



Safeguarding policy

CROWN CHURCH

Issue Eleven June 2022

SAFEGUARDING POLICY

Church Details

Name of the church:	Crown Church
Address:	High Street, Cowley. Middlesex. UB8 2DZ
Telephone Number:	01895 233466
Email Address:	office@crown-church.org.uk
Location:	London Borough of Hillingdon
Denominational details:	Part of <i>New Ground Churches/ New Frontiers</i>
Registered Charity Number:	1095028
Registered Company Number:	04529503

Church Statement

Crown Church is a community of believers who aim to know Jesus and show his love to Hillingdon, surrounding areas and the nations. We have a growing children's and young people's ministry which aims to provide a fun, friendly and supportive environment in which children and young people grow and learn about the Christian life. Adults and children with additional needs are welcome to attend and participate in a range of activities provided by Crown Church during the week and at weekends.

Our main places of worship are Bishopshalt School, Royal Lane, Hillingdon, and The Living Room (TLR), on the High Street, Cowley, Hillingdon. These are venues for our Sunday morning and Sunday evening meetings, which include offering age-appropriate activities for children on Sunday mornings. The activities at Bishopshalt School are held in classrooms and children and young people are supported to learn about Jesus in creative and fun ways.

Crown Church also provide online meetings which include children, young people and adults and the safeguarding policy applies to all our online activity.

For children aged 0-4 we provide a parent stay and play group during term-time on Friday mornings based at TLR.

For primary school children we run a variety of events throughout the year to mark occasions in the calendar such as Easter and Halloween. These are based at TLR.

For young people aged 12–18 years we provide a weekly Friday evening youth group based at TLR. One off activities for young people run throughout the year, including participation at an annual weeklong youth festival called Newday. The church also run a Foodbank during the week based at TLR.

Our commitment

The leadership at Crown Church consists of Elders and Trustees. The Leadership at Crown Church recognises the need to provide a safe and caring environment for children, young people and adults. We acknowledge that children, young people and adults can be the victims of physical, sexual and emotional abuse, and neglect. We believe that children and adults should always be treated with dignity and respect and be able to develop their full potential, free from hunger and want, neglect and abuse. In line with the UN Convention on the rights of children (2010), we believe children have the right to be protected from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, or exploitation. The leadership at Crown Church have therefore adopted the procedures set out in this safeguarding policy in accordance with Working Together to Safeguard Children (2018) and the Care and Support Statutory Guidance, 2020. We are committed to, where appropriate, building constructive links with statutory and voluntary agencies involved in safeguarding.

The Leadership undertakes to:

- endorse and follow national and local safeguarding legislation and procedures.
- provide annual safeguarding training for all its workers and regularly review safeguarding policy and practice.
- support the Safeguarding Coordinators in their work and in any action they may need to take to protect children and vulnerable adults.

A detailed statement by the Crown Church Leadership on Safeguarding is given in Appendix 1.

Definitions of abuse: Children

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. They may be abused by an adult or adults or another child or children. Child protection legislation in the UK is based on the Children Acts of 1989 and 2004. Crown Church follows the definitions of abuse as outlined in *Working Together to Safeguard Children* (2018). For detailed definitions of abuse please read Appendix 2.

Definitions of abuse: Adults

The following information relates to the Safeguarding of Adults as defined in the Care Act 2014, Chapter 14 of the Safeguarding and the Care and Statutory Support guidance 2020.

The Safeguarding duties apply to an adult who;

- has need for care and support (whether 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.

For further definitions of abuse please see Appendix 2.

Responding to concerns

Children and young people

Where there is a suspicion or allegation of abuse, people within the organisation must know who to contact. In the first instance this should be the Lead Safeguarding Coordinator or the Child Safeguarding coordinator for a child or the Youth Safeguarding Coordinator for a young person. Medical help should be sought in an emergency and

the doctor informed of any concerns. Advice can be gained from [thirtyone:eight](https://thirtyoneeight.org), formerly known as the Churches' Child Protection Advisory Service (CCPAS). [thirtyone:eight](https://thirtyoneeight.org) are an independent charity focused on helping individuals and churches to protect vulnerable people from abuse. Their contact details are: Safeguarding helpline <https://thirtyoneeight.org/get-help/safeguarding-helpline/> Tel: 0303 003 1111.

Adults

Where the concern is regarding an adult in need of protection contact the adult safeguarding Lead in the first instance, or if they are not available the Lead Safeguarding Coordinator. Advice can be gained from [thirtyone:eight](https://thirtyoneeight.org) or Hillingdon Adult Services.

General guidance for staff and volunteers responding to concerns reported by a child, or young person, or an adult includes the following:

- Don't ask a lot of questions – instead listen carefully to the person.
- Don't make promises you may not be able to keep e.g., not telling anyone else.
- Accept what you hear without passing judgement or investigating .
- Tell them what you are going to do (and in the case of an adult, consult with them about their wishes).
- 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 the notes safe.
- Contact the appropriate Safeguarding Co-ordinator or, in their absence, contact the lead safeguarding coordinator.

Responding to allegations of abuse for children, young people and adults

Under no circumstances should a worker/ volunteer carry out their own investigation into an allegation, or suspicion of abuse. Follow the procedures set out below:

- The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to **Stefan Brown (throughout this document referred to as the "Lead Safeguarding Co-ordinator") Tel no: 07704 158946** who is nominated by the Leadership to act on their behalf in dealing with the

allegation, or suspicion of neglect or abuse, including referring the matter on to the statutory authorities.

- In the absence of the Lead Safeguarding Co-ordinator, contact another safeguarding lead.
- If the suspicions in any way involve the Lead Safeguarding Co-ordinator, then the report should be made to the lead elder at the Crown Church.
- If the suspicions implicate Safeguarding Co-ordinators, then the Lead Safeguarding Co-ordinator should receive the report.
- Suspicions should not be discussed with anyone other than Safeguarding Co-ordinators or the Lead Safeguarding Coordinator. A written record of the concerns should be made in accordance with these procedures and kept in a secure place.
- Whilst allegations or suspicions of abuse will normally be reported to the Lead Safeguarding Co-ordinator, the absence of the Lead Safeguarding Co-ordinator should not delay referral to Children's Services, Social Services, the Police or taking advice from [thirtyone:eight](#).

Where the concern is about a child or young person the Lead Safeguarding Co-ordinator should contact **Hillingdon Multiagency Safeguarding Hub** or [thirtyone:eight](#) for advice. Where the concern is regarding an adult at risk the lead safeguarding Co-ordinator should contact Adult Social Services or can also take advice from [thirtyone:eight](#).

- **Hillingdon Multi-agency safeguarding Hub** have child protection staff who can offer guidance and advice around safeguarding concerns. Their contact number (office hours) is **01895 277463**. Crown Church have established a link with Hannah Hives, the Local Authority Designated Officer (LADO) in Hillingdon, who can be contacted on 01895 250975/ 07753 431285 or hives@hillington.gov.uk The out of hours emergency number is **01895 250111**. The police child protection team can be contacted in relation to potential crimes against a child on **0208 246 1903**.
- **The Hillingdon Adult Social Services** office telephone number (office hours) is **01895 556633**. The out of hours emergency number is **01895 250111**. The Police Protection Team can be contacted on **0300 123 1212**.

The Lead Safeguarding Co-ordinator **may** need to inform others depending on the circumstances and/or nature of the concern. The Leadership Team will support the Lead Safeguarding Co-ordinator and Safeguarding Co-ordinators in their roles 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 [thirtyone:eight](#) although the Leadership hope that staff and volunteers of Crown Church will use the procedure set out in this policy. If, however, an individual with a concern feels that the Safeguarding Co-ordinator has not responded appropriately, or where they have a disagreement with the Safeguarding Co-ordinator(s) as to the appropriateness of a referral, they are free to contact an outside agency direct. In making this statement the Leadership demonstrate its commitment to effective safeguarding and the protection of all those who need it.

A list of useful contacts is provided in Appendix 3.

Further guidance where there is a concern about a child

Allegations of physical injury, neglect or emotional abuse

If a child has a physical injury, a symptom of neglect or where there are concerns about emotional abuse, the Lead Safeguarding Co-ordinator or Child Safeguarding Lead will:

- Contact the Hillingdon Multi-agency Safeguarding Hub or Children's Social Services in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home. They can contact [thirtyone:eight](#) for advice.
- Not tell the parents or carers unless advised to do so, having contacted Social Services.
- 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.
- Encourage parents/ carers to self-report to Children's Services where appropriate.
- Where the parent/carer is unwilling to seek help, offer to assist them in contacting or making a visit to the Hillingdon Multi-agency Safeguarding Hub. In

cases of real concern, if they still fail to act, contact Hillingdon Multi-agency Safeguarding Hub direct for advice.

- Seek and follow advice given by [thirtyone:eight](#) (who will confirm their advice in writing) if unsure whether or not to refer a case to the Hillingdon Multi-agency Safeguarding Hub.

Allegations of sexual abuse

Where there is a suspicion or allegation of sexual abuse there should be an immediate referral to Hillingdon Multi-agency Safeguarding Hub, Children's Social Services, or the police for advice without delay. In the event of allegations or suspicions of sexual abuse, the Lead Safeguarding Co-ordinator will:

- Contact Hillingdon Multi-agency Safeguarding Hub or the Police Child Protection Team direct. They will NOT speak to the parent/carer or anyone else.
- Seek the advice given by [thirtyone:eight](#) if for any reason they are unsure whether or not to contact Children's Services/Police. [thirtyone:eight](#) will confirm its advice in writing for future reference.

Local authority designated officer

The local authority designated officer (LADO) is responsible for:

- providing advice, information and guidance to employers and charities around allegations of abuse against paid and unpaid workers.
- Managing and overseeing individual cases from all partner agencies.
- Ensuring the child's voice is heard and that they are safeguarded.
- Ensuring there is a consistent, fair and thorough process for all adults working with children and young people against whom an allegation is made.
- Monitoring the progress of cases to ensure they are dealt with as quickly as possible.
- Recommending a referral and chairing the strategy meeting in cases where the allegation requires investigation by police and/or social care.

The LADO must be contacted if it is alleged that a person who works with children has:

- behaved in a way that has harmed, or may have harmed a child;
- possibly committed a criminal offence against or related to a child; or

- behaved towards a child or children in a way that indicates they may pose a risk of harm to children.

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the Safeguarding Co-ordinator, will need to liaise with Children's Services in regard to the suspension of the worker, also making a referral to the Local Authority Designated Officer (LADO).

Detailed procedures where there is a concern that an adult is in need of protection:

Suspicious or allegations of abuse or harm including; physical, sexual, organisational, financial, discriminatory, neglect, self-neglect, forced marriage, modern slavery, domestic abuse.

If there is concern about any of the above, the adult safeguarding Lead or Lead Safeguarding co-ordinator will:

- Contact the Adult Social Services who have responsibility under the Care Act 2014 to investigate allegations of abuse. Alternatively, [thirtyone:eight](#) can be contacted for advice.
- If the adult is in immediate danger, or has sustained a serious injury, contact the Emergency Services, informing them of any concerns.

Safeguarding awareness

The Leadership of Crown Church is committed to on-going safeguarding training and development opportunities for all workers and developing a culture of awareness of safeguarding issues to help protect everyone. All our children and youth workers will receive initial guidance and undertake recognised safeguarding training on an annual basis through Crown Church, [thirtyone:eight](#), or any similar child safeguarding training provider.

The Leadership of Crown Church will also ensure that children and adults with care and support needs are provided with information on where to get help and advice in relation to abuse, discrimination, bullying or any other matter where they have a concern.

Prevention

The Leadership will ensure that all workers (paid and volunteers) will be appointed, trained, supported and supervised in accordance with government guidance on safe recruitment and working practices. This includes ensuring that:

- There is a written job description for the role.
- Those applying have completed a safeguarding policy agreement document and a self-declaration form (Appendices 4 and 5).
- Safeguarding has been discussed with the volunteer/employed member of staff prior to them starting the role.
- Written references are obtained, and followed up where appropriate (for paid staff).
- A disclosure and barring check (DBS) has been completed where necessary.
- Suitable training is provided for all volunteers and paid staff working with children, young people and adults.
- The applicant has been given a copy of the Crown Church Safeguarding policy, knows how to report concerns, and confirmed that they have read the policy by signing it.
- Workers must inform Crown Church if they are charged or convicted of an offence.

Outside of designated activities (children's activities on a Friday morning, Sunday morning and youth gatherings) the safety of children and young people is primarily the responsibility of parents, guardians and carers. This includes ensuring safety in communal areas and outside of buildings. As a church we will encourage and support parents, guardians and carers to ensure the safety of children and young people in and around the buildings where we gather.

Management of Workers

The leadership of Crown Church are committed to supporting all workers (volunteers and paid staff) and ensuring they receive support and supervision.

Supporting those affected by abuse

The leadership of Crown Church is committed to offering pastoral care, working with statutory agencies as appropriate, and supporting all those who have been affected by abuse, who have contact with, or are part of Crown Church. This care may be provided by a recommended organisation rather than directly by Crown Church.

Working with offenders or those who pose a risk

When someone attending Crown Church is known to have abused children or young people, or is known to be a risk to adults the Leadership of Crown Church will supervise the individual concerned and offer pastoral care. In its safeguarding commitment to the protection of children, young people and adults, Crown Church will set boundaries for that person which they will be held to.

Good practice guidelines for working with children and young people

As a church working with children and young people we wish to operate and promote good working practice to support the safety and welfare of children and young people. This will enable workers to run activities safely, develop good relationships and minimise the risk of false or unfounded accusation.

There are specific good practice guidelines for activities organised by Crown Church. These include guidelines around toileting for young children, transporting children and young people, and the use of photographic images and videos in children's and youth work. These should be read in conjunction with the safeguarding policy and are listed in Appendix 6. Please refer to these documents for specific guidelines.

Good practice guidance for working with adults with care and support needs

In our work with adults who have care and support needs Crown Church will seek to ensure that volunteers and staff are offered and receive appropriate training and guidance. This may be in conjunction with other organisations.

Working in partnership with other organisations

Crown Church will, from time to time, work in partnership with other organisations. The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children, young people and adults. We therefore have clear guidelines in regard to our expectations of those with whom we work in partnership, whether in the UK or abroad. We will discuss our safeguarding expectations with all partners and have a partnership agreement in place to maintain high levels of safeguarding. It is also our expectation that any organisation using The Living Room, will, as part of the letting agreement have their own safeguarding policy and practices that meets our safeguarding standards.

Good communication is essential in promoting safeguarding, both to those we wish to protect, to everyone involved in working with children and to all those with whom we work in partnership. This safeguarding policy is just one means of promoting safeguarding.

Appendix 1

Crown Church Leadership Safeguarding Statement

The following statement was agreed by the elders and trustees in October 2021.

The leadership, consisting of Elders and Trustees, recognises the importance of its ministry/work with children, young people and adults and its responsibility to protect everyone entrusted to their care.

Crown Church is committed to the safeguarding of children, young people and vulnerable adults and ensuring their wellbeing.

Specifically:

- We recognise that we all have a responsibility to help prevent the physical, sexual, emotional abuse and neglect of children and young people (those under 18 years of age) and to report any such abuse that we discover or suspect.
- We believe every child and young person should be valued, safe and happy. We want to make sure that children and young people we have contact with know this and are empowered to tell us if they are suffering harm.
- All children and young people have the right to be treated with respect, to be listened to and to be protected from all forms of abuse.
- We recognise that we all have a responsibility to help prevent the physical, sexual, psychological, financial and discriminatory abuse and neglect of adults who have care and support needs and to report any such abuse that we discover or suspect.
- We recognise the personal dignity and rights of adults who find themselves victims of forced marriage or modern slavery and will ensure all our policies and procedures reflect this.
- We believe all adults should enjoy and have access to every aspect of the life of the church unless they pose a risk to the safety of those we serve.
- We undertake to exercise proper care in the appointment and selection of all those who will work with children and adults with care and support needs.

We are committed to:

- Adhering to the requirements of UK legislation in relation to safeguarding children and adults and following good practice recommendations.
- Ensuring that workers (paid and voluntary) adhere to the agreed procedures documented in our safeguarding policy.
- Keeping up to date with national and local developments relating to safeguarding.
- Following any denominational or organisational guidelines in relation to safeguarding children and adults in need of protection.
- Supporting the safeguarding team in their work and in any action they may need to take in order to protect children and adults.
- Ensuring that everyone agrees to abide by these recommendations and the guidelines established by the church.
- Supporting parents and families.
- Nurturing, protecting and safeguarding our children and young people.
- Supporting, resourcing, training, monitoring and providing supervision to all those who work with children and adults at risk.
- Supporting all in the church affected by abuse.
- Following the 'Safe and Secure' safeguarding standards developed by [thirtyone:eight](#).

We recognise:

- Hillingdon Multi-agency Safeguarding Hub has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a child.
- Adult Social Care services has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about an adult with care and support needs.
- Where an allegation suggests that a criminal offence may have been committed then the police should be contacted immediately.
- When working outside the UK, concerns will be reported to the appropriate agencies in the country in which we are operating, following their procedures.
- Safeguarding is everyone's responsibility.

We will review this statement and our policy and procedures annually.

If you have any concerns for a child or an adult with care and support needs, then speak to one of the following who have been approved as safeguarding co-ordinators for Crown Church

Stefan Brown	Lead Safeguarding Coordinator
Jade Owen	Child Safeguarding Coordinator
Pauline Housen	Youth Safeguarding Coordinator
James Durrant	Safeguarding Coordinator
Brian Hughes	Adult Safeguarding Coordinator

A copy of the full policy and procedures is available from the Crown Church Office.

Signed by Lead elder

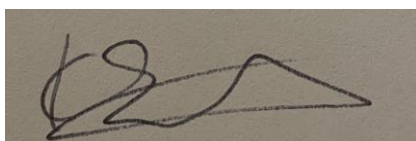
Signed James Hunting



Date 22 June 2022

Signed by Trustee Safeguarding lead on behalf of the trustees

Signed *Kate Durrant*



Date 22 June 2022

Appendix 2

Definitions of Abuse (Children) *taken from Working together to safeguard children 2018*

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.

Child sexual exploitation

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

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 caregivers); or
- ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs. This is not an exhaustive list and there may be other forms of abuse not listed here.

Definitions of Abuse: Adults: Taken from Care and Support Statutory guidance 2020.

Physical abuse including assault, hitting, slapping, pushing, misuse of medication, restraint and inappropriate physical sanctions.

Domestic violence including psychological, physical, sexual, financial, emotional abuse, so called 'honour' based violence.

A new offence of coercive and controlling behaviour in intimate and familial relationships was introduced into the Serious Crime Act 2015. The offence closes a gap in the law around patterns of coercive and controlling behaviour during a relationship between intimate partners, former partners who still live together, or family members, sending a clear message that it is wrong to violate the trust of those closest to you, providing better protection to victims experiencing continuous abuse and allowing for earlier identification, intervention and prevention.

Sexual abuse including rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, sexual assault, sexual acts to which the adult has not consented or was pressured into consenting.

Psychological abuse including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber bullying, isolation, unreasonable and unjustified withdrawal of services or supportive networks.

Financial or material abuse including theft, fraud, internet scamming, coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, the misuse or misappropriation of property, possessions or benefits.

Modern slavery encompasses slavery, human trafficking, forced labour and domestic servitude, traffickers and slave masters using whatever means they have at their

disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.

Discriminatory abuse including forms of harassment, slurs or similar treatment:

- because of race
- gender and gender identity
- age
- disability
- sexual orientation
- religion

Organisational abuse

Including neglect and poor care practice within an institution or specific care setting such as a hospital or care home, for example, or in relation to care provided in one's own home. This may range from one off incidents to on-going ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation.

Neglect and acts of omission including ignoring medical emotional or physical care needs, failure to provide access to appropriate health, care and support or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.

Self-neglect

This covers a wide range of behaviour neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding. It should be noted that self-neglect may not prompt a safeguarding enquiry. An assessment should be made on a case by case basis. A decision on whether a response is required under safeguarding will depend on the adult's ability to protect themselves by controlling their own behaviour. There may come a point when they are no longer able to do this, without external support.

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

Professionals and others should look beyond single incidents or individuals to identify

patterns of harm. Repeated instances of poor care may be an indication of more serious problems and of what we now describe as organisational abuse. In order to see these patterns, it is important that information is recorded and appropriately shared.

Patterns of abuse vary and include:

- serial abuse, in which the perpetrator seeks out and 'grooms' individuals. Sexual abuse sometimes falls into this pattern as do some forms of financial abuse.
- long-term abuse, in the context of an ongoing family relationship such as domestic violence between spouses or generations or persistent psychological abuse.
- opportunistic abuse, such as theft occurring because money or jewellery has been left lying around.

Please note this is not an exhaustive list and there may be other forms/ descriptions of abuse not listed here.

Appendix 3

List of useful contacts

Crown Church Lead safeguarding coordinator

Stefan Brown 07704158946.

Crown Church office contact details

The Living Room, High St, Cowley, Uxbridge UB8 2DZ

Tel: 01895 233466

email: office@crown-church.org.uk

Hillingdon Local authority Designated Office

Hannah Ives

Tel: 01895 250975/ 07753 431285

Email: hives@hillingdon.gov.uk

Thirtyone:eight

Safeguarding helpline available Monday – Friday 9am – 5pm

Tel: 03030031111

Email: info@thirtyoneeight.org

Appendix 4

SAFEGUARDING POLICY AGREEMENT FOR CHILDREN'S AND YOUNG PEOPLE WORKER'S

To Be Completed by the Team Leader

Name of Group: _____

Age Range(s): _____

Meeting Details: _____

Person to Whom You Are Responsible: _____

Range of work/tasks to be undertaken: _____

We want to help you give the best possible service to your group, so we will meet with you from time to time to see how things are going. We will also make sure that you receive the relevant training needed

Signed: _____
(Team Leader)

DATE: _____

To Be Completed by the Worker with Children/Young People

I confirm that I have read The Safeguarding policy and will undertake safeguarding training run by Crown Church.

I will endeavour to follow the policy and if there are things I do not understand, or if I have reason to be concerned about a child, I will check with the Lead safeguarding coordinator in the first instance.

I will inform Crown Church if I am charged or convicted of a criminal offence whilst volunteering.

Name: _____

Name of the team serving in: _____

Signed: _____

DATE: _____

Appendix 5

SAFEGUARDING POLICY AGREEMENT FOR ADULT WORKER'S

To Be Completed by the Team Leader

Name of Group: _____

Meeting Details: _____

Person to Whom You Are Responsible: _____

Range of work/tasks to be undertaken: _____

We want to help you give the best possible service to your group, so we will meet with you from time to time to see how things are going. We will also make sure that you receive the relevant training needed

Signed: _____
(Team Leader)

DATE: _____

To Be Completed by the Worker with adults at risk

I confirm that I have read The Safeguarding policy and will undertake safeguarding training run by Crown Church.

I will endeavour to follow the policy and if there are things I do not understand, or if I have reason to be concerned about an adult at risk, I will check with the Lead safeguarding coordinator In the first instance.

I will inform Crown Church if I am charged or convicted of a criminal offence whilst volunteering.

Name: _____

Name of the team serving in: _____

Signed: _____

DATE: _____

Appendix 6

List of supporting documents

The following documents can be read in conjunction with the safeguarding policy. These policies are available from the Crown Church office.

1. Social media guidelines for youth
2. Toileting policy
3. Transportation policy
4. Ratios policy