

Holy Trinity Church, Bengo

Child Protection Policy

Policy proposed by: Joanne Lloyd - CWO

On date: _____

PCC approved by: _____

On date: _____

Holy Trinity Church

Child Protection policy

Vision Statement: We believe that the safety, welfare, education and spiritual development of children and young people is paramount in everything we do as we seek to carry out God's will in our parish.

1. Context

- The protection of children is the proper concern of everyone in a position to help. Primary responsibility for the care and protection of children rests with their parents, but a range of services is available to help them with this task. Parents seeking help for themselves make many referrals to agencies. Relatives, friends and neighbours may also directly, or encourage families to seek help or alert statutory authorities to children about whom they are concerned. All agencies with staff that are in direct contact with children and families must be involved. (DfES Circular 10/95: Protection Children from Abuse, p.3)
- The safety and protection of children is of paramount importance to all those involved in Education, in any context.
- We will provide as safe and welcoming an environment as possible for children and young people who take part in the life of the church, and for their leaders.

At Holy Trinity we agree that the safety and protection of all children and young people is of paramount importance and that all workers will adhere to this policy and the child protection procedures established by the House of Bishops (HoB).

2. The Designated Children's Welfare Officers

- The designated person for child protection is:

Joanne Lloyd – Children's Welfare Officer (CWO)

Their deputy or the person to contact in their absence is:

Rev. Robert Thompson – Priest in Charge

- Those named above will liaise in accordance with HoB Child Protection Procedures.
- The CWO will keep a copy of the HoB Child Protection Procedures (Blue Book) and make these available to all involved in Children's work at Holy Trinity.

3. The Workers

- We undertake to exercise proper care in both the selection and appointment and the training and support of those working with children and young people.
- Prospective workers should understand and agree with our beliefs and goals and be aware of our expectations and their responsibilities.
- The CWO will ensure that each worker is screened by CRB checks and that Confidential Declaration forms are completed.
- All persons involved with children's work at Holy Trinity, are informed of the designated CWO name and the HoB policy for the protection of children.
- As part of on going training and support provided by the Church, workers are encouraged to attend regular meetings therefore keeping in touch with news of matters relating to work with children and young people.
- All workers need to be alert to the signs of harm and abuse. They should report any concerns if not immediately, as soon as possible, that day to the designated CWO or Priest in Charge. If in any doubt they should consult with the designated CWO.
- The HoB child protection procedures (Blue Book) is available for all workers' reference and is available from Joanne Lloyd.
- Records of parental consents (when appropriate) are kept securely in Church along with any specific medical information that may be of importance. Workers should be aware of this information in order to provide safe activities for the children in their care.
- Workers need to be aware of and follow the procedures for accompanying children to the toilet during Sunday services (Appendix C)

4. Response in Church

i. Reporting to the designated CWO

Any concern must be discussed with the designated CWO or the Priest in Charge in their absence, as soon as possible. The CWO or Priest in Charge will follow the procedures outlined in Appendix B.

ii. Immediate response to the child

It is vital that our actions do not abuse the child further or prejudice further enquiries, for example:

- Listen to the child, if you are shocked by what is being said try not to show it
- It is acceptable to observe bruises but not to ask a child to remove or adjust their clothing to observe them
- If a disclosure is made, the pace should be dictated by the child without them being pressed for detail by being asked such questions as “what did they do next?” or “where did they touch you?” It is our role to listen not to investigate. Use open questions such as “is there anything else you want to tell me?” or “yes?” or “and?”
- Accept what the child says. Be careful not to burden them with guilt by asking questions such as “why didn’t you tell me before?”
- Do acknowledge how hard it was for them to tell you this
- Don’t criticise the perpetrator, this may be someone they love
- **Don’t promise confidentiality**, reassure the child that they have done the right thing, explain whom you will have to tell (the CWO or Priest in Charge) and why. It is important that you don’t make promises that you cannot keep such as “I’ll stay with you all the time” or “it will be alright now”.

5. Recording Information

- Make some brief notes at the time or immediately afterwards; record the date, time, place and context of the disclosure or concern, recording facts and not assumption and interpretation. Notes must be signed and dated.
- Observed injuries and bruises are to be recorded on a Body Plan Sheet.
- Note the non-verbal behaviour and the key words in the language used by the child (do not translate into “proper terms”).
- It is important to keep these original notes and pass them to the designated CWO.

6. Support

▪ Children and families

The Church recognises that children who are abused or who witness violence may find it difficult to develop a sense of self worth and to view the world in a positive way. The church may provide children with a stable and secure environment.

At Holy Trinity we can only provide the level of support requested by the child. This may mean:

- Letting go
- Accepting that your responsibility has ended once the appropriate people have been informed
- Giving support throughout the process of investigation and afterwards

We will continue to encourage self esteem through our teaching and promote a positive and secure environment which gives all children and adults a sense of being well respected and valued.

Possible signs and symptoms of abuse

SEXUAL

Bruises, scratches, burns or bite marks on the body;
Scratches, abrasions or persistent infections in the anal or genital regions;
Sexual awareness inappropriate to the child's age shown for example in words, play, games or drawings;
Attempts to teach other children about sexual activity;
Sexually provocative or seductive behaviour with adults;
Frequent public masturbation;
Inappropriate bed sharing arrangements at home;
Pregnancy, particularly in the case of young adolescents who are evasive about the identity of the father;
Refusing to stay with certain people or go to certain places;
Aggressiveness, anger, anxiety, tearfulness;
Severe sleep disturbance;
Eating disorders.
Withdrawal from friends;
Any allegations made by a child.

EMOTIONAL

Continual self depreciation;
Self harm or mutilation;
Desperate attention seeking behaviour;
Eating problems;
Substance abuse;
Neurotic behaviour, obsession or phobias;
Fear of new situations;
Air of detachment;
Don't care attitude;
Compulsive stealing or scrounging;
Social isolation;
Depression and withdrawal.

NEGLECT

Constant hunger;
Poor personal hygiene;
Inappropriate clothing;
Frequent lateness or non-attendance;
Untreated medical problems;
Low self esteem;
Poor social relationships;
Compulsive stealing or scrounging;
Constant tiredness.

PHYSICAL

Unexplained injuries or burns;
Refusal to discuss injuries;
Improbable explanations;
Untreated injuries;
Disclosure of apparently excessive punishment;
Shrinking from physical contact;
Fear of:
- Undressing;
- returning home;
- parents being contacted;
- medical help;
Aggression/bullying;
Over compliant behaviour or a 'watchful attitude';
Running away;
Significant unexplained changes in behaviour;
Deterioration in concentration;
Unexplained pattern of absences.

These are lists of some of the types and signs of behaviour which indicate that a child may be suffering abuse. Lists of signs and symptoms are helpful indicators of the likelihood or reality of abuse. In themselves they are not evidence, but may suggest abuse if a child exhibits several of them or if a pattern emerges.

However, it is important to remember that for many reasons, as they move through the inevitable stages of growing up, children may behave strangely or appear unhappy.

**Creating a Safe Environment
What's Safe?
Dealing with Disclosure**

RECEIVE

Listen to the child.
Accept what he or she says.
Be very careful not to show shock or distaste.
Stay calm.
Take what is said seriously.
Be careful not to burden them with guilt.
NB. Children rarely lie about abuse.

**REASSURE**

Tell the child that they have done the right thing in telling you.
Be honest.
Don't make promises you can't keep.
Don't say "Everything will be okay" or "I won't tell anyone".
Tell them they are not to blame.
Acknowledge how hard it must have been for them to tell you.
Empathise but don't tell them what they should be feeling.

RESPOND

Accept the details as they are given.
Do not interrogate the child for full details.
Ask open questions like "Anything else to tell me?", "Yes?" or "And...?"
Avoid leading questions like "What did she do next?" or "Did he touch your private parts?".
Leading questions may invalidate the evidence in any prosecution.
Do not criticise the accused because the child may love him/her and reconciliation may be possible.
Do not ask the child to repeat everything to another member of the team.
Explain what you have to do next and to whom you have to talk.
Your role is to take immediate advice as to the appropriate next step.
Inform the Bishop's Representative for Child Protection.

**SUPPORT**

Provide the level of support request by the child.
This may mean:
Letting go;
Accepting that your responsibility has ended once the appropriate people have been informed.
Or:
Giving support throughout the process of investigation and afterwards.

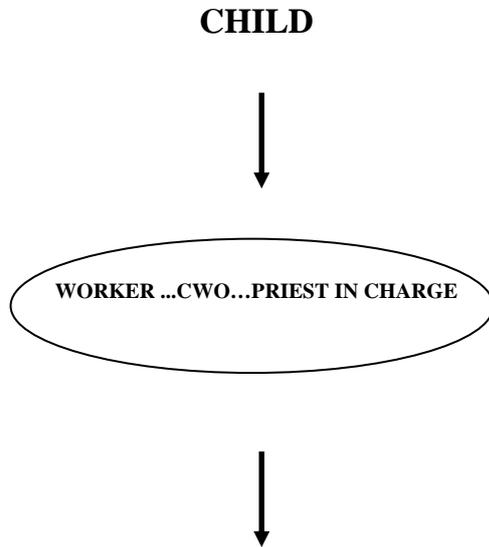
RECORD

Make notes at the time.
Write them up as soon as possible.
Do not destroy your original notes; they may be required in court.
Record the date, time, place, any noticeable non-verbal behaviour, the actual words used by the child.
Be objective in your recording.
Include statements and observable things.
Omit your interpretations or assumptions.



HOLY TRINITY CHURCH, BENGEO

Summary of procedures following allegations of abuse



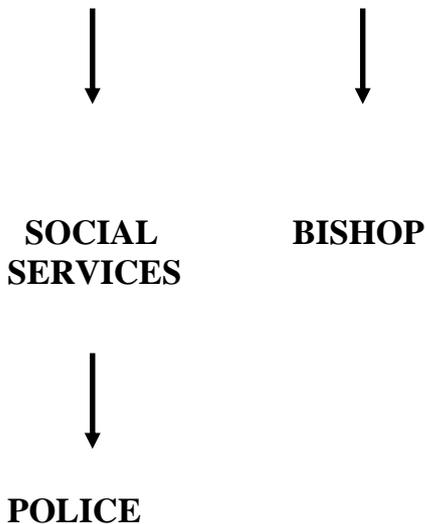
When a child discloses information to you, you should inform the CWO and the Priest in Charge. He will contact the Bishop's Representative for Child Protection who will give appropriate advice on action.

If an allegation has been made against the Priest in Charge, the CWO should inform the Bishop's Representative for Child Protection.

BISHOP'S REPRESENTATIVE

The Bishop's Representative for Child Protection is currently:

Chris Lees – Contact through Pip Austin



Once they have been informed they will contact Social Services and also inform the Bishop of the allegation.

Social Services will, if appropriate, inform the police.

If a child needs to use the toilet during Children's Worship, the course of action should be dependent on the child's age and preferences.

- Children attending Boulders are unlikely to require any supervision.
- Children attending Pebbles and Rocks should be accompanied to the toilet by a screened adult, who should ensure that the light is on and remain outside the door but within earshot in case assistance is required. If this is the case, the child's parent/carer should be called out of the service.

If assistance is required for a child whose parents/carers are not in church, a second screened adult should be called, for example, from Minnows.

- Should the need arise during a Minnows session, the child should be asked whether they would like their parent/carer to accompany them or whether they are able to manage on their own.

In the case of the latter, a screened adult should take the child to the toilet, ensure that the light is on and remain outside the door but within earshot in case they need assistance. If assistance is required, the parent/carer should be called out of the service.

- If a child's nappy needs changing the parent/carer should be called out of the Service.