



LIVINGHOPE

SAFEGUARDING POLICY

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³⁷ “You shall love the Lord your God with all your heart and with all your soul and with all your mind.
³⁸ This is the great and first commandment. ³⁹ And a second is like it: You shall love your neighbour as yourself. ⁴⁰ On these two commandments depend all the Law and the Prophets.”

Matthew 22:37-40

1. Introduction to Policy

Living Hope plays a vital role in the lives of many children and adults living on the Isle of Man and across the globe through the Four12 Partnership. We believe that every human being, created and valued by God, should be given respect, dignity and neighbourly love. Consequently, all those who attend Living Hope have a role to play in maintaining the nurturing and secure environment in which they worship and where everyone is free from the risk of harm or abuse.

This policy provides a set of principles, which when used together with practice guidance, provide a robust framework for all saints within Living Hope.

2. Safeguarding Policy Commitments

Living Hope is committed to safeguarding as an integral part of its life and ministry.

Safeguarding is about the action Living Hope takes to promote a safe culture. This means we will:

- promote the welfare of everyone involved with the Church.
- endeavour to prevent abuse from occurring
- seek to protect and respond well to those that have been abused.

We will take care to identify where a person may pose a risk to others, and offer support to them whilst taking steps to mitigate such risks.

Living Hope affirms that safeguarding is a shared responsibility; everyone associated with Living Hope has a role to play. This is supported with promoting good practice across the whole church.

Living Hope and the attending saints will take all appropriate steps to maintain a safe environment for all. It will practise fully and positively Christ’s ministry towards all who are vulnerable and respond sensitively and compassionately to their needs in order to help keep them safe from harm.

Based on the foundations above, Living Hope commits to:

- Promote a safe environment and culture
- Safely recruit and support all those with any responsibility related to children and vulnerable adults within the church
- Respond promptly to every safeguarding concern or allegation
- Care pastorally for those who are the subject of concerns or allegations of abuse and others who have been affected
- Respond to those that may pose a present risk

2.1 Promote a safe environment and culture

Living Hope has individuals appointed to various offices within the Church. Each position has a vital and established role to play.

Living Hope will challenge any abuse of power within church communities by ensuring church leaders adhere to good practice and are well supported in order to prevent any abusive behaviour.

The Elders

The Elders are ultimately responsible for ensuring that the policy is implemented and resourced in the Church.

Elders and ministry leaders involved with children or vulnerable adults should be fully conversant with the Child Safeguarding Policy.

The Elders should:

- Review the policy annually.
- Create nurturing, caring conditions within the Church for everyone.
- Ensure that training needs of saints and staff are met and promote their wellbeing
- Make appropriate budget provisions for training and safeguarding
- Find ways of communicating the policy to the whole of the Church

Ministry Leaders

Ministry Leaders are to work with their congregation's Local Safeguarding Officer to ensure that all volunteers within their ministry are compliant with volunteer and worker standards.

They also need to know the principles of good supervision and what to do if one of their workers shares with them concerns about a child or vulnerable adult.

It is the responsibility of the leader of each group to notify the Child Safeguarding Co-ordinator of any new potential volunteers or workers so that they can be made compliant with the Volunteer and Worker Standards. No volunteer or worker may serve in ministries that deal with children or vulnerable adults until they have met these standards.

Everyone

Everyone in the Church has his or her part to play in ensuring that any safeguarding policy is effective. It is the responsibility of all within the Church to ensure children and vulnerable adults are made to feel welcome and there is an intolerance of all that brings harm to them.

All Church attendees should be alert to situations where children or adults may be vulnerable and they should speak to the Safeguarding Co-ordinator if they suspect that a child or vulnerable adult is being or at risk of being harmed.

The Safeguarding Team

The Safeguarding Team covers the above responsibilities including roles such as:

Safeguarding Manager

The Safeguarding Manager is responsible for:

- Liaising with the Elders and the Safeguarding Team to ensure that all those who work in the relevant ministries with children and vulnerable adults have completed the Disclosure

and Barring Service (DBS) application, the Church's Safeguarding Training and understand the relevant policies.

- Providing advice and support on issues relating to safeguarding.
- Overseeing the referral of cases of suspected abuse or allegations to the relevant investigating agencies
- To ensure that proper records of any safeguarding referral, complaint, disclosure or concern (even where that concern does not lead to a referral) is maintained.
- Liaising with other appropriate agencies, the Safeguarding Administrator and each congregation's Safeguarding Co-ordinator
- Liaising with the Ecumenical Safeguarding Officer

Safeguarding Administrator

The Safeguarding Administrator is responsible for :

- Maintaining a proper record of any safeguarding referral, complaint, disclosure or concern (even where that concern does not lead to a referral).
- Keep and manage a proper record of volunteer, children and vulnerable adult database.
- Keep and manage a proper record of children and vulnerable adults attending the Church regularly as part of a Sunday congregation or children and youth ministry throughout the week.
- Maintaining a proper record of all policy and procedures for safeguarding in hard copy format.
- Carrying out the responsibilities of the Safeguarding Manager during his/her absence.

Local Safeguarding Officer

The Local Safeguarding Officer is responsible for the following within their congregation:

- Work with Ministry Leaders to ensure that all current and new volunteers and workers whose ministries come into contact with children and vulnerable adults are recruited safely, and that they meet the Church's volunteer compliance standards.
- Ensure that the database of children, and vulnerable adults who attend regularly is kept up-to-date.
- Ensure that the database of all volunteers working with children and vulnerable adults is kept up-to-date.
- Act as point person for any safeguarding advice, issues, disclosures or incidents occurring within their congregation or involving people within their congregation
- Able to direct to appropriate third party organisations who may be more appropriate to offer help to the individuals in need.

Ecumenical Safeguarding Advisor

The Ecumenical Safeguarding Advisor will support the Elders and Safeguarding Manager within Living Hope, and be a point of contact for advice, guidance and mediation. They will also provide a position of oversight to Living Hope, allowing complaints and concerns to be raised outside of the organisation.

2.2 Safely recruit and support all those with any responsibility related to children and adults within the Church

Living Hope will select and scrutinise all those with any responsibility related to children and adults within the Church, in accordance with this safeguarding policy and associated practice guidance.

We will train and equip church leaders to have the confidence and skills they need to care and support children, young people and adults and to recognise and respond to abuse. This will be done by supporting the provision of consistent, recognised and accessible safeguarding training.

2.3 Respond promptly to every safeguarding concern or allegation

Anyone who brings any safeguarding suspicion or concern of current or historic abuse to the notice of a Safeguarding Team member will be responded to respectfully and actively.

All suspicions or allegations that reach the threshold for reporting to the statutory authorities, will be reported via Living Hope's Safeguarding Manager, who will also advise the Ecumenical Safeguarding Advisor as soon as reasonably practicable.

All church leaders will cooperate with statutory authorities in all cases.

2.4 Care pastorally for victims of abuse and other affected persons

Those who have suffered abuse will receive a compassionate response and be listened to. They will be offered appropriate pastoral care, counselling and support, according to their expressed and agreed need, as they seek to rebuild their lives.

2.5 Respond to those that may pose a present risk to children, young people or vulnerable adults

Living Hope, based on the message of the gospel, opens its doors to all. It will therefore endeavour to offer pastoral care and support to any member of the church community who may present a risk.

The Church will ensure that any risk has been assessed and is actively managed by the Safeguarding Team. This may be done in collaboration with the relevant statutory agencies and the Ecumenical Safeguarding Advisor.

3. Other Documentation

The following guidance documents provide information on what action should be taken when receiving a safeguarding concern, or dealing with specific incidents and events.

Responding Well – Children

This document provides practice guidance including actions that should be taken when receiving a safeguarding concern.

Responding Well – Adults and Domestic Abuse

This document provides practice guidance including actions that should be taken when receiving a domestic abuse concern.

Good Practice Documents -

Camping, Residential Events, Meeting at Home & Transportation

This document provides practice guidance for sleeping arrangements during residential weekends, advisable ratios and advice on one to one mentoring.

Electronic Communication & Social Media

This document provides practice guidance on acceptable levels of contact between children and leaders on social media and other means.

Dealing with those who Pose a Risk

This document provides practice guidance on managing those individuals in the Church who pose a risk, and how to manage that risk.

Leaders and Worker Compliance Standards

This document provides guidance on the expected standards for those serving with children and vulnerable adults as well as those in leadership.

4. Privacy Notice

Information and personal data relating to safeguarding matters will be gathered, recorded and stored in accordance with the Data Protection Act 2018.

The Data Protection Act and human rights law is not a barrier to justified information sharing; but provide a framework to ensure personal information about living individuals is shared appropriately.

All information shared will be necessary, proportionate, relevant, adequate, accurate, timely and secure. Any information shared with third parties about a safeguarding matter will only be done with those who need to have it, when it is accurate and up to date. Although sharing data can be conducted under the principles of consent, if a child or adult is at risk there is a lawful basis to share information with authorities under our Legal Obligation (Children and Young Persons Act 2001) and under the Vital Interests of someone who is at risk.