



**GlenwoodChurch**  
**SAFEGUARDING**

January 2022



The Glenwood Faith Community recognises that everyone is of value, and celebrates the image of God in all people.

We uphold safeguarding as one of our core principles, and take the responsibility of developing a safe culture for all seriously.

As Jesus followers we seek to serve our society in the best way we can, living out and demonstrating the love of God.

The following Safeguarding Policy details our commitment to *promoting* the wellbeing and care of children and adults who might be at risk of harm, *preventing* abuse from occurring, and *protecting* those who have been harmed.

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A useful resource:

**Wales Safeguarding App**

[www.safeguarding.wales](http://www.safeguarding.wales)



# SECTION 1

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**Safeguarding Policy: Promoting the wellbeing of all who are part of the Glenwood Faith Community**

# Glenwood Church and Wellbeing Space Details

**Address:**

Glenwood Church Centre,  
Circle Way West, Llanedeyrn, Cardiff, CF23 6UW

**Glenwood Church Office:**

info@glenwoodchurch.org | 029 2033 7880

**Senior Leader:** Paul Francis

**Charity Number:** 1125128

**Insurance Company:** Ansvar Insurance

## Safeguarding Team

Glenwood Faith Community has appointed the following individuals to form part of a Safeguarding Team:

**Safeguarding Officer:** Jane Jones

safeguarding@glenwoodchurch.org | 029 2033 7880

**Safeguarding Deputy:** Dave Jones

safeguarding@glenwoodchurch.org | 029 2033 7880

**Safeguarding Trustee:** Esther Mantle

info@glenwoodchurch.org | 029 2033 7880

**Safeguarding Leader:** Rachel Treseder

info@glenwoodchurch.org | 029 2033 7880

**Children's Work Project Lead:** Emma Dobson

info@glenwoodchurch.org | 029 2033 7880

**Youth Work Project Lead:** Laura Bradford

info@glenwoodchurch.org | 029 2033 7880

Where possible, the Safeguarding Team will work together if and when issues arise. However, each person has a responsibility to report allegations of abuse as soon as they are raised.

## Our Commitment to Wellbeing

The Glenwood Faith Community is committed to the wellbeing of all people, and understand the meaning of wellbeing as defined by the 'Social Services and Well-being (Wales) Act 2014'. The wellbeing of a person relates to:

- physical and mental health and emotional wellbeing
- protection from abuse and neglect
- education, training and recreation
- domestic, family and personal relationships
- contribution made to society
- securing rights and entitlements
- social and economic wellbeing
- suitability of living accommodation

In relation to a child: wellbeing also includes the physical, intellectual, emotional, social and behavioural development. In relation to an adult: wellbeing also includes control over day to day life, and participation in work.

As Glenwood Faith Community, we believe that wellbeing is the holistic peace and welfare that was intended for everyone, and recognise this as the 'Shalom' of God.

## Working Together

We believe good communication is essential in promoting safeguarding, both to those we wish to protect, to everyone working with them, and to all those with whom we work in partnership. This Safeguarding Policy is just one means of promoting safeguarding.

### Welsh Government

We work together with the Welsh Government, who have standardised practice across all of Wales and between agencies.

Wales Safeguarding Procedures: [www.safeguarding.wales](http://www.safeguarding.wales)  
Safeguarding Guidance: [gov.wales/safeguarding-guidance](http://gov.wales/safeguarding-guidance)

### Thirtyone:eight

We seek policy and procedural advice from Thirtyone:eight who have experts at hand on safeguarding issues.

Helpline: 0303 003 11 11

### External Whistleblowing

Children's Commissioner for Wales: 01792 765600  
[www.childcomwales.org.uk](http://www.childcomwales.org.uk)

Older Adults Commissioner for Wales: 03442 640 670  
[www.olderpeoplewales.com/en/Home](http://www.olderpeoplewales.com/en/Home)

## Overview of Responsibilities

It is the responsibility of each member of the Glenwood Faith Community to develop a safe culture for all.

### **Prevention and reporting of abuse**

It is our duty to prevent the abuse of children and adults at risk, and to respond to concerns about the wellbeing of children and adults at risk. Any abuse disclosed, discovered, or suspected should be reported in accordance with our procedures. The Trust and Leadership will fully cooperate with any statutory investigation into any suspected abuse linked with the Glenwood Church.

### **Safe Practices**

Each project within the Glenwood Faith Community puts guidelines and safe practices in place to protect children and adults at risk.

### **Safer Culture**

Glenwood Faith Community is committed to providing an environment that promotes the wellbeing of all. This includes spiritual wellbeing, safety on premises, and online.

### **Safer Team**

Glenwood Faith Community ensures the safe recruitment, supervision, and training of all those working with children and adults at risk, whether paid or voluntary. The team recruited all adopt a code of behaviour that is respectful to others.

# SECTION 2

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## Safeguarding Procedures: for responding well to incidents

# “What should I do?”

## A 5 step procedure following any allegation, concern, or disclosure

### Recognise!

Have you noticed a sign or indicator of abuse and neglect? Perhaps something isn't quite right? See Appendix 1 which details types and signs of abuse. If you recognise, it is your duty to respond...

### Respond!

It is your duty to respond safely and effectively, don't insert yourself into the situation, but follow our response protocol listed on page 13.. Discuss your concerns immediately with the project lead (if safe to do so). Don't ignore, respond straight away, and report your safeguarding concern...

### Record!

It is important to make a record of everything you have seen and heard. Do this as soon as possible after an incident or disclosure. Be specific, record exact dates, times, and details. Use the Record Form (Appendix 2) as a guide to help you record...

### Report!

Your first point of contact is to report a safeguarding concern to our Glenwood Safeguarding Officer. All safeguarding matters should remain confidential and must only be shared with the people involved in the safeguarding process. A flowchart for reporting is detailed in each project's practical guidelines.

### Refer!

If there is a genuine concern for an individual's safety, you must refer your concerns to the correct authority. This will usually happen via our Safeguarding Officer, who will escalate the concern with social services and the local authority contact, police, or any other relevant partner agencies. In this case, you need to ensure that any supporting records and information you have about the incident or individual are passed on as well.

***If there is a danger to life, risk of serious injury, a serious crime in progress or about to happen, ring 999 immediately.***

## How to recognise types of abuse

All people are entitled to protection. When there appears to be a conflict of interest between the protection of the child or adult at risk, and that of the community or religious institution, it is the protection of the individual that must come first.

A child is abused or neglected when somebody inflicts harm, or fails to act to prevent harm. There could be a risk of abuse in a family, institutional or community setting, by those known to them or, more rarely, by a stranger. A child up to the age of 18 years could be subject to abuse or neglect and require protection via an inter-agency child protection plan. **For more information on abuse to children:**  
**[www.safeguarding.wales/chi](http://www.safeguarding.wales/chi)**

The safeguarding duties apply to an adult who is experiencing (or is at risk of) abuse or neglect, has needs for care and support (whether or not the authority is meeting any of those needs), and as a result of those needs is unable to protect themselves. We should work with adults to establish what being safe means to them, and how that can be best achieved. Team should not be advocating 'safety' measures that do not take account of individual well-being, as defined in Section 1 of the Care Act. **For more information on abuse to adults:** **[www.safeguarding.wales/adu](http://www.safeguarding.wales/adu)**

Types of Abuse	Child	Adult at Risk
<b>Physical</b>	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.
<b>Emotional</b>	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.
<b>Sexual</b>	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.
<b>Neglect</b>	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.

**Please refer to Appendix 1 for a more detailed list of some types of abuse and their possible indicators.**

# How to respond to an allegation, concern, or disclosure

## **If you receive an allegation about any adult or about yourself:**

1. Immediately tell your Safeguarding Officer and inform your project lead
2. Record the facts as you know them
3. You must report; you must not investigate

## **If you have a concern or notice signs of abuse or neglect:**

1. Follow your project flowchart for action
2. Immediately tell your Safeguarding Officer and inform your project lead
3. Record the facts as you know them
4. You must report; you must not investigate

## **If a person discloses an abuse to you:**

1. Allow them to speak without interruption, accepting what is said, but do not investigate
2. Alleviate feelings of guilt and isolation, while passing no judgement
3. Advise that you will try to offer support, but that you must pass the information on
4. Immediately tell your Safeguarding Officer and inform your project lead
5. Record the facts as you know them
6. You must report; you must not investigate

***If there is a danger to life, risk of serious injury, a serious crime in progress or about to happen, ring 999 immediately.***

## How to record an allegation, concern, or disclosure

Workers need to share concerns with the Safeguarding Officer as well as clear allegations made by, or about, children, young people, and adults at risk. Sharing 'gut feelings' at an early stage may assist in helping those who need it.

You should record any disclosure or concern in the following way:

- Make notes as soon as possible (preferably within one hour of the person talking)
- Include a description of any injury, its size, and if possible, a drawing of its location and shape on the child's or adult's body.
- Write down exactly what has been said, when it was said, what was said in reply, and what was happening immediately beforehand (e.g., a description of an activity)
- Write down dates and times of these events and when the record was made.
- Write down any action taken and keep all handwritten notes even if subsequently typed up.

These notes should be passed on to the Safeguarding Officer to assist them should the matter need to be referred to the statutory agencies such as Social Services or the police. All records will be stored in a locked filing cabinet.

The person in receipt of allegations or suspicions of abuse should discuss this immediately with the project lead in charge of the activity or group. If this person is not available they should contact the Safeguarding Officer.

See the Safeguarding Folder for copies of the Safeguarding Record Form, which can be used for recording a disclosure or a concern.

## How to report an allegation, concern, or disclosure

If you have an allegation, concern, or disclosure, you need to report to the Safeguarding Officer as soon as possible.

If the issue has arisen within a particular project or activity, we advise you speak first with the project lead - who will then help with the practical procedures, and help you to make the report to the Safeguarding Officer.

Make sure to report to one of the Safeguarding Officers on the same day as the incident, if possible.

**Name: Jane Jones**

**Phone: 029 2033 7880**

**Email: [safeguarding@glenwoodchurch.org](mailto:safeguarding@glenwoodchurch.org)**

**Name: Dave Jones**

**Phone: 029 2033 7880**

**Email: [safeguarding@glenwoodchurch.org](mailto:safeguarding@glenwoodchurch.org)**

Or if unavailable, contact a member of the Safeguarding team, as listed on page 7.

Our Safeguarding Officer, Deputy, and Safeguarding Team are nominated by the Glenwood Trust and Leadership, to act on their behalf in dealing with the allegation or suspicion of neglect or abuse, including referring the matter on to the statutory authorities.

The Safeguarding Officer will then liaise with you in contacting the appropriate agency. See page 16 for details on the 'refer' part of this process.

If the suspicions implicate all those within the Church organisational structure, the reporter should then follow the Whistleblowing Policy. Alternatively contact Social Services or the police.

## Where to refer an allegation, concern, or disclosure

Once an allegation, concern, or disclosure has been reported to the Safeguarding Officer, the next step is contacting the appropriate agency.

If anyone is unsure, you may first ring the Thirtyone:eight helpline for advice. (Thirtyone:eight will confirm its advice in writing for future reference.)

MASH (the Multi Agency Safeguarding Hub) should then be contacted, or Social Services in the area where the child, young person, or adult lives.

Our local authority is: Cardiff

### **For Children's Services, ring: 029 2053 6490**

(or out of hours: 029 2078 8570)

[www.cardiffandvalersb.co.uk/children](http://www.cardiffandvalersb.co.uk/children)

### **For Adult Social Services, ring: 01446 700 111**

Cardiff Multi-Agency Safeguarding Hub (MASH), ring: 029 2233 0888

Out of hours Tel: 029 207 88570

[www.cardiffandvalersb.co.uk/adults](http://www.cardiffandvalersb.co.uk/adults)

The Safeguarding Officer will need to inform the following people, depending on the circumstances and / or nature of the concern:

- **Trustee** responsible for safeguarding, who may need to liaise with the charity commission to report a serious incident and the insurance company
- **LADO** (Local Authority Designated Officer) if the allegation concerns a worker or volunteer working with someone under 18

Suspicious 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 safe place (our secure Safeguarding Filing Cabinet.)

The role of the Safeguarding Officer 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.

The Glenwood Trust and Leadership will support the Safeguarding Officer 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.

Whilst allegations or suspicions of abuse will normally be reported to the Safeguarding Officer, their absence should not delay referral to Social Services, the Police or taking advice from Thirtyone:eight.

It is, of course, the right of any individual as a citizen to make a direct referral to the

safeguarding agencies or seek advice from Thirtyone:eight, although the Glenwood Trust and Leadership hope that members of the organisation will use the procedure outlined in this document. If, however, the individual with the concern feels that the Safeguarding Officer has not responded appropriately, or, where they have a disagreement with the Safeguarding Officer as to the appropriateness of a referral, they are free to contact an outside agency directly. We hope by making this statement that the Glenwood Trust and Leadership demonstrate their commitment to effective safeguarding and the protection of all those who are vulnerable.

### **Detailed procedures where there is an allegation, concern, or disclosure about a child:**

If there is a physical injury, a symptom of neglect, or concerns about emotional abuse, the Safeguarding Officer will:

- Contact Children's Social Services for advice in cases of deliberate injury, if concerned about a child's safety, or if a child is afraid to return home
- Not tell the parents or carers unless advised to do so, having contacted Children's Social Services
- Seek medical help if needed urgently, informing the doctor of any suspicions.
- For lesser concerns, (e.g., poor parenting), encourage parent/carer to seek help, but not if this places the child at risk of significant harm
- Where the parent/carer is unwilling to seek help, offer to accompany them. In cases of real concern, if they still fail to act, contact Children's Social Services directly for advice.
- Seek and follow advice given by Thirtyone:eight (who will confirm their advice in writing) if unsure whether or not to refer a case to Children's Social Services.

If there are allegations of sexual abuse, the Safeguarding Officer will:

- Contact the Children's Social Services Department Duty Social Worker for children and families, or Police Child Protection Team directly.
- Will NOT speak to the parent/guardian, or anyone else.
- Seek and follow the advice given by Thirtyone:eight if for any reason they are unsure whether or not to contact Children's Social Services/Police.

If an accusation is made against a team member, whether they are a paid member of staff or volunteer, the Safeguarding Officer will:

- Work in accordance with the Local Safeguarding Children Board (LSCB) procedures
- Liaise with Children's Social Services regarding the suspension of the worker
- Make a referral to a designated officer formerly called a Local Authority Designated Officer (LADO) whose function is to handle all allegations against adults who work with children and young people whether in a paid or voluntary capacity.
- Make a referral to the Disclosure and Barring Service for consideration of the person being placed on the barred list for working with children or adults with additional care and support needs. This decision should be informed by the LADO if they are involved.



### **Detailed procedures where there is an allegation, concern, or disclosure about an adult at risk:**

If there are suspicions or disclosures of abuse or harm (including: physical, sexual, organisational, financial, discriminatory, neglect, self-neglect, forced marriage, modern slavery, or domestic abuse), the Safeguarding Officer will:

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

If an accusation is made against a team member, whether they are a paid member of staff or volunteer, the Safeguarding Officer will:

- Liaise with Adult Social Services regarding the suspension of the worker
- Make a referral to the DBS following the advice of Adult Social Services
- The Care Act 2014 places the duty upon Adult Services to investigate situations of harm to adults with care and support needs. This may result in a range of options including action against the person or organisation causing the harm, increasing the support for the carers or no further action if the 'victim' chooses for no further action and they have the capacity to communicate their decision. However, this is a decision for Adult Services, not for the church.

### **Detailed procedures where there is an allegation, concern, or disclosure about spiritual abuse:**

The Safeguarding Officer will:

- Identify if the abuse has happened within the Glenwood Faith Community
- Identify suitable support services for the victim i.e., counselling or other pastoral support
- Contact the Glenwood Leadership or Trust if appropriate - or external Whistleblowing Organisation

# SECTION 3

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**Safer Practices: guidelines for the various projects undertaken within the Glenwood Faith Community**

# CHILDREN'S WORK

## Practical guidelines for safeguarding all children, and those working with them

**Project lead:** Emma Dobson

**Overview of the project:** We hope every child discovers that this is a community where they are safe and valued and where they can take part in meaningful, age-appropriate activities. Our groups are open to all, they are fun and friendly, with plenty of time and space to play, create and relate, which means we are always learning and growing holistically together. We offer stay and play provision for parents/carers with their under-5s and small groups and activity clubs for older children, on weekdays and during Sunday services.

### Practical Guidelines

**Our team:** We follow the Glenwood safer recruitment procedure, which ensures that all our volunteers are suitable, and have been DBS approved. All team undergo regular and appropriate training, including on issues of safeguarding. Everyone has agreed to, and abides by, the Glenwood Team Code of Conduct.

**Ratio of team to children:** There should always be at least two adults who are unrelated running any club or activity. There should always be two before the first young person arrives and as the last young person leaves. Consider gender mix to suit the makeup of the group.

As recommended by the NSPCC:

0-2 year olds - 1 adult for every 3 children

2-3 year olds - 1 adult for every 4 children

4-8 year olds - 1 adult for every 6 children

9-12 year olds - 1 adult for every 8 children

**Children with additional needs:** We seek advice from parents/guardians regarding how we can best welcome children with additional needs to our provisions. We are willing to learn and keen to access training and guidance as we aim to be inclusive to all children and families.

**Entrances:** Where other activities are taking place in the building, we are clear on which entrance way is designated for children, and make it clear with signage. We always have a member of the team on the door as children arrive, and as they leave. Children are marked as present on a register when they arrive. No child is permitted to leave without an accompanying adult unless they are in school year 6 and we have obtained written parent / guardian consent for them to walk home alone.

**Use of multiple spaces:** In activity groups, children may have a choice of different activities happening in different spaces in the building. In this case, there are a



minimum of two team members in each space and ratios are adhered to. Children are not permitted to move around the building unless accompanied by a team member. Children will never be left alone in a room.

**Toileting:** Parent / guardian consent and guidance is sought regarding nappy-changing and assistance with toileting for children who cannot use the toilet independently. Children who can use the toilet independently are directed by a team member to the nearest single-cubicle toilet. The team member keeps the door in their sight until the child has rejoined the group.

**Food:** When providing food and refreshments, team members will be aware of allergen requirements as detailed on a child's consent form.

**Physical touch:** Always avoid physical contact play such as wrestling or tickling, and never be sexually provocative with children or fellow team members. Team members should not initiate physical contact with a child. If a child seeks physical contact with a leader (e.g., hugging them if they are hurt or upset, wanting to sit on their lap for a story) team members should seek to avoid or minimise the contact without rejecting the child, (e.g., empathic responding, offering a seat beside them, giving a high-5).

**Conversations:** All conversations with children should be kind and encouraging. We practice sensitivity when they are discussing bullying, bereavement, or personal issues. It is our duty to create an environment in which children feel able to express their concerns. If a disclosure arises within a conversation, we follow the Glenwood procedures for responding and reporting. Where this is the case, we do not promise a child that we will 'keep the secret', but are open in explaining the process and the need to ensure their safety.

**Faith based:** We are a faith based organisation, and always give space for children to express what they believe and if/how they practice their faith. We would never engage in conversion therapy or other similar practices. Where activities are focused on exploring faith, we advertise as such, and we encourage conversation around faith rather than impose dogmatic teachings. If children would like to be prayed for, we are happy to do so, but are sensitive in our language, not casting blame but instead instilling peace. We do not use touch when praying for children, and always ensure another team member is in the room to supervise and be aware of what is happening.

**Photography and filming:** We only allow for photographs or video recordings of children where parent / guardian written consent is obtained in advance. Where possible, the child's verbal consent is also sought. Photos and videos are downloaded to the secure Glenwood Children's Drive at the first opportunity and are deleted when they are no longer needed. Social media posts are only via the designated and approved outlets. All photos should be suitable, and not include any names of children. Activity leaders must note which parents are unhappy for their children to be photographed or filmed and ensure that they are excluded from items that involve the taking of photographs or filming.

**Outdoor activities:** We seek parent / guardian consent for any outdoor activities, which take place on the playground and/or the field adjacent to Glenwood. These activities are risk assessed. Children are accompanied at all times by team members,



they remain within clearly marked boundaries and external children or adults are not permitted to take part. Registration of children takes place as usual. Collection of children from outside the building is monitored closely by team members to ensure safety.

**Trips:** We seek parent / guardian consent for any trips, defined as activities that take place elsewhere than the Glenwood building or the playground/field adjacent. These activities are risk assessed. Children are accompanied at all times by team members, they remain within clearly marked boundaries and external children or adults are not permitted to take part. Registration of children takes place. Collection of children is monitored closely by team members to ensure safety. If parents accompany children, clear communication takes place to ensure safeguarding, health and safety and other relevant policies are upheld.

**Transportation:** We currently don't transport children to our regular activities. If for some reason there was a requirement to do so, it is important to ensure that there are at least two adults unrelated, one driving and one supervising the group. Our ratio policy continues to apply. For trips, transportation is either by coach hire or families will transport the children to the venue.

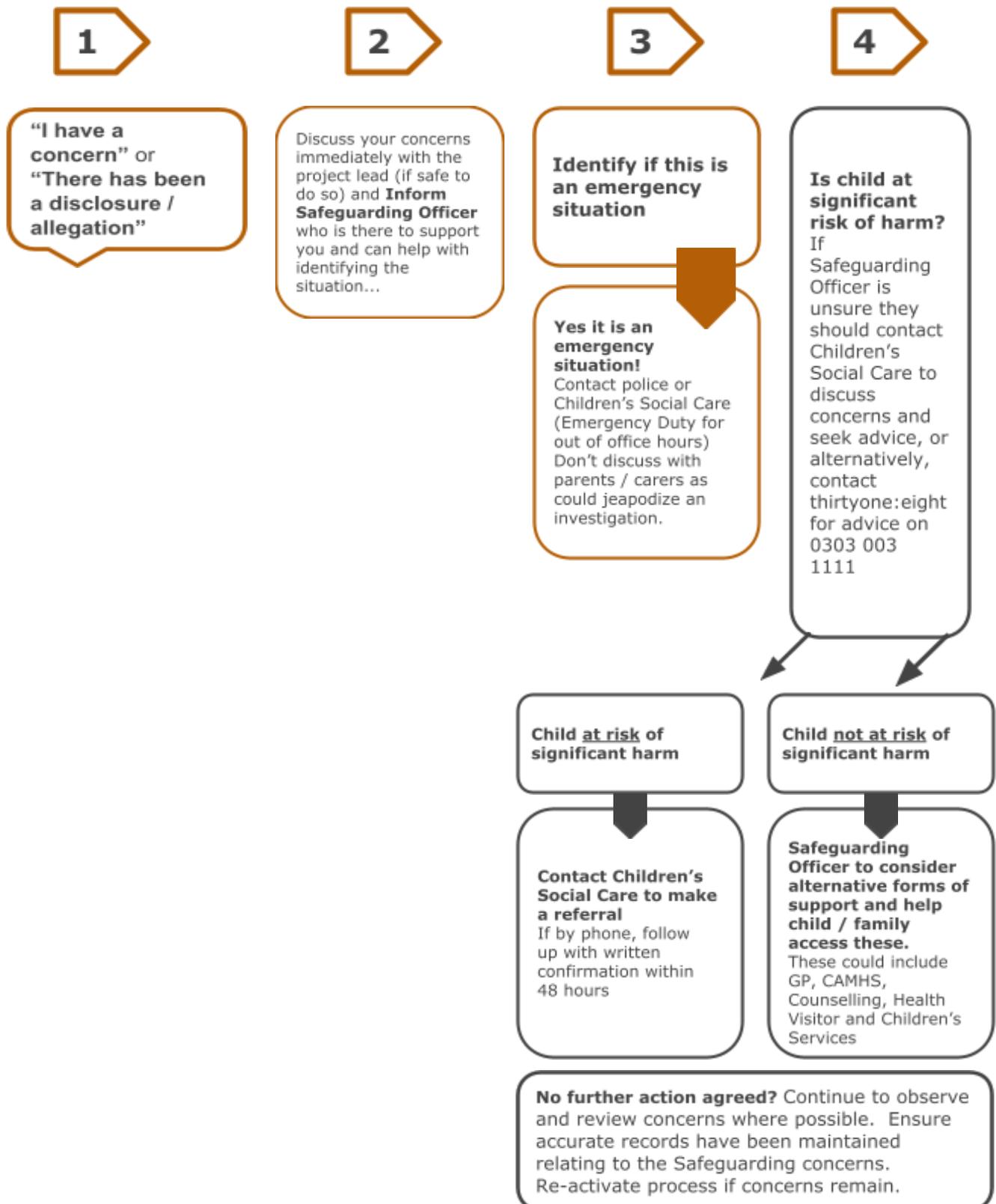
**Theatre in education:** We go into local schools through our registered Going Public charity. For all these projects, the team adhere to the schools individual safeguarding policy and procedures.

**Risk assessments:** We carry out risk assessments for each activity undertaken within this project. These assessments include the safeguarding of children from abuse, and the safeguarding of team members from allegations of abuse. Please refer to the adjacent folder for current activity risk assessments.

**Responding to an allegation, concern, or disclosure:** It is our duty to respond appropriately and to follow the correct procedure outlined in Section 2: recognise, respond, record, and report. The following flowchart may serve as a visual guide for team when reporting a safeguarding incident referring to children.

# Flowchart of Action, for those working with children:

This flow chart provides an overview of action to be taken when concerned about the welfare of a child or young person. It is to be used in conjunction with the written procedures outlined in Section 2 of this written policy:



# YOUTH WORK

## Practical guidelines for safeguarding all young people, and those working with them

**Project lead:** Laura Bradford

**Overview of the project:** We aim to provide an environment in which young people, aged 11-25, from the locality, can develop holistically. Glenwood Youth is a community which is creative, participative, inclusive, encouraging, and kind. We offer regular 'drop ins' to our designated youth room, skills based workshops, activity focused clubs, well-being courses, and a weekly faith breakfast. We also provide opportunities for young people to get involved through our Glenwood Apprenticeship Scheme. This section of the policy focuses on working with 11-18's, and the next section focuses on working with 18-25's.

**Working in partnership:** We align with Youth Work in Wales Principles & Purposes [cwwys.org.uk/wp-content/uploads/2018/11/YOUTH-WORK-IN-WALES-PRINCIPLES-A-ND-PURPOSES.pdf](http://cwwys.org.uk/wp-content/uploads/2018/11/YOUTH-WORK-IN-WALES-PRINCIPLES-A-ND-PURPOSES.pdf)

## Practical Guidelines

**Our team:** We follow the Glenwood safer recruitment procedure, which ensures that all our volunteers are suitable, and have been DBS approved. All team undergo regular and appropriate training, including on issues of safeguarding. Everyone has agreed to, and abides by, the Glenwood Team Code of Conduct.

**Ratio of team to young people:** There should always be at least two adults who are unrelated running any club or activity. There should always be two before the first young person arrives and as the last young person leaves.

As recommended by the NSPCC, 11-12 year olds require an additional adult for every eight children, and 13-18 year olds an additional adult for every ten children. Consider gender mix to suit the makeup of the group.

**Young people with additional needs:** We seek advice from parents / guardians regarding how we can best welcome and provide for young people with additional needs. We recognise our limitations, but are willing to learn and keen to access training and guidance as we aim to be inclusive to all young people. In some cases, young people may choose to attend with their guardian / support worker.

**Entrances:** Where other activities are taking place in the building, we are clear on which entrance way is designated for young people, and make it clear to the young people with signage. We always have a member of the team on the door as young people arrive, and as they leave. (For small rooms, like the kitchen, we keep the door open so anything happening in there is visible to leaders from the main room.)

**Toilets:** All youth activities will take place adjacent to non-gendered toilets with individual cubicles, and we ask all young people to only use these facilities.

**Food safety:** When providing food and refreshments, team members will be aware of allergen requirements as detailed on a young person's consent form.

**Physical touch:** Team members should always avoid physical contact play such as wrestling or tickling, and never be sexually provocative with young people or fellow team members. When playing sport, team should be sensible in how they engage, for example not being rough when tackling a young person.

**Conversations:** All conversations with young people should be kind and encouraging. We practice sensitivity when they are discussing bullying, bereavement, or personal issues. It is our duty to create an environment in which young people feel able to express their concerns. If a disclosure arises within a conversation, we follow the Glenwood procedures for responding and reporting. Where this is the case, we do not promise to a young person that we will 'keep the secret', but we are open in explaining the process and the need to ensure their safety.

**Faith based:** We are a faith based organisation, and always give space for young people to express what they believe and if/how they practice their faith. We would never engage in conversion therapy or other similar practices. Where clubs have a designated 'faith slot' we advertise as such, and during this time we encourage conversation around faith rather than impose dogmatic teachings. If there is a time given for prayer, this time is also offered with other ways of engaging, such as 'reflection' or 'stillness'. If young people would like to be prayed for, we are happy to do so, but are sensitive in our language, not casting blame but instead instilling peace. We do not use touch when praying for young people, and always ensure another team member is in the room to supervise and be aware of what is happening.

**Social media:** Parents / guardians will be asked to give their consent for us to communicate with their young people through social media. Parents / guardians will also need to give permission for photographs or videos of their young people to be posted on social media. Account, page and event settings will be set to 'private' so that only invited club members can see their content. Glenwood Youth accounts (email and instagram) are also on the pastoral phone to maintain transparency. Team should not 'friend' or 'follow' any young people from personal accounts on social media. Team should only communicate to young people through the designated youth channels, and any messages they wish to send out should be communicated first to the project lead. At least one other member of team should be copied in to any emails sent out to young people, or preferably, youth@glenwoodchurch.org is cc'd in order to maintain a written record of all correspondence. Rather than communicating with parents through personal social media accounts, team should choose a more formal means of communication, such as: face-to-face, via email, writing, @glenwoodyouth instagram account, or the youth phone. Team should avoid communicating online between 9pm and 9am.

**Photography and filming:** We only allow for photographs or video recordings of young people where parental consent is obtained in advance. Images and film should only be captured on designated youth phone or devices. If keeping this footage for

future use, it should be downloaded to the locked Glenwood Youth drive only, to be kept securely. If being posted on social media, it should only be done so on the designated and approved outlets. All photos should be suitable, and not include any names of young people. Activity leaders must note which parents are unhappy for their children or young people to be photographed or filmed and ensure that they are excluded from items that involve the taking of photographs or filming.

**Outdoor activities:** Occasionally we organise outdoor activities, such as rounders, 'kubb', or a campfire. These activities only ever happen in the designated areas of the Glenwood carpark, and the field behind Glenwood. All these activities are risk assessed. A boundary is always created with cones, and team members should ensure that other adults or children do not wander in during an activity, and only the young people and team members are present and taking part. When a young person leaves the designated area, they need to sign out and head home (not loiter around unsupervised areas, particularly when it's dark outside).

**Trips:** We seek parent / guardian consent for any trips, defined as activities that take place elsewhere than the Glenwood grounds or field adjacent. These activities are risk assessed. Young People are accompanied at all times by team members, according to the appropriate ratio. Trips may include: an organised walk or scavenger hunt for example. We do not currently organise residential trips.

**Transportation:** We currently don't transport young people. If for some reason there was a requirement to, it is important to ensure that there are at least two adults unrelated, one driving and one supervising the group. Where the group exceeds eight young people, our ratio policy applies.

**Detached work:** *We currently don't offer detached work, but may look to in the future - working in partnership with the local youth services.*

**Knives, drugs, and alcohol:** Knives, drugs, and alcohol are not permitted during any youth projects and activities. A team member is allowed to confiscate these items, but should only do so with the young person's consent, and in the presence of another member of the team. Team are neither expected nor allowed to confiscate by force and must not attempt any action that may bring harm to themselves or the young person. If a person refuses to voluntarily surrender knives, drugs, or alcohol, and also refuses to thereafter immediately leave the premises, then police support may be summoned. The young person involved should be warned that this course of action will be taken. If a young person is deemed at risk of harm, advice should be sought from the project leader to decide if other actions are necessary. Safeguarding procedures may be implemented and a referral may be made to an appropriate support service after screening for a substance misuse problem.

**Intergenerational communities:** The Welsh Government recognises the effectiveness in intergenerational work at reducing loneliness and isolation. These activities help to promote greater understanding and respect between generations and contribute to building more cohesive communities. In order to safeguard from risk, there should always be the appropriate number of team members to supervise any session involving young people. Team should ensure the boundaries of everyone are respected, this includes physical contact as well as disclosing personal information or data.

**Workshops:** In the scenario where we invite an adult to share a specific skill (eg: bike maintenance, or lino printing), at least two Glenwood team members will be supervising the session. As long as there are at least two supervising (or more if ratio requires), then it is not necessary for the guest adult to complete a DBS for this one-off skill sharing. A risk assessment will be carried out for this workshop, and we will ensure that the adult remains in sight and supervised for the whole session, teaching from the front in a large room, and not allowed to wander outside of the supervised room with any young person. If any individual adult is going to skill share more often, a DBS is required.

**Meeting a young person:** It is recommended that when meeting a young person, it is within the Glenwood building during operational hours. The atrium space provides a transparent and welcoming meeting location, so where possible this should be used. Alternatively, the youth room can be used with the door kept open, and the team member on the welcome desk being made aware of who you are meeting and when. It could be an option to go for a walk, with precautions in place (e.g., openness and transparency with a team member about who you are meeting with, and when, starting and finishing at Glenwood and signing in at the welcome desk). In all these scenarios it is important to consider appropriateness and gender mix.

**18-25's:** The Welsh Government recognises 11-25's as young people. However, if there is any allegation, concern, or disclosure regarding a young person aged 18-25 we follow the safeguarding report procedure for adults. The majority of activities for this age group are peer led, and often happen around the table or the campfire. We continue to oversee these activities and where we deem individuals attending fall in to the 'adults at risk' category, we ensure there is an appropriate ratio of team supervising. In all scenarios, it is important to consider appropriateness and gender mix.

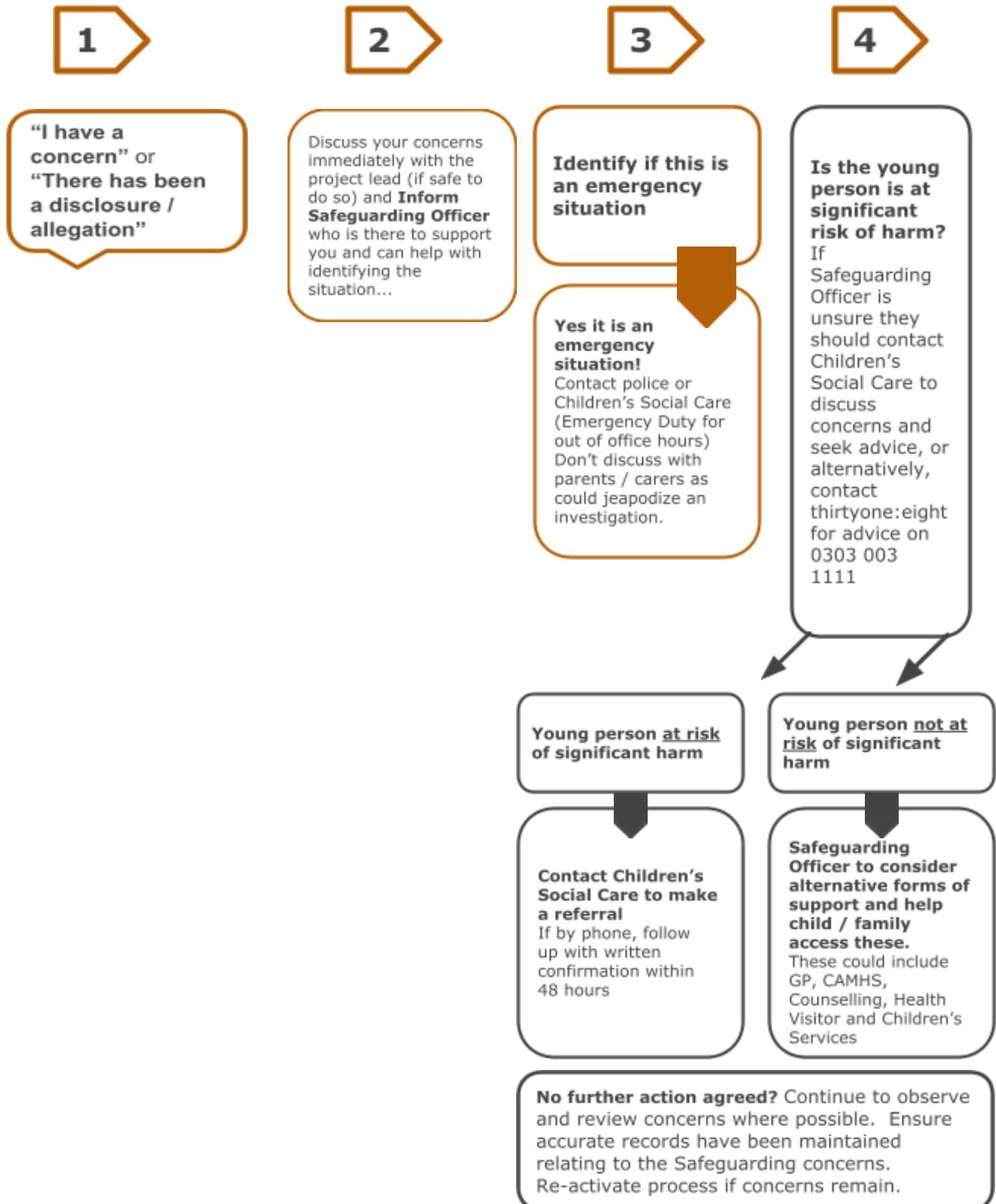
**Internship & work experience:** We work together with the Going Public charity to run an internship for young people 18-25 (which has recently expanded to include Government Kickstart placements). We also offer work experience opportunities through our Young Volunteer Scheme (see page 11). Any young people getting involved with these schemes must adhere to the Glenwood Code of Conduct, sign the safeguarding declaration, and complete any appropriate DBS checks (e.g., if over 18 and working with children). All young people involved in working with us will be made aware of our safety policies, receive regular training, and be assigned a work mentor.

**Risk assessments:** We carry out risk assessments for each activity undertaken within this project. These assessments include the safeguarding of young people from abuse, and the safeguarding of team members from allegations of abuse. Please refer to the adjacent folder for current activity risk assessments.

**Responding to an allegation, concern, or disclosure:** It is our duty to respond appropriately and to follow the correct procedure outlined in Section 2: recognise, respond, record, and report. The following flowchart may serve as a visual guide for team when reporting a safeguarding incident referring to young people under 18.

# Flowchart of Action, for those working with young people:

This flow chart provides an overview of action to be taken when concerned about the welfare of a child or young person. It is to be used in conjunction with the written procedures outlined in Section 2 of this written policy:



# COMMUNITY ACTIVITIES & GROUPS

## Practical guidelines for safeguarding the various activities and groups taking place at Glenwood, and to ensure a safe environment for adults at risk who may be taking part

**Project lead:** Rachel Treseder

**Overview of projects:** We offer a wide range of groups, activities, and projects which support the wellbeing of adults. Glenwood is an inclusive environment and recognises that there may be adults who take part who fall under the 'at risk' category. By adhering to these practical guidelines with all adults, we can help to ensure a safe environment for everybody. Community groups include those which are activity based, such as: walking, cooking, or gardening. Projects and services include a food provision pantry, and working with other organisations to provide 'clinics' (e.g., Debt advice with the Speakeasy). We also partner with the local council to offer 'social prescription'.

**Adults at risk definition:** An adult at risk of abuse can be anyone over the age of 18, including community members, staff or volunteers. Whilst personal characteristics may make an individual more vulnerable (e.g., disability and communication difficulties), it is the life circumstances around an individual which may increase risk or place them at potential risk of harm. It is therefore vital to be open to the possibility that any adult may be at risk and that this can be temporary or on-going depending on the support and protective factors around them. Personal characteristics may include, but are not limited to: age, disability, special educational needs, illness, mental or physical frailty or impairment of, or disturbance in, the functioning of the mind or brain. Life circumstances which may include, but are not limited to: isolation, socio-economic factors and environmental living conditions.

We recognise the NSPCC key principles when working with adults at risk:

**Empowerment:** People being supported and encouraged to make their own decisions and informed consent.

**Prevention:** It is better to take action before harm occurs.

**Proportionality:** The least intrusive response appropriate to the risk presented.

**Protection:** Support and representation for those in greatest need.

**Partnership:** Local solutions through services working with their communities.

**Accountability:** and transparency in delivering safeguarding.

## Practical Guidelines

**Our team:** We follow the Glenwood safer recruitment procedure, which ensures that all our volunteers are suitable, and have signed the Safeguarding Commitment. All team undergo regular and appropriate training, including on issues of safeguarding. Everyone has agreed to, and abides by, the Glenwood Team Code of Conduct.

**Ratios:** There should always be at least two capable adults who are unrelated running any club or activity. There should always be two before the first community member arrives and as the community member leaves. Consider gender mix to suit the makeup of the group.

**Working together:** Team should always promote the adult's wellbeing in any safeguarding procedures and practises and should not be advocating 'safety' measures that do not take account of individual well-being, as defined in Section 1 of the Care Act. People have complex lives and being safe is only one of the things they want for themselves. Team should work with the adult to establish what being safe means to them and how that can be best achieved.

**Capacity and consent:** It is important to be alert to issues of cognitive capacity which can increase the vulnerability of people where they have a reduced ability to make informed decisions in the moment. This may be transient (e.g., due to fear, shock, injury, illness) or long term (e.g., due to learning differences, disability, mental health issues). Whilst this is a complex issue, it should not get in the way of team genuinely seeking to ensure that all individuals are respectfully consulted in relation to participation in activities and/or sharing of information about them.

The following criteria should be considered when assessing whether a person has sufficient understanding at any time to consent, or to refuse consent, to sharing of information about them or participating in specific activities:

- Can the person understand the question being asked of them?
- Are they taking an active part in the discussion?
- Can they rephrase the question in their own words?
- How would they explain it to someone else?
- Do they have a reasonable understanding of what the risks or benefits of giving their consent or saying no?
- What do they say they think would happen if they agree to the action being suggested?
- Can they appreciate and consider the alternatives, weighing up one aspect against another and express a clear and consistent personal view? (Encourage them to say out loud, or write down, their view of the pros and cons. You could recheck these views later or at a later contact with them.)

**Adults with additional needs:** We recognise our limitations as a team and would liaise on an individual basis to best provide for any person with additional needs. Where we are unable to offer full support, we recommend they attend with a support worker / carer.

**Respectful conversations:** Team should be respectful of personal boundaries and practice sensitivity if an adult chooses to discuss personal issues. Team should be creating a safe environment in which people are free to express their concerns, and if a disclosure arises, should follow the correct procedures as outlined in this

safeguarding Policy. Never promise to 'keep a secret' and if there is uncertainty around an issue the designated Safeguarding officers are at hand to offer advice and support. Team should be aware of possible indicators for abuse that may be more subtle, for example in the case of emotional, psychological, spiritual abuse, or from forms of harm such as domestic violence or hate crimes.

**Online communication:** Team should be aware of, and adhere to, our policy around all forms of communication, including online and through social media.

**Physical activities:** Team should always avoid physical contact play such as wrestling or tickling, and never be sexually provocative with community members or fellow team members. When playing sport, be sensible in how you engage, for example not being rough when tackling in football.

**Outdoor activities:** Our current outdoor activities include a gardening group, and a walking group. A risk assessment is carried out for all these activities. Community walks stick to routes that don't involve going to people's individual homes. At least one team member should be first aid trained, and team should have access to a phone in case of an emergency. Suitable team ratio, appropriateness, and gender mix should all be considered.

**Catering & food distribution:** We ensure the highest level of kitchen and food safety standards and meet all EHO requirements. We ensure all food is safe to eat, and clearly label allergens on any food prepped. When operating from the pantry, or working with surplus food suppliers to distribute food, we never cook, freeze, or give out food past the use-by date. We also ensure all packaging is safe and secure, stored in the right conditions (including at the right temperature), and help to identify any allergens with community users who may be at risk.

**Transport:** Any team offering a lift to community members should only do so if another adult, who is unrelated, is present in the vehicle. Gender mix and appropriateness should be considered.

**'At risk' volunteers:** All volunteers should have agreed to and signed the Glenwood Code of Conduct (which should be explained or made accessible to them by the project lead). Where there are concerns that a volunteer may be an 'adult at risk' they are not counted within the ratio of team to community members. Volunteer tasks should be carefully managed so as not to overload an individual. If there is an allegation, concern, or disclosure the safeguarding procedure applies.

**Photography & filming:** We only allow for photographs or video recordings of adult's where their consent is obtained. Images and film should only be captured on designated devices for official use only. If being posted on social media, it should only be done so on the approved outlets. All photos should be suitable, and not include any personal details.

**Data protection:** When holding any information about an adult, they must first sign a GDPR statement of consent. All information held should be in line with our Data Protection Policy.



**Financial Integrity:** When it is necessary to collect money from an adult at risk, this will be done with a witness and a receipt given with a copy retained by us for record keeping.

**Knives & drugs:** Knives and drugs are not permitted during any Glenwood projects and activities. A team member is allowed to confiscate these items, but should only do so with the adult's consent, and in the presence of another member of the team. Team are neither expected nor allowed to confiscate by force and must not attempt any action that may bring harm to themselves or other people. If a person refuses to voluntarily surrender knives or drugs, and also refuses to thereafter immediately leave the premises, then police support may be summoned. The adult involved should be warned that this course of action will be taken. Safeguarding procedures may be implemented and a referral may be made to an appropriate support service if the adult concerned is deemed at risk of harm. When substances need to be handed into the police, the project lead must first call the police station, to inform them they will be carrying the substance. Any case of this must be recorded on an incident report form and reported to the leadership team.

**Where children are involved:** The best interests of any child are paramount in all considerations about the safeguarding and protection of adults at risk.

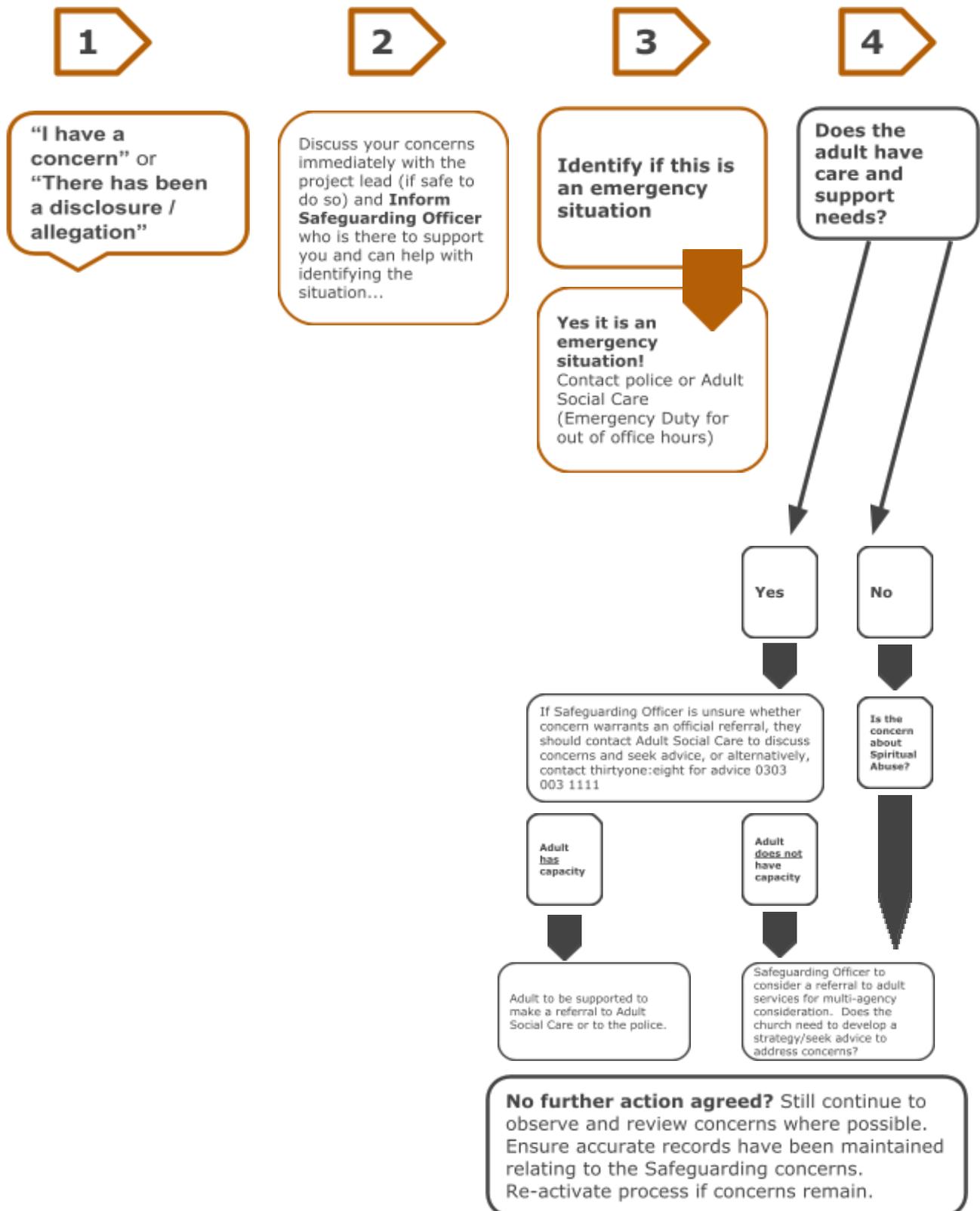
**Bookings:** Any external groups running sessions within the Glenwood building should agree to and sign our Code of Conduct, and be aware of our Safeguarding Policy and procedures.

**Risk Assessments:** We carry out risk assessments for each activity undertaken within this project. These assessments include the safeguarding of adults at risk, and the safeguarding of team members from allegations of abuse. Please refer to the adjacent folder for current activity risk assessments.

**Responding to an allegation, concern, or disclosure:** Where concerns are identified, the key principles of working with adults at risk embedded in the Social Services and Well-Being (Wales) Act 2014, will inform our approach to interventions at all times. Where a concern is identified, we must communicate very clearly what we have done and will be doing to safeguard the adult at risk, unless to do so would in any way increase risk to them or a child. Capacity will be assumed unless there is reason to believe that the person cannot understand. Where we are working together with adults at risk, their carers', family members and other agencies, it is essential to recognise that, in some limited circumstances, it will not be appropriate to engage with carers or family members in order to protect the adult at risk. Concerns or allegations that Glenwood staff or volunteers have abused or neglected adults will be taken very seriously and managed sensitively and fairly in accordance with these policies, relevant legislation and local procedures. It is our duty to respond appropriately and to follow the correct procedure outlined in Section 2: recognise, respond, record, and report. The following flowchart may serve as a visual guide for team when reporting a safeguarding incident referring to adults at risk:

# Flowchart of Action, for those working with adults at risk:

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



# THE ELDERLY

## Practical guidelines to ensure the safeguarding of older people who are over 75

**Project lead:** Rachel Treseder

**Overview of the project:** We aim to provide a nurturing, supportive, and creative environment amongst the elderly community (predominantly aged 75+) which gives value and dignity to all. The elderly community includes people from both the church congregation and local community. We offer regular activities such as lunch club, knitting club, indoor bowls, and gentle exercise. We also aim to ensure accessibility to the wider activities such as Sunday morning worship, prayer gatherings and group activities - e.g., gardening group.

### Practical Guidelines

**Our team:** We follow the Glenwood safer recruitment procedure, which ensures that all our volunteers are suitable, and have signed the Safeguarding Commitment. All team undergo regular and appropriate training, including on issues of safeguarding. Everyone has agreed to, and abides by, the Glenwood Team Code of Conduct.

**Ratio of team to club members:** There is no set ratio but we recommend that there are at least two designated team members to ensure the safe running of any club. The team should include a project lead who can ensure the Code of Conduct is adhered to and someone who is first aid trained is on site.

**Personal care:** We recognise our limitations as a team, and would liaise on an individual basis to best provide for any elderly people with additional needs. Where we are unable to offer full support, we recommend they attend with a support worker / carer.

**Luncheon club & catering:** We always make sure before a meal that we know people's dietary requirements and allergies. We ensure the kitchen team have the relevant Food Hygiene training and our Food Safety Policy is adhered to.

**Home visiting:** It is important to consider the safeguarding of both the person being visited, and the team member making the visit. In order to do this, we ensure all team members who are lone working have been safely recruited, trained and supervised. Logs are kept which detail the time and location of home visits, and who is involved. We use phones for reporting any incidents, and have regular meetings to maintain safe practices.

**Physical activity:** Any clubs containing physical activity must be suited to the ability of the members. We bring in external professionals to help run and oversee these activities.

**Environmental considerations:** In order to safeguard those with reduced mobility and sensory impairments we ensure every activity is properly risk assessed, and that the environment is as safe and accessible as possible (e.g., good lighting, minimal obstacles & trip hazards, hearing loop, and wheelchair access.)

**Transportation:** It is recommended that where possible members are transported by family members or care workers. Where needed, outside agencies such as VEST Community Transport are suggested: 02920 490335.

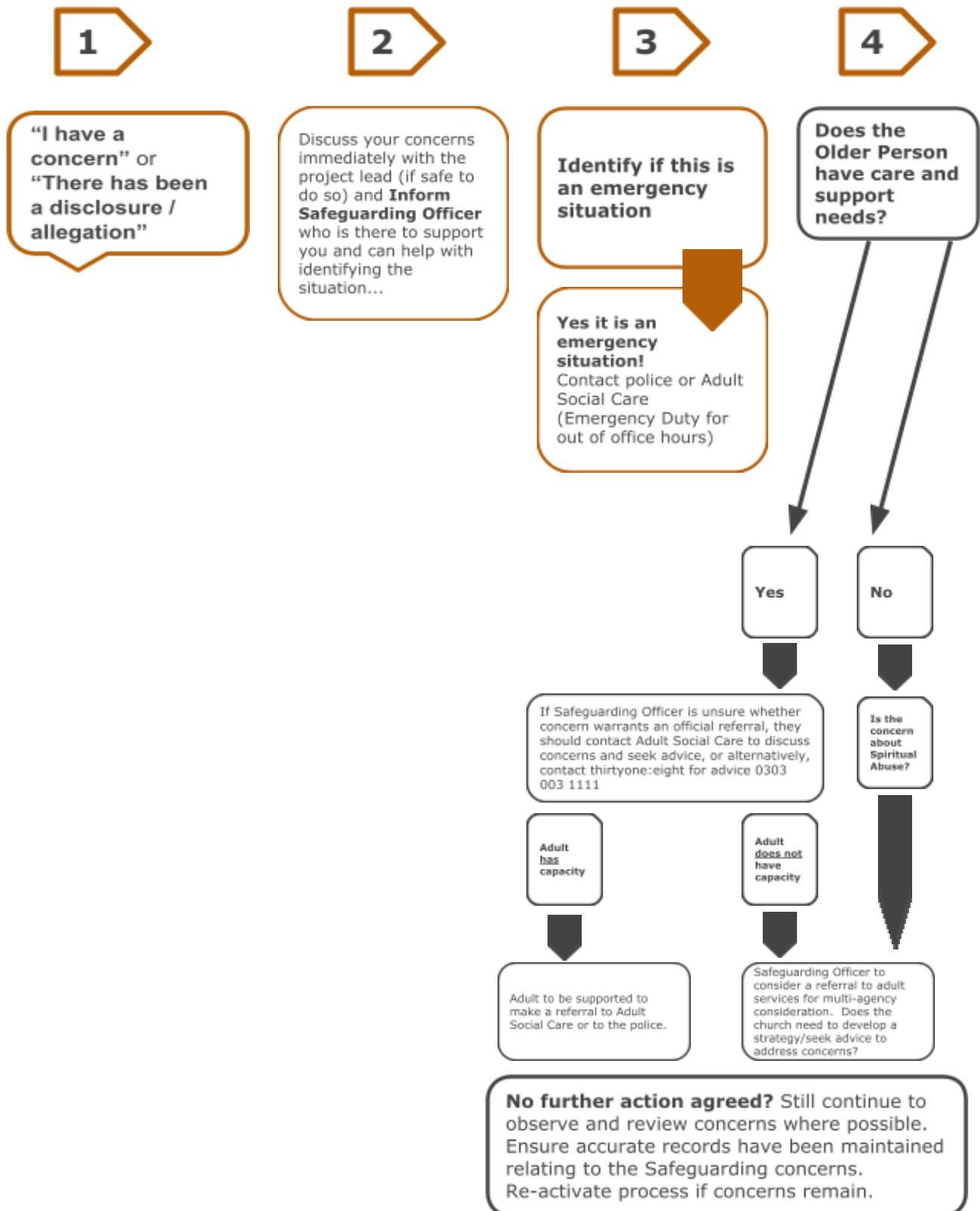
**Risk assessments:** We carry out risk assessments for each activity undertaken within this project. These assessments include the safeguarding of elderly adults from abuse, and the safeguarding of team members from allegations of abuse. Please refer to the adjacent folder for current activity risk assessments.

**Older Adults Commissioner for Wales:** The Commissioner is taking action to end ageism and age discrimination, stop the abuse of older people and enable everyone to age well. The Older People's Commissioner for Wales promotes awareness of the rights and interests of older people, challenges discrimination against older people, encourages best practice in the treatment of older people, and reviews the law affecting the interests of older people. Useful contact for advice, or whistleblowing: 03442 640 670 | [www.olderpeoplewales.com/en/Home](http://www.olderpeoplewales.com/en/Home)

**Responding to an allegation, concern, or disclosure:** Everyone has the right to have their human dignity respected and live their life free from abuse and neglect. Safeguarding and protecting the most vulnerable in society, when they need it, could ensure a better quality of life for many people. It is our responsibility to report a concern where we deem there may be risk of abuse or where someone from our elderly community may have their human rights routinely disregarded. In this instance, we follow our Safeguarding Policy procedures for responding, recording, reporting, and referring. We would seek to liaise with other agencies involved where appropriate and necessary. The following flowchart may serve as a visual guide for team when reporting a safeguarding incident referring to an older person at risk:

# Flowchart of Action, for those working with older people at risk:

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



# PASTORAL CARE

## Practical guidelines for safeguarding adults who are receiving and offering pastoral care

**Project lead:** Rachel Treseder

**Overview of the project:** Our aim is for Glenwood church to be a safe nurturing community that encourages a culture of care, support, freedom and growth. Pastoral care can incorporate a number of different activities to achieve this aim, to include practical help, counselling, prayer ministry and spiritual direction.

### Practical Guidelines

**Our team:** We follow the Glenwood safe recruitment policy, and ensure that all our volunteers are suitable and have signed to abide by the Glenwood Team Code of Conduct. We ensure all our team undergo the appropriate training, including on issues of safeguarding.

**Counselling:** Any counselling that is offered within Glenwood must be undertaken by a fully trained accredited counsellor, and registered with BACP (British Association of Counselling and Psychotherapy), UKCP (UK Council for Psychotherapy), or HCPC (Healthcare Professions Council). We aim to ensure the safety and wellbeing of both counsellor and counsellee by ensuring that the Code of Conducts are adhered to during any counselling session. In addition, we aim to provide a safe and nurturing environment within the counselling rooms with necessary risk assessments in place e.g., placement of panic alarms in rooms.

**Spiritual direction:** Any spiritual direction that is offered within Glenwood must be undertaken by a fully trained spiritual director, who is signed to a network of spiritual directors and receives regular supervision. This ensures that the director is adhering to the Glenwood Team Code of Conduct, and in particular negating any risk of spiritual abuse within this relationship.

**Confidentiality:** Individuals are made aware that conversations will be kept confidential, unless there is a risk of harm to themselves or to others (in which case there is a duty to report.)

**Financial expectations:** Any counselling, therapy, or spiritual direction offered under the Glenwood Faith Community remit will be offered free of charge. This is part of the service we offer and safeguards any vulnerable people from financial abuse. Donations can only be made to the organisation through official avenues, and should never be asked for.

**Offering prayer:** As a faith based organisation, we believe that offering to pray with people is an important aspect of the care and support that is available. However, this



must always be done in a sensitive and gentle manner, and always with the full agreement from the person being prayed for. We would never engage in conversion therapy or other similar practices. If people would like to be prayed for, we are happy to do so, but are sensitive in our language, not casting blame but instead instilling peace. Consideration should be given to ensuring confidentiality of anything disclosed within prayer, unless there is any concern of risk to individuals or others.

**Risk assessments:** We carry out risk assessments for each activity undertaken within this project. These assessments include the safeguarding of all those receiving pastoral care, and the safeguarding of team members from allegations of abuse. Please refer to the adjacent folder for current activity risk assessments.

**Supporting those affected by abuse:** We are committed to offering pastoral care and support to those who have been affected by abuse, whilst acknowledging our own limitations, and knowing where to refer to other organisations for professional help. We also commit to working with the statutory authorities as appropriate.

### **Useful Contacts:**

#### **New pathways**

*Rape crisis and sexual abuse support services*

Phone: 01685 379 310

[www.newpathways.org.uk](http://www.newpathways.org.uk)

#### **Childline**

*A helpline of trained counsellors for anyone under 19 to talk through issues they are going through*

Phone: 0800 1111

[www.childline.org.uk](http://www.childline.org.uk)

#### **Women's Aid**

*Support from specialists for women and children*

Email: [helpline@womensaid.org.uk](mailto:helpline@womensaid.org.uk) (they respond within 5 working days)

[www.womensaid.org.uk](http://www.womensaid.org.uk)



# SECTION 4



## Safer Culture: Creating a safe community for all

# Spiritual Wellbeing

As a faith based community, it is important that Glenwood is a helpful, healthy, and safe environment which remains free from spiritual abuse. In order to maintain a safe culture within the Glenwood Faith Community, we endorse the following practices which have been identified by Oakley & Kinmond (2013) to help prevent spiritual abuse from occurring:

**Empowerment** It is important that we encourage everyone to develop autonomy, by creating a culture in which people are able to develop as individuals who can think for themselves and are able to express disagreement or concern.

**Supervision** We practice supervision and support for both paid and unpaid roles, developing a healthy practice whereby discussions of helpful and unhelpful behaviours can be held.

**Support** We offer support to those who have experienced spiritual abuse, are sensitive in the way we talk about issues, and speak up in solidarity with those who are discriminated against or victimised.

**Training** We continue to develop and operate safer practices, and incorporate the issue of spiritual abuse into our regular training. A healthy team that works together to challenge and give an account to, can help to protect against abuse.

**Awareness** We promote the awareness of spiritual abuse and continue to read and follow guidelines as they develop around this issue. It is important for everyone to be equipped in the understanding of what spiritual abuse is, how to prevent it, and where to report it should an incident occur. It is also important to dialogue around theology and scripture in order that individuals become more aware if manipulation occurs.

***We will continue to review our practices around this as new policy emerges on Spiritual Abuse & Conversion Therapy.***

## Online behaviour

We seek to ensure that all internet and social media behaviour, whether by team or community users, is in line with our values and within the law.

All online content, social media posts, and correspondence through Glenwood Faith Community accounts will be: consistent with our values and aims, appropriate and fit for purpose, and will be monitored by the communications team and the various project leads.

Any disclosure or abuse reported through social media should be dealt with in the same way as a face to face disclosure, according to our reporting procedures.

All community users should be aware of the Online & Social Media Policy, and agree to its terms before engaging with Glenwood accounts and activities online. Users should also be made aware of who manages our social media accounts and who to contact if they have any concerns about the running of the account.

Designated admins will remove inappropriate posts by community users or team members, explaining why, and informing anyone who may be affected (as well as the parents of any young people involved).

Identifying details such as an individual's home address, school name, or telephone number should never be posted on social media platforms.

We treat 'chat' and messaging features as written documents, which are kept for records, and are mindful of how we present ourselves and how we are interacting. Team must not engage in 'sexting' or send pictures to anyone that are obscene, indecent or menacing. Messages and emails should be signed off in a professional manner, avoiding the use of kisses 'xx' or inappropriate emojis.

Team should not communicate with children, young people, or adults at risk via personal accounts or private messages. Personal information should also not be shared which includes: mobile phone numbers, email addresses, social networking accounts, personal blogs, image storing sites, passwords, or pin numbers, etc).

Any communication with young people should be made through the designated youth channels, which is checked first, and overseen by the youth work project lead. A written consent from the parent/guardian must also be obtained. Please refer to the specific practical guidelines in Section 3 for details on online protocol when working with young people.

These principles apply, no matter which current or future technology is used - including laptops, tablets, web-enabled game consoles, etc.



## Further Policies

Various policies exist within the Glenwood Faith Community, in order to foster a safer working culture.

### Equal Opportunities

Glenwood Faith Community is committed to social justice and resolutely opposed to discrimination in society.

*Please refer to the full Equal Opportunities Policy.*

### Data Protection

Fears about sharing information cannot be allowed to stand in the way of the need to Safeguard and promote the welfare of children and adults at risk of abuse or neglect.

*Please refer to the full Data Protection Policy for further details.*

### Health & Safety

Health & Safety is to be managed as part of all activities. Project leads should ensure that there are sufficient adults within a group that would allow an emergency or accident to be dealt with safely without putting the remainder of the group at risk or with inadequate supervision. If there is an emergency involving injury to a person:

- Stay calm
- Provide immediate first aid when needed
- Alert others to the need for help
- Call an ambulance if needed
- Complete the accident folder
- Consider whether there are implications for the Health & Safety Policy and/or practices and report these to the leadership team.

*Please refer to the full Health & Safety Policy for further details.*

### Whistleblowing

Glenwood Faith Community is committed to the highest standards of openness, probity and accountability. An important aspect of accountability and transparency is a mechanism to enable all team and community members to raise concerns in a responsible and effective manner.

*Please refer to the full Whistleblowing Policy for further details.*

## Working with those who pose a risk

As a family church we want to ensure that Glenwood is a safe environment to grow and develop, and so the safeguarding of all children and young people is paramount. We also take seriously the responsibility of safeguarding adults at risk, who may have care and support needs. If we are unsure as to whether or not a person is safe to work with, a risk assessment will be made to evaluate whether or not safeguarding can be maintained, and the corresponding boundaries put in place.

In the incident where someone would like to attend Glenwood who is known to have abused children, is under investigation, or is known to be a risk to adults with care and support needs, we will seek the help of police and probation in carrying out risk assessments which will consider the details of offending and subsequent behaviour and attitudes. **As a family church, we are likely to find the inclusion of this person risky and help them to find another church where the risk to children can be more easily managed.**

In order to consider working with someone who poses a risk, the following behavioural boundaries would need to be put in place. These should help the offender feel secure and less at risk of false accusations. Most importantly, these boundaries will serve to protect children and young people who attend church activities.

- An offender should not be permitted to get close to children or adults who are vulnerable (either physically or emotionally)
- An offender must not sit in the vicinity of children or known vulnerable adults at church or attend house/cell group meetings where there are children in the home
- An offender should never be allowed to work with children and young people or with adults who are known to be vulnerable
- They should not hold positions of leadership or responsibility where they are seen by others as someone who can be trusted, this includes being part of the welcome and hospitality team, band or tech team, and leading prayers or bible studies

However repentant a sexual offender may appear to be, there are no cast-iron guarantees that they will not re-offend good sense safeguarding policies and procedures should not be disregarded purely because someone has had a 'spiritual renewal' or experience. Like anyone, an offender wanting to change will need people around them who will love and accept them, offering care and protection with the assurance that God does not reject them. Alongside this, the people supporting the offender will need to:

1. Challenge risky or wrong thinking and behaviour
2. Not allow themselves to be manipulated
3. Be relied upon to be supportive to help maintain self-control

It would therefore require the setting up of a Support and Accountability Group, particularly for high-risk offenders. This group would share any necessary chaperoning and monitoring of the offender in church, and also provide a context in which they can address and be supported through the issues they face in life. The

group would hold the offender to account for their thinking and behaviour. On-going monitoring would be essential, and it is important that, with changes of staff over time, knowledge of the offender is passed on to new people.

Confidentiality is an important principle in any dealings with people in pastoral situations. However, where safety may be compromised, confidentiality has to take second place to the protection of others. Open communication with the person who has offended and sharing information with the police and probation service are vital for the protection of children and adults who are vulnerable. A church leader may be given confidential information by one of the statutory agencies that cannot be shared with the wider church. However, leaders responsible for children and vulnerable adults can be made aware of any boundaries that are in place without being given details of the offender's history. This is an important distinction; to know the boundaries without the reasons.

Where we feel we cannot fairly support this individual, or that it is not safe to do so, we would recommend professional support services to help them. These include the following:

### **The Lucy Faithful Foundation**

*A national safeguarding agency working with perpetrators of child sexual abuse*

Phone: 01527 591 922

[www.lucyfaithfull.org.uk](http://www.lucyfaithfull.org.uk)

### **Stop It Now!**

*A campaign to prevent child abuse by encouraging offenders to seek help*

Helpline: 0808 1000 900

[www.stopitnow.org.uk](http://www.stopitnow.org.uk)

### **Circles of Support and Accountability**

*A Community support system for sexual offenders.*

Phone: 0118 950 0068

[www.circles-uk.org.uk](http://www.circles-uk.org.uk)

**Please refer to Thirtyone:eight guidance on how to manage a contract, which would be required should we choose to work with someone who poses a risk:**

<https://thirtyoneeight.org/get-help/resources/practice-guides/practice-guides-text/contracts-and-agreements/>

# SECTION 5

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**Safer Team: Ensuring safe recruitment and training of all staff, volunteers, and trustees within the Glenwood Faith Community**

# Recruitment of Staff and Volunteers

## Commitment of the Trust and Leadership:

We commit to ensuring that all who work within the Glenwood Faith Community (including staff, trustees, and volunteers) are safe to work with, have the competency for the role, and will adhere to our Safeguarding Policy and practices.

## Recruitment Process:

The recruitment of any staff or volunteer will involve an informed **conversation** with the project lead, detailing: the vision of the work, tasks involved within the specific activity, how we safeguard, their appropriateness, understanding of responsibility involved, skill-set required, and any underlying health complications.

Where the law requires, workers will undergo a **DBS** check to assure their suitability

All those who are offered a role within the team will be asked to sign the **Glenwood Safeguarding Commitment**, which contains a Safeguarding Declaration and our Code of Conduct.

Everyone on the team will be expected to undergo our training process, which includes the attendance of mandatory **safeguarding training** sessions.

Training will then continue to be ongoing as policy changes and develops.

# Training of Staff and Volunteers

## Commitment of the Trust and Leadership:

We commit to ensuring on-going training and development opportunities for all team workers within Glenwood, and to developing a culture of awareness around safeguarding issues to help protect everyone. All team will receive the right support and supervision required, as well as induction training, and recognised safeguarding training on a regular basis.

## Training Process:

**Induction training** takes place during the first week of recruitment for any paid member of staff, and involves reading and understanding the **Staff Handbook**.

The Team **Code of Conduct** is to be signed by all staff, trustees, and volunteers. It puts into practice our key values which should be adhered to, as well as outlining practices to prevent abuse from occurring.

The **Safeguarding Policy** should be read and understood by all, and team should have the practical guidelines that apply to their project or activity highlighted to them. Team members will also be required to attend regular **safeguarding training**. It is advised that everyone downloads the Safeguarding.Wales **App** on their phone, has an understanding of abuse and neglect, and is aware of: Government legislation, The UNCRC Rights of a Child, and other relevant conventions and policies.

**Other policies** should also be read and understood, these include our: Equal Opportunities Policy, Spiritual Wellbeing Policy, Whistleblowing Policy, Health & Safety Policy, Substance Misuse Policy, Communications Policy, and Data Protection Policy.

**Specific training** sessions may apply for specialised work (e.g., Food Hygiene training for those involved in running projects related to food and cooking)

Those that have accredited registrations should ensure they are up to date in their **professional development**.

We may recommend the relevant teams attend any new and specific courses organised by **Thirtyone:eight** as various contemporary issues arise.

All policies, alongside the Staff Handbook, are kept in the stationary cupboard for all team members to revisit and look over as and when required.

# Young Volunteer Scheme

Glenwood Faith Community has a strong commitment to developing young people's potential, and part of a young person's personal development might include them volunteering. The Young Volunteer Scheme is for those under the age of 18. The scheme equips young people with transferable life skills, and offers them a chance to develop and give back to the community.

It is important that young people are volunteering because they are well suited to the role, as with anyone, and not just to keep them in a group they "grew up in." If a young person becomes a volunteer in a group where they have been a young member, it may be difficult to adapt to a new role in a familiar environment. We need to enable young people to be aware of the change in role – to clarify what precisely has changed, how that feels to them, how their peers may react, how the other team treat them, and how they can grow in skill, knowledge and confidence over time.

It is helpful to have a general discussion about how the young person feels about taking on this role. The Boys Brigade have suggested a helpful list of what this conversation could include: their hopes and fears, what responsibilities they feel ready for – and what ones they would like training and support for, how to cope with the reactions of their peers, coping with challenging behaviour, who to ask for support/advice, growing into the role and gaining confidence.

All young volunteers must be taken through the appropriate elements of the Safeguarding Policy, and the written procedures for the project in which the young person is helping must be explained to them. These must include guidelines over who is allowed to let people in and out of the building.

Young volunteers must sign and date a declaration where they commit to listening to the instructions of the project leader, commit to turning up regularly to the activity, inform the project lead if they can't, and promise to be a good role model to the people they will be serving. All young volunteers need to agree to the Glenwood Team Code of Conduct.

These young people should be encouraged to take the opportunity to attend the relevant training courses that are on offer so they can develop their skills and confidence for their role.

A completed consent form must be obtained from the young person's parent or guardian before they can become a young volunteer and help out in the activity.

All those on the scheme must be supervised by adult leaders at all times and never left with the sole responsibility of a group of children or young people. Remember, young volunteers do not count as adults for the recommended adult to child ratios.

If the young person is still volunteering when they turn 18 years old, they would be required to register as an adult volunteer and complete a disclosure check at that time.

# Code of Conduct for all Glenwood Team

This outlines the expectations of everyone working within the Glenwood Faith Community, in relation to behaviours and actions. Our team includes staff, trustees, and volunteers. Team members should always conduct themselves appropriately, doing the right things in the right way:

- Model Jesus by demonstrating kindness towards all
  - Recognise that everyone is of value, be fair, and treat everyone according to our Equal Opportunities Policy
  - Communicate with others in an open and respectful way, whether in person, by phone, writing, or digital media
  - Respect others' privacy in line with our policies and guidance
  - Be responsible and accountable in the way you perform your role
  - Create an environment which is safe for all, and allows people to talk about the concerns they have
  - Create a culture which is free from spiritual abuse
  - Recognise that sensitivity is required in moments when you are discussing issues such as bereavement, bullying, abuse, or personal development
  - Avoid inappropriate physical contact, such as wrestling or tickling
  - Do not be violent or sexually provocative in your comments or actions
  - Do not act dishonestly, or do anything which brings or is likely to bring Glenwood into disrepute or have a negative impact to its reputation
  - Make sure that you follow Glenwood policies and regulations, and re-read them from time to time
  - Maintain a behaviour and attitude that are in line with our objectives
  - Comply with all Welsh laws and safeguarding procedures
  - When safeguarding a person's wellbeing (whether a child, young person, or an adult) take a person-centred approach
- In addition to the above, all paid staff should follow the conduct and policies listed in the Glenwood Staff Handbook.

# Code of Conduct for Project Leads

This outlines the expectations of all project leads who are overseeing activities within the Glenwood Faith Community:

- Ensure that everyone within the project, both team and community members, are treated with dignity and respect
- Safely recruit all team members, ensure their regular training, and keep up to date on DBS checks where required
- Consider appropriate ratio and mix of workers needed to run a group
- Do not allow anyone under 16 years of age to be left in charge of children of any age, or children/young people to be left unsupervised
- Make sure that only approved volunteers are assigned to help during the activity - other people are not allowed free access
- Have a clear strategy for summoning additional help (if needed) in situations where a worker is alone with a child, young person or vulnerable adult
- Keep the practical guidelines for safeguarding your project up to date and relevant
- Complete a risk assessment for each activity within your project
- Liaise with the bookings manager when scheduling activities in the building, and consider safeguarding when multiple events are taking place at the same time
- Ensure good access to the activity and facilities (e.g., considering wheelchair users, or ensuring children have access to toilets without being in contact with other groups using the building)
- Ensure that activities are appropriate to the needs and age of the group
- Establish clear guidelines on personal privacy (e.g., avoid questionable activity such as rough or sexually provocative games and comments)
- Have the appropriate safety equipment to hand for each activity, a phone to hand in case of emergencies, and make sure first aid kits are available
- Deal with all accidents safely, and record them in the accident folder
- Ensure the safe exit of all those taking part in the activity, and leave the room / building in a clean and tidy condition (making sure lights and plugs are all switched off, and when required: shutters down and alarm set).

# SECTION 6



## Adoption of Safeguarding Policy

# AGREED & SIGNED

## Adoption of policy by the project leads

*As a member of the Glenwood Faith Community team, I agree to the Glenwood commitment and Code of Conducts outlined, to implementing the practical guidelines, and to reporting procedures within this Safeguarding Policy document.*

Name	Position	Date	Signature
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## Adoption of policy by the leadership

This policy was agreed and adopted by the leadership team, who commit to its implementation. The leaders will:

- Ensure practice is in accordance with the legislative requirements and expectations of the Social Services and Well-being (Wales) Act 2014, and the accompanying Working Together to Safeguard People guidance.
- Appoint Safeguarding Officers to work with the team to implement policy and procedures. The Officer will ensure that any concerns about a person or the behaviour of an adult are appropriately reported to the statutory agencies. The Officer will have the right to attend meetings and will report to the leadership team at least annually on the implementation of this policy.
- Display a copy of the policy on site where all activities take place.
- Ensure that all those who are in a position of authority are appropriately recruited according to safer recruitment practice, are trained, resourced and supported. This will include ensuring they have access to all relevant policies.
- Ensure that there is appropriate insurance cover for all activities undertaken in the name of Glenwood.
- Review the implementation of this safeguarding policy, procedures and practices at least annually.
- Work to create a culture of informed vigilance that takes all people seriously.
- Ensure that those who may pose a threat to other persons are effectively managed and monitored.
- Ensure that other policies (including health and safety) and the appropriate procedures and risk assessments in respect of premises and activities are in place and that these are reviewed periodically.
- Act without delay on allegations or suspicions of abuse using the procedure laid down by the Welsh Government.
- Respond without delay to any complaints received regarding other persons.
- Ensure that all team will receive regular safeguarding training, and have access to these policies so that they are aware of their responsibilities.
- Cooperate fully with investigations by statutory agencies and not conduct its own investigations except with the prior approval of statutory agencies.
- Seek to offer informed pastoral care to any person who has suffered abuse.
- Agree to the Glenwood commitment and Code of Conducts outlined

**Name**

**Date**

**Signature**



## Adoption of policy by the trustees

The trust will adopt this Glenwood Safeguarding Policy and commit to its implementation. This being the case, the trust will ensure Glenwood meets the Safeguarding requirements of the Charity Commission, and report any 'Serious Incidents' to the Charity Commission.

**Name**

**Date**

**Signature**

# SECTION 7

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## Appendices

*Types of abuse*.....pages 56-60  
*Safeguarding Commitments*.....page 61  
*Young Volunteer Scheme*.....page 62  
*Record Forms*.....page 63

## TYPES OF ABUSE

This section considers the different types and patterns of abuse and neglect, and the different circumstances in which they may take place. It is not intended to be an exhaustive list, but an illustrative guide as to the sort of behaviour which could rise to a safeguarding concern.

The following signs could be indicators that abuse has taken place but should be considered in context of the whole life of the child, young person, or adult at risk.

**Physical abuse** may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a person. For a child or young person, physical harm may also be caused when a parent or caregiver fabricates or induces illness in a child whom they are looking after.

For an adult, physical harm may include undue restraint, inappropriate sanctions, and overuse or misuse of medication.

### **Signs of physical abuse could include:**

- Injuries not consistent with the explanation given for them
- Injuries occurring in places not normally exposed to falls, rough games, etc
- Injuries that have not received medical attention
- Repeated urinary infections or unexplained stomach pains
- Bruises on babies, bites, burns, fractures etc which do not have an accidental explanation\*
- Cuts/scratches/substance abuse\*

**Emotional abuse** is the persistent emotional ill treatment of a person. This may involve conveying to a person that they are worthless or unloved, inadequate or valued only in so far as they meet the needs of another person.

For a child this can cause severe and persistent adverse effects on their emotional development. It may feature age or developmentally inappropriate expectations being imposed on children. It may involve causing children frequently to feel frightened or in danger, for example by witnessing domestic abuse within the home or being bullied, or, the exploitation or corruption of children. Some level of emotional abuse is involved in all types of ill treatment of a child, though it may occur alone.

In an adult, threats of harm or abandonment, coercive control, humiliation, verbal or racial abuse, isolation or withdrawal from services or supportive networks. (Coercive control is an act or pattern of acts of assault, threats, humiliation, intimidation or other abuse that is used to harm, punish or frighten the victim);

Psychological abuse can fall under this category and is defined as that which affects the victims mental capacity. Gaslighting is an example of psychological abuse and involves manipulating someone into doubting their own sanity.

### **Signs of emotional abuse could include:**

- Being humiliated in front of others
- Changes or regression in mood or behaviour  
(for a child, they may withdraw or become clinging)

- Depression, aggression, extreme anxiety
- Nervousness, frozen watchfulness
- Obsessions or phobias
- Sudden under-achievement or lack of concentration
- Inappropriate relationships with peers and/or adults
- Attention-seeking behaviour
- Persistent tiredness
- Running away/stealing/lying

Emotional abuse in relation to **Domestic Abuse**, may include indicators such as:

- Being humiliated in front of others
- Being called insulting names, such as “stupid,” “disgusting,” “worthless”
- Abuser getting angry in a way that is frightening
- Abuser threatening to hurt the adult at risk, or people / pets cared about
- Phrases like, “If I can’t have you, then no one can”
- Having things decided on their behalf, like what someone wears or eats
- Abuser acting jealous, including constantly accusing partner of cheating
- Continually pretending to not to understand what the victim are saying, making them feel stupid, refusing to listen to their thoughts and opinions
- Memory of events being questioned, or denial that an event happened
- Changing the subject whenever the victim tries to start conversations, and questioning their thoughts in a way that makes them feel unworthy
- Making the victims needs or feelings seem less or unimportant

**Spiritual abuse** is a form of emotional and psychological abuse. It is characterised by a systematic pattern of coercive and controlling behaviour in a religious context. Spiritual abuse can have a deeply damaging impact on those who experience it and often occurs through manipulation, fear, and shame. However, holding a theological position is not in itself inherently spiritually abusive, but misuse of scripture, applied theology and doctrine is often a component of spiritually abusive behaviour. A warning sign of spiritual abuse is when scripture is used to support an individual’s personal agenda. Instead, it should focus on the needs of others and should encourage people to consider and choose their responses for themselves.

**Signs of spiritual abuse could include:**

- Taking false responsibility or feeling to blame for any issues or problems a person identifies
- A person being required, forced, or coerced to share personal details or to include another person in your decision-making
- A person feeling fear and shame
- Being pressured to perform or conform to different actions or behaviours
- Forced commitment to a place of worship, even if it means being unable to fulfil other commitments
- The experience of acceptance, followed by rejection, as a way of controlling behaviour
- Use of Bible passages to control or manipulate, or pressurising individuals to behave in a particular way or to make a particular decision
- There may be an unhealthy culture in which people are unable to raise issues or to ask questions without being accused of either threatening unity or causing trouble.

- Often a spiritually abusive individual will find it very difficult to work with others and to be able to take on-board alternative opinions and there is often an absence of team decision-making. There may be a suggestion that the abuser has a 'divine position.'

**Sexual abuse** For an adult this includes rape and sexual assault or sexual acts to which the vulnerable adult did not or could not consent and/or was pressured into consenting. For a child or young person, this involves forcing or enticing them to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. They may include 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.

**Signs of sexual abuse could include:**

- Any allegations made concerning sexual abuse
- Severe sleep disturbances with fears, phobias, vivid dreams or nightmares, sometimes with overt or veiled sexual connotations
- Eating disorders - anorexia, bulimia\*
- Inappropriate bed-sharing arrangements at home
- For a child: age-inappropriate sexual activity through words, play or drawing, detailed knowledge of adult sexual behaviour, and excessive preoccupation with sexual matters, sometimes being sexually provocative or seductive with adults

**Financial or material abuse** involves someone using or misusing money or material possessions to control a person's actions and their freedom. Types of financial abuse include scams (both online and in-person), theft, fraud, coercion of an adult for their financial affairs or arrangements – such as their will, property or inheritance – or the misuse or misappropriation of property, possessions or benefits. Financial or material abuse may present itself in some health and social care environments – for example, misuse of personal allowance in a care home, arranging less care than is needed to 'save money' (and then pocketing the difference or maximising inheritance) or denying assistance to access benefits. Additionally, those adults who live alone may be more at risk of scams or rogue trading – where unnecessary, poor-quality or overpriced property repairs are carried out, or fail to be carried out after being paid for.

Though this category may be less prevalent for a child, the Social Services and Well-being (Wales) Act 2014 does include it as a form of abuse that can harm children and young people. For a child or young person, indicators could be: not meeting their needs for care and support which are provided through direct payments, complaints that personal property is missing, or financial decisions that benefit the caregiver over the child.

**Signs that may indicate financial/material abuse in adults may include:**

- Unexplained lack of money, withdrawal of funds from accounts, or misplaced personal possessions
- Rent arrears or evictions
- Disparity between the person's living conditions and their finances.
- People showing an unusual interest in the individual's finances and assets.
- Changes in the deeds or title to an adult's property

- Lack of financial records in a care service
- Complaints that personal property is missing
- A decline in personal appearance that may indicate that diet and personal requirements are being ignored
- Deliberate isolation from friends and family giving another person total control of their decision-making

**Neglect** is the persistent failure to meet a person's basic physical and/or psychological needs. For a child or young person this is likely to result in the serious impairment of their health or development. It may involve a parent or caregiver failing to provide adequate food, shelter and clothing, failing to protect from physical harm or danger, or failing to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs. In addition, neglect may occur during pregnancy as a result of maternal substance misuse. For an adult at risk, neglect may include failure to access medical care or services, negligence in the face of risk taking, failure to give prescribed medication, failure to assist in personal hygiene or the provision of food, shelter, clothing; emotional neglect.

**Signs of neglect could include:**

- Under nourishment, failure to grow\*
- Constant hunger, stealing or gorging food
- Untreated illnesses, inadequate care, etc
- Poor personal hygiene.

\*Where possible signs are marked with a star, these could indicate that a person is self-harming. Approximately 20,000 children and young people are treated in accident and emergency departments in the UK each year.

<b>Additional types of abuse may include...</b>	
<b>Discrimination</b>	The inappropriate treatment of a person because of their age, gender, race, religion, cultural background, sexuality or disability.
<b>Institutional</b>	The mistreatment or abuse of a person by a regime or individuals within any organisation. 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.
<b>Cyber Abuse</b>	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.
<b>Mate Crime</b>	'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.
<b>Modern Slavery</b>	Modern slavery is the practice of treating people as property; it includes bonded labour, child labour, sex slavery and trafficking. It is illegal in every country of the world.
<b>Human Trafficking</b>	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.
<b>Radicalisation</b>	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.
<b>Honour / Forced Marriage</b>	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.
<b>Female Genital Mutilation</b>	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.
<b>Historic Abuse</b>	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.