



**Castlefields
Church**

SAFEGUARDING POLICY

**Castlefields Church, Traffic Street, Derby DE12NL
Registered Charity No. 1192197**

November 2020

PURPOSE

“having your conduct honourable among the Gentiles, that when they speak against you as evildoers, they may, by your good works which they observe, glorify God in the day of visitation”

1 Peter 2 v 12

The purpose of this policy is to promote a safe environment within all our ministries at Castlefields Church and to lay out our expectations of and provide guidance for those who care and protect

- Children and vulnerable adults
- Other attendees
- Staff and volunteers

This policy should be read in conjunction with:

Castlefields Church Safeguarding Practice Guidelines
Castlefields Church Safer Recruitment Policy

SCOPE OF POLICY

This policy applies to **everyone at Castlefields Church**, volunteering or paid, working with children, young people and vulnerable adults on behalf of Castlefields Church. This includes any trustees and senior leadership, and anyone else who may come into contact with children, young people or vulnerable adults.

OUR VALUES AND BELIEFS **(this is not a statement of faith)**

Our approach to safeguarding is shaped by our Biblical beliefs, in particular:

- Our world is fallen, broken and marred by sin. Hence, we seek to protect everyone, especially those most vulnerable, from the inherent dangers of a fallen world
- Each person in this world bears the image of God, being valuable to Him from conception
- Any sin in our midst won't be tolerated, but dealt with in a Biblical manner, decisively, effectively and transparently
- We obey the law of the land, honouring those God has put in place above us
- We are not a gathering of sinless and perfect people but rather a community of grace where we seek to encourage one another to grow in faith and obedience to God
- We are to love those around us as God loves them and to seek to bring healing, restoration and reconciliation to broken and damaged lives by the manifestation of the love of God through us

OUR SAFEGUARDING RESPONSIBILITIES AND COMMITMENT

Our responsibilities

- Ensure the protection of children, young people and adults at risk of abuse
- To protect these groups of people in light of the Gospel
- To pay attention to the protection and nurturing of those in our midst who are particularly vulnerable to abuse or neglect. This includes ensuring their voice is heard.
- To work in partnership with any agencies and organisations to ensure protection of those who are vulnerable

How we will seek to fulfil these responsibilities

- Actively maintain a positive culture within the church in view of our safeguarding responsibilities before God and the law of the land
- We will seek to visibly demonstrate our commitment to safeguarding throughout the organisation and our most senior leaders will support the development of best practice and provide accountability to everyone who works (whether paid or voluntarily) on our behalf
- Safeguarding will be led by one of our senior leaders from the church leadership (known as the Designated Safeguarding Lead). See Key People (below)
- We will appoint at least one Deputy Safeguarding Lead who will support the Designated Safeguarding Lead in tasks and responsibilities. See Key People (below)
- The church is committed to safer recruitment when selecting volunteers and/or employing workers within the church, as outlined in our Safer Recruitment Policy
- All volunteers and workers will be trained in safeguarding every 3 years and a record of training is to be kept
- Safeguarding leads and deputies will be trained to appropriate levels in order to fulfil their roles and deal with safeguarding competently and confidently
- When identifying any concerns about the safety or wellbeing of an individual, we will respond appropriately and proportionately by signposting or referring to local or national services, as well as offering support as we are able
- To ensure that as a church we are alert to our duties around the Prevent duty 2016 and to report appropriately (see appendix)
- All information, including disclosures, will be recorded in a timely and accurate manner according to our Data Storage Policy and legal duties. This will include records such as consent forms, attendance data, accident and incident reporting and any safeguarding concerns.
- We will ensure that children, young people, their parents/carers and vulnerable adults are aware of our safeguarding practices wherever possible
- We have procedures in place for any disclosures made – please see Castlefields Safeguarding Practice Guidelines (Dealing with Disclosures)
- Policies will be reviewed annually
- Our safeguarding policy is publicly available on the website and a copy is kept at the church
- The Church Leadership is committed to offering pastoral care, working with statutory agencies as appropriate, and support to those attending the church who have been affected by abuse
- If the Church Leadership is made aware of an individual who would like to start attending / is attending Church Sunday services and would present a safeguarding risk to children or vulnerable adults then specific safeguarding measures will be put in place. The Church Leadership will supervise the individual concerned and offer pastoral care but will require the individual to comply with reasonable boundaries, which, if ignored will regrettably mean that the individual will no longer be allowed to attend Church Sunday Services

KEY PEOPLE

Chief Responsibility – Church Leadership & Trustees

The church leadership & Trustees are responsible for compliance of our Safeguarding Policy, as well as approving all policies written on behalf of Castlefields Church.

David Fielding	Pastor & Trustee
Peter Fry	Elder & Trustee
Richard Carvell	Elder, Trustee & Designated Safeguarding Lead

The role of the church leadership is to oversee safeguarding

Designated Safeguarding Lead

Richard Carvell

Deputy Safeguarding Leads

Ruth Young & Nicola Linkens

The role of the Designated and Deputy Safeguarding Leads is:

- Be the first/an early point of contact
- Manage records
- Manage any disclosures and refer onto appropriate agencies
- Ensure appropriate training delivered to church members
- Keep DBS checks up to date
- Ensure safer recruitment

All of the above can be contacted by telephone: 01332 550879 or info@castlefieldschurch.org.uk

KEY CONTACTS (external)

If there is an immediate risk that a child will be harmed in any way, **call the Police immediately on 101**

If there is no immediate risk and advice is needed from the police, call 0845 123 3333

Children's Social Care and First Contact Team

Ashtree House
218 Osmaston Road
Derby
DE23 8JX

Tel – 01332 641172 (9am – 5pm) or Careline (if outside these hours) – 01332 786968

Local Authority Designated Officer (LADO) – 01332 642376

Adult Social Care

People Services
Derby City Council
The Council House
Corporation Street
Derby
DE1 2FS

Derby Safeguarding Children Board

184 Kedleston Road

Derby

DE22 1GT

Tel – 01332 642351

Derby Safeguarding Adults Board

Tel – 01332 642855

Details of all above contacts can be found in Google, including online forms

BASIS OF POLICIES

Statement of Faith

Our Safeguarding policy reflects the statement of faith we hold to as a church

National Legislation

National guidelines and legislations have informed our church policy for both children and adults

See Appendix 1

This policy will be reviewed annually on: **1st November**

Signed *David Fielding*
David Fielding, Pastor

Date 1/11/20

Signed *Richard Carvell*
Richard Carvell, Designated Safeguarding Lead & Elder

Date 1/11/20

APPENDIX 1

- National legislation and guidance (Safeguarding Children)
 - Children Acts (1989 & 2004)
 - Children and Families Act 2014
 - Children and Social Work Act 2017
 - Working together to safeguard children (2018)
 - What to do if you're worried a child is being abused: advice for practitioners (Department for Education, 2015)
 - Protection of Children Act 1999
 - Safeguarding vulnerable groups act 2006
 - Protection of freedoms Act 2012
 - Disqualification under the childcare act 2006 (2018 amended)
 - Prevent duty guidance 2016
 - Sexual offences Act 2003
 - The Safe Network Standards (available from the NSPCC website)
 - The policy also takes account of the principles outlined in:
 - Keeping Children Safe in Education 2018
 - FGM duty guidance
- National legislation and guidance (Safeguarding adults)
 - The Care Act 2014
 - Human Rights Acts 1998
 - Care Standards Act 2000
 - Mental Capacity Act 2005
 - Deprivation of Liberty Safeguards 2007
 - Sexual Offences Act 2003
 - Police and Criminal Evidence Act 1984 o Fraud Act 2006
 - Public Interest Disclosure Act 1998
 - Health and Social Care Act 2008
 - Disclosure and Barring Service (DBS)
 - Multi-Agency Public Protection Arrangements (MAPPA)
 - Multi-Agency Risk Assessment Conference (MARAC)
 - LSCP Multiagency Policy and Procedures
- Local guidance and procedures
 - <https://ddscp.org.uk>