



Diocese of Bristol
Parish of St Mary's and St James
April 2025
Safeguarding Children, Young People and Adults at Risk:
Policy and Procedure

"Every person has a value and dignity which comes directly from their creation in God's own image and likeness. Christians have a duty to value, understand and respect the rights of children and adults as people of faith in the life of the church." Diocese of Bristol Safeguarding Policy, 2018

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1. Policy Context

In developing this policy, the parish of St Marys and St James' commits to following the safeguarding policies of the Church of England, safeguarding policy and guidance as issued by the Diocese of Bristol and commits to working within legislation and statutory guidance as related to the Safeguarding of Children, Young People and Adults.

The main relevant policies and guidance documents are:

Church of England:

Protecting all God's Children, 2010

Promoting a Safe Church, 2006

Promoting a Safer Church – Policy Statement, 2017

Practice Guidance: Safer Recruitment, 2016

Responding Well to Domestic Abuse, 2017

Responding Well to those who have been Sexually Abused, 2011

Responding to, assessing and managing safeguarding concerns or allegations against church officers, 2017

Roles and Responsibilities of Church Office Holders and Bodies, 2017

Responding to Safeguarding Concerns or Allegations that relate to Children, Young People and Adults at Risk, 2018

Safer Environment and Activities, 2019

The Code of Safer Working Practice, 2019

Safeguarding Records Joint Practice Guidance, 2015



Safeguarding Records Retention Tool Kit, 2015

General Statement on Safeguarding Children in Towers, 2015

These documents can be found on the Church of England Website here:

<https://www.churchofengland.org/safeguarding/promoting-safer-church/policy-practice-guidance>

Diocese of Bristol:

Safeguarding Policy, 2018

Allegations Management Procedure, 2018

Ministering to those who may present a risk, 2018

Safer Recruitment Guidance and Toolkit, 2017

These documents can all be found on the Diocese of Bristol website:

<https://www.bristol.anglican.org/aboutus/safeguarding/safeguardingresources/>

Statutory Guidance:

Working Together 2018: This guidance from the Department for Education describes safeguarding processes and the safeguards that every organisation must have in place, including faith organisations, when safeguarding children. See the guidance at

<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

Or online:

www.workingtogetheronline.co.uk

Care and Support Statutory Guidance 2016: This is guidance from the Department of Health which describes safeguarding processes for adults and the responsibilities of different organisations: <https://www.gov.uk/government/publications/care-act-statutory-guidance/care-and-support-statutory-guidance#safeguarding-l>



2. Policy Statement

It is the responsibility of all members of the parish of St Mary's and St James' to give paramount importance to the nurture and care of children, young people and Adults at Risk, in a safe and secure environment. Safeguarding helps prevent harm to children and adults.

We recognise that:

- The welfare of the child, young person or Adult at Risk is paramount.
- Everyone has different levels of vulnerability and each of us may be regarded as vulnerable at some time in our lives
- All children, young people and adults who may be vulnerable have the right to equal protection from harm or abuse which can occur in all families and communities.
- Working in partnership with children, young people, Adults at Risk and their parents, carers and other agencies is essential in promoting their welfare.

We will develop a culture in our church that:

- Enables a safe and compassionate community to provide a caring environment where there is a culture of 'informed vigilance' as to the dangers of abuse.
- Enables and encourages concerns to be raised and responded to openly and consistently to protect children, young people and adults who may be vulnerable from actual or potential harm.
- Ensures everyone feels welcomed, respected and safe within the church.
- Values, listens to and respects children, young people and adults who may be vulnerable, encouraging them to be active contributors to the church community.
- Empowers adults who may be vulnerable to lead as independent a life as possible.

When concerns are raised, we will:

- Respond without delay where a child, young person or Adult at Risk may have been harmed, or may be at risk of harm, through abuse or neglect.
- Work with police, local authority, and other partners throughout any investigation, including where allegations are made against a member of the Church community.
- Challenge any abuse of power: especially by anyone in a position of trust.

If abuse has occurred, we will ensure:



- Informed and appropriate pastoral care is offered to any child, young person or adult who has suffered abuse, including support to make a complaint, following the individual's wishes.
- Supervision is provided for any member of the Church Community known to pose a risk of harm to others.
- Appropriate pastoral care is provided to any member of our church against whom an allegation is made.

In all recruitment we will:

- Carefully appoint those with any responsibility within the Church (including voluntary workers) in line with the Church of England Safer Recruitment Practice Guidance, 2016¹ (See parish of St Marys and St James' Safer Recruitment Guidelines) and provide ongoing supervision, support and training.

In our publicity we will:

- Share information about good safeguarding practice with children, young people and Adults at Risk, their parents, carers and all those working and worshipping with them.
- We will ensure there is clear information available on the website regarding our safeguarding arrangements: including a copy of the Parish Safeguarding Policy and other relevant information.

3. A child, young person or adult who may be vulnerable to abuse?

Children and young people: for the purposes of this policy, is anyone under 18 years old.

Children and young people can be abused by an individual or group, an adult or child, a male or female. Children may be abused in person or via social media and can experience harm as a result of seeing or hearing the abuse of others.

Where conflicts of interest arise between the welfare of the child and that of adults, the child's well being must always be of paramount importance and priority.

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<http://www.bristol.anglican.org/content/pages/documents/de0c4e9b421e0d36f1febeb01953d3ce7f2ce903.pdf>



Adults who may be vulnerable: The Care Act 2014 defines an adult [anyone 18 years old and over] to whom statutory safeguarding duties apply as an adult who:

- *Has needs for care and support (whether or not the Local Authority is meeting any of these needs)*
- *Is experiencing, or at risk of abuse or neglect*
- *And as a result those care and support needs are unable to protect themselves from either the risk of or the experience of abuse or neglect.*

(Care and Support Statutory Guidance, 2016)

Increased vulnerability may be temporary or permanent and may be visible or invisible.

An adult may be abused or neglected by family, friends, carers (paid and unpaid), strangers, professionals and members of the community. Those at risk may live alone or may live with family or in a care setting e.g., residential home.

4. What is abuse and neglect?

Please see the table attached as **Appendix 2** This outlines the forms of abuse noted in legislation related to safeguarding children, young people and adults alongside some examples and potential indicators that abuse, or neglect may be occurring.

5. What to do if you are concerned that abuse or neglect may be happening

You may see or hear something of concern or someone may disclose something of concern. If a child, young person or adult tells you that they have experienced abuse, are experiencing abuse or are concerned that they may be at risk:

Do	Don't
Listen. Try to move to a quiet, private space.	Tell them to speak to someone else.
Let the person know that you may have to tell someone else if you believe that they or someone else is at risk of harm.	Ask leading questions e.g., why did they do that, was it 'name', did it hurt you?



Do	Don't
Let the person talk at their own pace and say what they want to say. If you need to clarify points ask open questions like: Tell me. what happened, Explain ... about the incident Describe ...where it was, what happened	Try not to react as though unbelieving, shocked, or disgusted.
Take it seriously.	Tell them not to tell stories, or that they are lying.
Reassure. Confirm they are doing the right thing by telling you.	Promise to keep a secret or tell people who don't need to know.
Tell them you need to share the concern with the right people e.g., Parish Safeguarding Officer, police, social care	Try to just remember it.
Record what was said and the facts as accurately as possible as soon as possible.	Contact the person the allegation is about.

Whether a child, young person or adult has shared a concern with you or you have seen or heard something of concern.

If the situation is urgent i.e., there is an imminent risk of harm: contact the police on 101 or 999 as appropriate or contact the Local Authority Children or Adults safeguarding Teams:

Bristol City Council: Children's Safeguarding Team

0117 903 6444 - Monday to Friday

01454615165 - Out of hours/Weekends

Bristol City Council: Adult Safeguarding Team

0117 922 2700 - Monday to Friday

01454615165 - Out of hours/Weekends



Once you have sought advice from Police or the Local Authority and the individual/s safety is confirmed, inform the Parish Safeguarding Officer as soon as possible: using the reporting a concerned form. If the concern is about the Parish Safeguarding Officer contact the Incumbent or Diocesan Safeguarding Adviser.

If the situation is of concern but is not urgent: Contact the Parish Safeguarding Officer to report the concern and provide a written record, if the concern is about the Parish Safeguarding Officer contact the Incumbent or Diocesan Safeguarding Adviser. They will decide with you the next steps and whether a referral to Bristol City Council's Children or Adults Safeguarding Team is needed or if any other action is appropriate.

The Parish of St Marys and St James' hopes that this policy will be followed but where there is any concern that an issue has not been reported the Parish of St Marys and St James' wishes to make clear that it is of the highest importance that those concerns are reported to the appropriate authority so that they can be investigated and acted upon where needed.

If there is an allegation that a person in a position of trust (minister, PCC member, staff member or volunteer) has abused or neglected a child or adult or that such a person may present a risk to a child or adult: The Diocese of Bristol 'Allegations Management Procedure²' will be followed (copies of this procedure can be found on the Diocesan website and copies are held by the Parish Safeguarding Officers, Clergy and in the Parish Office). In brief this procedure requires that:

- The concern should be reported as above; the report should reach the police and Local Authority within 1 working day.
- The concern should not be made known to the person against whom the allegation is raised without agreement with police and or the Local Authority.
- Next steps will be decided in conjunction with police, Local Authority representatives (including Local Authority Designated Officer where there is a concern for the welfare

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<http://www.bristol.anglican.org/content/pages/documents/63f867984a2096dde307eac2e2187b1959740568.pdf>



of a child), the Diocesan Safeguarding Adviser and parish representatives (usually PSO, Incumbent and Churchwardens).

If a person is identified who has a caution or conviction for abuse of children and or adults who may pose a risk to others: (usually those with convictions for sexual or violent offences) the Diocese of Bristol guidance 'Ministering to those who may pose a risk³' (Copies of this guidance can be found on the Diocesan website and copies are held by the Parish Safeguarding Officers, Clergy and in the Parish Office) will be followed. In brief this guidance advises that that Parish Safeguarding Officer and Diocesan Safeguarding Adviser are made aware and that the individual is informed that:

- to support them within the congregation, contact will be made with police, probation and other agencies linked to them.
- The Diocesan Safeguarding Adviser and Church leaders will need to know of their circumstances.
- a risk assessment will need to be completed for any services or activities they wish to be involved in.
- And that a written agreement will be needed between the individual and the Church which agrees how individuals will be involved in church services and activities, boundaries for behaviour and an outline of support offered.

6. Confidentiality and consent

Confidentiality: The Parish of St Mary's and St James' accepts the principle that only those with a need to know should be made aware of safeguarding concerns or other confidential information. All staff, ministers and volunteers are expected to share confidential information appropriately and to ensure that written records and verbal information is shared responsibly and stored securely.

3

<http://www.bristol.anglican.org/content/pages/documents/59f69dcc0f98e48336828e56a14ded8890ed6c4d.docx>



Consent: The Parish of St Mary's and St James' accepts that all people have a right to make their own views and wishes known and that these wishes should be followed wherever possible.

Children: Where there is concern that a child is experiencing or at risk of abuse or neglect the Parish of St Mary's and St James' accepts that these concerns must be reported to the appropriate authorities to enable the child or young person to receive appropriate help and support. The parish of St Mary's and St James' asks all staff, ministers and volunteers to explain this to children in their care when appropriate. Where there is concern that a child is experiencing or is at risk of abuse or neglect. Where appropriate the Parish of St Mary's and St James' expects that consent is sought from parents and carers for information to be shared with the Local Authority and/or other agencies. This is not appropriate where there is concern that to do so would place a child at increased risk. In those circumstances advice of the Local Authority or police should be sought before informing the parents or carers of the concern. Where the allegation is against an individual who may have access to other children or Adults at Risk the referral should be made without seeking consent from parents or carers.

Adults: Adults have the right to make their own decisions about their lives. Consent should be sought from an adult before information is shared about them. Where an adult withholds consent for a safeguarding concern to be shared with statutory authorities (*police and local authority*), this should be accepted except where there may be others at risk (*e.g., where within a care home, hospital or where a suspected abuser has access to other Adults at Risk or children*) or where there is reason to doubt that the individual has the capacity to make that decision or where there is an imminent risk of serious harm. Advice should be sought from statutory services or the Diocesan Safeguarding Adviser where there is any doubt as to whether a concern should be shared.

7. Record Keeping

Records of all safeguarding concerns will be kept by the Parish Safeguarding Officers. They will keep a record of the initial concern and all actions taken. The records will be securely held at St Mary's and St James' in the Parish office. These records will be when possible transcribed and



transferred to a shared secure drive online. All those involved with any safeguarding concern must ensure that they provide to the Safeguarding Officer any records related to that case.

Records will be retained as per Church of England guidance 'Safeguarding Records: Joint Practice Guidance for the Church of England and the Methodist Church' 2015⁴ (Available on the Diocese of Bristol website).

The parish of St Mary's and St James' does not have access to secure email systems. Therefore, great care should be taken where email is used to ensure that confidential information is not accessed by unauthorised individuals. Individual's confidential information should not be communicated via email, *(remove any information that makes an individual identifiable)*.

Records must also be maintained of staff and volunteer training and DBS checks. These will be maintained by the Parish Safeguarding Officer.

8. Safer Recruitment and ongoing support and supervision

All recruitment of staff and volunteers will be undertaken in line with Church of England policy 'Safer Recruitment, 2016'⁵. See 'The parish of St Mary's and St James' Safer Recruitment Guidance' for further information.

Recruitment of staff and volunteers will only be undertaken by those delegated such responsibility from PCC.

Recruitment of staff and volunteers will only be undertaken according to an agreed process.

All recruited staff and volunteers will be made known to PCC.

⁴ <https://www.churchofengland.org/sites/default/files/2017-11/safeguarding%20joint%20practice%20guidance%20-%20safeguarding%20records.pdf>

⁵ https://www.churchofengland.org/sites/default/files/2017-11/safeguarding%20safer_recruitment_practice_guidance_2016.pdf



Anyone who has not been safely recruited cannot work unsupervised with children, young people or adults who may be vulnerable.

In brief: All staff and volunteers will:

- have all recruitment checks completed and approved prior to starting in the role.
- All eligible staff and volunteers will have a repeat DBS disclosure every 3 years, unless on the update services (*free to volunteers*). Any lapsed DBS check will require the post holder to stand down until the check has been completed.
- Attend safeguarding training as required by the Church of England
- Attend any other training as decided by the PCC
- Have a named supervisor

9. Roles and Responsibilities

Name	Responsibilities
Parochial Church Council (PCC)	• Agree, implement, monitor and review annually this safeguarding policy and all associated policies • Ensure all staff and volunteers are recruited safely • Agree and implement supporting good practice guidance and processes • Ensure adequate insurance for all activities • Recruit and provide adequate support to Parish Safeguarding Officers • Ensure all staff and volunteers are adequately trained and supervised
Parish Safeguarding Officer (PSO)	• Respond to all safeguarding allegations and concerns according to policy and guidance • Monitor and report to PCC regarding adherence to policy and practice



Name	Responsibilities
	● Arrange safeguarding training and maintain records ● Process DBS disclosures for the church and maintain records
Incumbent	● Act as a point of contact should there be any safeguarding allegation or concern regarding a PSO
Church Wardens	● Take part in the allegations management procedure when required ● Take part in an 'agreement' as per 'ministering to those that may present a risk'
Activity Leaders	● Follow the Safeguarding policy and associated good practice guidance ● Ensure that activities are run according to good practice guidance ● Report any safeguarding concerns as per policy ● Ensure all volunteers are safely recruited ● Ensure all volunteers have in date training and DBS check as required ● Ensure all new volunteers receive agreed induction ● Supervise agreed volunteers
Staff and Volunteers	● Follow the safeguarding policy and associated good practice guidance ● Report any safeguarding concern as per policy
Church members	● Be aware of the safeguarding and associated policies



Name	Responsibilities
	• Report any concerns as per policy

10. Additional Related Policies

Photographs and videos

It is the policy of the Parish of St Mary's and St James' that no one should take photographs of children or young people without the written consent of that child's parent or carer and the consent of that child when they are old enough to give consent.

Where photographs are to be taken consent will be gained from parents and carers in advance, using the agreed form. This will stipulate: who will take photos, for what purpose they may be used, how they will be stored and after what period they will be destroyed.

All photos and videos taken for the Parish of St Mary's and St James' are stored securely on devices belonging to PCC. No photo or video should be left stored on personal photography or videography equipment.

No photo will be taken of a child in any state of undress.

Children will not be named in publicity related to photographs or video.

Where an event may be photographed and is open to the public; signs will be displayed noting that photographs and or video may be taken and inviting anyone not wishing to be in any photos or video used to make this known to a named person. The photographer/ videographer will be named on these signs and will wear ID.

Only those delegated with that responsibility by PCC may ask for parental consent and arrange the taking of any photo or video.



Communications and social media

It is the policy of the Parish of St Mary's and St James' that anyone employed on a paid or voluntary basis, serving as a PCC member or as a licenced minister will not contact children or young people directly, without the knowledge and consent of a parent or carer.

Where such contact needs to be made (*e.g., a text to advise of a change of time for an activity*) the child's parent or carer will be asked for consent in advance and the parent or carer will be copied into that communication.

Very rarely contact may be made with a child or young person without the knowledge of the child's parents or carers (*e.g., where there are serious safeguarding concerns for a child and it would increase the risk to the child to contact the parent*). In this case the person making contact with the child must agree in advance with the Parish Safeguarding Officer that this is appropriate, a second adult should be copied into all communications e.g., Parish Safeguarding Officer or Incumbent and a record of all communications should be provided to the Parish Safeguarding Officer for the case record.

Where a group wishes to have a social media account to publicise or communicate regarding their group or activity the following will apply:

- The account shall not be a personal account belonging to any group member or leader; it will be an independent group account.
- More than one adult will be administrator for the account so that all content and messages can be seen by more than one adult.
- All users will be made aware that bullying, harassment or other anti-social behaviour will not be tolerated. Information will be available to all users about how to raise a concern about the conduct of others and who with.
- All those in a leadership role will ensure that their language is professional and appropriate.
- Further advice and information regarding online safety is available from the Diocese Safeguarding Team.



Hire of Church Premises for non-Church events and activities (whether a fee is chargeable or not)

Organisations and individual users meeting at 'The parish of St Mary's and St James' will be expected to adhere to this safeguarding policy or where they work regularly with children, young people or adults who may be vulnerable, to have their own safeguarding policy.

The parish of St Mary's and St James' is responsible for overseeing users and ensuring that the agreed hire process and forms are in use. This will include obtaining a copy of the hirers safeguarding policy where relevant and providing a copy of this policy.

11. Policy implementation and Review

This policy was agreed by the Parish of St Mary's and St James' PCC in **APRIL 2025**.

All staff, volunteers and ministers are required to abide by this policy and associated good practice guidance.

This policy will be made available on the Church website; a copy will be available in each church building.

This policy will be monitored via annual audit and annual report to PCC

This policy is to be reviewed annually.

Next Review Due: Oct 2025



Appendix I: Useful Contact numbers

- Our Parish Safeguarding Officer is: Stacey Hale Parishsafeguarding2022@outlook.com
- Our Diocesan Safeguarding Adviser can be contacted on 0117 906 0100.
- If advice is needed on a safeguarding issue and the PSO or DSA are not available, the Thirty-One: Eight⁶ provide a helpline that can be contacted on 0303 003 1111. Please state that you are calling from a Diocese of Bristol church and contact your PSO as soon as possible to report that you sought advice from Thirty-One: Eight and action taken.
- **Bristol City Council: Children's Safeguarding Team**
0117 903 6444 - Monday to Friday
01454615165 - Out of hours/Weekends
- **Bristol City Council: Adult Safeguarding Team**
0117 922 2700 - Monday to Friday
01454615165 - Out of hours/Weekends
- Police: 999 (emergency) or 101 (non-emergency)

⁶ Formerly known as Churches Child Protection Advisory Service (CCPAS)



Appendix 2: Categories of Abuse and additional information

Categories, Definitions and Indicators of Harm (Last Updated April 2017 v4)

Type Of Harm	Definition	Examples	Indicators
Physical	Non-accidental harm to the body. From careless rough handling to direct physical violence. Unlawful or inappropriate use of restraint or physical interventions.	Hitting, slapping, pinching, shaking, pushing, scalding, burning, dragging, kicking, physical restraint, locking an individual in a room or a car.	History of unexplained falls or minor injuries, bruising which is characteristic of non-accidental injury – hand slap marks, pinch marks, grip marks, bite marks, scalds, flinching, reluctant to undress.
Sexual	Direct or indirect involvement in sexual activity without capacity and/or consent. Individual did not fully understand or was pressured into consenting. Note: A child under 16 years old can never consent to any sexual act	Coercion into making or watching of pornographic material. Coercion to touch e.g., breasts, genitals, anus, mouth., Penetration or attempted penetration of vagina, anus, mouth with or by penis, fingers and or other objects.	Pregnancy in a woman unable to give consent. Difficulty in walking or sitting with no apparent explanation. Refusing to change for PE or participate in physical activities. Avoids or is afraid of being left alone with people or a specific person. Exhibits an inappropriate knowledge of sex for their age.
Emotional	Behaviour which has a harmful effect on an individual's emotional well-being or development, causing mental	Shouting, coercion, blaming, insulting, ignoring, threats of harm or abandonment, intimidation, harassment, humiliation, depriving an individual of	Loss of interest, withdrawn, anxious or depressed, frightened, avoiding eye contact, irritable, aggressive or challenging behaviour,



Type Of Harm	Definition	Examples	Indicators
	distress undermining their self-esteem and affecting an individual's quality of life. Wilful infliction of mental suffering by a person in a position of trust and power.	the right to choose, privacy, dignity, self - expression or contact. Undermining self-esteem, isolation and over-dependence.	unexplained sleep disturbance, self-harm, refusing to eat, deliberate soiling, unusual weight gain or loss.
Neglect	Failure of any person who has responsibility for the charge, care or custody of an adult at risk or child to provide the amount and type of care or treatment that a responsible person could be expected to provide.	Fail to meet basic needs including food, environment, access to health care and education, failure to provide for social needs.	Unwashed/ dirty appearance, clothes too small/big, untreated sores or infections, isolation.
Modern Slavery	Encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.	Adult or Child trafficked into UK or between places in UK for purpose of sexual abuse or labour. Adult or Child forced to work as a domestic servant. Adult or child forced to work as sex worker, farm labourer, car cleaner.	Individuals may not have their passport or Identity documents. They may not have access to or contact with friends and family. May never be left alone, live in poor conditions, not be able to leave of own free will. May have no access to funds. May not know where they are or who they are with.



Type Of Harm	Definition	Examples	Indicators
Domestic Violence	Incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse by someone who is or has been an intimate partner or family member regardless of gender or sexuality. Age range 16+	Includes: psychological, physical, sexual, financial, emotional abuse; so, called 'honour' based violence; Female Genital Mutilation; forced marriage.	Appears to be afraid of partner, making own choices. Behaves as though she/he deserves to be hurt or mistreated, low self-esteem or appear to be withdrawn, makes excuses for or condones the behaviour, blames abuse on themselves
Spiritual Abuse ⁷⁸ (Not defined in Statutory Guidance)	Inappropriate use of religious belief or practice	Misuse of leadership authority, penitential discipline, oppressive teaching, intrusive healing or deliverance ministries.	Could be any of the above.
Financial Adults	The unauthorised taking (theft), deprivation or misuse of any money, income, assets, funds, personal belongings or property or any resources of an adult at risk without their informed consent or authorisation.	Misuse of power of attorney or appointeeship. Money and possessions stolen, misuse or misappropriation of money, valuables or property, possessions or benefits, undue pressure in connection with wills, property, inheritance or financial transactions, denying the adult at risk the right to access funds, unauthorised disposal of	Unexplained or sudden inability to pay bills, Power of Attorney obtained and misused when a person lacks or does not lack mental capacity to understand, unexplained withdrawal of money with no benefits, person lacking goods or services that they can afford, extortionate demands for payments for services

⁷ https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/175437/Action_Plan_-_Abuse_linked_to_Faith_or_Belief.pdf

⁸ [http://files.ccpas.co.uk/documents/Help-SpiritualAbuse%20\(2015\).pdf](http://files.ccpas.co.uk/documents/Help-SpiritualAbuse%20(2015).pdf)



Type Of Harm	Definition	Examples	Indicators
		property or possessions, being asked to part with money on false pretences,	
Organisational Adults	Involves the collective failure of an organisation to provide safe, appropriate and acceptable standards of service to adults at risk. Mainly relates to health and social care provision but aspects may be relevant to Church settings	Lack of individualised care, inappropriate confinement or restriction, sensory deprivation, inappropriate use of rules, custom and practice	Whistle blowing policy not in place and accessible, insufficient employees training and development. Organisational standards not meeting those laid down by regulatory bodies, service users not treated with dignity and respect, diverse needs not recognized and valued in terms of age, gender, disability, ethnic origin, race or sexual orientation, services not flexible
Discriminatory Adults	Exists when values, beliefs or culture result in a misuse of power that denies opportunity to some groups or individuals.	Verbal abuse, harassment or similar treatment, unequal treatment, deliberate exclusion from services such as education, health, justice and access to services and protection, harmful or derisive attitudes, inappropriate use of language	Repeated exclusion from rights afforded to citizens such as health, education, employment and criminal justice



Type Of Harm	Definition	Examples	Indicators
Self-Neglect	A wide range of behaviour involves neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding.	May not react to or appropriately fulfil needs for health care, food, warmth. May live in an environment that is an environmental or fire risk and not take any measure to reduce risk or inadequate measures.	Environment which is poorly maintained, dirty, animal infested, cramped to the degree that it places the individual's wellbeing at risk. May have untreated or inadequately treated physical health issues.

Additional Information:

Child Sexual Exploitation: Children and young people can be at risk of sexual exploitation. This includes boys and girls; this is a form of sexual abuse. Whilst young people can give consent to sexual acts from the age of 16 (*if they have capacity to do so*) they continue to be a risk of sexual exploitation beyond their 16th birthday. **Any concern that a child or young person may be at risk of or experiencing sexual exploitation must be reported immediately to Children's Social Care or the police.** Sexual exploitation of children and young people under 18 involves exploitative situations, contexts and relationships where young people (*or a third person or persons*) receive 'something' (*e.g., food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money*) as a result of them performing, and/or another or others performing on them, sexual activities. Child sexual exploitation can occur through the use of technology without the child's immediate recognition (*being persuaded to post sexual images without immediate payment or gain*). In all cases, those exploiting the child/young person have power over them by virtue of their



age, gender, intellect, physical strength and/or economic or other resources. Violence, coercion, and intimidation are common. Exploitative relationships characterised by the child or young person's limited availability of choice resulting from their socioeconomic and/or emotional vulnerability.

Child Criminal Exploitation: Criminal exploitation is child abuse where children and young people are manipulated and coerced into committing crimes. CCE often occurs from associations with gangs. The word 'gang' means different things in different contexts, the government in their paper 'Safeguarding children and young people who may be affected by gang activity' distinguishes between peer groups, street gangs and organised criminal gangs⁹. It's not illegal for a young person to be in a gang, however, gang membership can be linked to illegal activity. **County Lines**, the police term for gangs exploiting young people into moving drugs from a hub, normally a large city, into other areas (*suburban areas, market and coastal town*). Organised criminal gangs groom children and young people because they're less suspicious and are given lighter sentences than adults. It's against the law to carry a weapon – like knives, guns or acid – even if it's meant for protection. If someone is found with a weapon they'll be arrested. If you're concerned about your child, the sooner you reach out to the Police or other agencies the better.

Female Genital Mutilation (FGM): Sometimes referred to as female circumcision refers to procedures that intentionally alter or cause injury to the female genital organs for non-medical reasons. **The practice is illegal in the UK.** It has been estimated that over 20,000 girls under the age of 15 are at risk of FGM in the UK each year. However, the true extent is unknown, due to the "*hidden*" nature of the crime. Girls may be taken to the family's countries of origin so that FGM can be carried out during the school holidays, allowing time to "heal" before returning to school. Some girls

⁹ <https://www.childrenscommissioner.gov.uk/wp-content/uploads/2019/02/CCO-Gangs.pdf>



may have FGM performed in the UK. Any concern that a child of adult who may be vulnerable may be at risk of FGM must be reported immediately to the relevant Local Authority or directly to police.

Cuckooing: Cuckooing is when criminals take over the home of a vulnerable person and use it for criminal purposes such as dealing drugs. **A** criminal will often befriend a vulnerable person in order to exploit them and use their property. The criminals use the property to provide a discreet location out of sight of police from which to conduct their activity. Victims are vulnerable individuals, such as people who are, Older, living with mental, physical health conditions or a learning disability, involved in prostitution, single parents, isolated, living with drug or alcohol

Addiction. The individual might, disengaging with services, have unexplained injuries, have large amounts of cash, misuse substances, appears withdrawn and fearful of disclosing information, or have new, unidentified associates who are often present at the home

Terrorism and Extremism: Any person can become drawn into extremism or sympathise with such views and progress into terrorism. This often happens through contacts made via the internet but a culture that supports this can develop in any community, group, school, or faith organisation. Everybody should be alert to any indication that a person or group may be developing or has developed an interest or ideology that may include harm to others. **Any concern related to this whether for a child or adult must be reported to the police without delay.**