures will be made available on request to any member of CGBC, the parents or carers of any child or young person from the church or any other person associated with the church.

The policy and procedures will be monitored and reviewed annually.

The policy statement will be read annually at the church meeting in September together with a report on the outcome of the annual review.

Signed: 

Date: August 2023

Form Number: CGBC-027-Iss-2 Review Date: September 2024

**PART A - RESPONDING TO CONCERNS**

**4. RESPONDING TO CONCERNS**

**4.1. UNDERSTANDING, RECOGNISING AND RESPONDING TO ABUSE**

Abuse and neglect are forms of maltreatment of a child, young person, or adult at risk. Somebody may abuse or neglect a child or adult by inflicting harm, or by failing to act to prevent harm. Children, young people, and adults at risk may be abused in a range of settings by those known to them or, more rarely, by a stranger. There are many ways in which people suffer abuse.

**4.2. WHAT TO DO IF ABUSE IS SUSPECTED OR DISCLOSED**

For more information, please see **Appendix 1**.

Everyone has their part to play in helping to safeguard children, young people and adults at risk within the life of the church:

- If the behaviour of a child, young person or adult at risk gives any cause for concern.
- If an allegation is made in any context about a child, young person or adult at risk being harmed.
- If the behaviour of any individual towards children, young people or adults at risk causes concern.

WHAT TO DO	WHAT NOT TO DO
<ul style="list-style-type: none"> <li>• Listen to and acknowledge what is being said.</li> <li>• Try to be reassuring &amp; remain calm.</li> <li>• Explain clearly what you will do and what will happen next.</li> <li>• Try to give them a timescale for when and how you/the DPS will contact them again.</li> <li>• Take action – don't ignore the situation.</li> <li>• Be supportive.</li> </ul>	<ul style="list-style-type: none"> <li>• Do not promise confidentiality.</li> <li>• Do not show shock, alarm, disbelief, or disapproval.</li> <li>• Do not minimise what is being said.</li> <li>• Do not ask probing or leading questions or push for more information.</li> <li>• Do not offer false reassurance.</li> <li>• Do not delay in contacting the DPS.</li> <li>• Do not contact the alleged abuser.</li> </ul>

<ul style="list-style-type: none"> <li>• Tell them that:             <ul style="list-style-type: none"> <li>• They were right to tell you.</li> <li>• You are taking what they have said seriously.</li> <li>• It was not their fault.</li> </ul> </li> <li>• That you would like to pass this information on to the appropriate people, with their permission.</li> <li>• Be open and honest.             <ul style="list-style-type: none"> <li>• Give contact details for them to report any further details or ask any questions that may arise</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Do not investigate the incident any further.</li> <li>• Never leave a child, young person or adult at risk waiting to hear from someone without any idea of when or where that may be.             <ul style="list-style-type: none"> <li>• Do not pass on information to those who don't need to know; not even for prayer ministry.</li> </ul> </li> </ul>
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### 4.3. RESPONDING TO CONCERNS

When there are concerns that a child, young person, or adult at risk is being abused, the following process must be followed.

A record must be made of the concern, either handwritten or typed. Use the guidelines in **Appendix 2** and pass the concern on to the church DPS within 24 hours.

The written record should: be made as soon as possible after the event; be legible; include the name, date of birth and address of the child, young person or adult at risk; include the nature of any concerns and description of any bruising or injuries that have been noticed; include an exact record of what the child, young person or adult at risk has said, using their own words where possible; include any action taken; be signed and dated; be kept secure and confidential (available only to the DPS and others responsible for safeguarding).

The report will be reviewed by the DPS with any other relevant information and a decision will be taken (often in liaison with others) as to what action should follow. See **Appendix 2** for examples of possible actions. Any formal referral to the police or Social Services should normally be made within 24 hours of receiving the report.

The Local Baptist Association Safeguarding Contact should be made aware of any referrals to the statutory authorities.

Support should be offered to all parties affected by any safeguarding concerns (this could be the church as a whole, but more specifically victims; alleged perpetrators; children; young people; adults at risk; other family members; church workers; the DPS; Minister; members of the leadership team.

Where formal referrals are made, reports may need to be made to the Disclosure and Barring Service (DBS) and the Charity Commission.

If the DPS is not available, or is implicated in the situation, any reports or concerns should be passed to another member of the church Safeguarding Team.

**If you think that anyone is in imminent danger of harm, a report should be made immediately to the police by calling 999.**

#### **4.4. RESPONDING TO CONCERNS FOR A CHILD OR AN ALLEGATION OF ABUSE**

Where possible, concerns will be passed to the Designated Person for Safeguarding (or Deputy Designated Person for Safeguarding) but difficulty in contacting these individual(s) should not delay action being taken.

If there is a concern that a child/young person may have been harmed or abused, the Designated Person for Safeguarding will act as follows:

##### **4.4.1. Where a child has a physical injury or symptom of neglect:**

- Contact Children's Social Care Team if there are concerns that a child/young person may have been deliberately hurt, is at risk of 'significant harm' or is afraid to return home. Do not tell the parents, or other people involved.
- If a child/young person needs urgent medical attention an ambulance will be called or they will be taken to hospital, informing the parents/carers afterwards of the action that was taken.
- The hospital staff will be informed of any child protection concerns.

##### **4.4.2. Where there are allegations or concerns of sexual abuse:**

- Contact Children's Social Care Team. DO NOT try to investigate the matter.

- In the case of very severe sexual assault (such as rape), which may have occurred over the last few days, and where it has not been possible to get an immediate response from Children's Social Care Team, contact the police.
- Do not touch or tamper with any evidence, such as stained clothing.
- DO NOT tell other people including the parents/carers; they could be involved.
- Keep information on a need-to-know basis so that any alleged perpetrator is not 'tipped off'.

Should the Designated Person for Safeguarding not feel it necessary to refer the matter to Children's Social Care Team, but you (or anyone else) have serious concerns for the child/young person's safety, then you will contact the relevant authorities directly. The safety of the child/young person over-rides all other considerations and it is important to remember that sexual abuse of children is a serious crime.

If the allegation is against a Church leader who has responsibility for implementing the Policy, you will refer it directly to Children's Social Care Team or seek appropriate professional advice, e.g. from the CBA Safeguarding Officer (Local Baptist Association safeguarding contact – telephone number: 07729 688791, email: [safeguarding@cba.org.uk](mailto:safeguarding@cba.org.uk)).

#### 4.5. RESPONDING TO CONCERNS RAISED ABOUT ADULTS AT RISK

When a concern is raised about an adult it should be treated in the same way as a concern about a child/young person i.e. the church worker (paid or voluntary) should:

- 1) **Recognise** that abuse may be taking place.
- 2) **Respond** to the concern.
- 3) **Record** all the information they have received.
- 4) **Report** the concern to the DPS who may, in turn, report it to the statutory authorities.

It is not your role to decide whether someone has mental capacity and is therefore able to make decisions that impact on their safety and wellbeing. Decisions on mental capacity are best made by professionals with the relevant background information to hand. Always share your concerns with the DPS even if you do not have the consent of the adult to do so - in this instance, make sure the DPS knows that the person concerned has not given consent for the information to be passed on.

The Care Act 2014 provides helpful guidance on these situations:

**“If the adult has the mental capacity to make informed decisions about their safety and they do not want any action to be taken, this does not preclude the sharing of information with relevant professional colleagues. This is to enable professionals to assess the risk of harm and to be confident that the adult is not being unduly influenced, coerced, or intimidated and is aware of all the options. This will also enable professionals to check the safety and validity of decisions made. It is good practice to inform the adult that this action is being taken unless doing so would increase the risk of harm”.**

The DPS will consider all the information to hand and decide whether it is appropriate for the information to be reported to the statutory authorities. If there are any concerns about an adult's mental capacity, the DPS will contact the Local Authority Adult Safeguarding Team for advice.

Please see **Appendix 6**, *Keep it Confidential* Flow Diagram.



## 5. ALLEGATIONS AGAINST WORKERS

If you see another worker acting in ways which concerns you or might be misconstrued, speak to the DPS about your concerns as soon as you can. This includes the actions or behaviours of those in leadership positions in the church.

Church workers should encourage an atmosphere of mutual accountability, holding each other to the highest standards of safeguarding practice. The following procedure should be followed:

- 1) When an allegation of abuse has been made do not approach the alleged perpetrator about it.
- 2) Follow the usual safeguarding procedure: **Recognise, Respond, Record, Report.**
- 3) Once the allegation has been reported to the DPS they can liaise with the relevant statutory authority and with the regional Baptist Association Safeguarding Contact if they need further advice.
- 4) Whilst waiting for an outcome from the statutory authorities, the worker about whom concerns have been raised will be supervised as closely as possible, without raising suspicion.
- 5) Once the statutory authorities are involved, the church will follow their advice regarding the next steps to take (for example suspension of worker, putting a contract in place).
- 6) A written record of all discussions with statutory authorities or other parties should be maintained by the DPS and stored securely and confidentially, where only those directly involved in safeguarding (DPS, Safeguarding Trustee, Minister) can access them.
- 7) No information about the allegation will be shared with people in the church other than those directly involved in safeguarding, not even for prayer purposes.

The suspension of a worker following an allegation is, by definition, a neutral act. Our priority as a church is to protect children, young people, and adults at risk from possible further abuse or from being influenced in any way by the alleged perpetrator.

It may be necessary, for the sake of the child, young person, or adult at risk or to satisfy the needs of an investigation, for the alleged perpetrator to worship elsewhere. In such cases the new church DPS will be informed of the reasons for this happening.

**When concerns are expressed about the Minister**

Any safeguarding concerns involving a Minister should always be reported immediately to the local Baptist Association Safeguarding Contact in addition to following the church's usual procedures. Do not tell the Minister that a concern has been raised about them.

**When concerns are expressed about the church  
DPS/Safeguarding Trustee**

Any safeguarding concerns involving the DPS or Safeguarding Trustee should be raised with the Minister, they in turn should consult the regional Baptist Association Safeguarding Contact. Do not tell the DPS/Safeguarding Trustee that a concern has been raised about them.

## 5.1. ABUSE OF TRUST

Relationships between children, young people and adults at risk and their church workers can be described as 'relationships of trust'. The worker is someone in whom the child, young person or adult at risk has placed a degree of trust. This may be because the worker has an educational role, is a provider of activities, or is even a significant adult friend. It is not acceptable for a church worker to form a romantic relationship with a child, young person, or adult at risk with whom they have a relationship of trust.

While by no means restricted to young leaders, those who are in their early adult years will need to be particularly aware of the need not to abuse their position of trust in their relationships with other young people who are not much younger than themselves.

The Police, Crime, Sentencing and Courts Act 2022 expanded the list of roles which are legally considered to be positions of trust to include anyone who is in a teaching, coaching, instructing, training or supervising role within sport or religion. This means that if an adult of any age is in a role where they are working directly with young people aged 16 and 17 and forms a romantic or sexual relationship with them, they could be charged with criminal offences. If you have concerns about a relationship forming between an adult helper and a young person then you should notify the DPS.

## 5.2. ALLEGATIONS MADE AGAINST CHILDREN, YOUNG PEOPLE AND ADULTS AT RISK

Children and young people are by nature curious about the opposite sex. However, where a child or young person is in a position of power, has responsibility over another child (as in a babysitting arrangement) and abuses that trust through some sexual activity, then this is abusive. Where one child or young person introduces another child to age-inappropriate sexual activity or forces themselves onto a child, this is abusive. Such situations will be taken as seriously as if an adult were involved, because the effects on the child victim can be as great.

When such an instance occurs, they are investigated by the statutory authorities in the same way as if an adult were involved, though it is likely that the perpetrator would also be regarded as a victim in their own right, as they may have also been abused. It cannot be assumed that young people will grow out of this type of behaviour, as most adult sex offenders started abusing in their teens or even younger.

Allegations against adults at risk will be investigated by the statutory authorities. If the alleged perpetrator is unable to understand the significance of questions put to them or their replies, they can access support from an 'appropriate' adult whilst they are being questioned. This role can be filled by a range of people, such as a family member, carer, social worker, etc. In court, adults at risk may be allowed to be assisted by an intermediary or give evidence through a live link.

When an allegation is made against a child, young person, or adult at risk the following procedure should be followed:

- 1) Do not approach the person about whom the allegation has been made or their parents/carers.
- 2) Follow the church's safeguarding procedure: **Recognise, Respond, Record, Report.**
- 3) Seek advice from the DPS, who will speak to the police or social services about when to inform a parent. The DPS will also seek advice about what steps need to be taken to ensure the needs of both the victim and alleged perpetrator are met; this may include placing the child, young person, or adult at risk on a Safeguarding Contract or equivalent (see section 3.4: Safer Community/Working with Alleged or Known Offenders).
- 4) Make sure there is pastoral support in place for the child, young person, or adult at risk throughout the process involved.

## 5.3. PASTORAL CARE

### 5.3.1. Following an Allegation/Suspicion

When an allegation/suspicion arises in the church, a period of investigation will follow, which will be stressful for all involved. The church will ensure that one person is responsible for dealing with the authorities, another offers support to the victim/s and their family, and another gives pastoral care to the alleged perpetrator, without compromising the alleged victims or their families. It may be necessary to appoint other people to support the families involved.

Where a statutory investigation is under way, this support will be provided with the knowledge of the statutory authority involved.

Where the perpetrator accepts some responsibility, they will be encouraged to seek specialised interventions/treatment to reduce the risk of re-offending. This may only be appropriate once the investigation and legal processes have been completed.

### 5.3.2. Supporting Those who have Experienced Abuse

As a church, we are committed to caring for those who have experienced abuse and refer to the Baptist Union of Great Britain *Supporting Those who have Experienced Abuse* guide to ensure that we adhere to a model of best practice.

We recognise it is important that those who have experienced abuse:

- Are accepted for who they are, without being made to forgive or being put into a position of feeling guilty and responsible for what happened to them.
- Know that God loves them unconditionally, and that nothing can or will change this truth.
- Can be confident that those in the church community who know about the abuse are with them on their journey - no matter how long or difficult that journey may be.

It may be necessary to signpost individuals to specialist support. The DPS has a list of relevant local information and contacts, ready for anyone who may need it.

## 6. FALSE ALLEGATIONS

False allegations are possible: all allegations will be properly investigated in an endeavour to establish the truth. It is important to remember that Safeguarding and Child Protection Laws are not only in place to protect children and vulnerable people, but also to protect workers and volunteers in the industry.

## PART B - SAFER RECRUITMENT

### 7. RECRUITING PAID AND VOLUNTEER CHURCH WORKERS

As a church, we are committed to safer recruitment practices. When recruiting both paid and volunteer church workers, the following process will be applied:

- 1) We will develop a clear role profile, person specification and application form.
- 2) When advertising a role which involves working with children, young people or adults at risk we will make it clear that any appointment is subject to a DBS check.
- 3) All applicants will be asked to complete an application form and include the names of two referees.
- 4) Shortlisting of applicants will be carried out by at least two people, including the line manager or group leader directly overseeing the role being recruited for.
- 5) Interviews will be carried out by at least two people, including the line manager or group leader.
- 6) References, a Self-Disclosure Form, and an enhanced DBS check must be completed satisfactorily before the appointed person starts in their role.

Note: Under the Criminal Justice and Court Services Act 2000, it is an offence for anyone disqualified from working with children, young people, or adults at risk to knowingly apply, accept or offer to work with children, young people, or adults at risk. It is also a criminal offence to knowingly offer work with children, young people, or adults at risk to an individual who is so disqualified or to knowingly allow such an individual to continue to work with children, young people, or adults at risk.

#### 7.1. ADDITIONAL CHECKS FOR PAID WORKERS

In addition to the above checks which should be completed for both paid and volunteer church workers, an applicant's UK residency status and/ or right to work in the UK will be checked when recruiting for a paid role.

## 7.2. REFERENCES

Formal written references will be requested, ideally in the form of at least one professional and one personal reference.

## 7.3. APPOINTMENT AND SUPERVISION

The church's safeguarding policy and procedures will be discussed with the applicant, and they will be required to sign their agreement to adhere to them. All workers will have a role description and clear lines of accountability to a leader and the leadership team.

Paid workers will also have an assigned supervisor whom they will meet with regularly to discuss work and address any issues or areas of concern. There will be a probationary period of six months in the role before any paid appointment is confirmed.

There will also be regular team meetings to review procedures, share concerns and identify other matters that may need clarification and guidance.

## 7.4. TRAINING

It is important that all workers understand our church's agreed safeguarding procedures and attend BUGB Excellence in Safeguarding training at least once every four years. Where a worker is successfully recruited but has not yet been able to attend the training, they should be given a copy of the Baptist Union of Great Britain's *Gateway to Level 2 Excellence in Safeguarding* booklet and asked to complete the relevant sections. Additional specialist training will also be arranged where needed, for example, in First Aid.

### 7.4.1. Young helpers under 18 years of age

In law, young helpers under the age of 18 are children and cannot be treated as adult members of a team. Training and mentoring will be given to ensure that they are helped to develop and hone their skills, attitudes, and experience. Young helpers must always be closely supervised by an adult leader and never given sole responsibility for a group of children. When considering ratios of staff to children, young helpers need to be counted as children, not leaders. The safeguarding procedures apply to a young helper just as they do to any other person. Parent/carer permission needs to be sought for young helpers to attend an event or help with a children's group just as you would for any other person under 18 years of age.

## 7.5. SAFER BEHAVIOUR

The church has a code of behaviour for all those working with children, young people and/or adults at risk so that everyone is shown the respect that is due to them:

- Treat everyone with dignity and respect.
- Use age and ability appropriate language and tone of voice. Be aware of your body language and the effect you are having on the child, young person, or adult at risk.
- Listen well to everyone. Be careful not to assume you know what a child, young person or adult at risk is thinking or feeling. Listen to what is being spoken and how it is said. At the same time, observe the individual's body language to better understand what is being said.
- Be aware of any physical contact you may have with a child, young person or adult at risk and record it when necessary. For instance, if you need to stop a fight, administer First Aid, give a hug to someone in distress, or protect yourself or others from danger.
- Do not make sexually suggestive comments about or to a child, young person, or adult at risk, even in 'fun'.
- Do not scapegoat, belittle, ridicule, or reject a child, young person, or adult at risk.
- Keep a record of any significant incidents or concerns on a Safeguarding Incident Form (see Appendix 3). Enter the names of all those present and anything of note which you observe, e.g. details of any fights broken up by the workers, allegations made, etc. All workers who witnessed the incident, overheard it or responded in any way should record the details and sign and date the form.

Specific considerations when working with children and young people:

- Do not invade the privacy of children and young people when they are using the toilet or showering.
- The level of assistance with personal care (e.g. toileting) must be appropriate and related to the age of the child or young person, whilst also accepting that some children and young people have special needs.
- Avoid rough games involving physical contact between a worker and a child or young person.
- Avoid sexually provocative games.



- When it is necessary to discipline children or young people, this should be done without using physical punishment. There may, however, on the rare occasion be circumstances where a child or young person needs to be restrained in order to protect them or a third person.
- Only invite children and young people to your home or on trips in groups and always make sure that another worker is present.
- Notify the DPS of any children's trips which take place in the name of the church. Parental permission must always be sought.
- Do not give lifts to children or young people on your own. Ensure that if transporting children as part of your church role, you have the correct insurance cover in place as well as parental permission.
- No person under 18 years of age should be left in sole charge of any children of any age. Nor should children or young people or adults at risk attending a group be left alone at any time.

No one should normally be left working alone with children, young people, or adults at risk, but should instead work as part of a team. If there are insufficient leaders for groups:

- Internal doors should be left open.
- At least two people should be present before external doors are opened for an event.
- Consider whether you could combine groups together or rearrange planned activities.
- Reconsider whether you can run the group safely, carrying out a Risk Assessment to record your findings.

If workers do find themselves on their own with children, young people, or adults at risk, they should:

- Assess the risk of sending the child, young person, or adult at risk home.
- Phone another team member and let them know the situation.
- Train additional leaders as soon as possible.

If a child, young person or adult at risk wants to talk on a one-to-one basis you should make sure that:

- You try to hold the conversation in a corner of a room where other people are present.
- You leave the door open if you are in a room on your own.
- Another team member knows where you are.

Consideration should be given to how many workers should be involved with the group and whether they should be male or female workers, or both. See section 3.11 for recommended ratios. A couple or immediate family members should be considered to count as only one person when planning events or activities and the distribution of workers through different groups; for example, if a couple or immediate family members want to work together then a third person will need to be assigned to that group. Wherever possible couples or peoples who are related to each other should work with separate groups.

The only adults allowed to participate in children, young person and adult at risk activities are those safely appointed and appropriately trained. The leader of the activity should be aware of any other adults who are in the building whilst the activity is running.

**PART C - BEST PRACTICE GUIDELINES**

**8. BEST PRACTICE GUIDELINES**

The church is in an amazing position in society, with the opportunity to minister to individuals from the whole community, from the very young to the very old. These best practice guidelines are in place to help those working on behalf of the church to do it well, prioritising the safety and well-being of those they are working with. Whilst this section is divided into adults and children/young people, some aspects of good practice will overlap.

**8.1. WORKING WITH CHILDREN/YOUNG PEOPLE**

**8.1.1. Ratios**

When working with children/young people the following recommended minimum ratios of workers to children apply:

Age Range	Recommended minimum ratio for INDOOR activities	Recommended minimum ratio for OUTDOOR activities
0-2 Years	1:3 (minimum 2).	1:3 (minimum 2).
3 Years	1:4 (minimum 2).	1:4 (minimum 2).
4-7 Years	1:8 (minimum 2).	1:6 (minimum 2).
8-12 Years	2 adults for up to 20 children/young people (preferably one of each gender) with an extra adult for every 10 additional children/young people.	2 adults for up to 15 children/young people (preferably one of each gender) with an extra adult for every 8 additional children/young people.
13 Years and Over	2 adults for up to 20 children/young people (preferably one of each gender) with an extra adult for every 10 additional children/young people.	2 adults for up to 20 children/young people (preferably one of each gender) with an extra adult for every 10 additional children/young people.

This does not take into account special circumstances such as behavioural issues, developmental issues, disability and so on, which may mean an increase to the recommended ratios. In calculating the ratios of workers to children, young helpers who are under the age of 18 should be counted as one of the children/young people, not one of the workers. A married couple or other directly related people should be counted as one adult for the purposes of the recommended ratios rather than two workers.

### **8.1.2. Children and Young People with Special Needs**

Children and young people who have a disability can be at greater risk of abuse. They will often require more help with personal care, such as washing, dressing, toileting, feeding, mobility, etc. Some children may have limited understanding and behave in a non-age-appropriate way. It is good practice to speak with the parents/carers of children/young people with special needs and find out from them how best to assist the child or young person.

### **8.1.3. Visiting Children or Young People at Home**

It is unlikely that workers will need to make pastoral visits to children/young people and their families at home on behalf of the church. If a situation occurs where it is needed then it should be done in pairs, and with the prior agreement of the Minister.

### **8.1.4. Children/Young People with no Adult Supervision**

When children/young people turn up to and want to join in with church activities without the knowledge of their parents/carers, workers will:

- Welcome the child/young person and try to establish their name, age, address, and telephone number.
- Record their visit in a register.
- Ask the child/young person if a parent/carer is aware of where they are. Where possible, phone and make contact.
- Without interrogating the child/young person, find out as soon as possible whether they have any specific needs (e.g. medication) so that you can respond appropriately in an emergency.
- Give the child/young person a consent form and explain it needs to be filled in and brought back next time.

### 8.1.5. Mentoring

If a worker is working with a young person as part of the recognised church mentoring programme:

- The parents of all young people involved in mentoring are required to sign a letter to say they are aware that the mentoring is happening and who it is with.
- Mentoring meetings should only be held in agreed places and should be in view of other people.
- A mentoring meeting should have an agreed start and end time, and someone should be aware that a meeting is taking place and where it is being held.
- A basic record should be kept of dates of significant meetings and any text messages or emails.
- Appropriate boundaries should be put in place regarding times and demand, i.e. not phoning or texting late at night, etc. A record should be kept of all communications with a young person by the mentor.
- A written record should be kept of issues/decisions discussed at meetings.

### 8.1.6. Peer Group Activities for Young People

All youth activities will be overseen by named adults who have been selected in accordance with safer recruitment procedures. It is accepted that groups aged 16+ may benefit from being led and run by peers. In this situation, adult leaders will contribute to programme planning and reviews and will always be present to oversee any peer-led activities taking place.

### 8.1.7. Physical Contact

- Keep everything public. A hug within a group context is very different from one behind closed doors.
- Touch should be related to the child/young person's needs, not the worker's.
- Touch should be age-appropriate and generally initiated by the child/young person rather than the worker.
- Workers should avoid any physical activity that is, or may be thought to be, sexually stimulating to the adult or the child/young person.
- Children/Young people are entitled to privacy to ensure their personal dignity.
- Children/young people have the right to decide how much physical contact they have with others, except in exceptional circumstances such as when they need medical attention.

- When giving first aid (or applying sun cream, etc), workers should encourage the child/young person to do what they can manage themselves but consider the child/young person's best interests and give appropriate help where necessary.
- Team members should monitor one another in the area of physical contact. They should help each other by constructively challenging anything which could be misunderstood or misconstrued.
- If a team member is unsure about whether the actions of another volunteer or worker constitutes a concern, they should raise this with the Designated Person for Safeguarding.

## 8.2. ELECTRONIC COMMUNICATION - CYBER SAFETY

### 8.2.1. Modern Technologies and Safe Communication

A worker's role description will set out the church's expectations about how they are to communicate with young people and how this will be monitored. For example, should the worker be contacting children and young people directly or through parents; Are they allowed to email/text/call a young person; How will this contact be recorded. It should also include the expectations of the church in relation to their use. On the general consent form, parents/carers sign to agree that the young person can receive such communications.

Young people also need to be aware of the protocols that workers follow in relation to electronic communications. It is important to remember that as well as the parent/carer, young people have a right to decide whether they want a worker to have their contact details and should not be pressurised otherwise.

It is not appropriate to use these communication methods with children aged 11 years and younger. For more information on cyber safety, please refer to the Baptist Union of Great Britain's *Cyber Safety Guide*, which can be found on their website as well as the Guide to *Using Social Media to Communicate with Young People*, which is also available on their website.

### 8.2.2. Email

Email should be limited to sharing generic information, for example, to remind young people about meetings. If email is being used, workers will ensure that they are accountable by copying each message to a designated email address. It is important workers use clear and unambiguous language

to reduce the risk of misinterpretation, for example, avoiding inappropriate terms such as 'love' when ending an email.

### **8.2.3. Communicating using Instant Messaging (e.g. Snapchat, WhatsApp, Instagram)**

Instant messaging should be kept to an absolute minimum. Workers should save significant conversations and keep a log stating with whom and when they communicated. This applies to communication both with children, young people and with adults at risk. Instant messaging should not be the primary means of communication between workers and those they are supporting.

### **8.2.4. Mobile Phones**

Workers need to take care in using mobile phones to communicate with young people:

- Mobile phone use should primarily be for the purposes of information sharing.
- Workers should keep a log of significant conversations/texts.
- Any texts or conversations that raise concerns should be passed on to the worker's supervisor.
- Workers should use clear language and should not use abbreviations like 'lol' which could mean 'laugh out loud' or 'lots of love'.
- Paid workers will be issued with a mobile phone under a contract that provides itemised billing.
- Workers should not take photos of children, young people, or adults at risk unless permission is sought in advance and should not store such photos on personal phones.

### **8.2.5. Social Networking**

- Workers should have a site that is used solely for children's/youth work communications and is totally separate from their own personal site. This is to ensure that all communication with children and young people is kept within public domains.
- Workers should not send private messages to children or young people on social networks. Workers should ensure that all communications are transparent and open to scrutiny.

- Workers should not accept 'friend' or 'following' requests from children or young people on their personal site, nor seek to be 'friends' or a 'follower' of any child/young person known to them in a church context.

### 8.2.6. Taking Videos and Photographs of Children

Since the introduction of the Data Protection Act in 1998, churches must be very careful if they use still or moving images of clearly identifiable people. Previous legislation was reinforced through the introduction of the General Data Protection Regulation (GDPR) in May 2018. There are several issues to be aware of:

- Permission must be obtained, via the consent form, of all children/young people who will appear in a photograph or video before the photograph is taken or footage recorded.
- It must be made clear why that person's image is being used, what you will be using it for, and who might want to look at the pictures.
- If images are being taken at an event attended by large crowds, such as a sports event, this is regarded as a public area and permission from a crowd is not necessary.
- Many uses of photographs are not covered by the Data Protection Act 1998, including all photographs and video recordings made for personal use, such as a parent/carer taking photographs at school sports days or videoing a church nativity play.
- Children and young people under the age of 18 should not be identified by surname or other personal details, including email, postal address, or telephone number.
- When using photographs of children and young people, it is preferable to use group pictures.

### 8.2.7. Consideration of safeguarding when live streaming church services and events.

When a service or event is being live streamed or recorded to be shared online at a later date, we will ensure people are aware that they are being recorded and appropriate consent will be sought from those who participate in the service, or who may be visible to the camera.

Where children and young people are participating in services or events, we will ensure that appropriate parent or guardian consent is in place. Where children and young people are unable to be shown on camera, consideration will be given to how else they can participate in the service.



This is in line with the guidance as set out in the Baptist Union of Great Britain guide: 'Recording and Livestreaming Services: Safeguarding Guidelines for Churches'.

## **8.3. WORKING WITH ADULTS AT RISK**

### **8.3.1. Premises**

The church building will be made as accessible as possible to all people. Any restrictions to access, visibility, audibility, toilet facilities, lighting or heating will be addressed wherever possible, and where necessary, aids and adaptations put in place.

### **8.3.2. Language**

Every effort will be taken to use appropriate language and suitable vocabulary, enabling the greatest level of inclusivity and accessibility. We will be mindful of the language used within worship and the language used to describe people (such as derogatory words focusing on aspects of someone's disability, race, or sexuality rather than the person themselves).

### **8.3.3. Worship**

In all worship services, we will consider the varied requirements of our congregation and try to be as inclusive as possible, by:

- Providing some copies of large print type for all printed materials.
- Speakers always facing the congregation and not covering their mouths when talking, enabling those who rely on lip-reading.
- Describing what is being presented on a screen for those who cannot see it clearly.
- Using inclusive language.
- Using a variety of liturgy and resources to cater for different levels of understanding.
- Using a microphone during times of open prayer so that all can hear.
- Considering holding a service which specifically caters for certain groups of adults at risk, such as those with learning disabilities, the deaf or the visually impaired.

#### 8.3.4. Insurance

We will take reasonable steps to safeguard adults at risk and will follow any specific safeguarding requirements as laid out by our insurance company.

#### 8.3.5. Financial Integrity

Arrangements are in place for dealing with money, financial transactions, and gifts, as outlined below:

- Those who work with adults at risk may become involved in some aspects of personal finance - collecting pensions or benefits, shopping, or banking, etc. If handling money for someone else, always obtain receipts or other evidence of what has been done.
- Workers should not seek personal financial gain from their position beyond any salary or recognised allowances or expenses.
- Workers should not be influenced by offers of money.
- Any gifts received should be reported to the church trustees, who should decide whether the gift can be accepted.
- Any money received by the church should be handled by two unrelated church workers.
- Care should be taken not to canvass for church donations from those adults who may be at risk, such as the recently bereaved.
- Workers should ensure that church and personal finances are kept apart to avoid any conflict of interest.
- If someone alters their will in favour of an individual known to them because of their church work or pastoral relationship, it should be reported to the trustees. Workers should not act as Executors for someone they know through their work or pastoral role, as this may lead to a conflict of interests.
- Expert legal advice should be sought on matters such as Power of Attorney and Appointeeship to ensure that the situation is clearly understood and is the most appropriate course of action for the adult at risk.

### 8.3.6. Photographs

Workers should make sure that they have the person's permission to take a picture, and that the subject is happy with the intended use of the pictures. When taking group pictures, workers should remember to get permission from everyone who will be photographed.

### 8.3.7. Live Streaming Services

When a service or event is being live streamed or recorded to be shared online at a later date, we will ensure people are aware that they are being recorded and appropriate consent will be sought to those who participate in the service, or who may be visible to the camera.

This is in line with the guidance as set out in the Baptist Union of Great Britain guide: *'Recording and Livestreaming Services: Safeguarding Guidelines for Churches'*.

### 8.3.8. Computers

All church computers will have suitable parental controls and blocks put on. Although this is not failsafe, it will make using the computers for inappropriate behaviour more difficult, whilst also protecting any vulnerable users.

### 8.3.9. Record Keeping

It is good practice to record pastoral visits or meetings, noting the date, time, location, subject and any actions which are to be taken. The record of these meetings should stick to facts and try to avoid opinion. Any records of safeguarding allegations, concerns or disclosures should be passed on to the DPS and stored in a safe and secure manner for at least 75 years.

### 8.3.10. Pastoral Relationships

All those involved in pastoral ministry should work in a way that follows clearly defined procedures, which set out the boundaries to protect those carrying out the pastoral ministry as well as those receiving it:

- Workers should be aware of the power imbalance within pastoral relationships and the potential for abuse of trust.
- Behaviour that suggests favouritism or gives the impression of a special relationship, should be avoided.

- Workers should be aware of the dangers of dependency within a pastoral relationship.
- Workers should never take advantage of their role and engage in sexual activity with someone with whom they have a pastoral relationship.
- All people receiving pastoral ministry should be treated with respect and should be encouraged to make their own decisions about any actions or outcomes.
- Workers should not pastorally minister to anyone whilst under the influence of alcohol or drugs.
- Workers need to recognise the limits of their own abilities and competencies and get further help when working with situations outside of their expertise or role.

## 8.4. HEALTH AND SAFETY - SAFE PRACTICE AND SAFE PREMISES

### 8.4.1. Consent forms.

It is essential that we have important information about all children and young people involved in any activities at the church, which is recorded on our consent forms. The first week someone attends workers must record their name, medical emergency information and a contact name and number. Then they must bring their completed form back with them. Similar details will be gathered for adults at risk.

Whenever someone is asked to participate in a service which is to be livestreamed or recorded and shown at a later date, written consent for them to be on screen will need to be acquired in line with the guidance as set out in the BUGB Guide: *'Recording and Live Streaming Services and Events: Safeguarding Guidance'*.

### 8.4.2. Health and Safety

All activities for children, young people and adults at risk will comply with the church's current health and safety policy and will be conducted in accordance with Guidelines for users of Croxley Green Baptist Church, with particular attention paid to the sections on Fire Action, First Aid, PAT testing, Health and Safety and Kitchen and Food Hygiene.

Whenever possible, at all events involving food preparation, at least one worker will hold a valid Basic Food Hygiene Certificate.

Buildings being used for children's, young people and adult at risk groups will be properly maintained. A representative from the teams involved will take part in an annual health and safety review in order to consider all aspects of safety for everyone involved in using the premises.

#### **8.4.3. Fire**

It is the responsibility of all group leaders/responsible persons within the building to ensure the safety of themselves and those who are in their care. In addition, it is a legal requirement that all group leaders/responsible persons are familiar with the emergency procedures in the event of a fire.

#### **8.4.4. First Aid**

Our church has a number of trained First Aiders and there is a list showing who they are in the kitchen and in the photocopier room. All church groups will ensure that they have sufficient trained first aiders on their regular team so that there is always a first aider present at events and activities.

We have several first aid kits as well as an incident reporting book, which must be completed in the event of any accidents, injuries, or incidents. There are also additional first aid kits for external events, which are kept in the resource room. A nominated individual will ensure that the contents of the first aid kits are checked on a regular basis. Completed accident forms should be passed on to the nominated individual.

#### **8.4.5. Supervision of Groups**

The person responsible for a group/activity must sign in at the start and end of that activity so that it is apparent who the 'responsible person' for that activity is - even if you were already in the building or are staying on afterwards. You also need to make sure that you keep a register so that you know who is on the premises.

#### **8.4.6. Food Hygiene**

The Food Hygiene (England) Regulations 2013 state that anyone who handles food or whose actions could affect its safety must comply with the regulations. It therefore follows that those with responsibility for food will need to possess the Basic Food Hygiene Certificate and be aware of food safety (preparation, handling and storage, disposal of waste, etc).

#### 8.4.7. Risk Assessment

Before undertaking any activity with children, young people or adults at risk, the leader will ensure that a risk assessment is carried out. It is advisable to appoint someone specifically for this task.

#### 8.4.8. Insurance

Residential activity organisers will check that there is adequate insurance cover for any activities planned. If the trip is at a centre, it is also important to establish that there is appropriate public liability insurance in place.

#### 8.4.9. Transport

These guidelines apply to all drivers involved in the transportation of children, young people, and adults at risk on behalf of the church. They do not apply to private arrangements, for example, transport arrangements made between friends.

- Only those who have gone through the church safer recruitment procedures for workers will transport children, young people, and adults at risk (within the DBS eligibility criteria).
- All drivers will have read the church's Safeguarding Policy and agree to abide by it.
- Drivers will be aged 21 or over and have held a full driving licence for at least two years.
- Drivers must ensure that they have adequate insurance cover and that the vehicle being used is road worthy.
- All hired minibuses will have a small bus permit, the necessary insurance and a driver with a valid driving licence that entitles them to drive a minibus.

Our practice specifically for transporting children and young people is as follows:

- Parental consent will be given for all journeys.
- All children and young people should be returned to an agreed drop off point. At collection or drop off points, children/young people should never be left on their own; make sure they are collected by an appropriate adult.
- At least two workers (unrelated to each other) should be present when transporting children/young people as part of a church role.

#### **8.4.10. Outings and Overnight Events involving Children.**

There are some specific considerations which need to be made for outings and overnight events involving children:

- A risk assessment must be carried out beforehand.
- Parents will be informed in writing of all the arrangements.
- Consent forms will be obtained for the specific activities involved.
- There will be workers with first aid and food hygiene certificates with the group.

#### **8.4.11. Sleeping Arrangements**

Sleeping arrangements for overnight events will be carefully considered. It is not acceptable for workers to share sleeping accommodation with young people. Instead, workers should be situated in close proximity and ensure that the young people know where to go if they need help. There should be at least two workers on duty until all young people are asleep.

Where a young person is questioning their gender identity or considering, progressing, or has completed gender reassignment, we will consult with them and their parents about arrangements for residential trips and sleepovers. If needed the DPS will seek advice from the Regional Safeguarding Lead.

#### **8.4.12. Adventurous Activities**

No child/young person will participate in adventurous activities without the written consent of the parent/carer. The activity leader will ensure that the staff engaged in such activities are properly trained and qualified and that the correct ratio of staff to children/young people is met. At an activity centre or for an organisation whose own staff undertake such activities, if the activities come within the scope of the Adventure Activities Licensing Regulations 2004, the activity leader needs to ensure that the premises are licensed.

#### **8.4.13. Fire Safety**

The event leader will have a fire safety procedure in place, which will include the following:

- Everyone will be warned of the danger of fire. If the overnight event is in a building, then everyone must be made aware of the fire exits. A fire drill will be practised on the first day.

- When using a building as a residential facility, ensure that the fire alarm is audible throughout the accommodation and that all signs and exits are clearly visible. The building will also need to comply with fire regulations.
- In the case of an emergency, ensure measures are in place to alert children and young people with disabilities (e.g. a child/young person who is hard of hearing).

#### **8.4.14. Safety**

It is the responsibility of the workers to always know the whereabouts of every child/young person participating in an overnight event, and this may include monitoring access on and off the site. General safety rules will be applied as appropriate (e.g. no running around tents due to the risk of injury from tripping over guy lines).

#### **8.4.15. Swimming Trips**

There will be an increased adult to child/young person ratio for swimming trips. Prior to the trip, workers will establish the swimming ability of the children/young people attending and obtain specific consent. Workers should never change in front of the children/young people.

#### **8.4.16. Named person for safeguarding on the trip.**

There will be a named person for safeguarding on all outings and residential trips. This person will not necessarily be the Church Designated Person for Safeguarding, but they will be someone trained to Level 3 Excellence in Safeguarding. A discussion with the DPS will be held to identify who this person is and agree how information will be communicated to the DPS if a concern is raised during the event.

#### **8.4.17. Outings and Overnight Events involving Adults at Risk**

As with outings and events for adults at risk, there are additional considerations for a group taking adults with additional needs, such as learning difficulties or mental health needs, on outings or overnight events:

- A risk assessment must be carried out beforehand.
- Planning for the trip should consider specific medical, physical and support needs of each group member, bearing in mind that there may be people in the group who have individual care needs that will have to be met (including personal care).



- Adults at risk should be included in the planning of trips and events.
- Consideration should be given to the suitability and accessibility of the venue and accommodation, travel time and mode of transport, and the affordability of the event.
- Adults at risk should be given all the information about the trip beforehand so that they know where they are going, how long it will take to get there and what type of activities they will be taking part in.
- There should be a minimum of two leaders with each group; the individual needs of those attending may determine the additional number of people required.

#### **8.4.18. Sleeping Arrangements**

Consideration should be given to the individual needs of those staying overnight. If there is a need for personal care or additional support during the night, it would be better that the person's usual caregiver also attends the event and therefore shares a room with them.

#### **8.4.19. Personal Care**

It is not appropriate for church workers to perform personal care for adults at risk unless this is their usual task (i.e. if they have come along to help generally, but also have a caring role for a member of the group, they can provide personal care for that person).

#### **8.4.20. Activities**

Leaders should consider the mobility needs of the group when deciding on activities or events. For example, if members of the group have difficulty walking, then including a walking tour around a town may be inaccessible to some who are attending. If you have members of the group who use wheelchairs, then consideration needs to be given as to whether you have sufficient workers to support those who may need pushing.

#### **8.4.21. Safety**

It is the responsibility of the workers to always know the whereabouts of every person in the group; this may include monitoring access on and off the site.

General safety rules will be applied as appropriate, and advice sought from the event organiser/venue about the fire evacuation procedures. A copy of the event/venue risk assessment should be included with the group leader's risk assessment.

#### **8.4.22. Consent and Medical Information**

It is important to recognise that adults at risk are mostly able to give consent for their own involvement in activities, inclusion in photographs and medical treatment. However, in some situations the question of capacity may arise. The guidelines clearly state that an adult at risk should have a say in their care and any arrangements made for them, however, there may be occasions when you need to involve others in decision making. In these situations, seek advice from the DPS with regard to who should be involved.

A medical consent form should be completed by each member of the group and held by the leader. This will include any health concerns, emergency contact information and contact details for their GP. This will allow emergency medical personnel to have access to information should the need arise.

#### **8.4.23. Holding and Dispensing of Medication**

Church workers should never agree to hold or dispense medication for those on an event. If someone is unable to manage their own medication, then consideration should be given as to whether their usual carer could attend with them or whether they will not be able to attend the event.

### **8.5. SAFER COMMUNITY**

#### **8.5.1. Bullying**

Bullying is another form of abuse, and it can be verbal or physical. Bullying doesn't just happen to children/young people, often adults can be victims too. There is no legal definition of bullying, but it is usually defined as a repeated pattern of behaviour intended to cause emotional or physical harm to another person or exert power over them. The effect of bullying on the victim can be profound, both emotionally and physically, regardless of their age, ability, or status.

It is important to recognise that bullying happens within churches, and it is not isolated to the children and young people. Anyone in the church can be a victim of bullying, just as anyone in the church can be the bully, including those in leadership.

Some examples of bullying that could arise in the church context are:

- Being verbally or physically abusive towards another person.
- Isolating or deliberately ignoring someone or excluding them from group activities.
- Spreading rumours and malicious untruths about another person in the church.
- Use of email, phone, or social media to publicly challenge or undermine someone.
- Name calling and personal insults.
- Making false accusations.
- Sending abusive messages or degrading images via phone, email, or social media.

Bullying will always cause a great deal of pain and harm for those on the receiving end. Many people affected by bullying, both children and adults, believe they have nowhere to turn. They are scared to speak out and often blame themselves. They can become fearful and reclusive. It is important that churches can recognise when bullying is occurring and are prepared to take action to resolve the situation.

Some signs that can indicate a person is being bullied are as follows:

- Withdrawal from group or church activities; appearing anxious, tearful, or more reticent than usual, particularly in a certain context; development of mental health difficulties, such as depression or anxiety disorders; drop in performance relating to any church roles; physical injuries.

In order to help prevent bullying, the following procedures will be adopted within the church:

- The church will encourage the importance of valuing and respecting each other even in disagreements and this will be practically embedded into the leadership approach to others.
- Everyone in the church, whether children, young people, or adults, should know how they can report any incidents of bullying.
- All allegations of bullying will be treated seriously, and details will be carefully checked before action is taken.
- The bullying behaviour will be investigated, and bullying will be stopped as quickly as possible.
- An attempt will be made to help bullies change their behaviour.

- All allegations and incidents of bullying will be recorded, together with the actions that are taken.
- Where an allegation of bullying is made against a church or group leader, advice will be sought from the local Baptist Association Safeguarding Contact as this should be addressed.
- Incidents of bullying may be reported to the statutory authorities in line with the church safeguarding procedures.

It is important to distinguish bullying from other behaviour, such as respectfully challenging or disagreeing with someone else's beliefs or behaviours, setting reasonable expectations with regard to work deadlines and activities or taking legitimate disciplinary action.

**Online safety** – Bullying online and on social media is as serious as physical, in person bullying. In contrast to in person bullying there is often no escape from bullying online in a world where people, especially young people, are accessing their online world from wherever they are; there is no “safe space”, and the emotional impact of online bullying can be significant as a result. The same procedures apply to disclosures of online bullying as in person incidents.

### 8.5.2. Working with Alleged or Known Offenders

When it is known that a person who has been convicted of abusing children, young people or adults at risk is attending our church, it is important that their behaviour within the church community is properly managed and that a contract is put in place. There are also times when it will be appropriate to take such measures with a person who has faced allegations of abuse but hasn't been convicted.

In determining the details of the contract:

- The DPS will inform and take advice from the local Baptist Association Safeguarding Contact.
- A risk assessment will be undertaken with the help of the local Baptist Association Safeguarding Contact to determine the contents of the Safeguarding Contract using the BUGB safeguarding risk assessment tool.
- There will be a discussion about who should be informed about the nature of the offence and the details of the contract.

- The rights of the offender to re-build their life without people knowing the details of their past offence should be balanced against the need to protect children, young people, and adults at risk.
- The members of the church Safeguarding Team will always be informed.
- The DPS should determine whether the person is subject to supervision or is on the Sex Offenders' Register. If so, the DPS should contact the offender's specialist probation officer (SPO) who will inform the church of any relevant information or restrictions that they should be aware of.

An open discussion will be held with the person concerned which will contribute to the risk assessment and in which clear boundaries are established for their involvement in the life of the church. A written contract will be drawn up which identifies appropriate behaviour. The person will be required to sign the contract and it will be monitored and enforced. If the contract is broken certain sanctions will be discussed and considered with the local Baptist Association Safeguarding Contact.

### **8.5.3. Alleged or Known Offenders who are Themselves Adults at Risk**

A risk assessment and formal contract may be quite a daunting process for someone with learning difficulties or a young person yet having safeguards in place is still necessary. Therefore, an alternative may be to arrange a meeting with the individual in question where they can be taken through the main elements of a formal contract in a way that is non-threatening and easy to understand. Notes would be taken, and the individual would need to verbally agree to the requirements laid out in the meeting.

Rather than signing a formal 'contract', the individual would instead sign to say that they agree with the minutes or meeting notes, and that they will stick to what has been agreed during the meeting. This will result in the same outcome as a contract but is a more informal and appropriate approach for an adult at risk. The agreed requirements will need to be reviewed regularly to make sure that the individual is complying, exactly as a formal contract would be. The church will work with the Association Safeguarding Contact throughout this process.

## 9. APPENDIX 1 - DEFINITIONS OF ABUSE

### 9.1. UNDERSTANDING, RECOGNISING AND RESPONDING TO ABUSE

Abuse and neglect are forms of maltreatment of a child or adult at risk. Somebody may abuse or neglect a child or adult by inflicting harm, or by failing to act to prevent harm. Children and adults at risk 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 a child or children. There are many different ways in which people suffer abuse. The list below is, sadly, not exhaustive.

Type of abuse	Child	Adult at risk
<i>Physical</i>	Actual or likely physical injury to a child, or failure to prevent physical injury to a child.	To inflict pain, physical injury or suffering to an adult at risk.
<i>Emotional</i>	The persistent, emotional, ill treatment of a child that affects their emotional and behavioural development. It may involve conveying to the child that they are worthless and unloved, inadequate, or that they are given responsibilities beyond their years.	The use of threats, fear or power gained by another adult's position, to invalidate the person's independent wishes. Such behaviour can create very real emotional and psychological distress. All forms of abuse have an emotional component.
<i>Sexual</i>	Involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. This includes non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.	Any non-consenting sexual act or behaviour.  No one should enter into a sexual relationship with someone for whom they have pastoral responsibility or hold a position of trust.
<i>Neglect</i>	Where adults fail to care for children and protect them from danger, seriously impairing health and development.	A person's wellbeing is impaired and their care needs are not met. Neglect can be deliberate or can occur as a result of not understanding what someone's needs are.

Type of Abuse	Additional Definitions
<i>Financial</i>	The inappropriate use, misappropriation, embezzlement or theft of money, property or possessions.
<i>Spiritual</i>	The inappropriate use of religious belief or practice; coercion and control of one individual by another in a spiritual context; the abuse of trust by someone in a position of spiritual authority (e.g. minister). The person experiences spiritual abuse as a deeply emotional personal attack.
<i>Discrimination</i>	The inappropriate treatment of a person because of their age, gender, race, religion, cultural background, sexuality or disability.
<i>Institutional</i>	The mistreatment or abuse of a person by a regime or individuals within an institution. It can occur through repeated acts of poor or inadequate care and neglect, or poor professional practice or ill-treatment. The church as an institution is not exempt from perpetrating institutional abuse.
<i>Domestic Abuse</i>	Domestic abuse is any threatening behaviour, violence or abuse between persons aged 16 or above who are or have been in a relationship, or between family members. It can affect anybody regardless of their age, gender, sexuality or social status. Domestic abuse can be physical, sexual or psychological, and whatever form it takes, it is rarely a one-off incident. Usually there is a pattern of abusive, coercive and controlling behaviour where an abuser seeks to exert power over their family member or partner. The Domestic Abuse Act 2021 identifies children who see, hear or experience the effects of domestic abuse as victims in their own right.
<i>Online abuse</i>	The use of information technology (email, mobile phones, websites, social media, instant messaging, chatrooms, etc.) to repeatedly harm or harass other people in a deliberate manner.  The Online Safety Bill, 2021, introduces new rules for internet search engines and firms who host user-generated content, i.e. those which allow users to post their own content online or interact with each other. Those platforms which fail to comply with the rules could face penalties of up to 10% of their revenue, and in the most serious cases some may even be barred from operating.
<i>Self-harm</i>	Self-Harm is the intentional damage or injury to a person's own body. It is used as a way of coping with or expressing overwhelming emotional distress. An individual may also be neglecting themselves, which can result in harm to themselves.
<i>Mate crime</i>	'Mate crime' is when people (particularly those with learning disabilities) are befriended by members of the community, who go on to exploit and take advantage of them.
<i>Cuckooing</i>	Cuckooing is the term used to describe occasions where the homes of adults at risk are taken over and used to distribute drugs or as a base for gang or criminal activities. The tenant may believe that the people who are in their home are their friends.

<i>Modern Slavery</i>	Modern slavery is the practice of treating people as property; it includes bonded labour, child labour, sex slavery and trafficking. In the UK we see examples of this through County Lines, Child Sexual Exploitation and forced labour.
<i>Human Trafficking</i>	Human trafficking is when people are bought and sold for financial gain and/or abuse. Men, women, and children can be trafficked, both within their own countries and over international borders. The traffickers will trick, coerce, lure or force these vulnerable individuals into sexual exploitation, forced labour, street crime, domestic servitude or even the sale of organs and human sacrifice.
<i>Radicalisation</i>	The radicalisation of individuals is the process by which people come to support any form of extremism and, in some cases, join terrorist groups. Some individuals are more vulnerable to the risk of being groomed into terrorism than others.
<i>Honour / Forced Marriage</i>	An honour marriage / forced marriage is when one or both spouses do not, or cannot, consent to the marriage. There may be physical, psychological, financial, sexual, and emotional pressure exerted in order to make the marriage go ahead. The motivation may include the desire to control unwanted behaviour or sexuality.
<i>Female Genital Mutilation</i>	Female genital mutilation (FGM) comprises all procedures involving partial or total removal of the female external genitalia or other injury to the female genital organs for non-medical reasons as defined by the World Health Organisation (WHO). FGM is a cultural practice common around the world and is largely performed on girls aged between 10 and 18. Performing acts of FGM is illegal in the UK as is arranging for a child to travel abroad for FGM to be carried out.
<i>Peer-on-Peer Abuse</i>	Peer-on-peer abuse is where sexual abuse takes place between children of a similar age or stage of development.
<i>Child on Child Abuse</i>	Child on Child abuse is when a child abuses another child of any age or stage of development
<i>Historic Abuse</i>	Historic abuse is the term used to describe disclosures of abuse that were perpetrated in the past. Many people who have experienced abuse don't tell anyone what happened until years later, with around one third of people abused in childhood waiting until adulthood before they share their experience.

Whilst it is not possible to be prescriptive about the signs and symptoms of abuse and neglect, the following list sets out some of the indicators which might be suggestive of abuse:

- Unexplained injuries on areas of the body not usually prone to such injuries.
- An injury that has not been treated/received medical attention.
- An injury for which the explanation seems inconsistent,
- A child/young person or adult at risk discloses behaviour that is harmful to them.



- Unexplained changes in behaviour or mood (e.g. becoming very quiet, withdrawn, or displaying sudden bursts of temper).
- Inappropriate sexual awareness in children/young people.
- Signs of neglect, such as under-nourished, untreated illnesses, inadequate care.

It should be recognised that this list is not exhaustive and the presence of one or more indicators is not in itself proof that abuse is actually taking place. It is also important to remember that there might be other reasons why most of the above are occurring.

## 10. APPENDIX 2 - DETAILED GUIDANCE ON REPORTING REQUIREMENTS

### 10.1. STAGE 1 - THE WORKER

The duty of the person who receives information or who has a concern about the welfare of a child, young person or adult at risk is to RECOGNISE the concerns, make a RECORD in writing and RESPOND by passing on their concerns to the DPS. If he/she is not contactable, or they are implicated in the situation, another member of the church Safeguarding Team should be contacted instead.

Concerns should be passed on to the DPS within 24 hours of the concern being raised. If anyone is considered to be in imminent danger of harm, a report should be made immediately to the police by calling 999. If such a report is made without reference to the DPS, they should be informed as soon as possible afterwards.

A written record using the standard incident report form should be made as soon as possible after a child, young person or adult at risk tells you about harmful behaviour, or an incident takes place that gives cause for concern.

The record should:

- Be hand-written as soon as possible after the event.
- Be legible and state the facts accurately (when hand-written notes are typed up later the original hand-written notes should be retained).
- Include the child, young person or adult at risk's name, address, date of birth (or age if the date of birth is not known).
- Include the nature of the concerns/allegation/disclosure.
- Include a description of any bruising or other injuries that you may have noticed.
- Include an exact record of what the child, young person or adult at risk has said, using their own words where possible.
- Include what was said by the person to whom the concerns were reported.
- Include any action taken as a result of the concerns.
- Be signed and dated.
- Be kept secure and confidential and made available only to the church Safeguarding Team (including the church minister), representatives of any statutory authorities involved and the local Baptist association.

If concerns arise in the context of children's, young person's or adult at risk work, the worker who has the concern may in the first instance wish to talk it through with their group leader, where

appropriate. However, such conversations should not delay concerns being passed on to the DPS. It should be clear that the duty remains with the worker to record and pass on their concerns to the DPS.

If an issue concerns an adult at risk who does not give permission to pass on the information to anyone else, the worker should explain that they will need to speak with the DPS, who will have greater expertise in dealing with the issue at hand.

If a concern is brought to the attention of a group leader by one of the workers, the leader should remind the worker of their duty to record and report, and will also themselves have a duty to pass on the concern to the DPS.

## **10.2. STAGE 2 - THE DESIGNATED PERSON FOR SAFEGUARDING (DPS)**

The duty of the DPS on receiving a report is to REVIEW the concern that they have received and REPORT the concern on to the appropriate people, where necessary.

### **10.2.1. The duty to REVIEW**

In reviewing the report that is received, the DPS:

- Should take into account their level of experience and expertise in assessing risk to children, young people or adults at risk.
- Must take into account any other reports that have been received concerning the same individual or family.
- May speak with others in the church where appropriate (including the Minister and church Safeguarding Team, unless allegations involve them) who may have relevant information and knowledge that would impact on any decision being made. Such conversations should not lead to undue delay in taking any necessary action.
- May consult with other agencies to seek guidance and advice in knowing how to respond appropriately to the concerns that have been raised.

### **10.2.2. The duty to REPORT**

The DPS will decide who the report should be referred on to, working in conjunction with the church Safeguarding Team where appropriate. They may:

- Refer back to the worker who made the initial report if there is little evidence that a child, young person or adult at risk is being harmed, asking for appropriate continued observation.
- Refer the concern to others who work with the child, young person or adult at risk in question, asking for continued observation where appropriate.
- Inform parents/carers under certain circumstances, where doing so would not present any further risk of harm.
- Make a formal referral to the police or local Social Services team. With adults at risk, confidentiality means that someone's personal business is not discussed with others, except with their permission. This is not always possible when considering passing relevant information about abuse or concerns to the statutory authorities, however, it is possible to keep the information confidential to the relevant parties. This means not telling or hinting to others what has been disclosed, not even for prayer ministry purposes. For adults at risk, concerns will only be referred to the police or Social Services without consent where:
  - The person lacks the mental capacity to make such a choice.
  - There is a risk of harm to others.
  - In order to prevent a crime.
- If an allegation is made against someone who works with children/young people\* the allegation should be reported to the Local Authority Designated Officer (LADO) or equivalent. The LADO is located within Children's Services and should be alerted to all cases in which it is alleged that a person who works with children/young people has:
  - Behaved in a way that has harmed, or may have harmed, a child/young person.
  - Possibly committed a criminal offence against children/young people, or related to a child/young person.
  - Behaved towards a child/young person or children/young people in a way that indicates s/he is unsuitable to work with children/young people.
- If an allegation is made against someone who works with adults at risk\*, it should be reported to the police or Adult Social Services.
  - \* If a worker has an allegation made against them, they should step down from all church duties until the incident has been investigated by the statutory authorities.

It may also be appropriate to put a Safeguarding Contract in place; this should be discussed with the local Baptist Association Safeguarding Contact.

- Whenever a formal referral is made to the police, Social Services or LADO, the DPS should report the referral to:
  - The Safeguarding Trustee.
  - The Ministers.
  - The local Baptist Association Safeguarding Contact.

A record should be kept of all safeguarding incidents and should be considered in the annual review of the church's Safeguarding Policy. All original reports should be retained safely and securely by the DPS and a written record should be made of the actions taken.

### 10.3. STAGE 3 - THE NEXT STEPS

Responsibilities to **REPORT** and **SUPPORT** in Stage 3 of the process are shared by the church Safeguarding Team and the Minister.

#### 10.3.1. The duty to SUPPORT

Once concerns, suspicions and disclosures of abuse have been addressed, the church continues to have a responsibility to offer support to all those who have been affected, including:

Victims; Alleged perpetrators; Children; Young people; Adults at risk; Other family members; Church workers; Church Safeguarding Team; Minister; Leadership Team.

#### 10.3.2. The duty to REPORT

If a church worker has been accused of causing harm to children, young people or adults at risk this would be classed as a serious incident that should be reported to the Charity Commission by those churches that are registered with the Charity Commission.

If a worker has been removed from their post or would have been removed from their post because of the risk of harm that they pose to children, young people or adults at risk, there is also a statutory duty to report the incident to the Disclosure and Barring Service (DBS).

## 11. APPENDIX 3 - CHILDREN/YOUTH CONSENT FORMS


The forms master folder held by the Church Administrator holds a copy of all current master form templates for the Church's youth and children's groups.

The current children's and youth groups are:

- Parent Led Crèche - No Consent Form Required
- Renew Mini Sparklers - Consent Form Available - Form: CGBC-004
- JAM (Jesus and Me) - Consent Form Available - Form: CGBC-003
- Anchor Boys - Consent Form Available - Forms: CGBC-22 & CGBC-23
- Girls Brigade - Consent Form Available - Form: CGBC-020
- Boys Brigade - Consent Forms Available - Forms: CGBC-22 & CGBC-23
- Edge - Consent Form Available - Form: CGBC-012
- TNT (Talk and Toast) - Consent Form Available - Form: CGBC-012

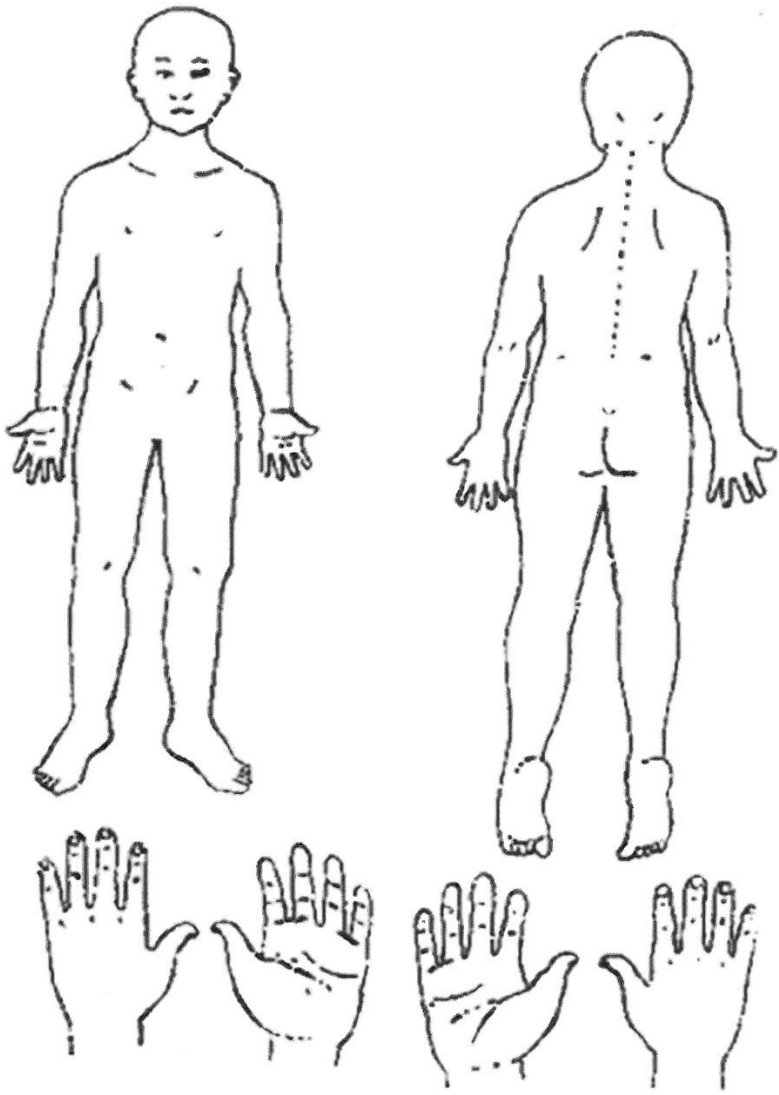
**12. APPENDIX 4 - ACCIDENT FORM**

**12.1. ACCIDENT FORM PAGE 1**

		225 Baldwins Lane Croxley Green Hertfordshire WD3 3LH Office: 01923 710780 office@croxleybaptist.co.uk www.croxleybaptist.co.uk	
<b>ACCIDENT FORM</b>			
Full name of injured person and age if under 18:		Date/Time of accident:	
Did the accident occur within a structured activity/meeting? If so, which meeting?			
Give details of how the accident occurred, where it occurred, what supervision was being given at the time and the nature of the injury sustained. Continue on a separate piece of paper if necessary – diagrams may be helpful. <i>Please make use of the Body Chart on the reverse of this document.</i>			
Name and address of any witnesses to the accident:		Name of First Aider:	
What treatment or advice was given?		Items used from First Aid Kit:	
Was it necessary to call the Emergency Services, or take or send them for further treatment? Give details:			
Recommendations to the Health and Safety Committee in light of this accident:			
<small>NOTE: When completed, this form must be signed by the parent/guardian of injured person (if under 18). They may wish to have a copy. The form should then be passed to the First Aid Co-ordinator to be reviewed by the Health &amp; Safety Committee.</small>			
<small>Form: CGBC-015-Iss-1</small>			

## 12.2. ACCIDENT FORM PAGE 2

BODY CHART




Form: CGBC-015-Iss-1



**13. APPENDIX 5 - INCIDENT FORM**

**13.1. INCIDENT FORM PAGE 1**

 <p><b>Croxley Green Baptist Church</b>  <i>Devoted to Christ, His People, His Mission</i></p>	225 Baldwins Lane Croxley Green Hertfordshire WD3 3LH Office: 01923 710780 <a href="mailto:office@croxleybaptist.co.uk">office@croxleybaptist.co.uk</a> <a href="http://www.croxleybaptist.co.uk">www.croxleybaptist.co.uk</a>
<b><u>SAFEGUARDING INCIDENT FORM</u></b>	
<b>Person reporting the incident or concern:</b>	
Name:	
Address:	
Phone Number:	
Email:	
Role in Church:	
<b>Details of Child / Adult at risk you are concerned about:</b>	
Name:	
Date of Birth / Approximate Age:	
Address:	
Phone Number:	
Email:	
Do they know that you are sharing concerns about them?	
If not, please explain why:	
<b>If Under 18, please include details of the parent or carer:</b>	
Name:	
Address:	
Phone Number:	
Email:	
Relationship to the child / young person:	
Do they know that you have concerns that you are sharing?	
If not, please explain why:	
<b>Details of Alleged Perpetrator (if relevant):</b>	
Name:	
Address:	
Phone Number:	
Email:	

Form: CGBC-014-Iss-1

**13.2. INCIDENT FORM PAGE 2**

Are they an adult or a child (under 18)?
Relationship to the child / adult at risk:
Does the child /adult at risk live with the alleged perpetrator?

**Details of Incident or Concern:**

- Remember to include the 4 W's – Who, What, Where, When.
- Be clear whether this is something you have been told about or something that you have observed directly.
- Include names of anyone else who witnessed the incident or is aware of the concern.
- Refer to the church safeguarding policy if you are unsure what to include.

Please continue on a separate sheet if necessary.

**Have you contacted anyone else (social services, police, LADO, regional safeguarding lead, minister)? Please give details of who and when below:**

<b>Organisation:</b>
<b>Name of contact:</b>
<b>Date of contact:</b>

This Incident Form should be passed to the Designated Person for Safeguarding (DPS) within 24 hours of any incident or concern arising. Do not delay reporting your concerns to the DPS because you do not have all the information requested in this form. Where there is an immediate risk of harm, please call the DPS straight away and use this form to follow up on that call. Remember if they are not available call the police or social services, do not wait for the DPS to be available.

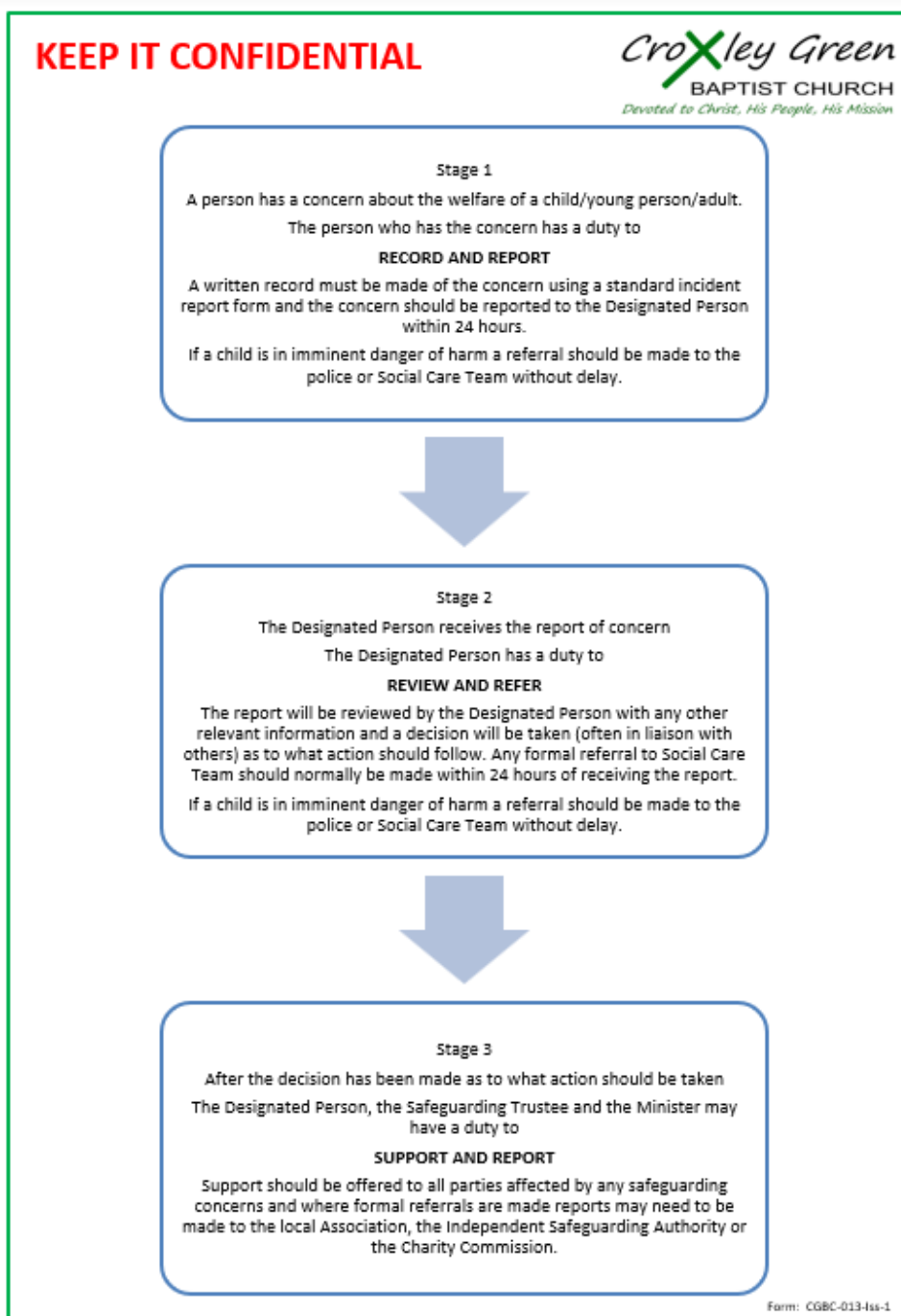
**Remember: Treat this information confidentially. Do not discuss the contents of this form with anyone other than the DPS, not even for prayer purposes.**

Signed .....

Date .....


**14. APPENDIX 6 - KEEP IT CONFIDENTIAL FLOW DIAGRAM**

This flow diagram is used as a training resource, detailing how an individual should respond to a safeguarding concern.



## 15. APPENDIX 7 - VOLUNTEER AGREEMENT - EXISTING VOLUNTEERS

**NOTE: One copy of this form should be retained by the worker and one by the church. If the person is appointed to a new role, or if the job description changes a new form should be completed.**



*Devoted to Christ, His People, His Mission*

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### Volunteer Agreement for Existing Volunteers

issued May 2019

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Volunteer Name: \_\_\_\_\_

You are part of a team which, together with the whole church, commits itself to the care and nurture of children, young people and adults. Working with children, young people and adults is a responsibility, but it also brings great rewards. We hope you enjoy your role.

On behalf of the members of this church, we undertake to support you and your work, by prayer, by our interest and by providing resources and training.

Your team leaders will give you primary support and they are there to discuss any matters of concern you may have.

You will have the opportunity to talk about your role if you wish. We will discuss your development and training as appropriate.

Signed: \_\_\_\_\_ Minister

Signed: \_\_\_\_\_ Church Secretary/Safeguarding Team

Date: \_\_\_\_\_

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**Declaration of Volunteer**

I understand the nature of the role I have. I have read the church's guidelines for safeguarding children, young people and adults at risk. I understand that it is my duty to protect the children, young people and adults at risk with whom I come into contact. I agree to abide by the policies and procedures agreed by the church for the protection of children, young people and adults at risk.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

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Data Privacy Notice: Our data protection policy applies to all personal information held by Church Officers, Ministers, Facilitator and group and activity leaders of groups run by Croxley Green Baptist Church. Our policy can be seen on our website or a hardcopy is available on request from our Church Facilitator. Under Data Protection legislation the church Charity Trustees of Croxley Green Baptist Church are the Data Controller and the Church Secretary acts as our Data Protection Officer. The Data Protection legislation allows us to process information we regard as being in the church's legitimate interest. We may use your contact details to inform you of relevant church activities and events but you have the right to withdraw from this if you wish. Any information held will NOT be disclosed to anyone else without your consent. Personal details can be removed if requested. You have the right to ask to see any information we hold about you by submitting a 'Subject Access Request' in writing to the Church Secretary. If you are not satisfied you have the right to complain to the Information Commissioners Office.

Croxley Green Baptist Church  
Registered Charity Number: 1126351 FORM: CGBC-028-Iss-1

**16. APPENDIX 8 - VOLUNTEER AGREEMENT - NEW VOLUNTEERS**

**NOTE: One copy of this form should be retained by the worker and one by the church. If the person is appointed to a new role, or if the job description changes a new form should be completed.**

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**Volunteer Agreement for New Volunteers**

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Volunteer Name: \_\_\_\_\_  
 Organisation: \_\_\_\_\_  
 We welcome you as: \_\_\_\_\_

You are part of a team which, together with the whole church, commits itself to the care and nurture of children and young people and adults. Working with children, young people and adults is a responsibility, but it also brings great rewards. We hope you will enjoy your role.

On behalf of the members of this church, we undertake to support you and your work, by prayer, by our interest and by providing resources and training.

Line Managers. You are responsible to: \_\_\_\_\_  
 These people will give you primary support and they are there to discuss any matters of concern you may have.

The responsibilities of your role/s are: \_\_\_\_\_

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You will have the opportunity to talk about your role if you wish. We will discuss your development and training as appropriate.

Signed: \_\_\_\_\_ Minister  
 Signed: \_\_\_\_\_ Church Secretary/Safeguarding Team  
 Date: \_\_\_\_\_

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**Declaration of Volunteer**

Referee 1: \_\_\_\_\_ Referee 2: \_\_\_\_\_

I understand the nature of the role I have. I have read the church's guidelines for safeguarding children, young people and adults at risk. I understand that it is my duty to protect the children, young people and adults at risk with whom I come into contact. I agree to abide by the policies and procedures agreed by the church for the protection of children, young people and adults at risk.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

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Croxley Green Baptist Church  
 Registered Charity Number: 1128351

FD/06: CGBC-02/14-2