

Crossnet Child Young Person & Vulnerable Adult Protection Policy

Crossnet has adopted the Church of England Safeguarding policies and those of the Diocese of Bristol. All relevant policies can be viewed at:

<https://www.bristol.anglican.org/safeguarding-resources/>

1. Introduction

Crossnet is committed to a practice, which safeguards and promotes the welfare of children and vulnerable adults.

Crossnet staff and volunteers are recruited in accordance with Bristol Diocese practice¹.

Staff and volunteers in Crossnet accept and recognise our responsibilities to develop awareness of issues, which cause children harm.

We will safeguard children, young people and vulnerable adults by:

- ✓ Adopting protection guidelines through a code of behaviour for staff and volunteers.
- ✓ Sharing information about our protection policy and good practice with children, parents, staff and volunteers as appropriate.
- ✓ Sharing information about concerns with agencies who need to know, and involving parents, carers and children, young people & vulnerable adults appropriately.
- ✓ Following carefully the procedures for safer recruitment in the selection of staff and volunteers.
- ✓ Providing effective management oversight for staff and volunteers through supervision, support and training.

We are also committed to reviewing our protection policy and good practice guidance on an annual basis.

2. Statement of Intent

It is the policy of Crossnet to safeguard the welfare of all children, young people & vulnerable adults by protecting them from all forms of abuse including physical, emotional and sexual harm.

Crossnet is committed to creating a safe environment in which children, young people & vulnerable adults can feel comfortable and secure while engaged in any of our activities.

3. Types of abuse

Neglect: is the persistent failure to meet basic physical and/or psychological needs of children, young people & vulnerable adults, likely to result in the serious impairment of their health or development. Neglect may occur during pregnancy (for example, as a result of maternal substance abuse). Neglect may involve a parent or guardian failing to:

¹ <https://www.bristol.anglican.org/documents/safer-recruitment-guidance-and-toolkit-2017/>

- ✓ Provide adequate food, clothing and shelter (including exclusion from home or abandonment).
- ✓ Protect from physical and emotional harm or danger.
- ✓ Ensure adequate supervision (including the use of inadequate care-givers).
- ✓ Ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, basic emotional needs.

Physical abuse: may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in children, young people & vulnerable adults.

Sexual abuse: involves forcing or enticing children, young people & vulnerable adults to take part in sexual activities, including prostitution, whether or not they are aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape, buggery or oral sex) or non-penetrative acts. They may include non-contact activities such as involving looking at, or being involved in the production of, sexual online images, watching sexual activities, or encouraging children, young people & vulnerable adults to behave in sexually inappropriate ways.

Emotional abuse: is the persistent emotional maltreatment such as to cause severe and persistent adverse effects on emotional development. It may involve conveying to children, young people & vulnerable adults that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed. These may include interactions that are beyond the developmental capability of the children, young people & vulnerable adults, as well as overprotection and limitation of exploration and learning, or preventing them participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying, causing them frequently to feel frightened or in danger, or their exploitation or corruption. Some level of emotional abuse is involved in all types of maltreatment of children, young people & vulnerable adults, though it may occur alone.

4. Guidelines for all Crossnet staff and volunteers

Staff must at all times show respect and understanding for individual's rights, safety and welfare, and conduct themselves in a way that reflects the Christian ethos of Crossnet.

Staff and volunteers are committed to:

- ✓ Treating children, young people & vulnerable adults with respect and dignity.
- ✓ Always listening to what children, young people or vulnerable adults are saying.
- ✓ Valuing each child, young person & vulnerable adult.
- ✓ Recognising the unique contribution each individual can make.
- ✓ Encouraging and praising each child, young person & vulnerable adult.

Staff and volunteers will:

- ✓ Provide an example, which we would wish others to follow.
- ✓ Use appropriate language with children, young people and vulnerable adults and challenge any inappropriate language used by anyone working with them.
- ✓ Respect children, young people or vulnerable adults right to privacy.

When involved in one to one contact, staff and volunteers will:

- ✓ Not spend excessive amounts of time alone with children, young people or vulnerable adults, away from others. Staff should try to always be visible to others in their contact with children.
- ✓ In the unlikely event of having to meet with an individual child, young person or vulnerable adult make every effort to keep this meeting as open as possible.
- ✓ If privacy is needed, ensure that other staff are informed of the meeting and its whereabouts.

Staff and volunteers should never:

- ✓ Engage in sexually provocative or rough physical games, including horseplay
- ✓ Do things of a personal nature for a child, young person or vulnerable adult that they can do for themselves. If such an incident arises, for example, where the child, young person or vulnerable adult have limited mobility, Crossnet staff should seek a member of staff of the same gender as the young person to deal with such an incident.
- ✓ Allow, or engage in, inappropriate touching of any kind.

Staff and volunteers should:

- ✓ Be aware that someone might misinterpret our actions no matter how well intentioned.
- ✓ Never draw any conclusions about others without checking the facts.
- ✓ Never allow ourselves to be drawn into inappropriate attention seeking situations such as tantrums or crushes.
- ✓ Never exaggerate or trivialise abuse issues or make suggestive remarks or gestures about, or to a child, young person or vulnerable adult, even in fun.

Staff and volunteers All staff and volunteers, (members of Crossnet participating in the organisation and leadership of Crossnet activities involving children under 18), will be appointed by the Crossnet Exec Team in accordance with the procedures contained within the Church of England Safer Recruitment Policy 2016² and the associated diocesan guidelines.

As an organisation, which offers support and guidance to children, young people and vulnerable adults, it is imperative that each member of Crossnet staff are aware of their responsibilities under the Child Protection legislation and has a working knowledge of Crossnet procedures.

² <https://www.bristol.anglican.org/documents/c-e-safer-recruitment-2016/>

Each member of staff will receive updated training in Safeguarding every three years.

PROCEDURES FOR REPORTING ALLEGATIONS OR SUSPICIONS OF ABUSE

Crossnet has adopted the Church of England Safeguarding policies and those of the Diocese of Bristol. All relevant policies can be viewed at:

<https://www.bristol.anglican.org/safeguarding-resources/>

In any case where an allegation is made, or someone has concerns, a record should be made to the Crossnet Executive Leadership.

The record must be checked to ensure the following information is available:

- ✓ Name of child, young person or vulnerable adult
- ✓ Age
- ✓ Home Address (if known)
- ✓ Date of Birth (if known)
- ✓ Name/s and Address of parent/s or person/s with parental responsibility
- ✓ Telephone numbers if available

Is the person making the report expressing their own concerns, or passing on those of somebody else? If so, record details;

- ✓ What has prompted the concerns?
- ✓ Include dates and times of any specific incidents.
- ✓ Has the child, young person or vulnerable adult been spoken to?

If so, what was said?

- ✓ Has anybody been alleged to be the abuser?

If so, record details

Who has this been passed on to, in order that appropriate action is taken? E.g. school, designated officer, children's social care.

- ✓ Has anyone else been consulted?

DESIGNATED CHILD, YOUNG PERSON AND VULNERABLE ADULT PROTECTION PERSONS

Appointments will normally be for a 12 month period, to be reviewed and confirmed annually. **The Safeguarding Person is Roy Maguire.** The Safeguarding Person is appointed by the Crossnet Exec Team to undertake mutually agreed duties of oversight as outlined in the 'Parish Safeguarding Officer Role Profile' (available at the above website). All members will be made regularly aware of the nominated safeguarding person. At least two Safely Recruited staff/volunteers will be responsible for and attend each meeting of children and young people (under 18 years). All groups will run in

accordance with the principles of the Church of England policy Promoting a safer Church, 2017³

Access to all confidential information will be restricted to clergy, a nominated person and the Bishop and his representatives. Such information will be stored securely and retained in line with the Church of England record retention guidelines.

Responses to disclosures, suspicions or allegations of abuse of a child will be in accordance with the Diocese of Bristol Allegations Managements procedure.

Leaders and helpers will be required to complete safeguarding training as required by the Church of England. The Exec Team will review this policy and its implementation annually.

ALLEGED ABUSE BY STAFF, MANAGERS, VOLUNTEERS OR TRUSTEES

When an allegation is made against a member of staff or volunteer, then the allegation must be passed to your Safeguarding Person for child protection (Roy Maguire).

Training

The designated person and his/her deputy must receive training every 2 years in Child Protection. Training is available from the Bristol Diocese.

All staff and volunteers shall have access to appropriate training on a regular basis, at least every 2 years.

Record-keeping

All records, information and confidential notes will be kept securely. Only the designated Persons and the Exec Leadership will have access to these files.

Disclosure

- ✓ Never guarantee absolute confidentiality, as Child Protection will always have precedence over any other issues.
- ✓ Listen to the child, young person or vulnerable adult, rather than question him or her directly.
- ✓ Offer him / her reassurance without making promises, and take what they say seriously.
- ✓ Allow the child, young person or vulnerable adult to speak without interruption.
- ✓ Accept what is said – it is not your role to investigate or question.
- ✓ Do not overreact.
- ✓ Alleviate feelings of guilt and isolation, while passing no judgement.
- ✓ Advise that you will try to offer support, but that you must pass the information on.
- ✓ Explain what you have to do and whom you have to tell.
- ✓ Record the discussion accurately, as soon as possible after the event,

³ <https://www.bristol.anglican.org/documents/promoting-safe-churches/>

- ✓ Use the child, young person or vulnerable adults words or explanations – do not translate into your own words, in case you have misconstrued what they were trying to say. Record any discussions or actions taken within 24 hours.

The Designated Person may then discuss the concern / suspicion with the Diocesan Safeguarding Adviser, and, if appropriate, make a direct referral to Children and Family Services.