Safeguarding policy for children and young people

Reviewed November 2026 by J Donohoe

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Charity No. 1118251 *Company No. 05998496*

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NB:

- *All 'workers' in this document covers volunteers and staff in Kings Church*
- *DSL - Designated Safeguarding Lead or Safeguarding Lead*
- *Throughout this policy document, 'Leadership' refers to any body of individuals with overall responsibility for the organisation.*

SECTION 1

PLACE OF WORSHIP / ORGANISATION DETAILS

Organisation Details

Name of Place of Worship / Organisation:	Kings Peoples Church
Address:	Kings Church, Ainsworth Mill, Bury New Road, Bolton, BL2 6QE
Tel No:	01204 232320
Mobile No:	N/A
Email Address:	info@kingschurchlife.com
Charity Number:	1118251
Date (review every 12 months)	01/12/2027
Regulators Details (if any)	Thirtyoneeight.org
Denomination / Membership	AOG 249066
Insurance Company	Ansvar
Name of Senior Leader:	Derek Smith
Contact Details:	Derek.smith@kingschurchlife.com 01204 232320
Designated Safeguarding Lead (DSL):	Jeanette Donohoe
Contact Details:	**jeanette.donohoe@kingschurchlife.com** **telephone 07734707640**
Name of Trustee:	Andy Dougherty
Contact Details:	Andy.dougherty@kingschurchlife.com
Safeguarding email:	safeguarding@kingschurchlife.com

Leadership Commitment to Safeguarding

The following is a brief description of our church and the type of work / activities we undertake with children.

As the Leadership we recognise the need to provide a safe and caring environment for children and young people (0-18s). We acknowledge that children and young people can be vulnerable to physical, sexual and emotional abuse, and neglect.

We concur with the Convention on the Rights of the Child which states that children should be able to develop their full potential, free from hunger and want, neglect and abuse. They 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."

As a Leadership we have therefore adopted the procedures set out in this safeguarding policy. We are committed to building constructive links with statutory and voluntary agencies involved in safeguarding.

The policy and appendices are based on the ten '**Safe and Secure'** - https://thirtyoneeight.org/media/2122/stayingsafeandsecure.pdf) safeguarding standards published by ThirtyOne:Eight (formerly the Churches' Child Protection Advisory Service 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 on-going safeguarding training for all its workers and no more than every three years will review the operational guidelines attached;
- support the Safeguarding Lead(s) in their work and in any action they may need to take in order to protect children and young people with additional care and support needs;
- carry out annual reviews of the policy and its implementation;
- ensure that an up-to-date copy of the policy is available upon request.

SECTION 2

PREVENTION

Definitions - Understanding what is Abuse and Neglect

NB. Detailed definitions of abuse are included at appendix 3 of this policy.

Defining child abuse or abuse against a young person is a difficult and complex issue. A person may abuse by inflicting harm, or by failing to prevent harm. Children and young people 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 young person. In order to safeguard those in our place of worship and organisation we adhere to the UN Convention on the Rights of the Child and have as our starting point the definition of abuse set out in Article 19.

> *1. 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.*
>
> *2. 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.*
>
> ***Article 19, UN Convention on the Rights of the Child***

SECTION 3

PRACTICE GUIDELINES

Safer Recruitment and Safeguarding Awareness

Procedures vary dependent on whether recruitment is for a paid or voluntary position, but include the following:

- There is a written job description / person specification for the post
- Those applying have completed an application form
- Those shortlisted have been interviewed
- Safeguarding has been discussed at interview
- Written references have been obtained, and followed up where appropriate
- A disclosure and barring check has been completed where necessary (we comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information)
- Qualifications where relevant have been verified
- A suitable training programme is provided for the successful applicant
- The applicant has completed a probationary period
- The applicant has been given a copy of the Kings Church Safeguarding Policy and will be required to have read and understood the policy.

The Leadership is committed to on-going safeguarding training and development for all workers, to ensure the development of a culture of awareness of safeguarding issues to help protect everyone. After attending the Church regularly for six months (this is at the discretion of leadership on an individual basis) all individuals recruited to become 0-18 workers will receive induction training and thereafter undertake recognised safeguarding training on a regular basis.

All 0-18 workers are required to ensure they have completed and understood the Kings Church Level 1 Safeguard Training - Keeping Children Safe to ensure that they can identify and report the basic safeguarding needs of children and young people.

The Leadership will ensure that children and young people 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.

Management of Workers

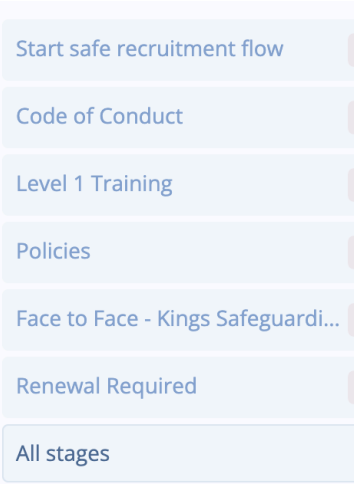
As a Leadership we are committed to supporting all workers and taking the best possible action so that they receive adequate supervision and help when needed.
In addition to the Kings Church code of conduct for workers specific policies and/or good practice guidelines for other activities are available and used in training.

All workers and volunteers are required to complete enhanced child workforce DBS checks and those that serve at any of our children's and youth camps a barred list check will also be performed.

They then go through a documented Safe Recruitment Flow that is designed to enable them in the identification and behaviours of safeguarding for 0-18 year olds. They attend and obtain certification from Kings Church Level 1 Safeguard Training.

Each campus will hold face-to-face safeguard training every year. This will be held by the DSL at each campus to cover all key safeguarding points, address current topics and add in scenario and competency training.

Safe Recruitment Flow:



Code of Conduct

We will ensure that every 0-18s worker reads, understands and signs the Code of Conduct and is familiar with the following guidance:

DO:

- Follow Kings Safeguarding Flow at all times - see the “Flowchart for Action: Children and Young People” in section 4 of this document and in appendix 2.

Be clear where your campus 'Safeguarding Flow' is on ‘what to do’ if an allegation is made - your DSL or Ministry Leads will know where it is

- Ensure you are clear who your Designated Safeguarding Lead (DSL) is and their contact details (on the Safeguarding Flow)
- Exercise caution about being alone with a child. In situations where this is unavoidable, ensure another worker or volunteer knows what you are doing and where you are
- Ensure that any necessary physical contact is open and public and initiated by the child’s needs, e.g. for a hug when upset

- Always prompt them to carry out personal care and going to the toilet themselves
- If younger children cannot manage you must get the parent to assist the child
- If you are concerned about a child being at risk of harm, talk explicitly about their rights to be kept safe, in line with confidentiality (ie: make no promises to keep a secret)
- Listen and take every opportunity to raise their self esteem
- Work as a team with your co-workers and volunteers. Agree as a team what behaviour you expect from them and each other and be consistent and accountable for it
- Remember if you have to speak to a child about their behaviour you are challenging 'what they did' not 'who they are'
- Be accountable for your required safer recruitment training so that you feel confident that you can recognise when a child may be suffering harm, and know how to handle disclosure and report concerns
- Be clear with anyone disclosing any matter that could concern the safety and wellbeing of a child that you may judge that it would be inappropriate to keep this information to yourself
- Seek opportunities for training
- Where possible encourage parents to take responsibility for their own children/young people.

ACTIONS/BEHAVIOUR TO AVOID:
- Do not develop inappropriate relationships
- Do not discriminate - all should be treated equally and encouraged - no favouritism or exclusion
- Do not go into the toilet or cubicle alone with a child and help them with personal care. If they cannot manage then get the parents to assist their child
- Do not use any kind of physical punishment or chastisement such as smacking or hitting
- Do not use phones unless your DSL has designated pictures/videos to you
- Do not share your personal number with anyone under 18
- Do not use non-prescribed drugs or be under the influence of alcohol or smoke in front of a child or young person
- Do not behave in a way that frightens or demeans any child or other young person

- Do not use any racist, sexist, discriminatory or offensive language
- Do not invite a child to your home or arrange to see them outside the set activity times *any exceptions must be agreed and documented by the DSL or Ministry Lead and consented to by the child's parent*
- Do not engage in any sexual activity with a child (including sexualised language)
- Do not initiate or encourage a personal relationship with a child outside of your duties
- Do not start a personal relationship with a child or other young person - this is an abuse of trust
- Do not engage in rough or physical games, including horseplay
- Do not rely upon good nature to protect you or believe "it could never happen to me"
- Do not give children presents or personal items*

*Exceptions: Gifts should come from the organisation, be agreed with the Ministry Lead and the child's parent/carer. Gifts should not be accepted other than small tokens, which you should mention to the 0-18s Lead or Designated Safeguarding Lead.

Social Media

- All social media interaction between workers, paid or voluntary, and children and young people under 18 must be limited to Kings Church agreed monitored/administered groups
- Workers/volunteers must not accept or request to be 'friends' with anyone under 18 on any social media platform
- If there is any 'unauthorised' interaction on social media groups it must be recorded for safeguarding purposes
- Do not communicate with under 18s on social media unless parental consent has been given

*whatsapp platform is for over 16 yrs old. No children under 16 years old should be added to whatsapp.

- Do not use the WhatsApp platform for one-to-one conversations or communication. There must always be a minimum of two leaders in any WhatsApp group
- Workers should ensure their privacy settings provide the highest levels of security:

In order to restrict children adding your number to any additional groups outside of Church

- Follow the 'Safeguarding Flow' if any safeguarding concerns/allegations arise from social media.

Transporting 0-18s

Provision of transport may be appropriate for emergency or pre consented travel only, and subject to the following requirements:

- Do not transport a child or young person without speaking to a Ministry Lead or Designated Safeguarding Lead
- Parental consent is always required
- Two DBS-checked leaders must be in the car at all times
- 0-18s need to be sat in the back of the car only

Taxi maybe required - please ensure Ministry Lead or your Safeguarding Lead is making the decision on the form of transport chosen

Recommended Adult to Child Ratios

(https://thirtyoneeight.org/get-help/faqs)

- 0 - 2 years - 1 adult to 3 children
- 2 - 3 years - 1 adult to 4 children
- 4 - 12 years - 1 adult to 8 children
- 13 - 18 years - 1 adult to 10 children

Working in Partnership

The diversity of organisations and settings means there can be variation in practice when it comes to safeguarding children and young people. This can be because of cultural tradition, belief and religious practice or understanding, for example, of what constitutes abuse.

This policy contains the guidelines regarding our expectations of those with whom we work in partnership, whether in the UK or elsewhere:

- We will discuss our safeguarding expectations with all partners and have a partnership agreement for safeguarding
- Those organisations using our premises, under the terms of our standard letting agreements, will be required to confirm that their own safeguarding policies meet **thirtyone:eight's** safeguarding standards. If this assurance cannot be given then they will be made aware of their need to comply with the Kings Church safeguarding policies.

Local and Overseas Church Missions - Policy and Reporting Procedures

This safeguarding policy applies to all our Mission workers and workers overseas and any members of our local churches that participate in locally-driven missions activity; whether planting/establishing churches within indigenous communities, visiting on short-term mission or placed as long-term missionaries in other locations around the world.

It is recognised that the cultures within which international missions are often working may adopt different standards to the care and treatment of children and young people. Nevertheless, the standards and principles adopted within the UK are expected to apply in international mission situations. The maltreatment of children and young people is contrary to Biblical values and practices and therefore cannot be tolerated.

Due regard will need to be given to the cultures within which activities are taking place, however under the expectation of applying UK standards to the practice of mission workers, the guidance in this policy has precedence.

All events and activities should have a Designated Safeguarding Lead responsible for safer recruitment of both staff and workers/visitors (including DBS disclosures where these are necessary) and for ensuring that applicants are fully apprised of the safeguarding policy.

All incidents, allegations or concerns identified during overseas mission activities must be reported to the Safeguarding Lead for the sending church if a part of locally-driven mission activity, who will then liaise with the appropriate authorities to ensure good practice is facilitated in relation to the reporting of any allegations of abuse within the relevant country.

If an allegation is made against a worker/missionary, that person must be removed from their duties or prevented from having any further contact with children and young people immediately whilst necessary action is taken. Due account must always be taken of the laws and frameworks in place within any country in which missions operate. In many cases, practice, values and beliefs in relation to safeguarding the vulnerable will be different to the UK. However, care must always be taken to ensure that the rights of the individuals concerned are upheld (see the UN Convention on the Rights of the Child).

Local Church Events

Safeguarding children and young people is no less important at one-off events as it is in regular local, regional or national activity. In many ways there is a greater need to ensure that the planning of such events includes awareness of safeguarding and adherence to our safeguarding policy. The maltreatment of children and young people is contrary to Biblical values and practices and therefore cannot be tolerated. This safeguarding policy therefore applies to all our events and any employees or workers who participate in local, regional or national activity.

It is recognised that events occur in many formats, and that there are responsibilities for both the host/venue, and also the lead/planning organisation. There are no differences in standards and principles within the UK, regardless of the nature of the event.

There are responsibilities for the host/venue, and equally there are responsibilities for the lead organisation, however it is the Event Organiser that has primary responsibility for ensuring safeguarding at their event. We shall ensure that, whether we are a host venue, or event organiser at another venue, the following will be checked:

Venues should:

- Have a safeguarding policy
- Undertake DBS Checks on all employees and workers that require checks
- Use safe recruitment procedures
- Establish what insurance the event organisers have in place (e.g. public liability insurance)
- Always ask to see copies or details of the Event Organisers' policies and procedures.

Event Organisers should:

- Ask to see proof of host/venue safeguarding policy and procedures
- Ensure that safeguarding policy and procedures are followed at their event, by
    - A Safeguarding Lead
    - Employing staff or workers that have been DBS checked (where required)
    - Planning activities and events that are appropriately supervised and that they know their ratios and have trained staff
    - Checking that locations are safe and secure.

All events and activities should have a Designated Safeguarding Lead responsible for overseeing the activity and ensuring that all staff and workers/visitors are fully apprised of the safeguarding activity and requirements.

All incidents, allegations or concerns identified during events must be reported to the Safeguarding Lead for the organising church if a part of locally-driven outreach activity, who will then liaise with the appropriate authorities to ensure good practice is facilitated in relation to the reporting of any allegations of abuse. We also advise all workers to fill out our safeguard concern forms as soon as they possibly can - kingschurchlife.com/forms. This is on our safeguarding posters in public areas and safeguarding folders.

If an allegation is made against an employee or voluntary worker, that person must be removed from their duties or prevented from having any further contact with children and young people immediately whilst necessary action is taken whilst the appropriate contacts are made.

All actions taken will be according to our Safeguarding Flow - “Flowchart for Action: Children and Young People”, below.

SECTION 4

RESPONDING TO ALLEGATIONS OF ABUSE

Procedures

The Leadership ensure that detailed procedures are implemented which address the following when responding to allegations of abuse:

- Reporting a Concern
    - Kings Church Safe Recruitment Framework visible in all campuses in 0-18's public area (see appendix 6)
- Obtaining appropriate professional advice
- Always filling out www.kingschurchlife.com/forms

Documented processes and specific contacts set out detailed procedures for when there is/are:

- Concern about a child's welfare
- Concern about alleged abuse against a person who works with children/young people.

Under no circumstances should a worker carry out their own investigation into an allegation or suspicion of abuse. The procedures to be followed are summarised in appendix 2 - "Flowchart for Action: Children and Young People", and set out more fully (including the flowchart) below:

- The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to https://www.kingschurchlife.com/forms
- This will be picked up within 24 hours by:

Name of Safeguarding All Campus Lead:	Jeanette Donohoe
Contact Details:	07734707640 jeanette.donohoe@kingschurchlife.com

This person is nominated by the DSL team to lead and sometimes 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 Safeguarding Lead or if the suspicions in any way involve the Safeguarding Lead, then the report should be made to:

Name of Deputy Designated Safeguarding Leads:		Jeanette Donohoe-BLN	jeanette.donohoe@kingschurchlife.com 07734707640
		Maedeh Ghanian- PSN	maedeh.ghanian@kingschurchlife.com 07445247103
		Amy Malama- SFD	amymalama@hotmail.co.uk 07513604924
		Becky Fraser - WGN	becky.fraser@kingschurchlife.com 07779089167
		Carmen Matadigo-BPL	carmen.matadigo@kingschurchlife.com 07545831183
		Carolyn Jones- WAR	carolyn.jones@kingschurchlife.com 07714444152

- If the suspicions implicate both the Safeguarding Lead and/ or the Safeguarding Trustee then the report should be made in the first instance to:

ThirtyOne:Eight (formerly CCPAS,) PO Box 133, Swanley, Kent, BR8 7UQ.
Telephone: **0303 003 1111.**
A 24 hour helpline is available for advice, but where the situation is an emergency, the police should be contacted.

- Where the concern is about a child the Safeguarding Lead should contact Children's Social Services.

The local **Children's Social Services** office telephone number (office hours) is:	BLN & PSN: 01204 331500 (option 2) WGN: 01942 828300 BPL: 01253 477 299 SFD: 0161 603 4500 WAR: 01925 443 322
The out of hours emergency number is:	BLN & PSN: 01204 337 777 WGN: 01942 828 777 BPL: 01253 477 600 SFD: 0161 794 8888 WAR: 01925 443322
Campus-specific Local Authority Designated Officer (LADO) details: Information on council websites: Need updating regularly	BLN & PSN LADO@bolton.gov.uk 01204 337479 WGN: 01942 486042 or 01942 828300 (out of normal office hours) lado@wigan.gov.uk

	BPL: lado@blackpool.gov.uk 01253 477541 SRD: LADO@salford.gov.uk 0161 603 4350 WAR: lado@warrington.gov.uk 01925 442079
The Police Public Protection Unit telephone number is:	101/999 (state you are calling about a safeguarding concern/location)
Google: - City/town - Concern for a child	Top of the google page is the information needed on Emergencies or reporting a concern to Children's Services/Social Service

- Where required, the Safeguarding Lead should then immediately inform Senior personnel within the organisation as follows:

Name:	Andrew Dougherty
Position:	Trustee
Contact Details:	Andy.dougherty@kingschurchlife.com 07450 438864

- 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.

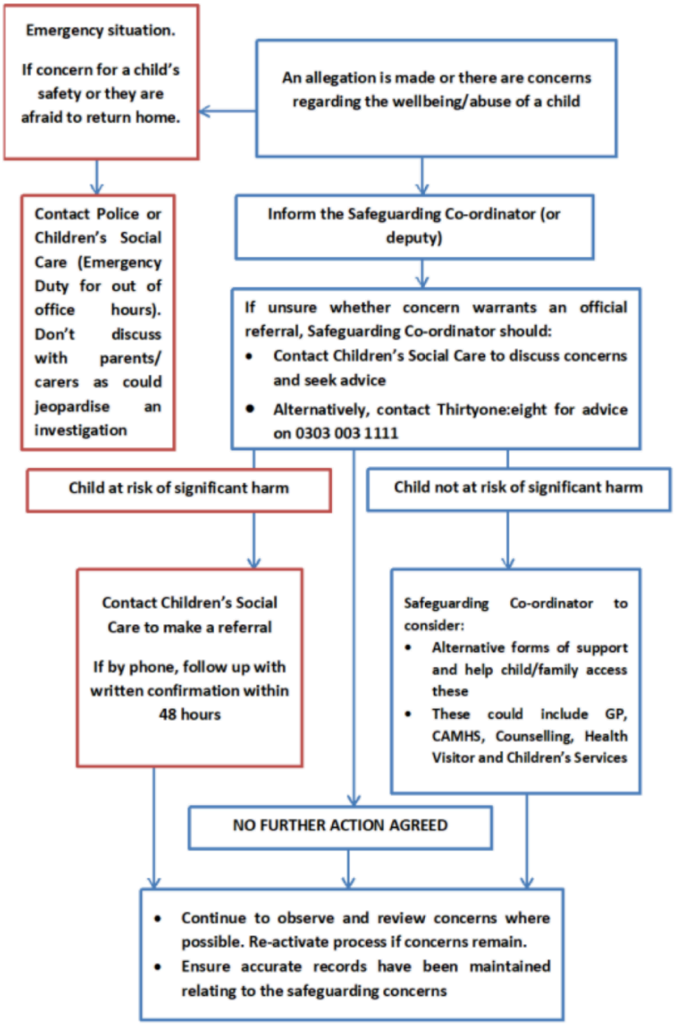
- The Leadership will support the Safeguarding Lead in their role, and accept that any information they may have in their possession will be shared in a strictly limited way on a need to know basis.
- The Leadership will consider the need to inform the church's insurers and the Charity Commission of offences committed by staff and volunteers.
- If the person against whom an allegation is being made is in a position of trust, the Local Authority Designated Officer (LADO) needs to be contacted within 24 hours. It may also be necessary to inform the DBS if the person is engaged in 'regulated activity'.
- 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 ThirtyOneEight, although the Leadership expect that members of the church will use this procedure. If, however, the individual with the concern feels that the Safeguarding Lead/Deputy has not responded appropriately, or where they have a disagreement with the Safeguarding Lead as to the appropriateness of a referral, they are free to contact an outside agency directly. This would also apply if the Safeguarding Lead/Deputy were not available. We believe by making this statement that the Leadership demonstrates its commitment to effective safeguarding and the protection of all those who are vulnerable.

The role of the Safeguarding Lead/ Deputy is to collate and clarify the precise details of the allegation or suspicion and pass this information on to statutory agencies who have a legal duty to investigate**. It is not necessarily the role of the Safeguarding Lead to investigate allegations and concerns.**

Flowchart for Action
Children and Young People

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This flow chart provides an overview of action to be taken when concerned about the welfare of a child. It is to be used in conjunction with written procedures.



Working Together to Safeguard Children defines significant harm as:

"… any Physical, Sexual, or Emotional Abuse, Neglect, accident or injury that is sufficiently serious to adversely affect progress and enjoyment of life. Harm is defined as the ill treatment or impairment of health and development."

© Thirtyone:eight 2018 Flowchart for Action Children & Young People

Always fill out concern form at your earliest convenience
www.kingschurchlife.com/forms

If an accusation is made against a worker (whether a voluntary worker or paid member of staff) whilst following the procedure outlined above, the DSL or Deputy, in accordance with Local Safeguarding Children Board (LSCB) procedures, will need to proceed as shown below:

Concerns against those who work with children

If an allegation or incident against a team member is received

Make sure children are safe and out of harm's way

At this stage do not question the victim or alleged perpetrator or witnesses

Contact and report to a DSL immediately or call LADO directly (if concerns need external reporting)

Always fill out a concern form at your earliest convenience
www.kingschurchlife.com/forms

Safeguarding Lead will discuss and work with relevant authorities (LADO) and agree course of action

(See "contact sheet" for LADO Local Contacts)

In addition to this, whether or not there are such mechanisms in operation, consideration should be given to whether a referral should be made to the Disclosure and Barring Service which manages the list of those people deemed unsuitable for

working with children or adults with additional care and support needs. Where we are liaising with a Designated Officer we will discuss with them about the need to refer to the DBS. If a Designated Officer is not involved, we will contact the DBS if the situation is such that the nature of concern leads us to end the employment of the worker or workers or would have made this decision in circumstances where they have left voluntarily.

LADO Role: The role of the Local Authority Designated Officer (LADO) is set out in the HM Government guidance Working Together to Safeguard Children (2013 and 2015).

The LADO works within Children's Services and should be alerted to all cases in which it is alleged that a person who works with children has:

1. behaved in a way that has harmed, or may have harmed, a child
2. possibly committed a criminal offence against children, or related to a child
3. behaved towards a child or children in a way that indicates s/he is unsuitable to work with children.

The LADO role applies to paid, unpaid, casual, agency and self-employed workers. They capture concerns, allegations or offences emanating from outside of work. The LADO is involved from the initial phase of the allegation through to the conclusion of the case.

APPENDIX 1

Leadership Safeguarding Statement

The Leadership at Kings People's Church recognises the importance of its ministry work with children and young people and its responsibility to protect everyone entrusted to its care.

This church is committed to the safeguarding of children and young people and ensuring their well-being:

- We recognise that we 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 should be valued, safe and happy. We want to make sure that children 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 undertake to exercise proper care in the appointment and selection of all those who will work with children and young people.

We are committed, specifically, to:

- Following the requirements of UK legislation in relation to safeguarding children and young people and good practice recommendations.
- Respecting the rights of children as described in the UN Convention on the Rights of the Child.
- Implementing the requirements of legislation in regard to people with disabilities.
- Ensuring that workers adhere to the agreed procedures of 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 young people.
- Supporting the Safeguarding Leads in their work and in any action they may need to take in order to protect children and young people.
- Supporting parents and families.
- Nurturing, protecting and safeguarding children and young people.
- Supporting, resourcing, training, monitoring and providing supervision to all those who undertake this work.
- Supporting all in the church affected by abuse.
- Adopting and following the 'Safe and Secure' safeguarding standards developed by **ThirtyOne:Eight** (previously the Churches' Child Protection Advisory Service).

We recognise:

- Children's Social Services (or equivalent) has the responsibility for investigating all allegations or suspicions of abuse where there are concerns about a child.
- Where an allegation suggests that a criminal offence may have been committed then the police will be contacted as a matter of urgency.
- When working outside of the UK, concerns will be reported to the appropriate agencies in the countries in which we operate, and their procedures followed, and in addition we will report concerns to the appropriate agencies in the UK.
- 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 young person then speak to one of the following on the contact details in this policy - Designated or Deputy Safeguarding Lead/Lead or LAD, Social Services or emergency numbers.

A copy of the full policy and procedures is available on the google shared drive and hard copy held at the central office with Nicola Howarth.

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Signed on behalf of the Leadership of Kings People's Church.

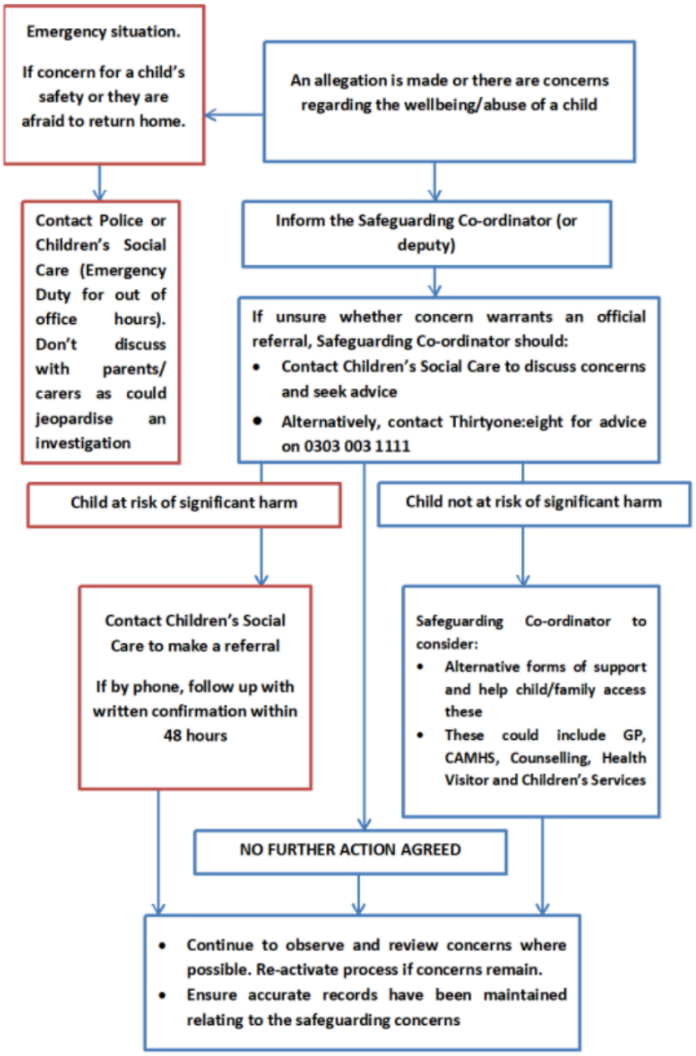
Signed Jeanette Donohoe

Date 14/11/2026

Flowchart for Action Children and Young People

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© Thirtyone:eight 2018 Flowchart for Action Children & Young People

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Make sure children are safe and out of harm's way

At this stage do not question the victim or alleged perpetrator or witnesses

Contact and report to a DSL immediately or call LADO directly (if concerns need external reporting)

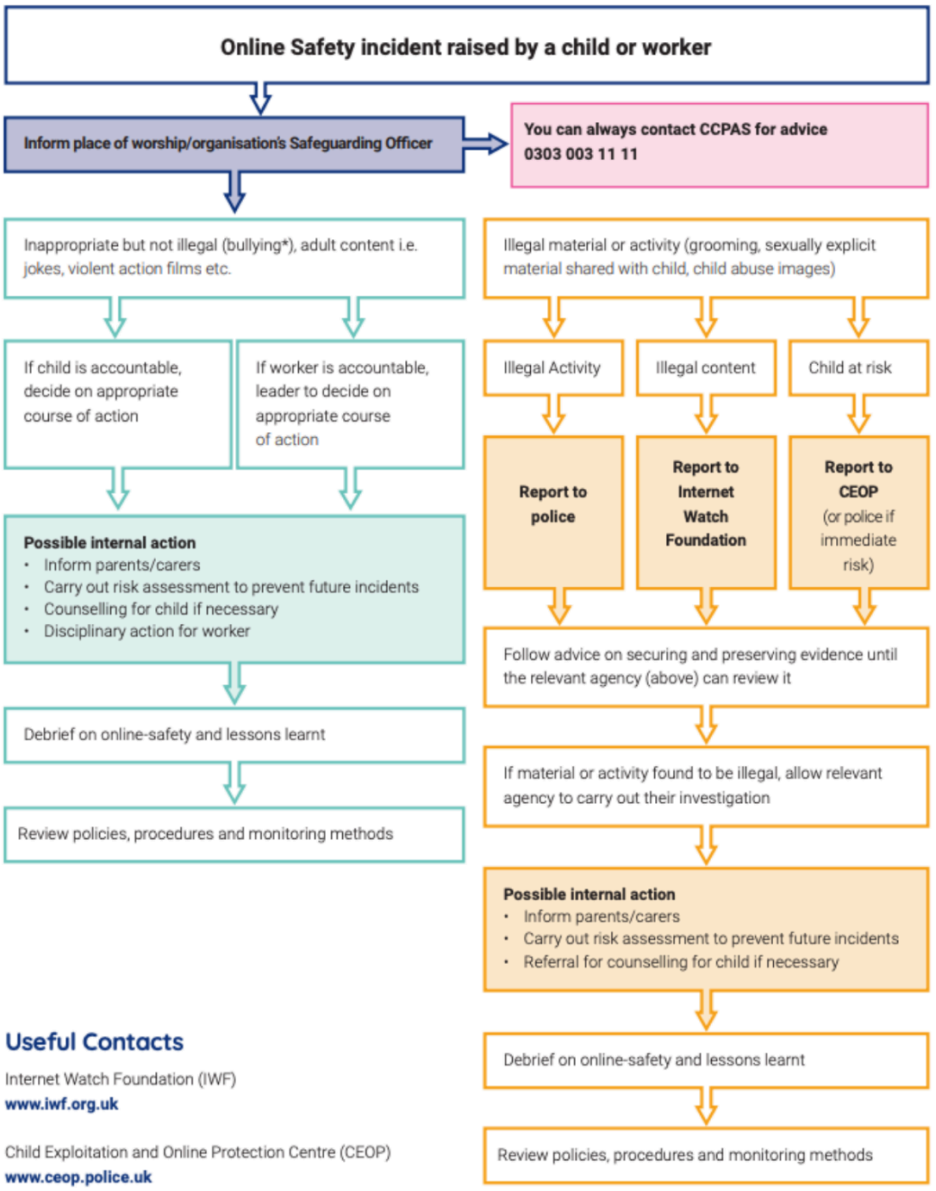
Always fill out a concern form at your earliest convenience
www.kingschurchlife.com/forms

Safeguarding Lead will discuss and work with relevant authorities (LADO) and agree course of action

(See "contact sheet" for LADO Local Contacts)

Online Safety Flowchart

thirtyone:eight
Creating safer places. Together.



Useful Contacts

Internet Watch Foundation (IWF)
www.iwf.org.uk

Child Exploitation and Online Protection Centre (CEOP)
www.ceop.police.uk

(*) Some forms of bullying or content may be illegal – see Malicious Communications Act 1988, Obscene Publications Act. For extreme pornography – Criminal Justice and Immigration Act 2008, etc.

Always fill out concern form at your earliest convenience
www.kingschurchlife.com/forms

APPENDIX 2

Statutory 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 throughout the UK is based on the United Nations Convention on the Rights of the Child. Each nation within the UK has incorporated the convention within its legislation and guidance.

ENGLAND

The four definitions of abuse below operate in England based on the government guidance 'Working Together to Safeguard Children (2018)'.

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.

Definitions of spiritual abuse

In recent years the concept of spiritual abuse has become one that has gained greater understanding amongst those in the faith community. Spiritual abuse has many similarities to the other categories of abuse and indeed may include the identification of those categories as abuse is often multi-faceted.

Although not recognised as a category of abuse in its own right by the statutory authorities, spiritual abuse will often co-exist with those recognised forms of abuse described above. A number of definitions have been given to this type of abuse in an attempt to adequately describe what often amounts to an abuse of trust and power to the detriment of others. Johnson and VanVonderen ('The Subtle Power of Spiritual Abuse', Bethany House Publishers, 1991) have described it as follows:

> *"Spiritual abuse is the mistreatment of a person who is in need of help, support or greater spiritual empowerment, with the result of weakening, undermining or decreasing that person's spiritual empowerment"*

This view is shared with a similar definition offered by Ken Blue (‘Healing Spiritual Abuse’, IVP, 1993) as follows:

> "*Spiritual abuse happens when a leader with spiritual authority uses that authority to coerce, control or exploit a follower, thus causing spiritual wounds*”

ThirtyOne:Eight have defined spiritual abuse as follows:

Spiritual abuse is linked with other forms of abuse, and could be defined as an abuse of power, often done in the name of God or religion, which involves manipulating or coercing someone into thinking, saying or doing things without respecting their right to choose for themselves. Some indicators of spiritual abuse might be a leader who is intimidating and imposes his/her will on other people, perhaps threatening dire consequences or the wrath of God if disobeyed. He or she may say that God has revealed certain things to them and so they know what is right. Those under their leadership are fearful to challenge or disagree, believing they will lose the leader's (or more seriously God's) acceptance and approval.

<u>Additional information</u>

In addition to the above, in relation to adults and children, there needs to be an understanding of other forms of harm such as female genital mutilation, domestic abuse, forced marriage and trafficking of adults and children. All these are included in various pieces of legislation and all those concerned with safeguarding need to be aware of the issues.

APPENDIX 3

Prayer ministry guidelines

At Kings People's Church we are passionate about meeting with God. During our meetings we will always try to let God lead what is going on and make space for Him to meet with us.

As part of this, the leaders of the meeting may make time for us to wait on the Holy Spirit and pray for groups of people. This is an opportunity for God to work in our lives and for us to be open to Him moving in our lives.

Ministry times will usually begin with an invitation from the service leader for people to wait on God or to respond to a word from God. The most important thing to remember is that this is God's work, not ours.

It is important to remember as we facilitate what the Holy Spirit wants to do in the lives of those we pray for that we should also be mindful of our safeguarding practices and procedures. Leadership, safeguarding and prayer team members should make themselves aware of this policy and ensure they receive regular guidance and training.

Guidance:

When you're praying, remember that you are there to encourage those seeking God and to facilitate what the Holy Spirit is doing. Please only pray for someone who shares your gender. Prayer ministry can bring up all sorts of personal issues, so it is best practice to keep to this rule. Even if you are married, or you are praying for someone you know, please adhere to this guideline to avoid confusion and to set an example to others.

As much as possible, please bring someone alongside you to pray and do not leave yourself vulnerable.

Ask people how they would like you to pray for them; (Luke 18:40). However, be aware of not turning this into a lengthy conversation, as this is a time for the Holy Spirit to offer counselling. Be sensitive when speaking into the situation or offering a word or image.

Guidance on Touch during prayer ministry:

The laying on of hands to pray is Biblical; we see Jesus touch a man to heal him of leprosy in Mark 1: 40-45, and He lays hands on the children to bless them in Matthew 19: 13-15. However, not everyone is comfortable with this and we are dealing with many issues where this could trigger individuals emotionally and mentally.

Laying of hands can become a distraction for the child or young person you are praying for. Only lay hands biblically when at least two people are present and where parental consent has been given.

If you gain parental consent for laying on of hands, you should only lay your hands on shoulders, upper back, forehead or hold the person's hands. Never place your hands in a personal area of the body and never under items of clothing.

Be aware of what is happening while you are praying for others; how is the person responding? Be aware that they may shake, cry or fall in the power of the Holy Spirit; if this does occur then make them comfortable and respect their dignity by covering them with a cover/coat so they feel less exposed. It is not always necessary to stay with them for the whole time, but if you do remain with them, ensure that you are visible to others.

The child or young person you are praying for may tell you about things that have happened in their life. Try not to appear shocked by any disclosures and do not request further information. Confidentiality is important but DO NOT promise to keep anything a secret, especially in regard to claims of abuse (these must be reported to your Safeguarding Lead and a safeguarding concern form completed as soon as possible) in accordance with the safeguarding flow - summarised in "Flowchart for Action: Children and Young People" in section 4 of the policy document and in appendix 2.

Approvals

Signed by: *Derek Smith*

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Print Name: Derek Smith

Position Senior Leader

Date: 14/11/2026

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Signed by: Andrew Dougherty

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Print Name: Andrew Dougherty

Position Safeguarding Trustee

Date: 14/11/2026

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Signed by: *Jeanette Donohoe*

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Print Name: Jeanette Donohoe

Safeguarding Lead

Date: 14/11/2026

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Signed by:

_____

Print Name:

Deputy Safeguarding Lead

Date:

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This policy will be regularly reviewed annually and amendments made as necessary.