ST PETER'S CHURCH OVER WALLOP
CHILD PROTECTION AND VULNERABLE ADULTS POLICY

Approved by the PCC: 6th February 2025
Postal Address: The Rectory, Station Road, Over Wallop, Stockbridge S020 8HT

INTRODUCTION

Definition of Terms
For the purposes of this Child and vulnerable adults Protection Policy, all references to:

'child', 'children', 'young person', 'young people', - whether singular or plural - are used interchangeably and are taken to refer to those under 18 years of age.

'workers', 'staff', 'volunteers', 'helpers' are used interchangeably and are taken to refer to anyone interacting with children or vulnerable adults on behalf of The Church

'child abuse' refers to any of the recognised forms of abuse - physical, emotional, sexual abuse or neglect.

WHY WE HAVE A CHILD AND VULNERABLE ADULTS PROTECTION POLICY

A Child and vulnerable adults protection policy will help protect children and vulnerable adults:
A child and vulnerable adults protection policy helps to create a safe and positive environment for children and vulnerable adults and, although no procedures or processes can offer complete protection for children and vulnerable adults, following these procedures and implementing a policy minimises the risk to children and vulnerable adults from abuse and exploitation.

A Child and vulnerable adults protection policy will help protect workers:
A child and vulnerable adults protection policy clarifies what the Church requires in relation to the protection of children and vulnerable adults. It sets out standards of behaviour for project staff and volunteers when they are working with children and vulnerable adults and what to do if they notice, or are told about, inappropriate behaviour in others.

A Child and vulnerable adults protection policy will help protect The Church:
A child and vulnerable adults protection policy is a statement of intent that demonstrates the Church's commitment to safeguard children and vulnerable adults from harm. Child and vulnerable adults protection policies will help move the Church towards best practice in this area and deter those who would wish to abuse children and vulnerable adults from seeking to work with children and vulnerable adults on behalf of The Church.

POLICY ISSUES

MISSION STATEMENT
The PCC recognizes the importance of its ministry with children and young people and vulnerable adults and its responsibility to protect and safeguard the welfare of children and young people and vulnerable adults entrusted to the church's care. The welfare of the child and vulnerable adult is always paramount.

As part of its mission, the Church is committed to:
• The safeguarding, care and nurture of children and young people and vulnerable adults within our church community and who participate in any activity of the church;
• Safe recruitment, supervision and training for all the children's/youth workers within the church.
• Responding without delay to every report or cause for concern that a child or young person and vulnerable adult for whom it is responsible may be or may have been harmed in any way;

• Full cooperation with statutory agencies during any investigation into allegations concerning abuse of a child or young person or vulnerable adult in the church community;
• Providing informed pastoral care to any child, young person or adult who has suffered abuse;
• The management and supervision of any member of the church community known or thought to pose a threat to children or young people or vulnerable adults.

CHURCH POLICY
The PCC recognises the need to provide a safe and caring environment for children and young people and vulnerable adults. It also recognises that children and young people and vulnerable adults can be the victims of physical, sexual and emotional abuse, and neglect. The PCC has therefore adopted the procedures set out in this document (hereafter "the policy").
The PCC is committed to on-going child and vulnerable adults protection training for all those who work with children and vulnerable adults and will regularly review the Policy and procedures.

DEFINITIONS OF ABUSE
Somebody may abuse or neglect a child or vulnerable adult by inflicting harm, or by failing to act to prevent harm. Children and vulnerable adults may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by a stranger.

PHYSICAL ABUSE
Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child or vulnerable adult. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness in a child or vulnerable adult.

EMOTIONAL ABUSE
Emotional abuse is the persistent emotional ill treatment of a child or vulnerable adult such as to cause severe and persistent adverse effects on their emotional development. It may involve conveying to a child or vulnerable adult that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve causing children or vulnerable adults frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of ill-treatment of a child or vulnerable adult, though it may occur alone.

SEXUAL ABUSE
Sexual abuse involves forcing or enticing a child or young person or vulnerable adults to take part in sexual activities, including prostitution, whether or not they are aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape, buggery or oral sex) or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

NEGLECT
Neglect is the persistent failure to meet a child or vulnerable adult's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to provide adequate food and clothing, shelter, including exclusion from home or abandonment, failing to protect a child from physical and emotional harm or danger, failure to ensure adequate supervision including the use of inadequate care-takers, or the failure to ensure access to

appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child or vulnerable adult's basic emotional needs.

SIGNS AND SYMPTONS OF ABUSE

The following signs may or may not be indicators that abuse has taken place, but the possibility should be considered.

PHYSICAL SIGNS OF ABUSE

- Any injuries not consistent with the explanation given for them
- Injuries that occur to the body in places that are not normally exposed to falls, rough games, etc
- Injuries that have not received medical attention
- Neglect -under nourishment, failure to grow, constant hunger, stealing or gorging food, untreated illnesses, inadequate care, etc
- Reluctance to change for, or participate in, games or swimming
- Repeated urinary infections or unexplained tummy pains
- Bruises, bites, burns, fractures etc which do not have an accidental explanation*
- Cuts/scratches/substance abuse*

INDICATORS OF POSSIBLE SEXUAL ABUSE

- Any allegations made by a child or vulnerable adult concerning sexual abuse
- Child or vulnerable adults with excessive preoccupation with sexual matters and detailed knowledge of adult sexual behaviour, or who regularly engages in age-inappropriate sexual play
- Sexual activity through words, play or drawing
- Child who is sexually provocative or seductive with adults
- Inappropriate bed-sharing arrangements at home
- Severe sleep disturbances with fears, phobias, vivid dreams or nightmares, sometimes with overt or veiled sexual connotations
- Eating disorders -anorexia, bulimia*

EMOTIONAL SIGNS OF ABUSE

- Changes or regression in mood or behaviour, particularly where a child withdraws or becomes clingy.
- Also depression, aggression or extreme anxiety, nervousness, frozen watchfulness
- Obsessions or phobias
- Sudden under-achievement or lack of concentration Inappropriate relationships with peers and/or adults
- Attention-seeking behavior
- Persistent tiredness
- Running away/stealing/lying

*These signs may indicate the possibility that a child or young person is self-harming, mostly by cutting, burning, self-poisoning. Approximately 20,000 are treated in accident and emergency departments in the UK each year.

RESPONDING TO ALLEGATIONS OF ABUSE

Under no circumstances should a children/youth worker carry out their own investigation into the allegation or suspicion of abuse. The person in receipt of allegations or suspicions of abuse should:

Discuss concerns with one of the following:

The Diocesan Department for Safeguarding and Inclusion:
Phone: **01962 737317 or 07921 865374 (Jackie Rowlands)**

Email : safeguarding@winchester.anglican.org

Over Wallop Safeguarding Officer: Gillian Sanger
Tel: 07808 721171, Email: safeguarding@stpetersoverwallop.co.uk

The Rector of the Benefice: The Revd Philippa Good
Tel: 07538 595537, Email: revd.phili.pdb@gmail.com

The Andover Area Dean
The Revd Howard Jameson
Tel: 07525 649360, Email: revh.jameson@gmail.com

•Suspicions must not be discussed with anyone other than those nominated above. A written record of the concerns should be made in accordance with church procedures and kept in a secure place.

APPOINTMENT, SUPPORT, SUPERVISION & TRAINING OF LEADERS & WORKERS IN PAID POSITIONS
The PCC will ensure all workers will be appointed, trained, supported and supervised appropriately.

The Church has a robust recruitment procedure and all prospective workers will be asked to complete a Disclosure and Barring Service application form

The procedure for appointment will be:
• Informal discussion
• Completion of Disclosure and Barring Service application form and a self-declaration of any criminal record
• References taken up
• Receipt of the Disclosure from the Disclosure and Barring Service
• Meeting with Children's Work Overseer/ Youth Work Overseer
• Allocation of worker into children's/youth work
• Contract completed

The Safeguarding Officer, Youth Leaders and/or the PCC will make a judgment on whether or not it would be appropriate to appoint a person.

Workers will be given a contract on appointment.

APPOINTMENT OF VOLUNTARY CHURCH WORKERS

This applies to the following roles:
Safeguarding Officers
Church Wardens
Lay readers and worship leaders
Bell tower captain
Crèche Leaders and assistants
Sunday school (Challengers) leaders and assistants
Children's holiday clubs, workshop leaders and assistants.

The procedure for appointment will be:
•.Informal discussion
•.Completion of Disclosure and Barring Service application form and a self-declaration of any criminal record

• Receipt of the Disclosure from the Disclosure and Barring Service

Applicants for the following roles in the parish will not be asked to complete a Disclosure and Barring Service application form as it will be assumed that they will not spend time alone with children:
Church cleaners
Flower arrangers
After service Tea/Coffee helpers
Sidesmen and women

SUPPORT AND SUPERVISION OF CHURCH WORKERS
All workers will be provided with appropriate support and supervision within their roles.

TRAINING
All paid workers will be expected to undertake regular training and The Church will ensure that appropriate opportunities are made available.

The parish Safeguarding Officer will be expected to complete a refresher course run by the Diocesan Office each year.

SUPPORT TO THOSE AFFECTED BY ABUSE
The PCC is committed to offering pastoral care and support to those attending the church who have been affected by abuse.

WORKING WITH OFFENDERS
When someone attending the church or wishing to join the church is known to have abused children or vulnerable adults, the PCC will ensure an appropriate Agreement is put in place (where possible the Director for Safeguarding and Inclusion will work with statutory agencies to ensure known risks are identified and included) to supervise the individual concerned and offer pastoral care. The Agreement will detail the conditions under which the person may attend the church.

GOOD PRACTICE

HOW TO RESPOND TO A CHILD OR VULNERABLE ADULT WANTING TO TALK ABOUT ABUSE

- Above everything else listen, listen, listen
- Show acceptance of what they say (however unlikely the story may sound)
- Keep calm
- Look at the child or vulnerable adult directly
- Be honest
- Tell the child or vulnerable adult you will need to let someone else know - don't promise confidentiality
- Even when a child or vulnerable adult has broken a rule, they are not to blame for the abuse
- Be aware that the child or vulnerable adult may have been threatened or bribed not to tell
- Never push for information. If the child or vulnerable adult decides not to tell you after all, then accept that and let them know that you are always ready to listen.
- As soon as possible write down what has been shared (see "Making notes" at bottom of page)

DO SAY

- You have done the right thing in telling
- That must have been really hard
- I am glad you have told me
- It's not your fault

- I will help you

DON'T SAY

- Why didn't you tell anyone before?
- I can't believe it!
- Are you sure this is true?
- Why? How? When? Who? Where?
- Never make false promises
- Never make statements such as "I am shocked, don't tell anyone else"

CONCLUDING

• Again reassure the child or vulnerable adults that they were right to tell you and show acceptance
• Let the child or vulnerable adult know what you are going to do next and that you will let them know what happens (you might have to consider referring to Social Services or the Police to prevent a child or young person returning home if you consider them to be seriously at risk of further abuse)
• Contact the Diocesan Director for Safeguarding and Inclusion or The Church Safeguarding Officer.
• Consider your own feelings and seek pastoral support if needed

MAKING NOTES

Make notes as soon as possible, preferably within one hour of the child or vulnerable adult talking to you. Write down exactly what they said and when s/he said it, what you said in reply and what was happening immediately beforehand (eg a description of the activity). Note if anyone else was present. Record dates and times of these events and when you made the record. Keep all hand-written notes, even if subsequently typed. Such records should be kept for an indefinite period in a secure place.

TOUCHING

• Keep everything public. A hug in the context of a group is very different from a hug behind closed doors.
•Touch should be instigated by / related to the child or vulnerable adult's needs, not the worker's.
•Touch should be age-appropriate and generally initiated by the child or vulnerable adult rather than the worker.
•Avoid any physical activity that is, or may be thought to be, sexually stimulating to the adult or the child.
•Children and vulnerable adults are entitled to privacy to ensure personal dignity.
•Children and vulnerable adults have the right to decide how much physical contact they have with others, except in exceptional circumstances when they need medical attention.
•When giving first aid (or applying sun cream etc), encourage the child or vulnerable adult to do what they can manage themselves, but consider their best interests and give appropriate help where necessary.
•Team members should monitor one another in the area of physical contact.
• Concerns about abuse should always be reported.

GUIDELINES FOR DISCIPLINE

What is discipline?

Discipline is the education of a person's character. It includes nurturing, training, instruction, chastisement, verbal rebuke, teaching and encouragement.

Why discipline?

It brings security, produces character, prepares for life, is evidence of love and is God's heart.

Don't ever:

- Smack or hit a child
- Discipline out of anger (discipline out of love and call on support from other leaders if you feel you may deal with the situation unwisely in your anger)
- Shout in anger or put down a child/young person

- Reject a child, just the behaviour (tell the child that you value him/her, but you are not willing to accept the behaviour)

Do

- Lay down ground rules e.g. no swearing, racism or calling each other names, a respect for property.
- Keep the ground rules simple and clear and make sure the children understand what will happen if they are not followed
- Remember that each child is unique, special and individual and that each child needs to be dealt with on an individual basis. We therefore need to be asking ourselves "Why is the child behaving like that?"
- Work on each individual child's positives; do not compare them with each other, but encourage and build them up.
- Help the child learn that they will be noticed more when they obey the rules than when they break them. Try to create an environment of care and offer more tangible rewards, where each child feels that it is worth keeping to the rules.

See protocol for responding to inappropriate behaviour.

CAMPS/RESIDENTIAL ACTIVITIES/OFF SITE ACTIVITIES

From time to time activities may be arranged which will take place away from the usual meeting place and may include overnight stays. A comprehensive risk assessment of each activity will be undertaken and appropriate risk management measures put in place.
Parents / guardians will be given full details of all such activities and clear behaviour guidance will be issued to children prior to attending.

BULLYING

Bullying of any sort will not be tolerated under any circumstances. Any such behaviour will be dealt with and those perpetrating the bullying will be made aware that such behaviour is not acceptable.
Children or vulnerable adults experiencing bullying in any situation will be offered support to address the issues.

CHILD PROTECTION MANUAL AND VULNERABLE ADULTS MANUAL ARE ON WINCHESTER DIOCESAN WEBSITE AND SHOULD BE CONSULTED IN CONNECTION WITH THE FOLLOWING:

STORAGE AND USE OF INFORMATION, AND IMAGES OF CHILDREN AND VULNERABLE ADULTS

There are specific procedures for the making, storage and use of images of children and vulnerable adults. No image will be taken, stored or used without the parent or carer's permission.

USE OF INTERNET AND E-MAIL

Modern communication technologies may be used as a means of communicating with children and vulnerable adults.

TRANSPORTING CHILDREN AND VULNERABLE ADULTS

It may, on occasions be necessary for children and vulnerable adults to be transported to or from events. Consult the Diocesan Policy.

CONTACT DETAILS:

Parish Safeguarding Officer: Gillian Sanger
Tel: 07808 721171
Email: safeguarding@stpetersoverwallop.co.uk

Diocesan arrangements for Safeguarding and Inclusion

The Diocese of Winchester is committed to the safeguarding, care and nurture of everyone within our church community

Immediate Risk

If you are concerned that a child or vulnerable adult may be at immediate risk, contact the Police on 999.

Registering a concern

If you are concerned that a child or vulnerable adult is at risk or has been harmed, or are concerned about the behaviour of someone towards children or vulnerable adults, contact: 01962 737317 or 07921 865374 safeguarding@winchester.anglican.org

If you need immediate advice or help on Monday to Friday 6pm – 8am, or on weekend and Bank Holidays, please call the Hampshire out of hours service on: 0300 555 1373 or 1384

Policy approved by PCC

Signed:

The Revd Philippa Good, Rector