



LCC SAFEGUARDING POLICY

LIGHTHOUSE COMMUNITY CHURCH

POLICY STATEMENT FOR CHILDREN, YOUNG PEOPLE, VULNERABLE ADULTS AND THE WHOLE CHURCH

WE ARE A COMMUNITY SERVING CHURCH OFFERING A VERY WARM WELCOME TO YOU AND YOUR FAMILY. THE BIBLE IS THE WORLDS BEST SELLING BOOK OF ALL TIME. WE BELIEVE IT IS THE WORD OF GOD. IT IS TOTAL TRUTH AND PROVIDES US WITH PRINCIPLES FOR EVERY AREA OF LIFE.

AS MEMBERS OF LIGHTHOUSE COMMUNITY CHURCH WE COMMIT OURSELVES TO THE NURTURING, PROTECTION AND SAFEKEEPING OF ALL, WITH SPECIAL REFERENCE TO CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS.

IT IS THE RESPONSIBILITY OF EACH ONE OF US TO PREVENT THE PHYSICAL, EMOTIONAL AND SEXUAL ABUSE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS, AND TO REPORT ANY ABUSE DISCOVERED OR SUSPECTED IN LINE WITH CHURCH POLICY.

WE RECOGNISE THAT WORK IN THESE THREE AREAS IS THE RESPONSIBILITY OF THE WHOLE CHURCH.

THE CHURCH IS COMMITTED TO UPHOLDING THE LAW IN ALL SAFEGUARDING ISSUES.

ALL CHURCH MEMBERS WHO ARE INVOLVED IN WORKING WITH CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS MUST FAMILIARISE THEMSELVES WITH THE CHURCH'S SAFEGUARDING POLICIES, AS SHOULD TRUSTEES AND SUPPORT TEAM MEMBERS.

ALL CHURCH MEMBERS SHALL HAVE ACCESS TO OUR SAFEGUARDING POLICY UPON REQUEST.

CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS ARE AN IMPORTANT PART OF OUR CHURCH. THEY ALL HAVE MUCH TO GIVE AS WELL AS RECEIVE. WE WILL LISTEN TO THEM. AS WE HELP NURTURE THEM IN WORSHIP AND LEARNING WE WILL RESPECT THEIR WISHES AND FEELINGS WITHIN THE GUIDELINES OF BIBLICAL TEACHING.

JESUS SAID "LET THE CHILDREN COME TO ME AND DO NOT HINDER THEM" (MATTHEW 19:14)

THE PARABLE OF THE GOOD SAMARITAN (LUKE 10:25-37)

ANYONE IN THE CHURCH WHO IS CONCERNED ABOUT ANY CHILD, YOUNG PERSON OR VULNERABLE ADULT SHOULD AS SOON AS POSSIBLE TAKE THE FOLLOWING ACTION;

FOR CHILDREN CONTACT HAZEL FLOWERS.

FOR YOUNG PEOPLE OR VULNERABLE ADULTS CONTACT PHIL WEAVER.

(NB. PLEASE NOTE THAT CHILDREN/YOUNG PEOPLE ARE THOSE BELOW THE AGE OF 18 YEARS)

RECOGNIZING ABUSE

CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS CAN BE ABUSED IN SEVERAL WAYS;

FIRSTLY, WHERE BODIES ARE HURT OR INJURED

SECONDLY, WHERE ADULTS WILL USE CHILDREN AND YOUNG PEOPLE TO SATISFY SEXUAL DESIRES;

OTHER CHILDREN CAN ALSO BE ABUSERS.

THIRDLY, WHERE ADULTS PERSISTENTLY AND SEVERELY FAIL TO CARE FOR CHILDREN/YOUNG PEOPLE AND PROTECT THEM FROM DANGER, LEADING TO SERIOUS IMPAIRMENT OF HEALTH OR DEVELOPMENT.

AND, LASTLY, EMOTIONAL ABUSE WHERE CHILDREN/YOUNG PEOPLE DON'T RECEIVE LOVE AND AFFECTION, MAY BE FRIGHTENED BY THREATS AND TAUNTS, OR ARE GIVEN RESPONSIBILITIES BEYOND THEIR YEARS.

THE FOLLOWING ACTION MUST BE TAKEN IN THE EVENT OF ANY SUSPICION OF ABUSE;

IF YOU HAVE ANY CONCERNS OR SUSPICIONS THAT SOMEONE IN THE CHURCH MAY BE SUFFERING FROM ANY FORM OF ABUSE OR MAY BE HARMING THEMSELVES IN SOME WAY YOU MUST REPORT IT TO THE APPROPRIATE PERSON ON THE SAFEGUARDING TEAM. IT MUST BE TREATED WITH THE STRICTEST CONFIDENCE AND NOT DISCUSSED WITH ANY OTHER PERSON.

IT IS THE SAFEGUARDING TEAMS RESPONSIBILITY TO DECIDE WHETHER ANY FURTHER ACTION NEEDS TO BE TAKEN.

ONCE YOU HAVE REPORTED AN ISSUE TO THE SAFEGUARDING TEAM, IT IS NO LONGER YOUR RESPONSIBILITY THOUGH YOU MAY BE ASKED TO PROVIDE A WRITTEN RECORD OF YOUR SUSPICIONS.

IN THE EVENT THAT SOMEONE MAY STILL BE AT RISK THE MATTER WILL BE IMMEDIATELY REPORTED TO THE SOCIAL SERVICES DEPARTMENT. INITIALLY THIS WILL BE BY TELEPHONE BUT FOLLOWED UP WITH WRITTEN CONFIRMATION. IF THERE IS ANY DELAY WITH THIS THEN A RECORD SHOULD BE MADE OF THE REASONS WHY.

IF SOMEONE IS NO LONGER AT RISK THE SAFEGUARDING TEAM WILL SEEK APPROPRIATE ADVICE IN DETERMINING WHAT TO DO TO ENSURE THE INDIVIDUAL RECEIVES THE HELP THEY NEED.

IF THE SAFEGUARDING TEAM MEMBERS ARE UNAVAILABLE THEN SAFEGUARDING RESPONSIBILITY PASSES TO SUPPORT GROUP LEADER, ROY DYER.

IF FOR ANY REASON A SAFEGUARDING TEAM MEMBER DECLARES A CONFLICT OF INTEREST THEN THE MATTER WILL BE REFERRED TO ONE OF THE TWO REMAINING TEAM MEMBERS.

PLEASE NOTE THAT THE ABOVE PROCEDURES APPLY TO ALL CHURCH MEMBERS.

IF A PERSON WITH A KNOWN HISTORY OF ABUSE SHOULD BEGIN TO ATTEND LCC THEN ONE OF THE SAFEGUARDING TEAM, THE SUPPORT GROUP LEADER AND PERSONS OR PERSON NOMINATED BY THEM WILL MEET WITH THE INDIVIDUAL CONCERNED TO DISCUSS BOUNDARIES OF CONDUCT ETC WHICH THEY WILL BE EXPECTED TO ABIDE BY.

IT SHOULD BE STATED THAT THIS INDICATES NEITHER A BELIEF IN THE PERSONS GUILT (IF THIS IS DISPUTED) OR A DENIAL THAT THE PERSON HAS BEEN CHANGED BY THE POWER OF THE GOSPEL

(IF THIS IS CLAIMED) SUCH BOUNDARIES ARE BOTH REASONABLE AND WISE TO PROTECT THE SAFETY OF ALL THOSE IN OUR CARE. FAILURE TO ACCEPT SUCH RESTRAINTS MAY ALSO RAISE QUESTIONS OF THE PERSONS' READINESS TO ACCEPT BIBLICAL AUTHORITY IN THE CHURCH.

SOME DANGER SIGNS FOR CHURCH MEMBERS TO BE MADE AWARE OF;

BEHAVIOUR CHANGES FOR NO APPARENT REASON

DISTURBING ART WORK OR WRITING

BRUISING IN UNUSUAL PLACES- ARMS, STOMACH,
AROUND THE MOUTH, HEAD, BACK AND NECK

BRUISED EYES – ESPECIALY BOTH

CIGARETTE BURNS

FINGER MARKS

BITE MARKS

SOMEONE NOT USING A SPECIFIC LIMB

INADEQUATE CLOTHING

WEIGHT LOSS OR INCREASE IN APPETITE

THESE ARE JUST SOME OF THE SIGNS TO BE AWARE OF. SOME MAY NOT BE THE RESULT OF ABUSE BUT BETTER TO BE SAFE THAN SORRY.

IF THERE IS ANYTHING YOU ARE UNEASY ABOUT PLEASE SPEAK WITH ONE OF THE SAFEGUARDING TEAM.

MAKING OUR CHURCH SAFER FOR CHILDREN

NO UNACCOMPANIED CHILDREN IN THE BACK ROOMS

HELPERS MUST BE OVER 16, AND OVER 18 TO BE ON THEIR OWN WITH A GROUP, THIS ONLY AFTER A DBS CHECK HAS BEEN CARRIED OUT.

NO ONE SHOULD BE ON THEIR OWN WITH A CHILD WHO IS NOT THEIR OWN (OR THEIR SOLE RESPONSIBILITY)
NO CHILDREN IN THE KITCHEN UNSUPERVISED

NO CHILDREN IN ANY STORE CUPBOARDS

PLEASE STOP AND QUESTION ANY CHILD GOING OUT OF THE FRONT DOOR ON THEIR OWN

IT IS USUALLY OK FOR CHILDREN TO SIT ON THE FRONT OF THE STAGE BUT THEY SHOULD NOT BE UP AMONGST THE INSTRUMENTS ETC

PLEASE FEEL FREE TO STOP CHILDREN RUNNING AROUND, ESPECIALLY AFTER THE SERVICE AS IT IS VERY DIFFICULT FOR PARENTS TO GET TO THEIR CHILDREN WHEN EVERYONE IS MOVING ABOUT.

IF YOU HAVE TO ASK A CHILD SEVERAL TIMES ABOUT SOMETHING, IT IS USUALLY WISE TO MENTION IT TO THE PARENTS BEFORE THE CHILD DOES

WATCH OUT FOR EACH OTHER AND BACK EACH OTHER UP. MANY CHILDREN HAVE FEW BOUNDARIES AT HOME, WE NEED TO BE CONSISTENT AND FIRM BUT GENTLE, SO THAT THE CHILDREN UNDERSTAND WHAT IS EXPECTED.

IF A PARENT NEEDS TO BE SPOKEN TO ABOUT A CHILDS BEHAVIOUR, OR ANY OTHER PROBLEM, IT NEEDS TO BE DONE AWAY FROM THE MAIN CONGREGATION WITH ANOTHER SUPPORT TEAM MEMBER PRESENT. PARENTS DO NOT LIKE NEGATIVE COMENTS BEING MADE ABOUT THEIR CHILDREN SO TRY AND INCLUDE SOMETHING POSITIVE. DON'T SPEAK WHERE OTHER PEOPLE CAN HEAR, AND HAVE SOMEONE ELSE THERE WHO CAN BACK YOU UP.

IF ANY PARENT HAS TO BE SPOKEN TO IT SHOULD BE NOTED IN A RECORD BOOK SO THAT IT CAN BE REFERRED TO LATER. ALSO, ANY ACCIDENT OR INJURY SHOULD BE RECORDED.(THERE ARE FORMS IN THE OFFICE FOR THIS)

IT IS IMPORTANT TO NOTE THAT PARENTS/MINDERS ARE RESPONSIBLE FOR THEIR CHILD/CHILDREN AT ALL TIMES WHEN IN THE CHURCH BUILDING AND IN THE CHURCH AREA OUTSIDE INCLUDING THE CAR PARK.THE ONLY EXCEPTION TO THIS IS WHERE CHILDREN ARE WITH HELPERS IN THE ROOMS AT THE BACK OF THE CHURCH.

PHOTOGRAPHY/VIDEO POLICY

LIGHTHOUSE COMMUNITY CHURCH BELIEVES THAT THE TAKING OF PHOTOGRAPHS AND VIDEOS DURING ACTIVITIES AND EVENTS IS A POSITIVE THING BUT THAT SAEGUARDING GUIDELINES NEED TO BE OBSERVED.

WITH TODLER GROUPS, PARENTS/CHILD MINDERS ARE TOLD THAT THEY ARE ABLE AND WELCOME TO PHOTOGRAPH THEIR OWN CHILD/CHILDREN BUT MUST BE VERY CAREFUL TO ENSURE THAT NO OTHER CHILDREN ARE IN THE SAME PHOTOGRAPH. IF THERE ARE OTHER CHILDREN IN A PHOTOGRAPH THEN PARENTS/MINDERS MUST GIVE WRITTEN APPROVAL FOR THE IS TO BE SHOWN ANYWHERE OUTSIDE THE CHURCH

WE DO NOT HAVE ANY PHOTOGRAPHS OF CHILDREN ON OUR WEBSITE. IF, AT ANY TIME IN THE FUTURE WE REVIEW THIS POLICY IT WILL BE DONE THROUGH THE TRUSTEES/SUPPORT GROUP WITH THE CONSULTATION OF CHURCH MEMBERS.

ANTI BULLYING POLICY

IT IS AN UNFORTUNATE FACT THAT IN ANY GROUP OF CHILDREN, YOUTH AND VULNERABLE ADULTS HAS THE POTENTIAL FOR INCIDENTS OF BULLYING WITHIN IT. WE NEED TO BE REALISTIC ABOUT THIS AND TO DEAL EFFECTIVELY WITH CASES OF BULLYING IN ALL OF OUR ACTIVITIES.WE WILL TAKE A FIRM LINE AGAINST BULLYING WHILST AT THE SAME TIME RECOGNISING THAT THE BULLY OFTEN NEEDS HELP.MOST BULLYING HAS SEVERAL THINGS IN COMMON;

IT IS DELIBERATELY HURTFUL BEHAVIOUR

IT IS REPEATED OFTEN OVER A PERIOD OF TIME

IT IS DIFFICULT FOR THOSE BEING BULLIED TO DEFEND THEMSELVES.

IT OFTEN HAPPENS AT TIME WHEN IT IS DIFFICULT TO OBSERVE IT.

IT CAN TAKE MANY FORMS;

PHYSICAL; HITTING, KICKING, TAKING BELONGINGS

VERBAL; NAME CALLING, INSULTING, RACIST REMARKS

INDIRECT; SPREADING NASTY STORIES ABOUT SOMEONE, EXCLUDING SOMEONE FROM GROUPS

WE WILL RESPOND TO BULLYING BY;

ENCOURAGING VICTIMS AND WITNESSES TO SPEAK OUT.

RESPECTING THE INDIVIDUAL BY CRITICISING THE BEHAVIOUR NOT THE PERSON.

INVOLVING PARENTS; WHILST BEING CAREFUL IN INDIVIDUAL CASES WHERE IT IS POSSIBLE THAT THIS WOULD BE UNWISE.

TAKING DECISIVE ACTION WHERE BULLYING BEHAVIOUR IS IDENTIFIED.

LIGHTHOUSE COMMUNITY CHURCH DECLARATION.

DATA AND BARRING SERVICE. (DBS)

WE HAVE A SPECIFIC CHURCH EMPLOYEE, BERYL GOUGH, WHO HAS THE RESPONSIBILITY FOR PROCESSING ALL DBS APPLICATIONS.

IF ANYONE IS REQUIRED OR WANTS TO WORK WITH CHILDREN OR VULNERABLE ADULTS THEY WILL BE ASKED TO COMPLETE A SELF DECLARATION FORM, AND THEN COMPLETE A DBS APPLICATION ON LINE USING THE CHURCHES CHILD PROTECTION SERVICE(CCPAS). THE POLICE THEN CARRY OUT THE APPROPRIATE SEARCHES ON EACH INDIVIDUAL APPLICATION. IF ALL IS WELL THE APPLICATION IS NORMALLY ACCEPTED WITHIN A WEEK,BUT IF THERE IS A QUERY, THE PROCES WILL TAKE LONGER.AN E MAIL IS SENT TO BERYL TO ADVISE THAT THE PROCES IS COMPLETE.THIS APPLICATION CAN THEN BE CHECKED ON LINE TO SEE THE RESULTS, AND WHETHER THERE IS ANY INFORMATION WHICH NEEDS TO BE TAKEN INTO CONSIDERATION BEFORE ALLOWING THE INDIVIDUAL TO TAKE UP THEIR ROLE.

ONCE AN APPLICATION PROCESS IS COMPLETED WE INVITE THE INDIVIDUAL TO JOIN THE "UPDATED SYSTEM". THIS ALLOWS US AND ANY OTHER ORGANISATION FOR WHOM THE INDIVIDUAL WANTS TO VOLUNTEER OR WORK TO CHECK THEIR APPLICATION ON LINE INSTANTLY. IF THERE ARE ANY CONCERNS OR CONVICTIONS THEY WOULD HAVE BEEN ADDED TO THE INDIVIDUALS RECORDS. WE THEREFORE OPERATE A SYSTEM WHEREBY WE MAKE AN ANNUAL CHECK WITH THE INDIVIDUALS PERMISSION, SO THAT OUR RECORDS ARE ALWAYS UP TO DATE, AND APPLICATIONS DO NOT HAVE TO BE REPEATED EVERY 3 YEARS AS WAS THE PREVIOUS CASE.

IT IS BEST PRACTICE IN THE CHURCH TO ASK TRUSTEES TO COMPLETE A DBS APPLICATION.

THESE RECORDS ARE HELD IN A LOCKED CABINET IN THE CHURCH OFFICE.

TRUSTEE/SUPPORT GROUP DECLARATION

I HAVE READ THIS DOCUMENT AND AM IN FULL AGREEMENT WITH ITS AIMS AND OBJECTIVES. I AGREE TO APPLY THIS POLICY TO THE BEST OF MY ABILITY.

SIGNED.

NAME.

DATE.