

## RESTORATION REVIVAL FELLOWSHIP-RUSHDEN

### Safeguarding Policy

At Restoration Revival Fellowship Rushden, we understand that we owe a duty of care to ensure the safety of those who visit or use our church, hall or churchyard. The church recognises its responsibilities in safeguarding all children, young people and adults at risk, regardless of gender, ethnicity or ability. The members of this church commit themselves to the nurturing, protection, and safekeeping of all associated with the church and will pray for them regularly.

- Protect and promote the wellbeing of those who attend the church; paying particular attention to those who may be more vulnerable than others.
- Ensure that we have suitable systems and processes in place to manage safeguarding risks, including the appointment of a Designated Safeguarding Lead (DSL).
- Ensure that those who act on our behalf are competent and safe to do so.
- Identify non-safeguarding risks and manage them effectively.
- Report any safeguarding concerns that meet the threshold to the appropriate statutory services as soon as possible and certainly within 24 hours. Where immediate action is required to ensure safety, an urgent report to the Police (999) or the appropriate Social Services department will be made without delay.
  - If we are unsure whether a statutory threshold has been met, we will seek advice from either the relevant statutory services or from Christian Safeguarding Services ([thecss.co.uk](http://thecss.co.uk)).
- Ensure that our conduct and practice is accountable and transparent and that we care well for those to whom we minister.
- Ensure that if problems occur or dissatisfaction is expressed, we examine these in an impartial and careful way and manage any conflict of interest effectively.

In pursuit of this, we commit ourselves to this policy and to the development of sound procedures to ensure we implement our policy well.

#### **Our Safeguarding Responsibilities**

- **Prevention and reporting of abuse**

It is the duty of each church member to help prevent the abuse of children and adults at risk, and the duty of each church member to respond to concerns about the well-being of children and adults at risk. Any abuse disclosed, discovered or suspected will be reported in accordance with our procedures. The church will fully cooperate with any statutory investigation into any suspected abuse linked with the church.

- **Safer recruitment, support and supervision of workers**

The church will exercise proper care in the selection and appointment of those working with children and adults at risk, whether paid or voluntary. All workers will be provided with appropriate training, support and supervision to promote the safekeeping of children and adults at risk.

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- **Respecting children and adults at risk**

The church will adopt a code of behaviour for all who are appointed to work with children and adults at risk so that all children and adults are shown the respect that is due to them.

- **Safer working practices**

The church is committed to providing an environment that is as safe as possible for children and adults at risk and will adopt ways of working with them that promote their safety and well-being.

- **A safer community**

The church is committed to the prevention of bullying. The church will seek to ensure that the behaviour of any individuals who may pose a risk to children, young people and adults at risk in the community of the church is managed appropriately.

#### **Our Commitments**

- We will treat all who engage with the church through its ministries with courtesy and respect and will seek to uphold their inherent dignity and worth.
- We will seek to support and care well for anyone who discloses to us that they have been a victim of abuse or neglect and report this to statutory services in line with local procedures where required.
- We will seek to listen well to any concerns, complaints, or other expressions of dissatisfaction and to respond in a proportionate, impartial, transparent, and accountable manner.
- We will carefully examine any allegations made or concerns raised about any member or leader and respond appropriately.
- We will ensure that our staff and volunteers are competent to fulfill their roles and the legal duties associated with safeguarding.

#### **Putting our Policy into Practice**

- A copy of the safeguarding policy statement will be displayed permanently on the church noticeboard and church office and is available on our church website.
- Each worker with children and/or adults at risk will be given a full copy of the safeguarding policy and procedures and will be asked to sign to confirm that they will follow them.
- A full copy of the policy and procedures will be made available on request to any member of, or other person associated with the church.
- The policy and procedures will be monitored and reviewed annually, and any necessary revisions adopted into the policy and implemented through our procedures.

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#### **Governance, Oversight and Management of Safeguarding**

The Designated Safeguarding Lead will be trained in the role and will update their safeguarding training every two years in line with best practice standards and Local Authority requirements. The trustees will ensure that those who act on behalf of the church are competent and appropriately trained.

Any allegations that may require a Serious Incident Report to the Charity Commission will be passed to the trustees as a matter of urgency and certainly within 48 hours. The Trustees will file the Serious Incident Report with the Charity Commission in accordance with their legal responsibilities. If the Trustees require advice or support in this duty, they will seek such from suitably qualified and experienced sources.

#### **Handling Safeguarding Concerns**

Any concerns that are identified or disclosures that are made must be reported to the Designated Safeguarding Lead:

The Designated Safeguarding Lead (DSL) is **Pastor Oswald Johnson**.

They can be contacted by phone on **0750406350/ or email at ojohanson227@gmail.com**.

If the concern involves the DSL, or if the DSL is unavailable, the report should be made to: **Deaconess Carlene Johnson on 07723 703561**

The details of the concern will be clearly and accurately recorded and stored securely in a secure, locked file which will be password-protected.

The DSL will ascertain whether any action needs to be taken. If required, support and advice will be sought from either the relevant statutory services or from Christian Safeguarding Services.

The DSL will make any necessary referrals according to local procedures.

The DSL will cooperate with statutory services and provide the link between the church and those professionals involved in responding to the situation. Records of all discussions, advice sought, decisions made, and actions taken will be retained in the confidential file.

#### **Safer Recruitment**

The church will ensure that the necessary leader(s) are DBS checked in accordance with national guidance. Reasonable and proportionate assessment of the suitability and competence of staff and volunteers will be made and decisions recorded. The church will provide training for formal roles where required.

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#### **Handling Allegations Against Staff or Volunteers**

Allegations against staff or volunteers will be passed to the DSL: **Pastor Oswald Johnson**

The person to whom allegations should be reported is **Pastor Oswald Johnson**.

They can be contacted by phone on **0750406350** or email at **ojohnson227@gmail.com**

If the allegation is against the person to whom the allegations should be reported it will be passed to our Church Administrator Officer **Pat Morgan** on **07960955563**.

All allocations/complaints will be shared with our Regional/National Lead for transparency:

**Apostle Denny Lloyd**, they can be contacted by phone on **01582 391503** or email at **info@rrfluton.org.uk**

Upon receipt of an allegation, advice will be sought to ascertain whether a statutory threshold for reporting has been reached:

**If a statutory threshold has been reached**, the matter will be handed to the responsible statutory authority and the church will fully cooperate with the process of investigating the allegation.

If the person handling the allegation on behalf of the church is unsure whether the statutory threshold has been met, they will consult with either the statutory services or with Christian Safeguarding Services to establish this.

**If the statutory threshold has not been met**, a proportionate response will be developed, and implemented. Where necessary (including for the avoidance of conflict of interest) advice and support will be sought from Christian Safeguarding Services, who will support in developing a plan to address the concerns raised.

#### **Handling of Complaints, Grievances or Any Other Expression of Dissatisfaction**

Any concern, complaint or other expression of dissatisfaction will be passed to the DSL:

The person to whom these should be reported is **Pastor Oswald Johnson**

They can be contacted by phone on **0750406350** or email at **ojohnson227@gmail.com**

The matter will be examined impartially and proportionately, and once conclusions have been reached, the church will respond to the complainant. The complaint will be logged in a **log book using a standard Incident Report Form** and the DSL will track its progress. In the event that the complaint is against the DSL and is directly involved in the matter then the

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complaint should be sent directly to the Deputy DSL who will investigate it. Otherwise, the DSL will conduct the investigation. After an outcome has been reached, the DSL will provide pastoral support to all parties affected by safeguarding concerns. Where formal referrals are made, reports may need to be made to the Disclosure and Barring Service (DBS) and the Charity Commission.

A complaint can only be submitted in writing by letter or email and this should explicitly state that the complainant wishes the issue to be covered under this procedure. All correspondence about the matter will be held securely by the DSL and subsequent telephone conversations will be recorded in writing and shared with the complainant to ensure accuracy.

If advice or support is required, this can be sought from Christian Safeguarding Services.

#### Managing Ex-Offenders, Those Who Are on a Barred List, or Others Who Pose a Risk to Vulnerable People

A formal risk assessment will be made which will include input from statutory services. Advice and support will be sought from Christian Safeguarding Services where required.

#### Working With Children

Age range	Recommended minimum ratio for INDOOR activities	Recommended minimum ratio for OUTDOOR activities
0 – 2 years	1:3 (minimum 2)	1:3 (minimum 2)
3 years	1:4 (minimum 2)	1:4 (minimum 2)
4 – 7 years	1:8 (minimum 2)	1:6 (minimum 2)
8 – 12 years	2 adults for up to 20 children (preferably one of each gender) with an extra adult for every 10 additional children	2 adults for up to 15 children (preferably one of each gender) with an extra adult for every 8 additional children
13 years and over	2 adults for up to 20 children (preferably one of each gender) with an extra adult for every 10 additional children	2 adults for up to 20 children (preferably one of each gender) with an extra adult for every 10 additional children

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Type of abuse	Child	Adult at risk
<i>Physical</i>	Actual or likely physical injury to a child, or failure to prevent physical injury to a child.	To inflict pain, physical injury or suffering to an adult at risk.
<i>Emotional</i>	The persistent, emotional, ill treatment of a child that affects their emotional and behavioural development. It may involve conveying to the child that they are worthless and unloved, inadequate, or that they are given responsibilities beyond their years.	The use of threats, fear or power gained by another adult's position, to invalidate the person's independent wishes. Such behaviour can create very real emotional and psychological distress. All forms of abuse have an emotional component.
<i>Sexual</i>	Involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. This includes 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.	Any non-consenting sexual act or behaviour.  No one should enter into a sexual relationship with someone for whom they have pastoral responsibility or hold a position of trust.
<i>Neglect</i>	Where adults fail to care for children and protect them from danger, seriously impairing health and development.	A person's wellbeing is impaired and their care needs are not met. Neglect can be deliberate or can occur as a result of not understanding what someone's needs are.

Type of Abuse	Additional Definitions
<i>Financial</i>	The inappropriate use, misappropriation, embezzlement or theft of money, property or possessions.

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<i>Spiritual</i>	The inappropriate use of religious belief or practice; coercion and control of one individual by another in a spiritual context; the abuse of trust by someone in a position of spiritual authority (e.g. minister). The person experiences spiritual abuse as a deeply emotional personal attack.
<i>Discrimination</i>	The inappropriate treatment of a person because of their age, gender, race, religion, cultural background, sexuality or disability.
<i>Institutional</i>	The mistreatment or abuse of a person by a regime or individuals within an institution. It can occur through repeated acts of poor or inadequate care and neglect, or poor professional practice or ill-treatment. The church as an institution is not exempt from perpetrating institutional abuse.
<i>Domestic Abuse</i>	<p>Domestic abuse is any threatening behaviour, violence or abuse between persons aged 16 or above who are or have been in a relationship, or between family members. It can affect anybody regardless of their age, gender, sexuality or social status.</p> <p>Domestic abuse can be physical, sexual or psychological, and whatever form it takes, it is rarely a one-off incident. Usually there is a pattern of abusive, coercive and controlling behaviour where an abuser seeks to exert power over their family member or partner. The Domestic Abuse Act 2021 identifies children who see, hear or experience the effects of domestic abuse as victims in their own right.</p>
<i>Online abuse</i>	<p>The use of information technology (email, mobile phones, websites, social media, instant messaging, chatrooms, etc.) to repeatedly harm or harass other people in a deliberate manner.</p> <p>The Online Safety Bill, 2021, introduces new rules for internet search engines and firms who host user-generated content, i.e. those which allow users to post their own content online or interact with each other. Those platforms which fail to comply with the rules could face penalties of up to 10% of their revenue, and in the most serious cases some may even be barred from operating.</p>
<i>Self-harm</i>	Self-Harm is the intentional damage or injury to a person's own body. It is used as a way of coping with or expressing overwhelming emotional distress. An individual may also be neglecting themselves, which can result in harm to themselves.
<i>Mate crime</i>	'Mate crime' is when people (particularly those with learning disabilities) are befriended by members of the community, who go on to exploit and take advantage of them.
<i>Cuckooing</i>	Cuckooing is the term used to describe occasions where the homes of adults at risk are taken over and used to distribute drugs or as a base for gang or criminal activities. The tenant may believe that the people who are in their home are their friends.

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<i>Modern Slavery</i>	Modern slavery is the practice of treating people as property; it includes bonded labour, child labour, sex slavery and trafficking. In the UK we see examples of this through County Lines, Child Sexual Exploitation and forced labour.
<i>Human Trafficking</i>	Human trafficking is when people are bought and sold for financial gain and/or abuse. Men, women and children can be trafficked, both within their own countries and over international borders. The traffickers will trick, coerce, lure or force these vulnerable individuals into sexual exploitation, forced labour, street crime, domestic servitude or even the sale of organs and human sacrifice.
<i>Radicalisation</i>	The radicalisation of individuals is the process by which people come to support any form of extremism and, in some cases, join terrorist groups. Some individuals are more vulnerable to the risk of being groomed into terrorism than others.
<i>Honour / Forced Marriage</i>	An honour marriage / forced marriage is when one or both of the spouses do not, or cannot, consent to the marriage. There may be physical, psychological, financial, sexual and emotional pressure exerted in order to make the marriage go ahead. The motivation may include the desire to control unwanted behaviour or sexuality.
<i>Female Genital Mutilation</i>	Female genital mutilation (FGM) comprises all procedures involving partial or total removal of the female external genitalia or other injury to the female genital organs for non-medical reasons as defined by the World Health Organisation (WHO). FGM is a cultural practice common around the world and is largely performed on girls aged between 10 and 18. Performing acts of FGM is illegal in the UK as is arranging for a child to travel abroad for FGM to be carried out.
<i>Peer-on-Peer Abuse</i>	Peer-on-peer abuse is where sexual abuse takes place between children of a similar age or stage of development.
<i>Child on Child Abuse</i>	Child on Child abuse is when a child abuses another child of any age or stage of development
<i>Historic Abuse</i>	Historic abuse is the term used to describe disclosures of abuse that were perpetrated in the past. Many people who have experienced abuse don't tell anyone what happened until years later, with around one third of people abused in childhood waiting until adulthood before they share their experience.

Live Streaming Services



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When a service or event is being live streamed or recorded to be shared online at a later date, we will ensure people are aware that they are being recorded and appropriate consent will be sought to those who participate in the service, or who may be visible to the camera.

#### Pastoral Relationships

All those involved in pastoral ministry should work in a way that follows clearly defined procedures, which set out the boundaries to protect those carrying out the pastoral ministry as well as those receiving it:

- Behavior that suggests favoritism or gives the impression of a special relationship, should be avoided.
- Members should be aware of the dangers of dependency developing within a pastoral relationship.
- Members should be mindful of any physical contact or greeting they use within a pastoral relationship, seeking consent if physical contact is offered, for example as a means to offer comfort.
- No one should ever take advantage of their role and engage in sexual activity with someone with whom they have a pastoral relationship.
- All people receiving pastoral ministry should be treated with respect

#### Bullying

Bullying is another form of abuse, and it can be verbal or physical. Bullying doesn't just happen to children; adults can be victims too. There is no legal definition of bullying, but it is usually defined as a repeated pattern of behaviour intended to cause emotional or physical harm to another person or exert power over them. The effect of bullying on the victim can be profound, both emotionally and physically, regardless of their age, ability or status.

It is important to recognise that bullying happens within churches, and it is not isolated to the children and young people. Anyone in the church can be a victim of bullying, just as anyone in the church can be the bully, including those in leadership.

Some examples of bullying that could arise in the church context are:

- Being verbally or physically abusive towards another person
- Isolating or deliberately ignoring someone, or excluding them from group activities
- Spreading rumours and malicious untruths about another person in the church
- Use of email, phone or social media to publicly challenge or undermine someone
- Name calling and personal insults
- Making false accusations
- Sending abusive messages or degrading images via phone, email or social media

In order to help prevent bullying, the following procedures will be adopted within the church:

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- The children and young people will be involved in agreeing a code of behaviour for their groups, which makes it clear that bullying is unacceptable. This should then be displayed somewhere visible to the whole church.
- The church will display signs stating the importance of valuing and respecting each other even in disagreements and this will be practically embedded into the leadership approach to others.
- Everyone in the church, whether children or adults, should know how they can report any incidents.
- All allegations of bullying will be treated seriously and details will be carefully checked before action is taken.
- The bullying behaviour will be investigated and bullying will be stopped as quickly as possible.

It is important to distinguish bullying from other behaviour, such as respectfully challenging or disagreeing with someone else's beliefs or behaviours, setting reasonable expectations with regard to work deadlines and activities or taking legitimate disciplinary action.

#### Alleged or known offenders who are themselves adults at risk

A risk assessment and formal contract may be quite a daunting process for someone with learning difficulties or a young person yet having safeguards in place is still necessary. Therefore, an alternative may be to arrange a meeting with the individual in question where they can be taken through the main elements of a formal contract in a way that is non-threatening and easy to understand. Notes would be taken and the individual would need to verbally agree to the requirements laid out in the meeting.

Rather than signing a formal 'contract', the individual would instead sign to say that they agree with the minutes or meeting notes, and that they will stick to what has been agreed during the meeting. This will result in the same outcome as a contract but is a more informal and appropriate approach for an adult at risk. The Pastor and DSL will use their discretion in deciding whether it is necessary to inform other members of the church.