



WORSLEY ROAD UNITED REFORMED CHURCH

SAFEGUARDING POLICY

**May 2026**

Review Date May 2027

# TABLE OF CONTENTS

<i>Worsley Road United Reformed Church</i> .....	1
<i>Safeguarding Policy</i> .....	1
<b>1. Aim and purpose of this policy</b> .....	<b>4</b>
<i>Who this policy applies to</i> .....	4
<i>Principles underpinning the policy</i> .....	4
<i>Definitions</i> .....	4
<i>Duty of care and confidentiality</i> .....	4
<b>2. Creating a safer culture</b> .....	<b>4</b>
<b>3. Ensuring safer activities</b> .....	<b>5</b>
<b>4. Recognising and responding to concerns</b> .....	<b>5</b>
<b>5. Managing allegations and people who may pose a risk to others</b> .....	<b>5</b>
<b>6. Supporting victims and survivors</b> .....	<b>6</b>
<b>7. Key contacts</b> .....	<b>6</b>
<i>Church Safeguarding Coordinator</i> .....	6
<i>Synod Safeguarding Officer</i> .....	6
<i>Key Contacts For Children in Salford</i> .....	7
<i>Key Contacts For Adults in Salford</i> .....	7
<i>Local Authority Designated Officer for Salford</i> .....	7
<b>8. Review</b> .....	<b>7</b>
<i>9 Further Information</i> .....	7
<b>Appendices</b> .....	<b>8</b>
<b>Appendix 1: The role of a Church Safeguarding Coordinator (CSC)</b> .....	<b>8</b>
<b>Purpose of the role</b> .....	<b>8</b>
<b>Responsibilities</b> .....	<b>8</b>
<b>Requirements for the role</b> .....	<b>9</b>
<i>Definitions used in statutory guidance or procedures</i> .....	15
<i>Other types and examples of abuse</i> .....	15
<b>1. Definitions used in statutory guidance or procedures</b> .....	<b>16</b>
<i>England: Children</i> .....	16
<i>England: Adults</i> .....	21
<b>Other types of abuse</b> .....	<b>32</b>
<b>Training, policies and procedures</b> .....	<b>40</b>

<b>Safer ways of working .....</b>	<b>40</b>
<b>Respectful and inclusive working .....</b>	<b>40</b>
<b>Managing behaviour .....</b>	<b>40</b>
<b>Photos and videos.....</b>	<b>40</b>
<b>Reporting concerns.....</b>	<b>40</b>
<b>Approval/consent.....</b>	<b>41</b>
<b>How to engage online.....</b>	<b>41</b>
<b>Use of content generated online .....</b>	<b>41</b>
<b>Training, policies and procedures .....</b>	<b>42</b>
<b>Promote the privacy, dignity, rights and wellbeing of people.....</b>	<b>42</b>
<b>Uphold and promote equality, diversity and inclusion .....</b>	<b>42</b>
<b>Effective communication .....</b>	<b>42</b>
<b>Respect people’s right to confidentiality .....</b>	<b>42</b>
<b>Physical contact/touch .....</b>	<b>43</b>
<b>Financial matters .....</b>	<b>43</b>
<b>Challenging inappropriate behaviour.....</b>	<b>43</b>
<b>Feedback and complaints.....</b>	<b>43</b>
<b>Defining ‘adults at risk’ .....</b>	<b>44</b>
<b>Appendix 6 Photography and video Consent Form.....</b>	<b>45</b>
<b>Appendix 7 Electronic communication .....</b>	<b>46</b>
<b>Commitments.....</b>	<b>47</b>

## 1. AIM AND PURPOSE OF THIS POLICY

The aim of this policy is to ensure that protecting people from abuse, harm or neglect is central to our culture. It provides procedures for promoting safeguarding, preventing abuse and protecting children, adults at risk and staff. This includes clear procedures for taking appropriate action when safeguarding concerns are raised.

### WHO THIS POLICY APPLIES TO

This policy is approved and endorsed by the Elders and applies to:

- All members of our church
- All those who attend and serve our church/place of worship and its services
- Our Trustees and Elders
- Paid staff (both internal and external eg contractors or consultants)
- Volunteers

### PRINCIPLES UNDERPINNING THE POLICY

- Our theology and values
- Our commitment to put the welfare of children and adults at risk first
- A willingness to be open and listen
- A commitment to comply with relevant legal and regulatory requirements.

### DEFINITIONS

The term 'children' refers to those under the age of 18 years.

The term 'adult at risk' refers to any adult aged 18 or over who, by reason of mental or other disability, age, illness or other situation, are permanently, or for time being, unable to take care of themselves, or to protect themselves against significant harm, abuse or exploitation.

### DUTY OF CARE AND CONFIDENTIALITY

We have a duty of care to all beneficiaries of the church, whether children or adults.

We will always maintain confidentiality, except in circumstances where to do so would place the individual or another individual at risk of harm or abuse.

Sections 2-6 below follow the structure of Good Practice 6 and each section lists the 'key responsibilities' for local churches outlined in the corresponding chapter of GP6. You may wish to add extra material from these chapters or highlight particular topics according to your local needs and circumstances.

## 2. CREATING A SAFER CULTURE

We are committed to creating a safer culture in our church which will help us to prevent harm from occurring and provide an environment in which all can flourish.

In line with Chapter two of Good Practice 6, we will:

- Appoint a Church Safeguarding Coordinator and ensure contact details are available for anyone to report a concern
- Have a safeguarding policy which is reviewed annually and updated when necessary

- Practice safer recruitment procedures for paid and volunteer roles
- Ensure all those working with children and/or adults at risk are given copies of relevant Codes of Conduct
- Follow the requirements of the training framework
- Comply with legal requirements in respect of data protection
- Complete the Annual Church Safeguarding Return
- Ensure safeguarding is a regular agenda item for church and Elders' meetings.

### **3. ENSURING SAFER ACTIVITIES**

Whilst it is not possible to guard against every eventuality, we are committed to providing as safe an environment as possible for activities both on and off church premises.

In line with Chapter three of Good Practice 6, we will:

- Ensure appropriate insurance is in place for buildings and activities
- Consider the implications of data protection and health and safety requirements for specific activities
- Carry out risk assessments for relevant activities or events
- Ensure adequate staffing for activities and that leaders have suitable training, are aware of relevant guidance and agree to follow relevant Codes of Conduct
- Ensure the hirer's agreement is in place for other organisations using church premises
- Seek advice from the Synod Safeguarding Officer for complex or sensitive risks.

### **4. RECOGNISING AND RESPONDING TO CONCERNS**

We acknowledge that, although promoting Safer Culture and Safer Activities will help to protect all those in contact with the church, some concerns will inevitably arise and we are committed to responding well in such circumstances.

In line with Chapter four of Good Practice 6, we will:

- Promote awareness of different kinds of abuse, other vulnerabilities and types of safeguarding concern
- Seek to create a 'listening culture' and help people develop listening skills to respond appropriately in situations where sensitive information is disclosed
- Inform the Synod Safeguarding Officer as a minimum of any situations where involvement from statutory services is/may be required
- Share information with statutory services as appropriate and co-operate with them during any investigations
- Report any serious safeguarding incident to the Charity Commission and notify the Synod Safeguarding Officer.

### **5. MANAGING ALLEGATIONS AND PEOPLE WHO MAY POSE A RISK TO OTHERS**

Where allegations are made against individuals within the Church, we are committed to following all required investigative and regulatory procedures. We will work in collaboration with the Synod, wider Church staff, statutory agencies and other relevant organisations.

In line with Chapter five of Good Practice 6, we will:

- Co-operate fully with any investigative or disciplinary procedures
- Inform the Synod Safeguarding Officer immediately on becoming aware of anyone in the

- church who may present a risk to others
- Work with the Synod Safeguarding Officer and contribute relevant information for risk assessments
  - Alert the Synod Safeguarding Officer or statutory agencies to known breaches of a safeguarding agreement.

## **6. SUPPORTING VICTIMS AND SURVIVORS**

The key principle underpinning our policy and practice in this area is that all those who have experienced abuse, whether recently or in the past 'will be listened to and offered the pastoral care and support they deem appropriate and relevant, irrespective of type of abuse, context, or when this occurred' (General Assembly policy statement 2021).

In line with Chapter six of Good Practice 6, we will:

- Recognise that the Elders' meeting has responsibility for provision of pastoral care
- Be aware of local support services that people can be referred or directed to
- Ensure those in relevant roles attend appropriate training
- Seek advice from the Synod Safeguarding Officer about provision of appropriate support when necessary.

## **7. KEY CONTACTS**

### **CHURCH SAFEGUARDING COORDINATOR**

Name and contact details: Paul Mullineux mobile 07926 028 807

Email: [wrurcsafeguarding@gmail.com](mailto:wrurcsafeguarding@gmail.com)

### **DEPUTY CHURCH SAFEGUARDING COORDINATOR**

Name and contact details: Helen Critchley 07949 381 520

Email: [wrurcsafeguarding@gmail.com](mailto:wrurcsafeguarding@gmail.com)

### **SYNOD SAFEGUARDING OFFICER**

Name and contact details: Yvette Hansbury-Robinson Mobile 07376 053 044

Email: [safeguarding@nwsynod.org.uk](mailto:safeguarding@nwsynod.org.uk)

**URC Safeguarding Office** (This should only be used if you are unable to contact your Synod Safeguarding Office)

Email: [safeguarding@urc.org.uk](mailto:safeguarding@urc.org.uk)

## KEY CONTACTS FOR CHILDREN IN SALFORD

Contact details, The Bridge Partnership **0161 603 4500**.

Available Monday to Friday from 8:30am-4:30pm.

Outside these times contact the Emergency Duty Team (EDT) on **0161 794 8888**

## KEY CONTACTS FOR ADULTS IN SALFORD:

Concerns regarding the safety or abuse of a **vulnerable adult** (aged 18+) contact:

Salford Adult Social Care not the LADO. Call **0161 206 0604** (Monday-Friday, 8:30am-4:30pm)

**Emergency/Out of Hours: Call 0161 794 8888**

**Immediate Danger: Call 999**

## LOCAL AUTHORITY DESIGNATED OFFICER FOR SALFORD

Contact details: Telephone **0161 603 4350**. Email [LADO@salford.gov.uk](mailto:LADO@salford.gov.uk)

Location: Salford Civic Centre, Chorley Road, Swinton, M27 5AW

## 8. REVIEW

This policy will be reviewed annually, updated as required and adopted by the church meeting.

Date of most recent review: May 2026

Date of next review: May 2027

Signed by: Mrs J. Mullineux Church Secretary

(On behalf of the church Elders)

## 9 FURTHER INFORMATION

Further information can be found on the United Reformed Church Safeguarding web page Good Practice 6 [Safeguarding good practice - United Reformed Church](#)

Further external links with organisations that can help in a wide range of circumstances can be found on the United Reformed Church Safeguarding web page Good Practice 6 document L1 [Safeguarding good practice - United Reformed Church](#)

# APPENDICES

## APPENDIX 1: THE ROLE OF A CHURCH SAFEGUARDING COORDINATOR (CSC)

### Context

We believe that children and adults at risk deserve the best possible care that the Church can provide and that the Church should be a safe place for everyone involved. We recognise and give thanks for the time and devotion given by anyone carrying out this role.

### PURPOSE OF THE ROLE

- To coordinate safeguarding policy and procedures in the church
- To be the first point of contact for safeguarding issues
- To be an advocate for good safeguarding practice in the church.

### RESPONSIBILITIES

- To coordinate safeguarding policy and procedures in the church
- To familiarise themselves with church policies and procedures and URC good practice guidance in safeguarding and to keep abreast of any changes and developments
- To ensure that church policies and procedures are reviewed annually, kept up to date, and are fit for purpose
- To ensure that Elders and others in the church understand church safeguarding policies and procedures, including URC guidance and Charity Commission responsibilities
- To collaborate with the Deputy Safeguarding Coordinator (when there is one), the minister, and the Synod Safeguarding Officer on all matters around safeguarding
- To act as the DBS / Disclosure Scotland verifier and / or liaise closely with other designated verifiers in the church
- To ensure safer recruitment practices are operated in the recruitment of all workers
- (both volunteers and paid) including, but not exclusively, ensuring that the relevant workers have up to date DBS / Disclosure Scotland checks.
- To follow the measures set out in the Hirer's agreement when any church premises are let to an external organisation, informal group or individual
- To be the first point of contact for safeguarding issues
- To be a named person that children / adults at risk, church members and outside agencies can talk to regarding any issue to do with safeguarding
- To be aware of the names and telephone numbers of appropriate departments and teams within Social Care and the Police in the event of a referral needing to be made
- To be aware of when to seek advice, and when it is necessary to inform the Police or statutory services of a concern or incident
- To take appropriate action in relation to any safeguarding concerns which arise within the church
- To ensure safe practice is in place for supporting people who may pose a risk to children and adults at risk at church
- To cooperate with statutory services and the Police in safeguarding investigations relating to people within the church
- To ensure that appropriate records are kept by the church, and that information in relation to safeguarding issues is handled confidentially and stored securely
- To inform the Synod Safeguarding Officer about any referrals made to the statutory

authorities, or of any information received from the statutory authorities To report safeguarding information annually to the Eldership / Church Meeting and the Synod Safeguarding Officer, as part of the annual returns process, to enable them to monitor safeguarding in the Synod

- To be an advocate for good safeguarding practice in the church
- To promote sensitivity within the church towards all those affected by abuse
- To promote positive safeguarding practice and ensure procedures are adhered to
- To arrange and / or promote opportunities for training in safeguarding to any relevant members of the leadership team and all people involved in regulated activities with children or adults (including Ministers, staff and volunteers), as recommended by the Synod, and ensure that their training is renewed every three years
- To seek appropriate support and advice in carrying out this role (eg, from the SSO)
- To make arrangements for the Deputy CSC (or other suitable person if there is no deputy) to carry out this role when on leave, and to publicise who the substitute is and the dates of the alternative arrangements.

#### REQUIREMENTS FOR THE ROLE

- To have knowledge of policy and practice for safeguarding children and / or adults at risk
- Good communication (written and oral) skills
- Be willing to attend appropriate safeguarding training / refresher training and keep updated on matters related to safeguarding
- Be willing to be easily contactable – and prepared to make contact details public to enable direct contact when needed.

## Appendix 2: Roles which require a DBS check within URC

	Enhanced with barring information		Enhanced without barring information		Basic check	No checks	New and five-year renewals to be actioned by
	Adults	Children	Adults	Children			
<b>Ministers</b>							
Ministers, stipendiary/ NSM and Church Related Community Workers – active (including active retired) see here for definition	✓	✓					Ministries office
Ministers, stipendiary/ NSM and Church Related Community Workers – non-active						✓	Ministries office
Ministers of other denominations employed by the URC	✓	✓					Ministries office
Others in special category ministry posts	✓	✓					Ministries office
Ministers and CRCWs in training	✓	✓					Ministries office
Synod appointed lay pastors, local leaders and interim ministers	✓	✓					Ministries office
<b>Preachers and worship leaders</b>							
People who preach regularly (four times per year or more)			✓	✓			Local church
URC Synod (Locally Recognised) Lay Preachers (including those in training)			✓	✓			Synod

	Enhanced with barring information		Enhanced without barring information		Basic check	No checks	To be actioned by
	Adults	Children	Adults	Children			
URC Locally Recognised Worship Leaders (including those in training)			✓	✓			Synod
URC Accredited Assembly Lay Preachers (including those in training)			✓	✓			Ministries office
<b>Trustees and Elders</b>							
Serving Elders			✓	✓			Local church
Authorised Elders**			✓	✓			Local church
United Reformed Church trustees or Elders as local church trustees, registered charities providing regulated activities for children or adults at risk			✓	✓			Local church
Synod Trustees			✓	✓			Synod
United Reformed Church Trustees					✓		Ministries office
<b>Safeguarding roles</b>							
Church Safeguarding Coordinators, Lead/Primary contact and Deputy/Joint	✓	✓					Local church
Synod Safeguarding Officers or other safeguarding designated professionals	✓	✓					Synod

	Enhanced with barring information		Enhanced without barring information		Basic check	No checks	To be actioned by
	Adults	Children	Adults	Children			
<b>Roles working with children</b>							
Children's workers (under 18s), paid or voluntary, stewards and drivers in roles involving regulated activity with children and young people*		✓					Local church
Children's workers (under 18), voluntary or paid, in roles not involving regulated activity				✓			Local church
Children's and youth (under 25) workers (voluntary or paid), stewards and drivers in roles involving regulated activity with children*		✓	✓				Local church
Children's and youth (under 25) workers (voluntary or paid), not involving regulated activity			✓	✓			Local church
Children and adults worker (voluntary or paid) involving regulated activity with children*		✓	✓				Local church
Children and adults worker (voluntary or paid) not involving regulated activity			✓	✓			Local church
Children and Youth Development Officer*		✓	✓				Ministries office
General Assembly/ Church House staff who undertake regulated activity with children and youth (under 25)*		✓	✓				Ministries office

	Enhanced with barring information		Enhanced without barring information		Basic check	No checks	To be actioned by
	Adults	Children	Adults	Children			
General Assembly/ Church House staff working with children and youth (under 25), not involving regulated activity			✓	✓			Ministries office
<b>Roles with adults at risk</b>							Ministries office
Adults at risk workers (voluntary or paid), elders and pastoral and personal care visitors where the role includes direct feeding, physical care, assistance with financial matters, or driving to medical or social care appointments	✓						Local church
Adults at risk workers (voluntary or paid), elders and pastoral care visitors where the role does not include personal care, assistance with finances or driving to medical or social care appointments			✓				Local church
General Assembly/ Church House staff who undertake regulated activity with adults at risk	✓						Ministries office
<b>Administrative/ financial/practical roles</b>							
Church Administrators (or equivalent working from a Church Office)					✓		Local church
Church treasurers or equivalent					✓		Local church

	Enhanced with barring information		Enhanced without barring information		Basic check	No checks	To be actioned by
	Adults	Children	Adults	Children			
Church caretaker and cleaners or equivalent					✓		Local church
Synod treasurers/ Synod Finance Officer or equivalent					✓		Synod
Synod administrator/ PA/Office manager/ Admin Assistant or equivalent whose role involves safeguarding administration					✓		Synod
Safeguarding Administrative Assistant (Church House)					✓		Ministries office

Checks are required for anyone in these roles aged 16 or over.

On occasion there may be a role within URC not mentioned above but falling within the criteria of Regulated Activity as defined by the Safeguarding Vulnerable Groups Act 2006 amended by the Protection of Freedoms Act 2012. In these instances, please liaise initially with your Synod Safeguarding Officer to determine what level of check is required and who the check should be actioned by.

\* A check of the adult barred list is not required unless a worker is carrying out regulated activity with those aged 18 and over.

\*\* Authorised Elders – it has been the practice of the United Reformed Church to authorise elders and lay preachers occasionally to preside at the sacraments of communion and baptism.

## Appendix 3: Signs and symptoms of abuse

Signs and symptoms of abuse can be broadly grouped into three areas:

- physical indicators
- behavioural indicators
- emotional indicators.

Some indicators may be common to different types of abuse, others may be more specifically linked to one particular kind of abuse. Observing any of the signs or symptoms does not necessarily mean that a person is being abused; there could be a perfectly ordinary explanation. However, the observation of multiple signs and symptoms, together with explanations which are inconsistent or do not 'ring true', should give more cause for concern.

As in Section 4.2 of Good Practice 6, abuse defined in statutory guidance or procedures is covered first here, followed by additional detail on some other safeguarding concerns which combine these different types of abuse.

### DEFINITIONS USED IN STATUTORY GUIDANCE OR PROCEDURES

England: Children

- Physical abuse
- Sexual abuse
- Emotional abuse
- Neglect.

England: Adults

- Physical
- Sexual abuse
- Psychological abuse
- Neglect and acts of omission
- Financial or material abuse
- Domestic abuse
- Organisational abuse
- Self-neglect
- Modern slavery
- Discriminatory abuse.

### OTHER TYPES AND EXAMPLES OF ABUSE

- Child sexual exploitation (CSE)
- Child criminal exploitation (CCE)
- Child-on-child abuse
- Domestic abuse experienced by children
- Child abuse linked to faith or belief
- Radicalisation
- Spiritual abuse
- Mate crime.

# 1. Definitions used in statutory guidance or procedures

## England: Children

For children, there are four main types of abuse (taken from Keeping Children Safe in Education 2023, Working Together to Safeguard Children 2018).

### Physical abuse

Bumps and bruises don't always mean a child is being physically abused. However, signs of particular concern include:

- if a child regularly has injuries
- there is a pattern to the injuries
- the injury has not received medical attention or proper care
- the explanation given doesn't match the injuries.

What it includes	Signs you may see
<ul style="list-style-type: none"> <li>• Hitting, slapping and beating</li> <li>• Shaking, pinching, throwing and pushing</li> <li>• Kicking, biting, burning, drowning and hair pulling</li> <li>• Squeezing, suffocating, poisoning</li> <li>• Parent or carer fabricates the symptoms of, or deliberately induces, illness in a child (or misuses medication)</li> <li>• Inappropriate use of restraint techniques or other physical sanctions</li> <li>• Female Genital Mutilation (FGM) is also a form of physical abuse.</li> </ul>	<ul style="list-style-type: none"> <li>• Cuts, puncture wounds, open wounds, welts</li> <li>• Bruising and discolouration:               <ul style="list-style-type: none"> <li>a) particularly if there is a lot of bruising of different ages and in places not normally exposed to falls, rough games etc</li> <li>b) in unusual places (eg the mouth), in unusual patterns (eg symmetrical) or in particular shapes (eg fingertip bruising or belt marks).</li> </ul> </li> <li>• Black eyes, burns, broken bones, bite marks</li> <li>• Loss of hair, loss of weight, loss of appetite</li> <li>• Flinching away from others</li> <li>• Keeping fully covered, even in hot weather</li> <li>• Head injuries in babies and toddlers can be signs of abuse and visible signs may include:               <ul style="list-style-type: none"> <li>a) swelling, bruising, fractures</li> <li>b) being extremely sleepy or unconscious</li> <li>c) breathing problems, seizures, vomiting</li> <li>d) unusual behaviour, such as being irritable or not feeding properly.</li> </ul> </li> </ul>

## Sexual

Knowing the signs of sexual abuse can help give a voice to children. Sometimes children won't understand that what's happening to them is wrong. Or they might be scared to speak out.

What it includes	Signs you may see
<p>The activities may involve:</p> <ul style="list-style-type: none"> <li>• physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing.</li> <li>• they may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse.</li> <li>• sexual abuse can take place online, and technology can be used to facilitate offline abuse.</li> <li>• sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Avoiding being alone with or frightened of people or a person they know</li> <li>• Language or sexual behaviour you wouldn't expect them to know</li> <li>• Having nightmares or bed-wetting</li> <li>• Self-harm</li> <li>• Changes in eating patterns</li> <li>• Alcohol or drug misuse.</li> </ul> <p>If the abuse is online, a child might:</p> <ul style="list-style-type: none"> <li>• spend a lot more or a lot less time than usual online, texting, gaming or using social media</li> <li>• seem distant, upset or angry after using the internet or texting</li> <li>• be secretive about who they're talking to and what they're doing online or on their phone</li> <li>• have lots of new numbers, texts or email addresses on their phone, laptop or tablet.</li> </ul> <p>Children and young people might also drop hints and clues about the abuse.</p>

## Emotional

There might not be any obvious physical signs of emotional abuse and a child might not tell anyone what's happening until they reach a 'crisis point'. As children grow up, their emotions change and this may also make it difficult at times to tell if they're being emotionally abused.

What it includes	Signs you may see
<ul style="list-style-type: none"> <li>• Conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person</li> <li>• Not giving the child opportunities to express their views</li> <li>• Deliberately silencing them or 'making fun' of what they say or how they communicate</li> <li>• Age or developmentally inappropriate expectations being imposed on children</li> <li>• Overprotection and limitation of exploration and learning</li> <li>• Preventing the child participating in normal social interaction</li> <li>• Seeing or hearing the ill-treatment of another</li> <li>• Serious bullying (including cyber bullying)</li> <li>• Causing children frequently to feel frightened or in danger.</li> </ul>	<p>Children who are being emotionally abused might:</p> <ul style="list-style-type: none"> <li>• seem unconfident or lack self-assurance</li> <li>• struggle to control their emotions</li> <li>• have difficulty making or maintaining relationships</li> <li>• act in a way that's inappropriate for their age.</li> </ul> <p>Babies and pre-school children who are being emotionally abused or neglected might:</p> <ul style="list-style-type: none"> <li>• be overly-affectionate to strangers or people they don't know well</li> <li>• seem unconfident, wary or anxious</li> <li>• not have a close relationship or bond with their parent</li> <li>• be aggressive or cruel towards other children or animals.</li> </ul> <p>Older children might:</p> <ul style="list-style-type: none"> <li>• use language or know about things you wouldn't expect them to understand at their age</li> <li>• act in a way or know about things you wouldn't expect them to know for their age</li> <li>• have extreme outbursts</li> <li>• seem isolated from their parents</li> <li>• lack social skills</li> <li>• have few or no friends.</li> </ul>

## Neglect

Neglect can be difficult to spot but is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development.

Having one of the signs doesn't necessarily mean a child is being neglected. But if you notice multiple signs that last for a while, they might show there's a serious problem.

What it includes	Signs you may see
<ul style="list-style-type: none"> <li>• Neglect may occur during pregnancy as a result of maternal substance abuse.</li> </ul> <p>Once a child is born, neglect may involve a parent or carer failing to:</p> <ul style="list-style-type: none"> <li>• provide adequate food, clothing and shelter (including exclusion from home or abandonment)</li> <li>• protect a child from physical and emotional harm or danger ensure their child is provided with education</li> <li>• ensure adequate supervision (eg by using of inadequate care-givers)</li> <li>• ensure access to appropriate medical care or treatment.</li> </ul>	<p>Poor appearance and hygiene:</p> <ul style="list-style-type: none"> <li>• being smelly or dirty</li> <li>• being hungry or not given money for food</li> <li>• having unwashed clothes or having the wrong clothing (such as no warm clothes in winter)</li> <li>• frequent and untreated nappy rash in infants.</li> </ul> <p>Health and development problems:</p> <ul style="list-style-type: none"> <li>• regular illness, infections or dental issues</li> <li>• missed medical appointments (eg for vaccinations)</li> <li>• poor language or social skills</li> <li>• tiredness</li> <li>• repeated accidental injuries (eg due to lack of supervision)</li> <li>• skin issues, such as sores, rashes, flea bites, scabies or ringworm.</li> </ul> <p>Housing and family issues:</p> <ul style="list-style-type: none"> <li>• living in an unsuitable home environment, such as having no heating</li> <li>• being left alone for a long time.</li> </ul>

<b>What it includes</b>	<b>Signs you may see</b>
	<p>Changes in behaviour:</p> <ul style="list-style-type: none"><li>• becoming clingy</li><li>• becoming aggressive</li><li>• being withdrawn, depressed or anxious</li><li>• changes in eating habits</li><li>• displaying obsessive behaviour</li><li>• finding it hard to concentrate or take part in activities</li><li>• missing school</li><li>• showing signs of self-harm</li><li>• using drugs or alcohol.</li></ul>

For adults, Government guidance on the Care Act 2014 indicates ten main types of abuse.

### Physical

Physical injuries don't always mean someone is being physically abused, but signs of particular concern include:

- the injuries are regular or recurring
- there is a pattern to the injuries
- the injury has not received medical attention or proper care
- the explanation given doesn't match the injuries.

What it includes	Signs you may see
<ul style="list-style-type: none"> <li>• Assault, hitting, slapping, punching, kicking, hair-pulling, biting, pushing</li> <li>• Rough handling</li> <li>• Scalding and burning</li> <li>• Physical punishments</li> <li>• Inappropriate or unlawful use of restraint</li> <li>• Making someone purposefully uncomfortable (eg opening a window and removing blankets)</li> <li>• Involuntary isolation or confinement</li> <li>• Misuse of medication (eg over-sedation)</li> <li>• Forcible feeding or withholding food.</li> </ul>	<ul style="list-style-type: none"> <li>• Bruising, cuts, welts, burns and/or marks on the body or loss of hair in clumps, broken bones</li> <li>• Flinching away from others</li> <li>• Always covering up, even in warm weather</li> <li>• No explanation for injuries or inconsistency with the account of what happened</li> <li>• Injuries are inconsistent with the person's lifestyle</li> <li>• Frequent injuries or unexplained falls</li> <li>• Subdued or changed behaviour in the presence of a particular person</li> <li>• Signs of malnutrition</li> <li>• Failure to seek medical treatment or frequent changes of GP.</li> </ul>

## Sexual

What it includes	Signs you may see
<ul style="list-style-type: none"><li>• Rape</li><li>• Indecent exposure</li><li>• Sexual harassment</li><li>• Inappropriate looking or touching</li><li>• Sexual teasing or innuendo</li><li>• Sexual photography or filming,</li><li>• “Revenge porn”</li><li>• Subjection to pornography or</li><li>• Witnessing sexual acts</li><li>• Sexual assault</li><li>• Sexual acts to which the adult has not consented or was pressured into consenting.</li></ul>	<ul style="list-style-type: none"><li>• Excessive fear/apprehension of, or withdrawal from, relationships</li><li>• Fear of receiving help with personal care</li><li>• Reluctance to be alone with a particular person</li><li>• Self-harming</li><li>• Poor concentration, withdrawal</li><li>• Sleep disturbance</li><li>• The uncharacteristic use of explicit sexual language or significant changes in sexual behaviour or attitude</li><li>• Bruising, particularly to the thighs, buttocks and upper arms and marks on the neck</li><li>• Pregnancy in someone who is unable to consent to sexual intercourse.</li></ul>

## Psychological

What it includes	Signs you may see
<ul style="list-style-type: none"><li>• Enforced social isolation – preventing someone accessing services, educational and social opportunities and seeing friends</li><li>• Removing mobility or communication aids or intentionally leaving someone unattended when they need assistance</li><li>• Preventing someone from meeting their religious and cultural needs</li><li>• Preventing the expression of choice and opinion</li><li>• Failure to respect privacy</li><li>• Preventing stimulation, meaningful occupation or activities</li><li>• Intimidation, coercion, harassment, use of threats, humiliation, bullying, swearing or verbal abuse</li><li>• Addressing a person in a patronising or infantilising way</li><li>• Threats of harm or abandonment</li><li>• Cyber bullying.</li></ul>	<ul style="list-style-type: none"><li>• An air of silence when a particular person is present</li><li>• Withdrawal or change in the psychological state of the person</li><li>• Insomnia</li><li>• Low self-esteem</li><li>• Uncooperative and aggressive behaviour</li><li>• A change of appetite, weight loss/gain</li><li>• Signs of distress: tearfulness, anger</li><li>• Apparent false claims, by someone involved with the person, to attract unnecessary treatment.</li></ul>

## Neglect and acts of omission

What it includes	Signs you may see
<ul style="list-style-type: none"><li>• Ignoring medical, emotional or physical care needs</li><li>• Failure to provide access to appropriate health, care and support or educational services</li><li>• The withholding of the necessities of life, such as medication, adequate nutrition and heating.</li></ul>	<ul style="list-style-type: none"><li>• An out of character failure to engage in social interaction and activities</li><li>• Inconsistent or reluctant contact with support, such as medical and social care organisations</li><li>• Poor personal hygiene</li><li>• Inappropriate or inadequate clothing</li><li>• Poor state of home environment</li><li>• Malnutrition or unexplained weight loss</li><li>• Untreated injuries and medical problems</li><li>• Accumulation of untaken medication.</li></ul>

## Financial or material abuse

What it includes	Signs you may see
<ul style="list-style-type: none"> <li>• Theft of money or possessions</li> <li>• Fraud, scamming</li> <li>• Preventing a person from accessing their own money, benefits or assets</li> <li>• Employees taking a loan from a person using the service</li> <li>• Undue pressure, duress, threat or undue influence put on the person in connection with loans, wills, property, inheritance or financial transactions</li> <li>• Arranging less care than is needed to save money to maximise inheritance</li> <li>• Denying assistance to manage/monitor financial affairs</li> <li>• Denying assistance to access benefits</li> <li>• Misuse of personal allowance in a care home</li> <li>• Misuse of benefits or direct payments in a family home</li> <li>• Someone moving into a person's home and living rent free without agreement or under duress</li> <li>• False representation, using another person's bank account, cards or documents</li> <li>• Exploitation of a person's money or assets, eg unauthorised use of a car</li> <li>• Misuse of a power of attorney, deputy, appointeeship or other legal authority</li> <li>• Rogue trading – eg unnecessary or overpriced property repairs and failure to carry out agreed repairs or poor workmanship.</li> </ul>	<ul style="list-style-type: none"> <li>• Missing personal possessions</li> <li>• Unexplained lack of money or inability to maintain lifestyle</li> <li>• Unexplained withdrawal of funds from accounts</li> <li>• Power of attorney or lasting power of attorney (LPA) being obtained after the person has ceased to have mental capacity</li> <li>• Failure to register an LPA after the person has ceased to have mental capacity to manage their finances, so that it appears that they are continuing to do so</li> <li>• The person allocated to manage financial affairs is evasive or uncooperative</li> <li>• The family or others show unusual interest in the assets of the person</li> <li>• Signs of financial hardship in cases where the person's financial affairs are being managed by a court appointed deputy, attorney or LPA</li> <li>• Recent changes in deeds or title to property</li> <li>• Rent arrears and eviction notices</li> <li>• A lack of clear financial accounts held by a care home or service</li> <li>• Failure to provide receipts for shopping or other financial transactions carried out on behalf of the person</li> <li>• Disparity between the person's living conditions and their financial resources, eg insufficient food in the house</li> <li>• Unnecessary property repairs.</li> </ul>

## Domestic abuse

What it includes	Signs you may see
<ul style="list-style-type: none"> <li>• Any incident of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members, regardless of gender or sexuality</li> <li>• It includes psychological, physical, sexual, financial and emotional abuse, as well as 'honour'-based violence and forced marriage</li> <li>• It can happen inside and outside the home over the phone, on the internet and on social networking sites. It can continue even after a relationship has ended</li> <li>• Both men and women can be abused or be abusers.</li> </ul>	<p>Physical signs:</p> <ul style="list-style-type: none"> <li>• visible bruising or single or repeated injury with unlikely explanations</li> <li>• change in the pattern or amount of make-up used</li> <li>• change in the manner of dress: for example, clothes that do not suit the climate which may be used to hide injuries</li> <li>• substance use/misuse</li> <li>• fatigue/sleep disorders.</li> </ul> <p>Changes in behaviour or demeanour:</p> <ul style="list-style-type: none"> <li>• conduct out of character with previous employment history or social engagement</li> <li>• changes in behaviour: for example, becoming very quiet, anxious, frightened, tearful, aggressive, distracted, depressed</li> <li>• isolating themselves from colleagues or friends</li> <li>• obsession with timekeeping</li> <li>• secretive regarding home life</li> <li>• worried about leaving children at home.</li> </ul> <p>Productivity signs:</p> <ul style="list-style-type: none"> <li>• change in the person's working patterns: for example, frequent absence, lateness or needing to leave work early</li> <li>• reduced quality and quantity of work: missing deadlines, a drop in usual performance standards</li> </ul>

What it includes	Signs you may see
	<ul style="list-style-type: none"> <li>• change in the use of the phone/email: for example, a large number of personal calls/texts, avoiding calls or a strong reaction to calls/texts/emails</li> <li>• spending an increased amount of hours at work for no reason.</li> </ul> <p>Other signs:</p> <ul style="list-style-type: none"> <li>• partner or ex-partner following employee in or around the workplace or Church setting or repeatedly turning up at the workplace or Church setting</li> <li>• partner or ex-partner exerting unusual amount of control or demands over work schedule or social activities</li> <li>• flowers/gifts sent to employee for no apparent reason</li> <li>• isolation from family/friends.</li> </ul>

## Organisational abuse

What it includes	Signs you may see
<ul style="list-style-type: none"><li>• Including neglect and poor care practice within an institution or specific care setting such as a hospital or care home, or in relation to care provided in one's own home</li><li>• Insufficient staff or high turnover resulting in poor quality care</li><li>• Abusive and disrespectful attitudes towards people using the service</li><li>• Failure to manage residents with abusive behaviour</li><li>• Not offering choice or promoting independence</li><li>• Inappropriate use of restraints</li><li>• Misuse of medication.</li></ul>	<ul style="list-style-type: none"><li>• An unsafe, unhygienic or overcrowded environment</li><li>• A strict or inflexible routine</li><li>• Lack of adequate procedures, poor record-keeping or missing documents</li><li>• Lack of privacy, dignity, and respect for people as individuals</li><li>• Withdrawing people from community or family contacts</li><li>• No choice offered with food, drink, dress or activities</li><li>• No respect or provisions for religion, belief, or cultural backgrounds</li><li>• Treating adults like children, including arbitrary decision-making.</li></ul>

## Self-neglect

What it includes	Signs you may see
<ul style="list-style-type: none"><li>• Lack of self-care to an extent that it threatens personal health and safety</li><li>• Neglecting to care for one's personal hygiene, health or surroundings</li><li>• Inability to avoid self-harm</li><li>• Failure to seek help or access services to meet health and social care needs</li><li>• Inability or unwillingness to manage one's personal affairs.</li></ul>	<ul style="list-style-type: none"><li>• Very poor personal hygiene, wearing the same clothes every day</li><li>• Unkempt appearance</li><li>• Lack of essential food, clothing or shelter/heating</li><li>• Malnutrition and/or dehydration</li><li>• Living in squalid or unsanitary conditions. Neglecting household maintenance</li><li>• Hoarding</li><li>• Collecting a large number of animals in inappropriate conditions</li><li>• Non-compliance with health or care services, Inability or unwillingness to take medication or treat illness or injury.</li></ul>

## Modern slavery

What it includes	Signs you may see
<ul style="list-style-type: none"> <li>• Human trafficking, where people are moved from one place to another into a situation of exploitation, using deception, coercion and violence</li> <li>• Forced labour</li> <li>• Domestic servitude</li> <li>• Criminal exploitation – pick pocketing, shoplifting, drug trafficking</li> <li>• Sexual exploitation</li> <li>• Organ removal, forced begging, forced marriage and illegal adoption</li> <li>• Removal of travel and identity documents.</li> </ul>	<ul style="list-style-type: none"> <li>• Shows signs of physical or psychological abuse and untreated injuries</li> <li>• Looks malnourished or unkempt, or appears withdrawn and neglected</li> <li>• Seems under the control or influence of others</li> <li>• Wears the same clothes every day</li> <li>• Wears no safety equipment even if their work requires it</li> <li>• Living in dirty, cramped or overcrowded accommodation</li> <li>• Living and working at the same address</li> <li>• Appears unfamiliar with their neighbourhood or where they work</li> <li>• Rarely allowed to travel on their own</li> <li>• Collected and dropped off on a regular basis early in the morning or late at night in a crowded minibus with other workers</li> <li>• Has no control of their identification documents such as their passport</li> <li>• Reluctant to seek help and avoids eye contact</li> <li>• Appears frightened or hesitant to talk to strangers</li> <li>• Fear of police, don't know who to trust or where to get help</li> <li>• Afraid of deportation, and risk of violence to them or their family.</li> </ul>

## Discriminatory abuse

What it includes	Signs you may see
<ul style="list-style-type: none"><li>• Unequal treatment based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation (known as 'protected characteristics' under the Equality Act 2010)</li><li>• Verbal abuse, derogatory remarks or inappropriate use of language related to a protected characteristic</li><li>• Denying access to communication aids, not allowing access to an interpreter, signer or lip-reader</li><li>• Harassment or deliberate exclusion on the grounds of a protected characteristic</li><li>• Denying basic rights to healthcare, education, employment and criminal justice relating to a protected characteristic</li><li>• Substandard service provision relating to a protected characteristic.</li></ul>	<ul style="list-style-type: none"><li>• Overhearing harassment or abuse</li><li>• A person appearing to be excluded from activities or groups for discriminatory reasons</li><li>• The support on offer does not take account of the person's individual needs in terms of a protected characteristic</li><li>• The person appears withdrawn and isolated</li><li>• Expressions of anger, frustration, fear or anxiety.</li></ul>

## OTHER TYPES OF ABUSE

In addition, there are other types of harm that may not be specifically mentioned in legislation or statutory guidance, but which are relevant for safeguarding children and adults at risk. These often combine elements of the different types of abuse listed above.

### Child sexual exploitation

What it includes	Signs you may see
<ul style="list-style-type: none"> <li>• This occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity:               <ol style="list-style-type: none"> <li>a) in exchange for something the victim needs or wants, and/or</li> <li>b) for the financial advantage or increased status of the perpetrator or facilitator.</li> </ol> </li> <li>• The victim may have been sexually exploited even if the sexual activity appears consensual</li> <li>• Child sexual exploitation does not always involve physical contact; it can also occur through use of technology. Exploitation can take place between a child and an adult as well as between one child and another</li> <li>• When a child is sexually exploited online they might be persuaded or forced to: send or post sexually explicit images of themselves film or stream sexual activities, have sexual conversations. Once an abuser has images, video or copies of conversations, they might use threats and blackmail to force a young person to take part in other sexual activity. They may also share the images and videos with others or circulate them online.</li> </ul> <p>Gangs use sexual exploitation:</p> <ul style="list-style-type: none"> <li>• to exert power and control</li> <li>• for initiation</li> <li>• to use sexual violence as a weapon.</li> </ul>	<p>Sexual exploitation can be difficult to spot and sometimes mistaken for “normal” teenage or pre-teen behaviour. Signs include:</p> <ul style="list-style-type: none"> <li>• signs of sexual abuse and grooming</li> <li>• unhealthy or inappropriate sexual behaviour</li> <li>• being frightened of some people, places or situations</li> <li>• being secretive</li> <li>• sharp changes in mood or character</li> <li>• having money/things they can’t/won’t explain</li> <li>• physical signs of abuse, like bruises</li> <li>• alcohol or drug misuse</li> <li>• sexually transmitted infections</li> <li>• pregnancy.</li> </ul> <p>Other signs may include:</p> <ul style="list-style-type: none"> <li>• having an older boyfriend or girlfriend</li> <li>• staying out late or overnight</li> <li>• having a new group of friends</li> <li>• missing from home or stopping going to school or college</li> <li>• hanging out with older people, other vulnerable people or in antisocial groups.</li> <li>• involved in a gang</li> <li>• involved in criminal activities like selling drugs or shoplifting.</li> </ul>

## Child criminal exploitation

What it includes	Signs you may see
<ul style="list-style-type: none"> <li>• This occurs where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or young person under the age of 18 into any criminal activity:               <ol style="list-style-type: none"> <li>a) in exchange for something the victim needs or wants, and/or</li> <li>b) for the financial or other advantage of the perpetrator or facilitator and/or</li> <li>c) through violence or the threat of violence.</li> </ol> </li> <li>• Victim may have been criminally exploited even if the activity appears consensual</li> <li>• Child criminal exploitation does not always involve physical contact; it can also occur through the use of technology</li> <li>• It also includes 'County Lines', a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into the UK, using dedicated mobile phone lines or other form of 'deal lines'. They are likely to exploit children and vulnerable adults to move and store the drugs and money, and they will often use coercion, intimidation, violence (including sexual violence) and weapons.</li> </ul>	<ul style="list-style-type: none"> <li>• Frequently absent from and doing badly in school</li> <li>• Going missing from home, staying out late and travelling for unexplained reasons</li> <li>• In a relationship or hanging out with someone older than them</li> <li>• Being angry, aggressive or violent. Being isolated or withdrawn</li> <li>• Having unexplained money and buying new things</li> <li>• Wearing clothes or accessories in gang colours or getting tattoos</li> <li>• Using new slang words</li> <li>• Spending more time on social media and being secretive about time online</li> <li>• Making more calls or sending more texts, possibly on a new phone or phones</li> <li>• Self-harming and feeling emotionally unwell</li> <li>• Taking drugs and abusing alcohol</li> <li>• Committing petty crimes like shop lifting or vandalism</li> <li>• Unexplained injuries and refusing to seek medical help</li> <li>• Carrying weapons or having a dangerous breed of dog.</li> </ul>

## Child on child/peer on peer abuse

What it includes	Signs you may see
<ul style="list-style-type: none"> <li>• This can include physical, sexual, emotional (including coercive control) or financial abuse directed at a child by another child. The signs and symptoms of these are described in the relevant sections above</li> <li>• It can also include bullying which is intentional behaviour to hurt someone. This includes name calling, hitting, spreading rumours, threatening or undermining someone. It can happen anywhere – at school, at home, online, at work or in church.</li> </ul> <p>Cyberbullying can include:</p> <ul style="list-style-type: none"> <li>• sending threatening or abusive text messages</li> <li>• creating and sharing embarrassing images or videos</li> <li>• trolling – the sending of menacing or upsetting messages on social networks, chat rooms or online games</li> <li>• shaming someone online</li> <li>• encouraging someone to self-harm</li> <li>• revenge porn.</li> </ul>	<ul style="list-style-type: none"> <li>• Being afraid to go to school or youth groups (or work or church)</li> <li>• Being mysteriously ‘ill’ each morning, or skipping school/youth group</li> <li>• Being nervous, losing confidence, or becoming distressed and withdrawn</li> <li>• Problems with eating or sleeping</li> <li>• Belongings getting ‘lost’ or damaged</li> <li>• Spending a lot more or a lot less time than usual online, texting, gaming or using social media</li> <li>• Seem distant, upset or angry after using the internet or texting</li> <li>• Being secretive about who they’re talking to and what they’re doing online or on their mobile phone</li> <li>• Physical injuries, such as unexplained bruises</li> <li>• Not doing as well at school</li> <li>• Asking for, or stealing, money (to give to whoever’s bullying them)</li> <li>• Bullying others.</li> </ul>

## Domestic abuse experienced by children

What it includes	Signs you may see
<ul style="list-style-type: none"><li>• The Domestic Abuse Act 2021 now recognises that children are victims of domestic abuse as well as their parents.</li></ul> <p>This can occur:</p> <ul style="list-style-type: none"><li>• due to witnessing domestic abuse between family members</li><li>• for 16-17 year olds, within their own intimate relationships.</li></ul>	<p>It may be harder to detect in children than adults, but signs you might see include:</p> <ul style="list-style-type: none"><li>• aggression or bullying</li><li>• anti-social behaviour</li><li>• anxiety, depression or suicidal thoughts</li><li>• attention seeking</li><li>• bed-wetting, nightmares or insomnia</li><li>• constant or regular sickness, like colds, headaches and mouth ulcers</li><li>• drug or alcohol use</li><li>• eating disorders</li><li>• problems in school or trouble learning</li><li>• withdrawal.</li></ul>

## Child abuse linked to faith or belief

What it includes	Signs you may see
<p>This can include:</p> <ul style="list-style-type: none"> <li>• abuse as a result of a child being accused of being a 'witch'</li> <li>• abuse as a result of a child being accused of being possessed by 'evil spirits'</li> <li>• ritualistic abuse which is prolonged sexual, physical and psychological abuse</li> <li>• satanic abuse which is carried out in the name of 'satan' and may have links to cults</li> <li>• any other harmful practice linked to a belief or faith.</li> </ul> <p>A range of factors can contribute to the abuse of a child for reasons of faith or belief, such as:</p> <ul style="list-style-type: none"> <li>• belief in evil spirits that can 'possess' children is often accompanied by a belief that a possessed child can 'infect' others</li> <li>• A child could be singled out as the cause of misfortune within the home, such as financial difficulties, divorce, infidelity, illness or death</li> <li>• Sometimes bad behaviour is attributed to spiritual forces, or a child could be singled out for having a physical difference or disability</li> <li>• If a child has a particular skill or talent, this can sometimes be rationalised as the result of possession or witchcraft.</li> </ul>	<ul style="list-style-type: none"> <li>• Physical injuries, such as bruises or burns (including historical injuries/scaring)</li> <li>• A child reporting that they are or have been accused of being 'evil', and/or that they are having the 'devil beaten out of them'</li> <li>• The child or family may use words such as 'kindoki', 'djin', 'juju' or 'voodoo' – all of which refer to spiritual beliefs</li> <li>• A child becoming noticeably confused, withdrawn, disorientated or isolated and appearing alone amongst other children</li> <li>• A child's personal care deteriorating (eg rapid loss of weight, being hungry, turning up to school without food or lunch money, being unkempt with dirty clothes)</li> <li>• The child's parent or carer does not have a close bond with the child</li> <li>• A child's attendance at school or college becomes irregular or there is a deterioration in a child's performance</li> <li>• A child is taken out of a school altogether without another school place having been arranged</li> <li>• Wearing unusual jewellery/items or in possession of strange ornaments/scripts.</li> </ul>

## Radicalisation

What it includes	Signs you may see
<ul style="list-style-type: none"> <li>• Religious extremism</li> <li>• Political extremism (including far-right and far-left groups)</li> <li>• Single issue extremism</li> <li>• Other eg Incel ideology is recognised as an extremist ideology by the Metropolitan Police.</li> </ul> <p>Those most at risk of radicalisation may have low self-esteem or be victims of bullying or discrimination. Extremists might target them and tell them they can be part of something special. Some of the causes that lead to an individual becoming radicalised are no different to other factors that can lead vulnerable individuals towards concerning activity such as substance misuse, child sexual exploitation, or gangs. Other factors may include:</p> <ul style="list-style-type: none"> <li>• the need for belonging</li> <li>• looking for a cause or reward</li> <li>• isolation</li> <li>• a sense of injustice or grievance</li> <li>• access to extremist material online</li> <li>• a desire for power, respect or status.</li> </ul>	<ul style="list-style-type: none"> <li>• Isolating themselves from family and friends</li> <li>• Talking as if from a scripted speech</li> <li>• Unwillingness or inability to discuss their views</li> <li>• A sudden disrespectful attitude towards others</li> <li>• Increased levels of anger</li> <li>• Increased secretiveness, especially around internet use</li> <li>• Changes in mood, patterns of behaviour or secretive behaviour</li> <li>• Possession of violent extremist literature or use of inappropriate language/speech</li> <li>• The expression of extremist views or sympathy to their causes</li> <li>• Seeking to engage or recruit others to extremist ideologies, extreme groups, literature, online social media groups</li> <li>• Preaching or imposing their views on others</li> <li>• Change in language or use of words</li> <li>• Fixation on a new subject or person.</li> </ul>

## Spiritual abuse

What it includes	Signs you may see
<p>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 can be experienced in a variety of different relationships. This abuse may include:</p> <ul style="list-style-type: none"> <li>• manipulation and exploitation</li> <li>• enforced accountability</li> <li>• requirements for secrecy and silence</li> <li>• coercion to conform, for example, seeking to enforce rather than encourage behavioural changes; failing to allow an individual autonomy to make their own choices</li> <li>• exercising control through using sacred texts or teaching to coerce behaviour</li> <li>• requirement of obedience to the abuser</li> <li>• the suggestion that the abuser has a 'divine' position</li> <li>• isolation as a means of punishment</li> <li>• superiority and elitism.</li> </ul>	<ul style="list-style-type: none"> <li>• Use of scripture to justify abusive behaviour</li> <li>• Use of scripture to manipulate or force a person into acts they would not wish to consent to</li> <li>• A warning sign of spiritual abuse can be exercising control through invoking fear of spiritual consequences for disobedience. The issue is not the discussion of spiritual consequences as provided in the Bible, but the exercise of control over another person through instrumentalising their fear</li> <li>• Exercising control through the suggestion that obedience to the abuser is equivalent to obedience to God</li> <li>• Emotional manipulation in the guise of righteousness</li> <li>• Being manipulated or feeling pressured into service or conformity</li> <li>• Feeling unable to say no to increasing demands for time, service and obedience</li> <li>• Pressure to conform to expectations and believe exactly the same as others in the church.</li> </ul>

## Mate crime

What it includes	Signs you may see
<p>This can include financial, physical, sexual, and emotional abuse.</p> <p>Those who are more vulnerable to Mate Crime include people:</p> <ul style="list-style-type: none"> <li>• with a learning disability</li> <li>• experiencing mental health issues</li> <li>• with no close family or friends</li> <li>• with a physical disability</li> <li>• with verbal communication constraints</li> <li>• who are isolated from the community</li> <li>• who have low self-worth or esteem.</li> </ul> <p>Mate Crime:</p> <ul style="list-style-type: none"> <li>• starts with people saying they are their target's friend</li> <li>• does not start with bullying but can become bullying</li> <li>• often happens in private where it is not seen by others.</li> </ul>	<ul style="list-style-type: none"> <li>• Changes in routine, behaviour, appearance, finances or household (eg new people visiting or staying over, lots of new 'friends', lots more noise or rubbish than there normally is)</li> <li>• Unexplained injuries</li> <li>• Sudden sexualised behaviour</li> <li>• Losing weight/gaining weight</li> <li>• A 'friend' who does not respect them, bullies or undermines the person</li> <li>• Bills not being paid, suddenly short of money, losing possessions or changing their will</li> <li>• 'Doing what they are told' by a 'friend'</li> <li>• Showing signs of mental ill health</li> <li>• Not being with usual networks of friends/ family or missing regular activities</li> <li>• Goods or packages arriving at a person's house (then collected by someone else soon after)</li> <li>• People coming around when benefits are paid, taking their target out to spend their money</li> <li>• Being secretive</li> <li>• Alcohol/drug use.</li> </ul>

## **Appendix 4**

### **Code of conduct for working with children**

All those working with children in the church (in either paid or voluntary roles) should agree to the following code of conduct. The word 'child' refers to all those under the age of 18.

#### **Training, policies and procedures**

- Attend all necessary training which helps to support you in your role
- Have a good awareness of, and comply with, URC policies, procedures and guidance
- Refresh all necessary safeguarding training at least every three years
- Be aware of different types of abuse and the key signs and symptoms of abuse.

#### **Safer ways of working**

- Do not spend time alone with children out of sight of other people
- Be aware that it is illegal for an adult in a position of trust to engage in any sexual activity with a 16 or 17 year-old
- Use of physical contact/touch should be: only in public; appropriate to the situation and to the age, gender and culture of the child; in response to the needs of the child, not the adult.

#### **Respectful and inclusive working**

- Respect and promote the rights of children to make their own decisions and choices
- Encourage respect for difference, diversity, beliefs and culture
- Make all reasonable adjustments for children with disabilities and additional needs.

#### **Managing behaviour**

- Encourage everyone to follow any ground rules and apply sanctions consistently
- Don't show favouritism or encourage excessive attention from a particular child
- Refer to a more experienced or senior worker if a child does not respond to your instructions despite encouragement and warning.

#### **Photos and videos**

- All images should be appropriate and, beyond first names, not reveal any personal information about children if uploaded to the Internet. Images should only be uploaded with permission from the parent/carer, as well as the child (for those old enough/able to give their consent)
- Avoid taking images on personal devices. If this is necessary in exceptional circumstances, it should be agreed in advance or reported promptly to the Church Safeguarding Coordinator
- Images of children should be stored securely on the church computer, never on personal devices, including memory sticks.

#### **Reporting concerns**

- Know who the Church Safeguarding Coordinator (CSC) is and how to contact them
- Tell the CSC if you have any concerns about a child's welfare
- Do not promise to keep anything a secret; if a child is being harmed, or is at risk of harm, you will need to share that information but only on a need-to-know basis.

## **Working with children online**

Make sure that any electronic communication is done with parental consent and is transparent, accountable, recorded and adheres to safeguarding policies.

### **Approval/consent**

- Ensure that all types of online communication and activity you engage with have been formally approved by your line manager/team leader/Eldership
- Inform your line manager or point of contact of your intention to communicate online with families or young people and keep a record of times and dates when you do this
- Ensure that you have parental consent for every type of online communication and activity you engage with – if need be, issue multiple consent forms (as for other activities and events). If signed consent forms are difficult to obtain, confirm emailed consent by phone/video call and keep a register of consent given (when, by whom, for what).

### **How to engage online**

- Ensure that any communication online is done through a work or church account and do not engage with children or young people through your personal social media or mobile account – this may require setting up an extra account for that purpose
- Ensure, where possible, parents or guardians are present in the building or other workers are aware when children are communicating with you via social media. Communication with a child via social media should only ever take place when their parent or guardian and other adult workers are aware of these online interactions
- Where possible, ensure that another adult is present in the room with you if communicating 1:1 via social media with a child or young person, or ensure that a second leader is present online and communicate in a group chat environment
- Do not use private messaging
- Tell the CSC of any attempt by children or young people to contact you through your personal accounts and profiles, and block any further contact.

### **Use of content generated online**

- Ensure any images or videos from online engagement are stored in the safe place designated by the church and not on your personal accounts or equipment
- Ensure you have clear parental and participant consent (for older children) before sharing any content from online engagement more widely, and only use it in the ways agreed, in line with URC good practice guidelines.

I agree to abide by the above code of conduct while working with children and young people.

On behalf of [church name]:

Name of worker:

Signed:

Date:

## Appendix 5 Code of conduct for working with adults

This code describes the standards of conduct expected of all those working with adults, including adults at risk (p3 provides definitions of 'adults at risk'). It sets out general principles for good practice but cannot cover every type of activity or situation. Further details on specific issues can be found in Good Practice 6 and the accompanying resources.

### TRAINING, POLICIES AND PROCEDURES

- Attend all necessary training which helps to support you in your role
- Have a good awareness of, and comply with, URC policies, procedures and guidance
- Refresh all necessary safeguarding training at least every three years
- Be aware of different types of abuse and the key signs and symptoms of abuse
- Be familiar with your church safeguarding policy and know who to raise concerns with.

### PROMOTE THE PRIVACY, DIGNITY, RIGHTS AND WELLBEING OF PEOPLE

- Always protect the rights of people and treat them with dignity, respect and compassion
- Ensure that an adult at risk is not treated, without justification, any less favourably than other people would be treated in a comparable situation
- Put people's needs, views and wishes first and ensure they participate as fully as possible in decisions being made, helping them control and choose the help they receive
- Always gain consent before providing help and support. You must respect a person's right to refuse if they can do so, but also report any concerns if you feel that someone does not have the capacity to consent
- Promote people's independence, while helping them maintain existing family and social contacts
- For home visits, follow the guidance in Good Practice 6.

### UPHOLD AND PROMOTE EQUALITY, DIVERSITY AND INCLUSION

Treat all adults equally and inclusively and do not discriminate on grounds of age, gender reassignment, ethnicity, race, religion/belief, cultural background, sexual orientation or disability.

### EFFECTIVE COMMUNICATION

- Make efforts to assist and facilitate communication, using whatever method is appropriate to the needs of the individual
- Always explain and discuss any help and support you are offering with the person
- Communicate respectfully with people in an open, accurate, effective and straightforward way
- Maintain clear and accurate records of any help and support the church provides.

### RESPECT PEOPLE'S RIGHT TO CONFIDENTIALITY

- Treat all information about people you are working with, and their family or carers where applicable, as confidential
- Only discuss or disclose information in accordance with legislation and URC policy, and seek advice from your Church Safeguarding Officer about information sharing.

## Online engagement

- Ensure you are familiar with your church online safety policy
- Apply the principles of respect, inclusion, clear communication and confidentiality to online work as you would with in-person interaction
- When engaging online with adults at risk, additional care should be taken, for example:
  - Ensure another adult is present, either with you or the other person
  - Use a work or church account rather than a personal one.

## PHYSICAL CONTACT/TOUCH

- Physical contact should be appropriate to the situation and the age, gender, culture of the other person
- Physical contact should be in response to the needs of the other person, not the wishes of the worker.

## FINANCIAL MATTERS

- Do not accept offers of loans, gifts or benefits from anyone you are supporting or anyone close to them (unless to do so would cause serious offence, in which case it should be declared to someone at church, eg treasurer or elder)
- Report any concerns about adults who might be subject to financial abuse to the Church Safeguarding Coordinator.

## CHALLENGING INAPPROPRIATE BEHAVIOUR

- Challenge and report dangerous, abusive, discriminatory or exploitative behaviour
- Tell your leader/supervisor or person in charge of safeguarding if you are concerned that another worker is acting outside of this code of conduct.

## FEEDBACK AND COMPLAINTS

- Share any feedback received with your leader/supervisor/colleagues to promote learning and continued development of good practice
- Refer any complaints to your leaders/supervisor/elders as appropriate.

I agree to abide by the above code of conduct while working with adults, including adults at risk.

On behalf of [church name]:

Name of worker:

Signed:

Date:

## Adults at risk

Safeguarding adults at risk means protecting an adult's right to live in safety, free from abuse and neglect.

There is specific legislation for England, Wales and Scotland which reflects common themes.

### Key principles:

- Adults are empowered and have a voice
- Prevention and early intervention are important
- Adults are supported with an interest in their wellbeing
- Working in partnership is encouraged.

### DEFINING 'ADULTS AT RISK'

In England, the Care Act 2014 states that safeguarding duties apply to an adult who:

- has care and support needs (whether or not the adult is being provided any services from the local authority or other statutory body to meet their needs) and;
- is experiencing, or at risk of, abuse or neglect; and
- as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of, abuse or neglect.

## APPENDIX 6 PHOTOGRAPHY AND VIDEO CONSENT FORM

From time to time, we may take photographs or videos of the participants to provide a reminder of the event for those involved and to use on church displays, posters and flyers, church website and, occasionally, in the local press. Photos or videos used publicly will focus on activities and groups rather than individuals; they will not show the outside of an identifiable building and participants will not be named or linked with any personal details. Photos or videos will not be taken if the participant is themselves unwilling.

Are you happy for photos/videos to be taken of the participant named on this form?  Yes

No

Please choose Yes or No to make clear in which ways you are willing for them to be used: Displays

Yes	<input type="checkbox"/>	No	
Publicity (eg posters/flyers)	<input type="checkbox"/>	Yes	<input type="checkbox"/> No
Website	<input type="checkbox"/>	Yes	<input type="checkbox"/> No
Press	<input type="checkbox"/>	Yes	<input type="checkbox"/> No

I give consent for photos/videos of the participant named on this form to be used, as above.

Signed:

Dated:

## APPENDIX 7 ELECTRONIC COMMUNICATION

It can sometimes be helpful for workers to communicate directly with older children, for example, to share information about an event, to find out who is planning to attend, to seek feedback, or to offer encouragement. Communication would be kept within reasonable hours, would be appropriate to the working relationship, would be accountable to other workers, and a record would be kept.

Name of participant .....

Please choose Yes or No to make clear in which ways workers may contact this participant:

Text messages	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
Email	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No
Social media	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No

I give consent for workers to contact the participant named on this form, as shown above.

Signed:

Dated:

Print Name

Relationship to the participant

## Appendix 8: Church Safeguarding Policy Statement

The Worsley Road United Reformed Church (WRURC) is committed to safeguarding in every area of its life and ministry.

Safeguarding is the action taken to promote and protect the well-being and human rights of individuals. This means we will:

- do all we can to create and maintain a safe and caring environment for all people
- respond promptly and effectively to any form of abuse and neglect, including reporting abuse to statutory agencies as necessary
- seek to prevent abuse in any form from occurring.

We will seek to identify individuals who may pose a risk to others and take necessary actions to minimise risk whilst supporting these individuals in our communities when safe to do so.

The URC confirms that safeguarding is the responsibility of everyone: to prevent abuse and neglect of children, young people and adults; to act upon concerns of abuse; and to support the wellbeing of each person within all communities in which the Church is placed. Safeguarding is a requirement and a duty in all Councils of the Church. Safeguarding in the URC is supported with relevant policies, practice, guidance and training.

The Church acknowledges that the wellbeing of the child or adult who is experiencing or is at risk of experiencing abuse, harm and neglect is paramount, and it will always act in their best interests, in line with national legislation, relevant statutory guidelines and good practice guidance. The United Reformed Church believes that all people have the right to be and feel part of this community, regardless of age, disability, gender reassignment, marriage and civil partnership status, pregnancy and maternity, race, religion or belief, sex or sexual orientation. We will operate in line with the Human Rights Act 1988, the 1989 United Nations Convention on the Rights of the Child and the Equality Act 2010.

### COMMITMENTS

The URC will adhere to the policy statement above by committing to:

- promote safe and healthy cultures in which good practice standards in safeguarding are updated and disseminated
- ensure everyone in a position of trust is carefully recruited / selected / appointed / elected and trained in safeguarding children and adults at risk
- respond promptly and appropriately to any safeguarding allegation or concern (including reporting any allegations to statutory agencies) including those who may pose a risk to children, young people or adults at risk
- care pastorally for all children and adults at risk, and all those who have experienced abuse in the past
- ensure that all those who pose a risk to children, young people or adults at risk, and those who are the subject of allegations, receive appropriate pastoral care and supervision
- exercise informed vigilance about risks in all forms of abuse and neglect
- work together with other denominations, statutory agencies and voluntary organisations.