

# **MARKET HARBOROUGH BAPTIST CHURCH**

## **CHILD PROTECTION POLICY**

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## **A General Policy Statement**

Market Harborough Baptist Church has a moral as well as legal duty to ensure that it functions with a view to safeguarding and promoting the welfare of children.

Throughout this document, reference is made to "children and young people". The term is used to mean all those under the age of 18. The trustees recognise that some adults are also vulnerable to abuse, accordingly the procedures may be applied (with appropriate adaptations) to allegations of abuse and the protection of vulnerable adults.

The trustees are committed to ensuring that, as far as is possible, the organisation:

- Provides a safe environment for children and young people.
- Identifies children and young people who are suffering
- Takes appropriate action to see that such children and young people are kept safe from harm.

In pursuit of these aims, the trustees will approve, and **ANNUALLY** review policies and procedures with the aim of:

- Raising awareness of issues relating to the welfare of children and young people and the promotion of a safe environment for those children and young people.
- Providing procedures for reporting concerns.
- Establishing procedures for reporting and dealing with allegations of abuse against all those involved in children's and young people's activities.
- The safe recruitment of all those involved in children's and young people's activities.

Market Harborough Baptist Church is committed to ensuring that all adults working with children or young people:

- Have undergone a Disclosure and Barring Check at enhanced level.
- Are adequately trained and supervised.
- Understand and follow Market Harborough Baptist Church's Child Protection Policy.

The Church has appointed **Mr Steven Cole** as the Child Protection Advocate. He is the lead person with special responsibility for child protection issues for the year 2014/15. He will undertake appropriate training. In his absence, **Mrs. Lindy Kendell** will act as his deputy.

Staff and volunteers working with children will receive training adequate to familiarise themselves with child protection issues and responsibilities and the church's procedures and policies. They shall receive refresher training at least every 3 years. If appropriate there will also be a member of the trustees or volunteers present who may, through their employment background have particular expertise in child protection issues. He/She may be delegated by the trustees to organise such training.

The trustees will receive from the Child Protection coordinator an annual report which details how the duties have been discharged.

Market Harborough Baptist Church recognises the following as definitions of abuse:

### **Physical Abuse**

Physical abuse causes harm to a child's person. It may involve hitting, shaking, throwing, poisoning, burning, scalding, drowning or suffering. It may be done deliberately or recklessly, or be as a result of a deliberate failure to prevent injury occurring.

### **Neglect**

Neglect is the persistent or severe failure to meet a child or young person's basic physical and/or psychological needs. It will result in serious impairment of the child's health or development.

### **Sexual Abuse**

Sexual abuse involves a child or young person being forced or coerced into participating in, or watching, sexual behaviour. It is not necessary for the child to be aware that the activity is sexual, and the apparent consent of the child is irrelevant.

### **Emotional Abuse**

Emotional abuse occurs where there is persistent emotional ill treatment or rejection. It causes severe and adverse effects on the child or young person's behaviour and emotional development, resulting in low self esteem. Some level of emotional abuse is present in all forms of abuse.

### **Market Harborough Baptist Church**

- Recognises that child protection is everyone's responsibility.
- Is committed to supporting parents and families.
- Recognises the unique and individual worth of each child.
- Is committed to nurturing, protecting and safeguarding children and young people.
- Exercises care in the appointment of all those working with children and young people within the church, working from "Safe to Grow" principles.
- Is committed to following statutory and specialist guidelines in working with young people.
- Seeks to support all those connected to its work who have been affected by abuse.
- Is committed to supporting, training and resourcing those who work with children and young people at Church, and to provide regular supervision.
- Will review its Child Protection Policy annually.

If you have any concerns for a child or in relation to any child protection matter then please speak to the child protection advocate, or in their absence the vulnerable adult advocate. Should either they, or the church trustees have any child protection concerns they will seek the advice of EMBA and will be **bound** to follow that advice.

## **B The Child Protection Advocate.**

### **The appointed person with lead responsibility.**

The designated advocate for child protection issues is:

Steve Cole  
7 Clarke Street  
Market Harborough  
LE16 9AD  
01858 434841

He has a key duty to take lead responsibility for raising awareness within the church of issues relating to the welfare of children and young people, and the promotion of a safe environment for young people.

He is responsible for ensuring that exempted questions are asked on relevant forms filled in by those seeking to work with young people,

He has received appropriate training and will keep up to date with developments in child protection issues. He will have responsibility for making all staff and volunteers aware of existing child protection policies.

He will be the main contact for child protection issues and will have contact details for relevant organisations available for employees and volunteers. This list includes the contact details of relevant organisations available for those working with children and young people. This list includes the contact details of relevant individuals and provisions such as the NSPCC Helpline (0800 800 5000) and the local police child protection unit.

In his absence, volunteers should refer to the vulnerable adult advocate

Mandy Gays  
1 Ashfield Road  
Market Harborough  
LE16 7LX

## **C Dealing with Disclosure of Abuse and Procedure for reporting concerns**

If a child or young person tells a member of staff about possible abuse:

Listen carefully and stay calm

Do not interview the child, but question normally and without pressure, in order to be sure that you understand what the child is telling you.

Do not put words into the child's mouth.

Reassure the child that by telling you, they have done the right thing.

Inform the child that you must pass the information on, but that only those that need to know about it will be told. Inform them of to whom you will report the matter.

Note the main points carefully as soon as possible after receiving the information.

Make a detailed, written note of the date, time place, what the child said, did and of your questions to them.

Staff should not investigate concerns or allegations themselves, but should report them immediately to the child protection advocate.

## **D Reporting and Dealing with Allegations of Abuse made against Members of Staff.**

The procedure apply to all staff, be they trustees, administrative, management, support or volunteers. The term "staff" is used for ease of description.

1. In rare instances, staff of Christian organisations have been found to be responsible for child abuse. Because of their frequent contact with children and young people, staff may have allegations of child abuse made against them. Should such an allegation be made this must immediately be referred to the EMBA Safe to Grow unit for their advice. Such advice received **MUST** then be followed.
2. **Market Harborough Baptist Church** recognises that the Children Act 1989 states that the welfare of the child is the paramount concerned. It is also recognised that hasty or ill-informed decisions in connection with a member of staff can irreparably damage an individual's reputation, confidence and career. Therefore those, under the guidance of EMBA, dealing with such allegations will do so with sensitivity and will act in a careful, measured way.

## **E Recruitment and Selection Procedures.**

**Market Harborough Baptist Church** operates recruitment and selection procedures. These will be reviewed in order to ensure that they take account of the following:

- They should apply to staff and volunteers who may work with children.
- The post or role should be clearly defined.
- The key selection procedures for the post or role should be identified.
- The person selected will in the normal course of events have been a regular church attender for at least 12 months.
- The statutory child protection clearances will be made as soon as practicable.

To ensure ongoing protection, the named co-ordinator, or person acting on their instruction, shall have the **ABSOLUTE** right to attend, unannounced, any activity involving children and young people.