

# GCC Safeguarding Policy

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## SECTION 1

### Details of the place of worship / organisation

Name of Organisation:

**Gloucester Community Church**

Address:

**St Luke's**

**Stroud Road**

**Gloucester**

**GL1 5JR**

Tel No: **01452 565909** Email address: **office@gcchurch.co.uk**

**Member of The Evangelical Alliance and part of the Family of Salt & Light Ministries.**

Charity Number: **1010032** Company Number: **N/A**

Insurance Company: **Access Insurance Services**

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Gloucester Community Church is a local church family which encompasses those of all ages, backgrounds, and needs. Activities we undertake with children and adults who have care and support needs include:

- Little Stars – a parent and toddler drop-in café
- Groups for children aged 0-16 during regular Sunday morning services
- A youth group meeting during the evenings / weekends
- 1:1 and small group discipleship and mentoring support for all
- Family activities such as picnics, trips, etc.
- Pastoral care visits for individuals or families within their own home and in hospitals/hospices etc.

## Our commitment

As a Leadership (Trustees, with the support of the Leadership Team) we recognise 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 accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to “all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status”. We also concur with the Convention on the Rights of 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 the GCC Safeguarding Procedures document in accordance with statutory guidance. We are committed to build constructive links with statutory and voluntary agencies involved in safeguarding.

The policy and attached practice guidelines are based on the ten Safe and Secure safeguarding standards published by thirtyone:eight (formerly 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 will regularly review the Safeguarding Procedures document.
- ensure that the premises meet the requirements of the Equality Act 2010 and all other relevant legislation, and that it is welcoming and inclusive.
- support the Safeguarding Coordinator/Deputy in their work and in any action they may need to take in order to protect children and adults with care and support needs.

## SECTION 2

### Recognising and responding appropriately to an allegation or suspicion of abuse

The Leadership is committed to on-going safeguarding training and development opportunities for all workers, developing a culture of awareness of safeguarding issues to help protect everyone. All our workers will receive appropriate induction and undertake recognised safeguarding training on a regular basis, delivered in-house in conjunction with thirtyone:eight and other available local providers.

The Leadership 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.

The Leadership will put in place the roles of Safeguarding Coordinator and Deputy Safeguarding Coordinator to be the points of contact for responding to allegations of abuse. The role of the Safeguarding Coordinator/ 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. Under no circumstances should a worker carry out their own investigation into an allegation or suspicion of abuse.

The Leadership will support the Safeguarding Coordinator/Deputy in their role, and accept that any information they may have in their possession will be shared in a strictly limited way on a need to know basis.

## SECTION 3

### Prevention

#### Safer recruitment

The Leadership will ensure appointment of paid workers will be in accordance with government guidance on safe recruitment. Similarly, the Leadership will ensure all workers are appropriately trained and supported, both before and during activities with GCC.

This includes, as appropriate, ensuring that:

- There is a written job description / person specification for the post
- Those applying have completed an application form and a self declaration form
- Those short listed 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 will 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 organisation's safeguarding policy and knows how to report concerns.

#### Management of Workers – General Guidelines

The Leadership are committed to supporting all workers and ensuring they receive support and supervision. All workers will be issued with the Safeguarding Procedures Document, which includes general guidelines towards children, young people and adults with care and support needs (Appendix 3).

## SECTION 4

### Pastoral Care

#### Supporting those affected by abuse

The Leadership is committed to offering pastoral care, working with statutory agencies as appropriate, and support to all those who have been affected by abuse who have contact with or are part of the place of worship/organisation.

#### Working with offenders

When someone engaging with church activities is known to have abused children, or is known to be a risk to adults with care and support needs, the Leadership will ensure the individual concerned is appropriately supervised. In accordance with the stated safeguarding commitment to the protection of children and adults with care and support needs, boundaries will be set for that person, which they will be expected to keep. A “behaviour contract” may be used, agreed by both parties, in some circumstances.

## SECTION 5

### Practice Guidelines

As a church working with children, young people and adults with care and support needs we wish to operate and promote good working practice. This will enable workers to run activities safely, develop good relationships and minimise the risk of false or unfounded accusation. As well as general good practice guidelines (Appendix 3) we also have specific good practice guidelines for our key activities, detailed in the Safeguarding Procedures Document.

### Working in Partnership

The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children, young people and adults. This can be because of cultural tradition, belief and religious practice or understanding, for example, of what constitutes abuse. We will discuss with all partners our safeguarding expectations and ensure these are met. Good communication is essential in promoting safeguarding, both to those we wish to protect, to everyone involved in working with children and adults and to all those with whom we work in partnership. This safeguarding policy is just one means of promoting safeguarding. It is also our expectation that organisations using our premises will have their own policy.

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

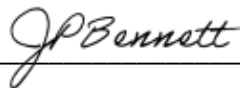
SIGNED by Member of Church Leadership Team: \_\_\_\_\_



NAME: Matthew Wisbey

DATE: 18 September 2020

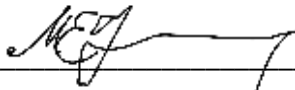
SIGNED by Trustee: \_\_\_\_\_



NAME: Jonathan Bennett

DATE: 27/09/2020

SIGNED by Safeguarding Coordinator: \_\_\_\_\_



NAME: Mark Finney

DATE: 20/09/2020

## Leadership Safeguarding Statement

The Leadership (Trustees, with the support of the Leadership Team) recognises the importance of Gloucester Community Churches' ministry /work with children and young people and adults in need of protection and its responsibility to protect everyone entrusted to our care. We believe that all people are made in God's image, and this further strengthens our desire to therefore treat each person with the care and love this demands.

We are committed to creating and enabling a healthy culture in order to minimise any coercion and control within our church.

The following statement was agreed by the leadership/organisation on: **18 September 2020**

Gloucester Community Church is committed to the safeguarding of children and adults with care and support needs and ensuring their well-being.

Specifically:

- We recognise that we all have a responsibility to help prevent the 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 recognise that we all have a responsibility to help prevent the 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 place of worship/organisation unless they pose a risk to the safety of others.
- 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 believe in the necessity of creating a healthy culture in our church where the value of all people is recognised and challenges are responded to appropriately.

We are committed to:

- Following the requirements for UK legislation in relation to safeguarding children and adults 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 our agreed safeguarding procedures.
- 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 Coordinator/Deputy in their work and in any action they may need to take in order to protect children/adults with care and support needs.
- 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 Gloucester Community Church affected by abuse.
- Adopting and following the 'Safe and Secure' safeguarding standards developed by thirtyone:eight (formerly Churches' Child Protection Advisory Service - CCPAS).

**We recognise:**

- Children's Social Services (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a child. Adult Social Care (or equivalent) 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 as a matter of urgency.
- 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 adult with care and support needs then speak to one of the following who have been approved as Safeguarding Coordinator and Deputy for Gloucester Community Church:

Mark Finney (07866 732010)

**Safeguarding Coordinator**

Matt Wisbey (07989 307154)

**Deputy Safeguarding Coordinator**

Copies of the full *GCC Safeguarding Policy* document and *GCC Safeguarding Procedure* document are available from [office@gcchurch.co.uk](mailto:office@gcchurch.co.uk)

SIGNED by Member of Church Leadership Team: \_\_\_\_\_



NAME: Matthew Wisbey

DATE: 18 September 2020

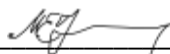
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