

## **1. ORGANISATION DETAILS**

**Name of Place of Worship / Organisation:** Redeemer Croydon

**Office Address:** School House, Selborne Road, Croydon, CR0 5JQ

Tel No: 07718 834494

General Email: info@redeemercroydon.org

**Lead Pastor:** Mark Fossey

Email: mark@redeemercroydon.org

**Trustee Responsible for safeguarding:** Victoria Paxton

Email: trustee-safeguarding@redeemercroydon.org

### **Safeguarding Team:**

**Adult Safeguarding Coordinator:** Anthony Oloya

Email: apo@redeemercroydon.org

**Child Safeguarding Coordinator:** Neil McIntosh

Email: cpo@redeemercroydon.org

**Deputy Child Safeguarding Coordinator:** Emily Unwin

Email: cpo@redeemercroydon.org

**Charity Number:** 1164555 - Regulators: The Charity Commission

**Insurance Company:** Kingdom Bank

**Policy Legal Oversight:** Redeemer Croydon Trust

### **1.1 Definitions:**

Leadership – The Trustees and Elders of Redeemer Croydon

Employees – Employees and Volunteer Employees of the Redeemer Croydon Trust

Redeemer Croydon is a Christian Church that meets on Sundays at Archbishop Tenison's School, Croydon. We provide a Sunday School and facilities for children. We also meet in homes in small groups during the week for Bible Study and fellowship. Redeemer puts on events throughout the year for adult men and women as well as small groups for youth. We run events that reach out to the community including going out into the surrounding district to meet people and by putting on events which allow them to engage with and find out about Christianity. These events are open to anyone who would like to attend.

### **1.2 Scope of this policy**

This policy sets out in the detail Redeemer Croydon's commitment to safeguarding and the detailed procedures to be followed by leadership, staff and safeguarding officers. Accompanying this policy are RCT's HR Policy, Child Safeguarding, Children's Team and Adult Safeguarding policies, which cover particulars in more depth.

### **1.2 Our commitment**

As a Leadership, we recognise the need to provide a safe and caring environment for children, young people and adults. We acknowledge that children, young people and adults can be the victims of physical, sexual and emotional abuse, and neglect. As a Leadership, we have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to build constructive links with statutory and voluntary agencies involved in safeguarding.

The policy and any attached practice guidelines are based on the ten **Safe and Secure** safeguarding standards published by thirtyone:eight.

The Leadership undertakes to:

- endorse and follow national and local safeguarding legislation and procedures.
- provide on-going safeguarding training for all its employees and will regularly review the operational guidelines attached.
- ensure that the premises meet the requirements of statutory guidelines and all other relevant legislation, and that it is welcoming and inclusive.
- support the Safeguarding Coordinator(s) in their work and in any action they may need to take in order to protect children and adults with care and support needs.
- the Leadership agrees not to allow the document to be copied by other organisations.

## **2. PREVENTION**

### **2.1. Understanding abuse and neglect**

Defining child abuse or abuse against an adult is a difficult and complex issue. A person may abuse by inflicting harm or failing to prevent harm. Children and adults in need of protection may be abused within a family, an institution or a community setting. Very often, although not always, the abuser is known to or in a trusted relationship with the child or adult.

Detailed definitions, signs and indicators of abuse, as well as how to respond to a disclosure of abuse, are included in the separate child and adult safeguarding policies.

Protecting children and adults from harm is everyone's responsibility. Safeguarding and promoting the welfare of children and adults is defined for the purposes of this guidance as: protecting children and adults from maltreatment; preventing impairment of health or development; ensuring that children grow up and vulnerable adults are in circumstances consistent with the provision of safe and effective care. This is in line with statutory guidance and legislation including the government guidance Working Together to Safeguard Children (2015).

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/592101/Working\\_Together\\_to\\_Safeguard\\_Children\\_20170213.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/592101/Working_Together_to_Safeguard_Children_20170213.pdf)

This combined with the Care Act 2014 aims to enable children and adults to live a life free from abuse or neglect.

<http://www.legislation.gov.uk/ukpga/2014/23/contents/enacted>

### **2.2 Safer recruitment**

The Leadership will ensure all employees will be appointed, trained, supported and supervised in accordance with government guidance on safe recruitment. This includes ensuring that:

- There is a written job description / person specification for the post
- Those applying have completed an application form and a self-declaration form
- Those short-listed have been interviewed
- Safeguarding and need for DBS checks have been discussed at interview
- Written references have been obtained, and followed up where appropriate
- A disclosure and barring check has been completed where necessary (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information)
- Qualifications where relevant have been verified
- A suitable training programme is provided for the successful applicant
- The applicant has completed a probationary period
- The applicant has been given a copy of the organisation's safeguarding policies and knows how to report concerns.

### **2.3 Safeguarding training**

The Leadership is committed to on-going safeguarding training and development opportunities for all employees, developing a culture of awareness of safeguarding issues to help protect everyone. All

our employees will receive induction training and undertake recognised safeguarding training on a regular basis.

The Leadership will also ensure that children and adults with care and support needs are provided with information on where to get help and advice in relation to abuse, discrimination, bullying or any other matter where they have a concern.

#### **2.4 Management of Employees – Codes of Conduct**

As a Leadership we are committed to supporting all employees and ensuring they receive support and supervision. All employees have been issued with the HR Policy, Children's Team Policies and Child and Adult Safeguarding Policies. These outline how employees are to act towards vulnerable children and adults.

### **3. PRACTICE GUIDELINES**

As an organisation / place of worship working with children and adults with care and support needs we wish to operate and promote good working practices. This will enable employees to run activities safely, develop good relationships and minimise the risk of false or unfounded accusation.

As well as a HR Policy, safeguarding policies and Children's Team policies we also have specific risk assessments for venues and events.

The Safeguarding Co-ordinator will circulate any ongoing learning to employees to remain up to date in their practice. They will also inform employees of any legislative or statutory guidance changes necessary for safe and effective practice.

### **4. RESPONDING TO ALLEGATIONS OF ABUSE**

Under no circumstances should a volunteer or worker carry out their own investigation into an allegation or suspicion of abuse. Follow procedures as below:

- Documenting a concern at the time or as soon after the event as possible.
- Documenting using facts and separating that from any opinion.
- Ensuring records include date, time and signature.
- The worker or volunteer should make a report of the concern in the following way:
- The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to the relevant safeguarding team coordinator.

In the absence of one Safeguarding Coordinator, or if the suspicions in any way involve the relevant Safeguarding Co-ordinator, then the report should be made to the other Safeguarding Coordinators in the first instance.

If the suspicions implicate all the Safeguarding Coordinators, then the report should be made in the first instance to the Trustee responsible for safeguarding.

- The Safeguarding Co-ordinators should contact the appropriate agency or they may first ring the thirtyone:eight helpline for advice. They should then contact social services in the area the child or adult lives.

**Name of local authority:** Croydon

**Children's Social Services**

**Tel:** 0208 255 2888

**Out of hours Tel:** 0208 726 6400

**Website:** <https://www.croydon.gov.uk/healthsocial/families/childproctsafe/childprotect>

**Adult Social Services**

**Tel:** 020 8726 6500

**Out of hours Tel:** If your report is submitted out of office hours (8:30am to 5pm Monday to Friday, not including public holidays), it will be picked up the next working day.

**Website:** <https://new.croydon.gov.uk/adult-health-and-social-care/report-abuse-adult>

**Police Protection Team**

**Tel:** 999 in an emergency or 101 for everything else

**Website:** <https://www.police.uk/information-and-advice/reporting-crime/>

- The Safeguarding Team may need to inform others depending on the circumstances and/or nature of the concern
  - Trustee responsible for safeguarding who may need to liaise with the insurance company or the charity commission to report a serious incident.
  - Designated officer or LADO (Local Authority Designated Officer) if the allegation concerns a worker or volunteer working with someone under 18.
- Suspicions must not be discussed with anyone other than those nominated above. A written record of the concerns should be made in accordance with these procedures and kept in a secure place.
- Whilst allegations or suspicions of abuse will normally be reported to the Safeguarding Co-ordinator, if the matter is an emergency the absence of the Safeguarding Co-ordinator or Deputy should not delay referral to Social Service, the Police or taking advice from thirtyone:eight where there is an immediate or urgent threat to the safety or welfare of a child or adult.
- The Leadership will support the Safeguarding Co-ordinators/Deputy in their role and accept that any information they may have in their possession will be shared in a strictly limited way on a need to know basis.
- It is, of course, the right of any individual as a citizen to make a direct referral to the safeguarding agencies or seek advice from thirtyone:eight, although the Leadership hope that members of the place of worship / organisation will use this procedure. If, however, the individual with the concern feels that the Safeguarding Co-ordinator/Deputy has not responded appropriately, or where they have a disagreement with the Safeguarding Co-ordinator(s) as to the appropriateness of a referral they are free to contact an outside agency direct. We hope by making this statement that the Leadership demonstrate its commitment to effective safeguarding and the protection of all those who are vulnerable.

The role of the Safeguarding Co-ordinator/ deputy is to collate and clarify the precise details of the allegation or suspicion and pass this information on to statutory agencies who have a legal duty to investigate. As part of fulfilling their duties, trustees must take reasonable steps to protect from harm people who come into contact with Redeemer Croydon and the government expressly expects trustees to take responsibility for putting safeguarding issues right.

**Detailed procedures where there is a concern about a child:**

**Allegations of physical injury, neglect or emotional abuse**

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

- Contact Children's Social Services (or thirtyone:eight) for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home.
- Not tell the parents or carers unless advised to do so, having contacted Children's Social Services.
- Seek medical help if needed urgently, informing social services of any suspicions.

- For lesser concerns, (e.g. poor parenting), where appropriate, discussions will be undertaken with the Pastoral Team who may encourage parent/carer to seek help, but not if this encouragement places the child at risk of significant harm.
- Where the parent/carer is unwilling to seek help, offer someone to accompany them. In cases of real concern, if they still fail to act, contact Children's Social Services direct for advice.
- Seek and follow advice given by thirtyone:eight (who will confirm their advice in writing) if unsure whether or not to refer a case to Children's Social Services.

### **Allegations of sexual abuse**

In the event of allegations or suspicions of sexual abuse, the Child Safeguarding Co-ordinator/Deputy will:

- Contact the Children's Social Services Department Duty Social Worker for children and families or Police Child Protection Team direct. They will NOT speak to the parent/carer or anyone else.
- Seek and follow the advice given by thirtyone:eight if for any reason they are unsure whether or not to contact Children's Social Services/Police. Thirtyone:eight will confirm its advice in writing for future reference.

### **Adult Procedure**

**Detailed procedures where there is a concern that an adult is in need of protection:**

**Suspicious or allegations of abuse or harm including; physical, sexual, organisational, financial, discriminatory, neglect, self-neglect, forced marriage, modern slavery, domestic abuse.**

If there is concern about any of the above, Adult Safeguarding Co-ordinator/Deputy will:

- Contact the Adult Social Care Team who have responsibility under the Care Act 2014 to investigate allegations of abuse. Alternatively thirtyone:eight can be contacted for advice.
- If the adult is in immediate danger or has sustained a serious injury contact the Emergency Services, informing them of any suspicions.

If there is a concern regarding spiritual abuse, the Adult Safeguarding Co-ordinator will:

- Identify support services for the victim i.e. counselling or other pastoral support
- Contact thirtyone:eight and in discussion with them will consider appropriate action with regard to the Spiritual abuse is characterised by an ongoing, systematic pattern of coercive control
- Spiritual abuse is characterised by an ongoing, systematic pattern of coercive control within a religious context (Oakley, 2017). Key elements of this experience are manipulation, exploitation, control through the misuse and abuse of scripture and divine position, censorship of decision-making, pressure to conform, enforced accountability, requirement of obedience, and isolation (Oakley 2009, Oakley and Kinmond 2013). Emotional abuse and psychological abuse are similarly characterised by perpetuating patterns of behaviour that include blaming, shaming, intimidation and controlling behaviour. As in all other types of abuse, spiritual abuse will sometimes co-exist with and be used to legitimise other forms of abuse and harmful cultures.  
<https://thirtyoneeight.org/media/2191/spiritual-abuse-position-statement.pdf>

### **Allegations of abuse against a person who works with children/young people**

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the Child Safeguarding Co-ordinator, in accordance with Local Safeguarding Children Board (LSCB) procedures will:

- Liaise with Children's Social Services in regards to the suspension of the worker

- Make a referral to a designated officer formerly called a Local Authority Designated Officer (LADO) whose function is to handle all allegations against adults who work with children and young people whether in a paid or voluntary capacity.
- Make a referral to the Disclosure and Barring Service for consideration of the person being placed on the barred list for working with children or adults with additional care and support needs. This decision should be informed by the LADO if they are involved.

#### **Allegations of abuse against a person who works with adults with care and support needs**

The Adult Safeguarding Co-ordinator will:

- Liaise with Adult Social Services in regards to the suspension of the worker
- Make a referral to the DBS following the advice of Adult Social Services

The Care Act places the duty upon Adult Services to investigate situations of harm to adults with care and support needs. This may result in a range of options including action against the person or organisation causing the harm, increasing the support for the carers or no further action if the 'victim' chooses for no further action and they have the capacity to communicate their decision. However, this is a decision for Adult Services to decide not the church.

## **5. PASTORAL CARE**

### **Supporting those affected by abuse**

The Leadership is committed to offering pastoral care, working with statutory agencies as appropriate, and support to all those who have been affected by abuse who have contact with or are part of the place of worship/organisation.

### **Adults with capacity**

Where adults who are victims of abuse are deemed to have capacity, the choice of reporting the abuse to other agencies, including the Police may rest with them. However, where there is an immediate or current presenting risk to known individuals or others there remains the right, by Redeemer Croydon, to report the information for the safety and welfare of those concerned.

### **Working with offenders and those who may pose a risk**

When someone attending the place of worship / organisation is known to have abused children, is under investigation, or is known to be a risk to adults with care and support needs; the Leadership will supervise the individual concerned and offer pastoral care, but in its safeguarding commitment to the protection of children and adults with care and support needs, set boundaries for that person, which they will be expected to keep. These boundaries will be based on an appropriate risk assessment and through consultation with appropriate parties.

## **6. INFORMATION STORAGE**

Safeguarding data is kept secure in the office, using lockable filing cabinets and locking or logging off computers when away from the desk. Safeguarding data is kept secure before it is taken anywhere including only taking the data needed for the task and by sending any data by secure methods. Electronic data is kept secure by using secure drives and passwords. Records are also disposed of securely using cross-cut paper shredding.

**Adoption of the policy**

This policy was agreed by the Leadership and will be reviewed annually on:

Signed by: Victoria Paxton

Position: Trustee of Redeemer Croydon Trust



Signed by: Mark Fossey

Position: Lead Pastor on behalf of the Eldership



Date: 23 March 2022

A copy of this policy is also lodged with: Thirtyone:eight