

International Presbyterian Church Ealing

Safeguarding Policy Statement

November 2024

International Presbyterian Church, Ealing

53 Drayton Green, Ealing, W13 0JE

020 89974706

office@ipc-ealing.co.uk

Charity No. 1171604

Next review: December 2026

Values and beliefs

Every person has a value and dignity which comes directly from the creation of male and female in God's own image and likeness. Christians see this potential as fulfilled by God's re-creation of us in Christ. Among other things, this implies a duty to value all people as bearing the image of God and therefore to protect them from harm.

Nevertheless, the realities of human sinfulness mean that all members of the church are still sinful, and it is essential that steps are taken to minimise the effects of sin within all the relationships of the church, so that the gospel may have its full effect in bringing repentance, forgiveness and reconciliation. In particular, those who are most vulnerable must be protected from being harmed by the sins of others. We are committed, as a church, to protecting children and vulnerable adults in this way.

IPC Ealing is committed to the safeguarding of children and vulnerable adults with the aim of upholding the honour of God's name and keeping the gospel from disrepute. This is accomplished by protecting the children, young people, and vulnerable adults in our care, and equipping the volunteers who serve in these ministries. We recognise that safeguarding is the responsibility of the whole church.

Name: _____ Signed: _____ (Minister)

Name: _____ Signed: _____ (Minister)

Name: _____ Signed: _____ (Elder)

Name: _____ Signed: _____ (Elder)

Name: _____ Signed: _____ (DSL)

SAFEGUARDING TEAM



Alison Kelly

Designated Safeguarding Lead
dbs@ipc-ealing.co.uk



Ben Harris

Child protection coordinator



Olly Mallett

Child protection coordinator



Marta Willcox

Child protection coordinator

One of the safeguarding officers should be informed directly in the case of suspected or alleged abuse. Should one of them be implicated in the suspected or alleged abuse, the other should be informed; should both of them be implicated, the church elders should be informed.

- Paul Levy (Minister), Reuben Hunter (Associate Minister), Chris Cradock (Elder), Paul Felix (Elder), Adrian Little (Elder), Peter Lofthouse (Elder), Andrew Rae (Elder) John Silva (Elder), Jono Willcox (Elder).

The elders will normally be informed by the DSL of any reports of suspected or alleged abuse.

In an emergency, you should always call 999 and ask for the police.

Scope

This policy applies in particular to staff or volunteers who work on our behalf with vulnerable people (children, young people, their parents / carers, adults at risk of abuse or adults with care and support needs) and to those who have leadership and oversight of the church's activities. This includes trustees, senior leaders (including elders), group / ministry leaders, paid staff, volunteers, or others working on our behalf

The policy also outlines the general responsibilities of every member of our church community to raise concerns about individuals or practice in the church with the appropriate officers.

Definitions

- A **child** is a person below the age of 18. Unborn children are included within the scope of Child Protection.
- A **vulnerable adult** is a person over the age of 18 who for reasons of physical or mental illness or disability is unable fully to protect him or herself and is therefore in need of protection from abuse.
- **Abuse** is the maltreatment of a child or vulnerable adult by inflicting harm or failing to prevent harm where there is a duty to do so, including cases of neglect. Abuse may be physical, sexual, or emotional; it may be perpetrated by anyone, including a peer; it may be perpetrated by an individual or a group.
- **Harm** means the damaging of a person's wellbeing according to the standards of human flourishing set out in the laws and wisdom of the Bible; and therefore, inflicting harm means acting in ways opposed to the self-sacrificial love of Christ.
 - For the avoidance of doubt, to call a person to repentance from sin or sins, being integral to the loving call of Christ for the redemption of sinners, while it must be done with appropriate sensitivity, cannot be harmful in itself; conversely, to affirm a person's temptations, sins and false identities as if they were good and wholesome is harmful in the most profound ways.
- **Universal safeguarding:** activity that is required to keep everyone safe. This includes those who have no additional needs and includes the interface with other aspects of safety such as Health and Safety and employer responsibilities.
- **Volunteer(s):** refers to anyone who is appointed by the church to a role or who performs identified tasks on behalf of the church for which they receive no payment (other than out-of-pocket expenses that are appropriately authorised).

Our responsibilities and commitment:

We undertake to:

- Ensure that all children and vulnerable adults who attend the church's activities are provided with a safe environment, protected as far as possible from abuse
- Ensure that those involved in work with children and vulnerable adults have clear guidelines and, where appropriate, training relating to their own roles and responsibilities and are protected as far as possible from false allegations
- Ensure that an appropriate response is made in the event of abuse being suspected, disclosed or alleged
- Review this Safeguarding Policy at frequent and regular intervals.

We will do this by:

- Carefully selecting and training all those with any responsibility within the Church, whether paid or voluntary, in line with safer recruitment principles, including the use of criminal records disclosures and registration with the relevant vetting and barring schemes. This should be updated every three years.
- Establishing safe, caring communities which provide an environment where there is a culture of 'informed vigilance' as to the dangers of abuse.
- Supporting, resourcing, training and regularly reviewing those who undertake work with children, young people and adults.

In regular ministries:

- A DBS enhanced disclosure is required for all leaders and helpers (both paid and voluntary) at regular church activities working with children and vulnerable adults. All church elders and staff require a DBS enhanced disclosure. For less frequent or one-off activities, all those in leadership require a DBS enhanced disclosure and those assisting must follow the guidelines set out in this statement.
- Written consent (signed by parent and legal guardian) will be required for attendance at children's and youth groups. Separate consent (signed by parent and legal guardian) will be required for attendance at children's and youth group trips outside the church.
- All parents of children (below 18 years) attending church groups at Ealing IPC will be requested to supply the Group Leader/s with details of allergies, medical conditions, fears and phobias.
- A register will be kept of all creche, church children, youth groups and ministries that meet regularly. This and other relevant information will be stored on the church's electronic database (ChurchSuite) or on a paper register, secured in a locked cupboard. This record will include:
 - The date

- Names of leaders and helpers
 - Which children attended
 - Any incidents or near misses, particularly if a child hurts him/herself
 - Any food used
- When not in the care of a leader and helper(s) during a church activity, children are the responsibility of their parent/guardian.
- Children should only be left in the care of leaders of church activities with the consent of their parent or parents. For this reason, parents of all children left in children's groups without their parent present must have signed a consent form. Each church activity will therefore maintain a file of current consent forms. These will be kept for at least 5 years after the event. Registers will also be kept for at least 5 years.
- While under the care of group leaders, children should never be left unaccompanied.
- Children should be collected by their parents or other adult responsible for their care from church activities, including those that happen during the service; unless prior consent has been given by the parent/guardian for the child to leave unaccompanied. Where the parents are not known to the leaders, the child should only be returned to the same parent or adult who dropped him or her off. For activities happening during services, parents need to come out of the service to collect their children and take them back in.
- We will maintain a minimum of the following adult: child ratios at all activities.
 - Under 2s: 1 adult: 3 children
 - 2s: 1 adult: 4 children
 - 3s and over: 1 adult: 13 children
- These ratios may be changed very briefly whilst a helper is fetching a parent, seeking assistance, etc. It is preferable that where there are only two adult leaders in an activity, the leaders are not married to each other, and that there is at least one female in mixed groups.
- No one-to-one supervision or individual teaching of children will be held in Ealing IPC without another adult being present.
 - If in an emergency there is only one scheduled helper for a Sunday school class, then the doors of the class will remain open. Groups with two or more helpers can have closed doors.
- All those involved in leading or helping with church activities, and all church staff and office bearers, will be provided with a copy of this policy and asked to read it.

Outside of regular ministries:

- Repeated one-to-one visits by a child to a member of the church staff or volunteers should be discouraged and discussed with and monitored by the Child Protection Officer.
- All outside agencies using Ealing IPC premises will be required to demonstrate to the Child Protection Safeguarding Officer/Co-ordinator/s / Deacons that they will comply with and support the Child Protection Policy for the Church.

- Recognising that it is the responsibility of each of us to prevent the physical, emotional, sexual, financial and spiritual abuse of children, young people and adults, and to report any such abuse that we discover or suspect.
- This policy will be reviewed at least every two years. The next review is due in November 2026.

Helplines:

Christian Safeguarding: 0116 218 4420 / contact@thecss.co.uk

NSPCC: 0808 800 5000

Childline: 0800 1111

Stop it Now: 0808 1000 900

NAPAC: 0808 801 0331

Samaritans: 116 123

Family Lives: 0808 800 2222

National Domestic Violence Helpline: 0808 2000 247

Action on Elder Abuse: 0808 808 8141

Mankind (for males) 01823 33424

Versioning

Version	Date	Notes	Status
1.0	4/11/2024	First draft	Awaiting approval
1.1	14/11/2024	Second draft – edits from Alison Kelly included	Awaiting approval