

## **SECTION 1**

### **Our details:**

<u>Name:</u>	<i>Victoria Park Community Church</i>
<u>Church Meeting Place:</u>	<i>Waterloo Gardens, Cambridge Heath, London E2 9HP</i>
<u>Tel:</u>	<i>07736354362</i>
<u>Email:</u>	<b>ben@vpcc.church</b>
<u>Website:</u>	<i>vpcc.church</i>

Victoria Park Community Church runs a weekly/fortnightly Bible study group that are generally young people who attend the church but may also be available for young people from the local community. Our other activities take place in the church building, local community venues and in leaders' homes.

In this policy, the words "children" and "child" will be used to describe babies, children and young people between the ages of 6 months and 18 years.

This policy includes:

**Section 2:** Understanding Abuse, Recognising and responding appropriately to an allegation or suspicion of abuse

**Section 3:** Prevention – Safer Recruitment & Codes of Conduct

**Section 4:** Pastoral Care

**Section 5:** Practice Guidelines

**Guideline 1:** Running an activity

**Guideline 2:** Praying for children

**Guideline 3:** Social Contact policy

### **Our Commitment regarding safeguarding**

At VPCC we want to provide a safe and caring environment for children, young people and adults. We realise that children and vulnerable adults can suffer physical, sexual and emotional abuse, and neglect. We accept the UN Universal Declaration OF Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to 'all the freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status'. We also concur with the Convention on the Rights of a Child which states that children have a right to be protected from 'all forms of physical or mental violence, injury or abuse, neglect or negligent treatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s), or any other person who has care of the child'. We have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to building constructive links with statutory and voluntary agencies involved in safeguarding.

This safeguarding policy and procedures provide guidelines for those working with children and vulnerable adults in activities connected with VPCC. It is based on the ten **Safe and Secure** safeguarding standards published by the Churches Child Protection Advisory Service (CCPAS). We are keen to build constructive links with statutory and voluntary agencies involved in safeguarding and will continue to seek advice from CCPAS.

The Leadership undertakes to:

- Endorse and follow all national and local safeguarding legislation and procedures, in addition to the international conventions outlined above
- Provide ongoing safeguarding training for all its workers and will regularly review the operational guidelines attached
- Ensure that the premises meet the requirements of the Equality Act 2010 and all other relevant legislation, and that it is welcoming and inclusive
- Support the Safeguarding Coordinator(s) in their work and in any action that they may need to take in order to protect children and vulnerable adults

## **SECTION 2**

### **Understanding Abuse and Neglect**

Defining child abuse or abuse against an adult is a difficult and complex issue. A person may abuse by inflicting harm, or failing to prevent harm. Children and adults in need of protection may be abused within a family, an institution or a community setting. Very often the abuser is known or in a trusted relationship with the child or adult.

In order to safeguard those in VPCC, we adhere to the UN Convention on the Rights of the Child Article 19, which states:

- *Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.*
- *Such protective measures should, as appropriate, include effective procedures for the establishment of social programmes to provide necessary support for the child and for those who have the care of the child, as well as for other forms of prevention and for identification, reporting, referral, investigation, treatment and follow-up of instances of child maltreatment described heretofore, and, as appropriate, for judicial involvement.*

Also for adults the UN Universal Declaration of Human Rights with particular reference to Article 5 which states:

- No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment

Detailed definitions, and signs and symptoms of abuse, as well as how to respond to a disclosure of abuse, are included in the appendices to this policy.

### **Responding to Allegations of Abuse**

#### **First Stage:**

*What to do if a child or adult tells you they are, or have been abused*

- Listen to them, allow them to talk freely. Ask them WHOM it was, WHEN it happened, WHERE it happened.
- DON'T push them to answer if they don't want to.
- DON'T ask any other questions.
- Take it seriously and DON'T make judgements.
- Tell them you must tell other people who can help.
- DON'T promise to keep it secret.
- Tell them what you are going to do (and in the case of an adult, consult them about their wishes). It is important to remember when responding to an adult disclosing possible abuse that they have the right to decline further action in relation to themselves.
- Make careful notes (i.e. what was said and in what circumstances) as soon as possible, preferably within an hour. Include dates and times and keep notes safely.
- Report the details to the Safeguarding Coordinator as soon as possible, or, in their absence, take action yourself.
- Write down the details given to you using the words spoken to you and pass on to the Safeguarding Coordinator. This should be done as soon as practically possible and record the date and time.

Every member of VPCC, visitor or participator in VPCC activities has the right to make a direct referral to the safeguarding agencies (Social services or Police) or seek advice from CCPAS. It is hoped that members of VPCC will use this procedure to help safeguard children and also protect church workers.

### **Second Stage:**

Under no circumstances should a worker carry out their own investigation into an allegation or suspicion of abuse. The procedures are below:

- The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to:  
**Safeguarding Coordinator – Isaiah Jagdeo (07736354362)**  
**Safeguarding Deputy Coordinator - Lucy Virgo (07804192449)**  
They will act on behalf of VPCC in dealing with reports or concerns about neglect or abuse. They will collate and clarify precise details of the allegation/suspicion and where appropriate refer the matter on to the statutory authorities.
- If suspicions implicate both the Safeguarding Coordinator and the deputy, then the report should be made in the first instance to the Churches' Child Protection Advisory Service (CCPAS) PO Box 133, Swanley, Kent, BR8 7UQ. Tel: 08451204550. Alternatively contact Social Services or call the police.
- Where the concern is about a child the Safeguarding Coordinator should contact Children's Social Services. Where the concern is regarding an adult in need of protection contact Adult Social Services or take advice from CCPAS as above. **Tower Hamlets Duty Social worker : 0207 7364 3444**
- The Safeguarding Coordinator may need to inform others depending on the circumstances and/or nature of the concern.
- Suspicions must not be discussed with anyone other than those nominated above. A written record of the concerns should be made in accordance with these procedures and kept in a secure place. This will usually be a locked cabinet in the church office unless the Safeguarding Coordinator have been implicated.
- Whilst allegations or suspicions of abuse will normally be reported to the Safeguarding Coordinator, the absence of the Safeguarding Coordinator or Deputy should not delay referral to Social Services, the police or taking advice from CCPAS.
- The Leadership will support the Safeguarding Coordinator/Deputy in their role, and accept that any information they may have in their possession will be shared in a strictly limited way on a need to know basis.
- It is, of course, the right of any individual as a citizen to make a direct referral to the safeguarding agencies or seek advice from CCPAS, although the leadership hope that members of VPCC will use this procedure. If the individual with the concern feels that the Safeguarding Co-ordinator/Deputy has not responded appropriately, or where they have a disagreement with the Safeguarding Co-ordinator(s) about making a referral they are free to contact:
  - Tower Hamlets Social Services -- 0207 7364 3444
  - Police -- 999
  - CCPAS – 0845 120 4550

### **Detailed Procedures where there is Concern about a Child**

#### *Allegations of physical injury, neglect or emotional abuse*

If a child has a physical injury or are displaying signs of emotional abuse or neglect you should discuss these with the Safeguarding Coordinator. who will:

- Contact Social Services or CCPAS for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home.

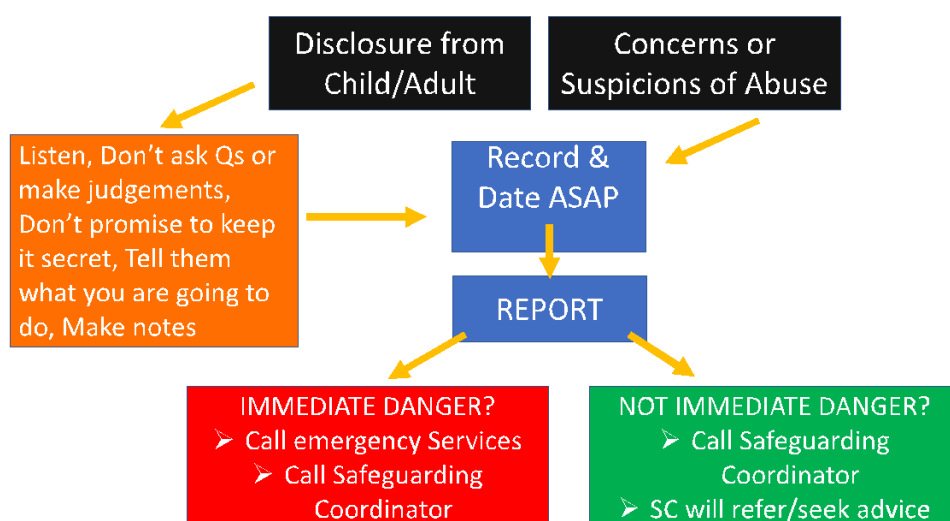
- Not tell the parents or carers unless advised to do so, having contacted CCPAS.
- Seek medical help if needed urgently, informing the doctor of any suspicions.
- For lesser concerns, (e.g. poor parenting), encourage parent/carer to seek help, but not if this places the child at risk of significant harm.
- Where the parent/carer is unwilling to seek help, offer to accompany them. In cases of real concern, if they still fail to act, contact Social Services directly for advice.
- Seek and follow advice given by CCPAS if unsure whether or not to refer a case to Social Services.

#### *Allegations of sexual abuse*

In the event of allegations or suspicions of sexual abuse, the Safeguarding Coordinator will:

- Contact Social Services or the police direct. They will NOT speak to the parent/carer or anyone else.
- Seek and follow the advice given by CCPAS if, for any reason, they are unsure whether or not to contact Social Services/the Police. CCPAS will confirm its advice in writing for future reference.

## Responding to concerns or suspicions of abuse



## **SECTION 3**

### **Prevention**

#### **Safer Recruitment**

The Leadership will ensure all workers will be appointed, trained, supported and supervised in accordance with government guidance on safe recruitment. This include ensuring that all workers:

1. Be given a job description/person specification
2. Be asked for an informal character reference or interview. This is the responsibility of the person with oversight for the team the person is joining, and a copy should be provided to the Safeguarding Co-ordinator. The reference should be provided from a previous Church where possible. Where not possible an interview should be held with the prospective applicant in order to get to know them, their background and their reason for working with young people.
3. Be DBS checked before they are able to begin working with children.
4. Be given this Safeguarding policy.
5. Complete and sign the VPCC Safeguarding policy
6. Receive regular refresher safeguarding training. The safe-guarding co-ordinator will provide details of relevant courses where applicable, however it is also the responsibility of the leaders with oversight for certain area to encourage their other leaders to attend such training.

#### **Management of Workers – Codes of Conduct**

As a Leadership we are committed to supporting all workers and ensuring they receive support and supervision, All workers have been issued with a Code of Conduct towards children, young people and adults with care and support needs.

<http://webarchive.nationalarchives.gov.uk/20130401151715/http://www.education.gov.uk/publications/eOrderingDownload/Caring%20for%20Young%20People%20and%20the%20Vulnerable.pdf>

## **SECTION 4**

### **Pastoral Care**

Supporting those affected by abuse

The Leadership is committed to offering pastoral care, working with statutory agencies as appropriate, and support to all those who have been affected by abuse who have contact with or are part of the place of worship/organisation. In each instance this care would be tailored to the individual and could involve regular meetings with VPCC leaders, informal discussion, accountability, prayer and supported bible study. VPCC leaders will seek advice from the CCPAS and other appropriate care/ support agencies.

Working with offenders

When someone attending VPCC is known to have abused children, or is known to be a risk to vulnerable adults, the leadership will supervise the individual concerned and offer pastoral care, but in its safeguarding commitment to the protection of children and vulnerable adults, set boundaries for that person which they will be expected to keep.

VPCC welcomes applications to serve within the church from ex offenders. These individuals wishing to work with children will be considered on an individual basis. The nature and date of offence will be taken into consideration. Please see CCPAS Recruitment procedures for ex--offenders and CCPAS ex offenders policy statement for further details.

The information about the offences will be shared only on a need to know basis. This could include relevant VPCC leaders and the Trustees.

Like any other worker this policy applies for ex-offenders that are successful in their application. In addition, these individuals may be assigned an experienced VPCC worker as a 'buddy' and during the 3-month probationary period monthly feedback will be sought from both the buddy, the individual themselves and any other workers that have worked with them.

Pastoral care will be offered in each instance and would be tailored to the individual. This could involve regular meetings with an VPCC leader and is likely to include informal discussion, accountability, prayer and supported bible study.

## **SECTION 5**

### **Practice Guidelines**

As an organisation working with children, young people and vulnerable adults we wish to operate and promote good working practice. This will enable workers to run activities safely, develop good relationships and minimize the risk of false or unfounded accusation.

**As well as a general code of conduct for workers we also have specific good practice guidelines for every activity we are involved in:**

Through developing a culture where workers ensure that they are not alone with individuals, supervision will be the main form of safeguarding protection provided by VPCC.

In addition, all the activities that are provided for children within or connected to VPCC should, as far as possible be planned before they take place. For regular or one-off activities, a risk assessment should be carried out according to this policy and the risk assessment template. This should then be agreed with the Safeguarding Coordinator, in order to minimise the potential for harm to anyone.

### **Guideline 1: Running an activity**

#### **RATIOS**

0-2 yrs 1 adult to 3 children

2-3yrs 1 adult to 4 children

3-8yrs 1 adult to 8 children

- ✓ Children will be registered when they arrive.
- ✓ Avoid being alone with a child.
- ✓ If you do have to be alone with a child inform another worker and try to ensure you can be seen by others.
- ✓ Write down details of any allegations made against you e.g. “you hit me”, “you’re picking on me” and inform the Safeguarding Co-ordinator as per procedure above.
- ✓ Write down if a child touches you in an inappropriate place and ensure another worker knows. Do not make the child feel bad about this but make sure they know not to do it again.
- ✓ Record full details of any accidental injury in the Accident book
- ✓ Don’t offer to transport a child alone in a vehicle.
- ✓ Don’t do anything of a personal nature for a child that they can do themselves. If a child needs to go to the toilet they should be escorted and the adult should wait outside.
- ✓ Be careful when initiating physical contact. Avoid touching chest, bottom and genital area where possible.
- ✓ Don’t tolerate bullying or favouritism.
- ✓ Photographs should only be taken with parental permission, and only by VPCC workers (see social contact guidelines below)
- ✓ If a child requires first aid the named first aider should be informed. If this is minor (e.g. small cut,) the first aider may administer first aid and the child can return to Kids Club. In the event of a more serious accident or injury, a parent or carer should be contacted immediately. Parents should be informed of any injury when they collect children.



## **Guideline 2: Praying for Children**

Some of the main ingredients that underpin any effective ministry to children, including prayer, are:

- Acceptance
- Respect
- Non-judgmental listening
- Sensitivity
- Discernment
- Patience

In applying these values in the area of prayer, not only will you build trust and respect, but you will also be providing a good 'prayer' model so that children can learn how to pray for others in a sensitive and responsible way.

In the unlikely event of a parent/carer requesting that their child does not participate in individual prayer, this must be respected.

Prior to praying, always make sure you have the child's permission, and always pray in an open area where other leaders, and/or children are around. Where ever possible have at least two people praying for a child, and at least one adult the same gender as the child.

Ask the child what they are requesting prayer for and remember to listen to their reply. Speak quietly and calmly, never shout or raise your voice. Don't laugh at or dismiss out of hand if they want to pray for something you consider trite or irrelevant (e.g. my cat's poorly). If they do not have specific needs or requests then simply ask God to bless them.

Those praying with children should always be alert to child protection issues and other concerns such as bullying. In these circumstances do not forget about or delay taking appropriate action because you are caught up with praying! If you have prayed about a specific issue it may be helpful to write it down afterwards and give it to the child so that they can let their parents/carers know and remember it themselves.

If a child becomes distressed, stop praying. Stay calm and gently ask them what has caused the distress and talk to another leader if appropriate. Before continuing to pray, consider with whom they might feel more comfortable. If unsure or the child remains distressed do not continue praying but stay with them until they are calm, offering them reassurance and complete acceptance. Then talk to the child's parents/carers, assuming you have no child protection concerns.

### **Practicalities**

When it comes to praying, consider your body language, particularly in relation to things like your height and the height of the child. Try to ensure you are on their level rather than towering over them perhaps by both of you sitting down; but do avoid crowding.

Refrain from placing your hands on a child's head as they may find this frightening or threatening. If you think they may appreciate something like an arm round a shoulder or their hand being held always ask them if this is what they would like before doing it. Remember also that a child may not, for example, understand the use of 'tongues'

and it is important therefore not to do anything that may cause confusion or distress.

#### Language

Use clear uncomplicated language. Reflect back what the child has said to you, to show you have understood their prayer request. If a child says they are feeling tired, you could reply 'let us pray for you as you are feeling tired' not 'I think you are depressed, let's pray about that'. Keep the prayers simple and short so you can then be confident your prayers have been understood.

#### Giving Advice

Avoid giving specific advice about problems involving decisions. A child can be very susceptible to suggestion, particularly if they are distressed. Be careful what you say even if you believe you have heard from God about their situation. It would be far wiser to pray this through on your own or with another leader.

Never advise a child to stop taking medication or cease seeing professionals involved in their care or welfare.

#### Confidentiality

Never promise total confidentiality. Should a child wish to disclose to you a situation such as abuse within a prayer ministry context, you have a duty to pass this on to your church's child protection coordinator/social services/police.

#### Conclusion

In all our work the interests and welfare of the child are paramount. In all your actions towards children the greatest model is that of Christ himself. In all his dealings with children he was approachable, gentle and never frightening. In applying this model and following these guidelines on prayer, your ministry to children can prove to be fruitful, effective and enrich the life of your church.

### **Guideline 3: Social Contact Policy**

We want to encourage healthy and appropriate relationships with the children and young people we work with. This can at times include calling, talking online or meeting in person. While some conversations are private, it is important that relationships are transparent; parents and church leaders should be aware of relationships that exist between leaders and the children and youth even if they are not aware of every conversation.

#### *General rules for all age groups*

##### Meeting privately

You should:

- Have parent/guardian consent
- Ensure where appropriate that a parent/guardian is present
- Inform another team member/leader of the time, location and duration of the meeting
- Not invite or have children to your home or visit children in their home when no other adult is present
- Make a record of the time, location, duration and circumstances of any meeting where it isn't practical to follow these guidelines

##### Gender

- Workers should limit their contact with children of the opposite gender and focus attention on children of the same gender.
- Contact outside of group events should be by someone of the same gender, but it's appropriate to send generic invitations or reminders to children of the

opposite gender.

#### Contact with Children (Under 12s)

- Phone contact should be for ministry purposes only, and with parents first and then if appropriate with the child
- Never contact children directly on their mobile phones
- It is inappropriate to talk with under 12s on social media or via email.
- It is not appropriate to meet under 12s socially unless in the context of socialising with the child's family.
- No leaders should use video calling for leader to child interactions

#### Contact with Younger Youth (12-14yrs)

- Phone contact should be for ministry purposes only, and with parents first and then if appropriate with the child.
- Never call them directly on their mobile phones
- Texts should be limited to logistical purposes
- Email should be limited to logistical purposes and basic encouragement and cc'd or bcc'd to another worker/leader for accountability, safe keeping and future references. If at all possible more significant conversations should be held in person.
- It is not appropriate to physically meet 12-14-year old's socially without written or verbal permission from parents and discussing it with ministry leaders first.
- No leader should use video calling for leader to youth interactions

#### Contact with Older Youth (15-17yrs)

- Phone calls are allowed for ministry purposes however long conversations are to be avoided
- Texts are allowed for logistical purposes and encouragement (e.g. praying for you today)
- Email should be limited to logistical purposes and basic encouragement and cc'd or bcc'd to another worker/leader for accountability, safe keeping and future references. If at all possible more significant conversations should be held in person.
- Leaders can meet with the same gender youth or in mixed groups casually in public places (e.g. coffee). Parents and the leaders of the ministry should be aware of the meeting and its purpose.
- No leaders should use video calling for leader to youth interactions

#### Social Media – All Under 18s

- Caution must be used when communicating with young people online. You must maintain transparency and be accountable for what you say. You must also take care with the message you intend to communicate through both the words and images you use as it may be perceived differently by those who view it.
- Youth group members, their friends and parents should be directed to the VPCC Social media accounts e.g. Facebook pages.
- Caution should be observed with the use of any sites that delete posts, images and comments
- The information posted online should be limited to logistical purposes and basic encouragement. There should be at least 2 designated leaders whose role it is to moderate each account.
- Leaders can use closed (not secret) Facebook groups. The information posted on these groups should be for logistics, encouragement and prayer. Leaders should never have a group with youth only of the opposite gender.
- Where possible, youth should be directed to a group account rather than a leader's individual account. Where an individual's account is used this should

occur in consultation with the ministry leader. Guidelines for this interaction include:

- o Youth should initiate friendships, following or adding to their account, not leaders.
- o Ensure any text posted online is beyond reproach and cannot be misconstrued
- o Ensure all photos and videos posted or tagged are beyond reproach and cannot be misconstrued.
- o There should be no private contact or conversations with any youth aged 12-14yrs
- o No leaders should use a social media platform that allows anonymity

### Photographs/videos

We often want to take photos/videos as part of life together however the use and storage of these images must be carefully considered.

- Workers should take photos/videos of youth/children's activities and save them to a secure location (Church Dropbox or Google Drive or email to church) as soon as practical. The photos should then be deleted from the camera or phone and any personal online storage.
- When taking photos/videos
  - o Do not photograph/video anyone without parental consent
  - o Do not photograph/video a child who has asked not to be photographed/videoed
  - o Focus on small groups rather than individuals
  - o All children must be appropriately dressed when photographed/videoed
  - o Embarrassing or potentially degrading pictures or videos must be deleted immediately.
  - o Children/young people should only take pictures of ministry leaders as part of a group
- When using photos/videos of children or young people in print or online
  - o Seek written permission annually from parents/guardians before posting photos/videos of children/youth on the church website or social media or in print
  - o Avoid identifying the person/s in the photograph in physical publications
  - o Do not tag youth in pictures online. Youth will often tag themselves
  - o Ministry leaders need to monitor the Church's social media to ensure photos/videos and comments are appropriate.

## **APPENDICES**

### ***Definitions of abuse***

#### **Children**

The four definitions of abuse below operate in England based on the government guidance 'Working Together to Safeguard Children (2015)'.

*What is abuse and neglect?*

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger for example, via the internet. They may be abused by an adult or adults, or another child or children.

*Physical abuse*

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

*Emotional abuse*

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. 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 seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children 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 maltreatment of a child, though it may occur alone.

*Sexual abuse*

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

*Neglect*

Neglect is the persistent failure to meet a child'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, clothing and shelter (including exclusion from home or abandonment);
- protect a child from physical and emotional harm or danger;
- ensure adequate supervision (including the use of inadequate care-givers); or
- ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

**Adults**

The Safeguarding duties apply to an adult who;

- has need for care and support (whether or not the local authority is meeting any of those needs) and;
- is experiencing, or at risk of, abuse or neglect; and
- as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

*Physical abuse*

- History of unexplained falls, fractures, bruises, burns, minor injuries.
- Signs of under or over use of medication and/or medical problems left unattended.

*Domestic violence*

- Unexplained injuries or 'excuses' for marks or scars
- Controlling and/or threatening relationship including psychological, physical, sexual, financial, emotional abuse; so called 'honour' based violence and Female Genital Mutilation.
- Age range extended to 16yrs.

*Sexual abuse*

- Pregnancy in a woman who is unable to consent to sexual intercourse
- Unexplained change in behaviour or sexually explicit behaviour
- Torn, stained or bloody underwear and/or unusual difficulty in walking or sitting
- Infections or sexually transmitted diseases
- Full or partial disclosures or hints of sexual abuse
- Self harming

*Psychological abuse*

- Alteration in psychological state eg. withdrawn, agitated, anxious, tearful
- Intimidated or subdued in the presence of a carer
- Fearful, flinching or frightened of making choices or expressing wishes
- Unexplained paranoia

*Financial or material abuse*

- Disparity between assets and living conditions
- Unexplained withdrawals from accounts or disappearance of financial documents
- Sudden inability to pay bills
- Carers or professionals fail to account for expenses incurred on a person's behalf
- Recent changes of deeds or title to property

*Modern slavery*

- Physical appearance; unkempt, inappropriate clothing, malnourished
- Movement monitored, rarely alone, travel early or late at night to facilitate working hours.
- Few personal possessions or ID documents.
- Fear of seeking help or trusting people.

*Discriminatory abuse*

- Inappropriate remarks, comments or lack of respect
- Poor quality or avoidance care

*Organisational abuse*

- No confidence in complaints procedures for staff or service users.
- Neglectful or poor professional practice.

*Neglect and acts of omission*

- Deteriorating despite apparent care
- Poor home conditions, clothing or care and support.
- Lack of medication or medical intervention

*Self-neglect*

- Hoarding inside or outside a property
- Neglecting personal hygiene or medical needs

Incidents of abuse may be one-off or multiple and affect one person or more.

All volunteers/workers of Victoria Park Community Church are expected to read, sign and adhere to this Safeguarding Policy. All of VPCC's volunteers/workers will be listed below with a signature indicating that they have done so.

Isaiah Jagdeo	