



Father's House, Shaftesbury Safeguarding Policy, updated May 2022

Section 1: Details of the organisation

Father's House, Shaftesbury
Christys Lane
Shaftesbury
Dorset, SP7 8PH

Tel: 01747 854993

General email: admin@fathershouseshaftesbury.com

Safeguarding email: safeguarding@fathershouseshaftesbury.com

Website: www.fathershouseshaftesbury.com

Charity number: 296195

Father's House Designated Safeguarding Lead: Caroline Watkins (Administrator)

Little Acorns Designated Safeguarding Lead: Anne Clowrey (Manager)

Father's House Trustees: Clive Jackson, Joyce Deaville, Tony Rhodes, Andrew Baddeley, George Powell

Father's House Leadership team: Andrew & Helen Baddeley, George & Carolyn Powell

Father's House Independent Safeguarding support: Paul Beveridge

Regulators: Thirtyone:eight (church) and OFSTED (Little Acorns Preschool)

Insurance: Methodist Insurance

Nature of the organisation and the activities undertaken with children:

Father's House is a church, based in the building at Christys Lane. The building is used as a place of worship on a Sunday and for various activities during the week. The activities which involve children are;

- Kingdom Kids on Sunday mornings (at Father's House or Lox Lane conference centre, owned by Father's House)
- Youth group on Thursday evenings and Sundays (at Father's House or Lox Lane conference centre, owned by Father's House)
- Little Monkeys parent and toddler group on Friday mornings in term time

- Little Acorns Pre-school on weekdays in term time
- Annually children and young people attend summer camp organised by The Prayer House, Weymouth. Other trips and camps may take place.

In addition the building is used by **Open House** (Charity number: 1184625) Tuesdays, 10am – 2pm. **Open House Safeguarding Champion:** Helen Beecham.

Our Commitment

As a Leadership we recognise the need to provide a safe and caring environment for children, young people and adults with care and support needs. We acknowledge that children, young people and adults with care and support needs can be the victims of physical, sexual and emotional abuse, and neglect. We accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to “all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status.” We also concur with the Convention on the Rights of the Child which states that children should be able to develop their full potential, free from hunger and want, neglect and abuse. They have a right to be protected from “all forms of physical or mental violence, injury or abuse, neglect or negligent treatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s), or any other person who has care of the child.” As a Leadership we have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to building constructive links with statutory and voluntary agencies involved in safeguarding.

The policy and attached practice guidelines are based on the ten safe and secure safeguarding standards published by thirtyone:eight.

The Leadership undertakes to:

- endorse and follow all national and local safeguarding legislation and procedures, in addition to the international conventions outlined above.
- provide ongoing safeguarding training for all its workers and will regularly review the operational guidelines attached.
- ensure that the premises meet the requirements of the Equality Act 2010 and all other relevant legislation, and that it is welcoming and inclusive.
- support the Designated Safeguarding Leads in their work and in any action they may need to take in order to protect children and adults with care and support needs.
- The leadership agrees not to allow this document to be copied by other organisations

To support all those involved with Safeguarding at Father’s House the trustees and leadership have created ‘independent safeguarding support’ role (Paul Beveridge). The commitment is that;

1. Paul will meet regularly with Caroline Watkins, the Safeguarding lead, to monitor the implementation of the Safeguarding policy within the church. The objective is to provide accountability, advice and support for her role.
2. The leadership team will promote Paul's role as an independent person who can be approached by anyone who has safeguarding concerns at Father's House. The aim is to give children, young people and the adults working with them, access to an independent person who is available to listen to whatever they want to share. Within the confidence of this relationship someone would be able to disclose abuse. The objective is to reduce the potential for undisclosed abuse.
3. The leadership also give Paul permission to challenge weak safeguarding practice and to make recommendations for measures which he judges would strengthen the safeguarding culture at Father's House. This will include the freedom to check records and working practices in all aspects of children's work at Father's House, but particularly Kingdom Kids & Youth.

Section 2: Prevention

Understanding abuse and neglect

Defining child abuse or abuse against an adult is a difficult and complex issue. A person may abuse by inflicting harm, or failing to prevent harm. Children and adults in need of protection may be abused within a family, an institution or a community setting. Very often the abuser is known or in a trusted relationship with the child or vulnerable adult.

In order to safeguard those in our places of worship and organisations we adhere to the UN Convention on the Rights of the Child and have as our starting point as a definition of abuse, Article 19 which states:

- 1. Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.*
- 2. Such protective measures should, as appropriate, include effective procedures for the establishment of social programmes to provide necessary support for the child and for those who have the care of the child, as well as for other forms of prevention and for identification, reporting, referral, investigation, treatment and follow-up of instances of child maltreatment described heretofore, and, as appropriate, for judicial involvement.*

Also for adults the UN Universal Declaration of Human Rights with particular reference to Article 5 which states: *No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.*

Statutory Definitions

Children

Anyone who has not yet reached their 18th birthday. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate, does not change their status or entitlements to services or protection.

Safeguarding and promoting the welfare of children

1. Protecting children from maltreatment
2. Preventing impairment of children's mental and physical health or development
3. Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care
4. Taking action to enable all children to have the best outcomes

Child protection

Part of safeguarding and promoting welfare. This refers to an activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.

Abuse

A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Harm can include ill treatment that is not physical as well as the impact of witnessing ill treatment of others. This can be particularly relevant, for example in relation to the impact on children of all forms of domestic abuse. Children may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults or another child or children.

Child protection legislation throughout the UK is based on the United Nations Convention on the Rights of the Child. Each nation within the UK has incorporated the convention within its legislation and guidance.

The **four definitions** of abuse below operate in England based on the government guidance '**Working Together to Safeguard Children (2018, updated in Dec 2020)**'.

Physical abuse

A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child.

Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional abuse

The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber-bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Sexual abuse

Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve 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. 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. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Child sexual exploitation is a form of child sexual abuse. It 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 (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Neglect

Neglect 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. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- provide adequate food, clothing and shelter (including exclusion from home or abandonment);
- protect a child from physical and emotional harm or danger;
- ensure adequate supervision (including the use of inadequate care-givers)
- ensure access to appropriate medical care or treatment.

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

How to respond to a child or adult wishing to disclose abuse

- Ensure the physical environment is welcoming, giving opportunity for the child or adult to talk in private but making sure others are aware the conversation is taking place.
- It is especially important to allow time and space for the person to talk
- Above everything else listen without interrupting
- Be attentive and look at them whilst they are speaking
- Show acceptance of what they say (however unlikely the story may sound) by reflecting back words or short phrases they have used
- Try to remain calm, even if on the inside you are feeling something different
- Be honest and don't make promises you can't keep regarding confidentiality
- If they decide not to tell you after all, accept their decision but let them know that you are always ready to listen
- For children use language that is age appropriate and, for adults with care and support needs consider what extra support they may need from you to ensure their ability to disclose to you

Possible responses

- You have done the right thing in telling me
- I am glad you have told me
- I will try to help you

Don't say

- Why didn't you tell anyone before?
- I can't believe it! I am shocked
- Are you sure this is true?
- Why? How? When? Who? Where?
- Don't tell anyone else

Safer recruitment

The leadership will ensure all workers will be appointed, trained, supported and supervised in accordance with government guidance on safe recruitment. This includes that;

- There is a written job description/person specification for the post

- Those applying have completed an application form and a self-declaration form
- Those short listed have been interviewed
- Safeguarding has been discussed at interview
- Written references have been obtained, and followed up where appropriate
- A disclosure and barring check has been completed where necessary (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handing of information)
- Qualifications where relevant have been verified
- A suitable training programme is provided for the successful applicant
- The applicant has completed a probationary period
- The applicant has been given a copy of Father's House's safeguarding policy (or that of Little Acorn's Pre-school) and knows how to report concerns

All those volunteering to work with the children and young people of Father's House, Shaftesbury will be members of the church and will not be allowed to work with the children or young people for a period of six months minimum from the time of joining.

Safeguarding training

The leadership is committed to on-going safeguarding training and development opportunities for all workers, developing a culture of awareness of safeguarding issues to help protect everyone. All our workers will receive induction training and undertake recognised safeguarding training on a regular basis.

The leadership will also ensure that children and adults with care and support needs are provided with information on where to get help and advice in relation to abuse, discrimination, bullying or other matters where they have a concern.

Management of Workers – Codes of Conduct

As a Leadership we are committed to supporting all workers and ensuring they receive support and supervision. All workers have been issued with a code of conduct towards children, young people and adults with care and support needs.

Section 3: Practise guidelines

As a place of worship working with children, young people and adults with care and support needs we wish to operate and promote good working practice. This will enable workers to run activities safely, develop good relationships and minimise the risk of false accusation. A copy of this policy will be available for anyone wishing to read it and those working with children and young people will be expected to have read it.

In addition each worker and volunteer will be given a copy of the Children's and Young People's Workers' Handbook which contains a code of conduct expected of staff and volunteers working with children and young people. They will be asked to sign to say that they will follow this, and are prepared to be DBS checked and attend regular safeguarding training.

Particular care will be taken when taking children and young people off-site for day and residential activities. Parental permission will be obtained and full health and consent forms will be completed as appropriate. Swimming, sailing and extreme sport participation will need to be specifically included on consent forms when applicable.

Working in partnership

The diversity of organisations and settings means there can be a great variation in practice when it comes to safeguarding children, young people and adults. This can be because of cultural tradition, belief and religious practice and understanding, for example, of what constitutes abuse. Father's House, Shaftesbury is in relationship with churches in other countries, notably India, Venezuela and Ghana. It is expected that the same safeguarding standards are maintained by any workers who serve in any capacity, short or long-term in other countries, especially where they are representing Father's House. Any organised trip involving church members will include clear written safeguarding guidelines being given to members before leaving. This will also include any young person embarking on a gap year where they will be working with children and/or young people.

It is also our expectation that any organisation using our premises will have their own safeguarding policy in accordance with statutory guidance.

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

Section 4: Responding to allegations of abuse

Under no circumstances should a worker carry out their own investigation into an allegation or suspicion of abuse. The following procedures must be followed - the person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to:

Caroline Watkins (hereafter the Designated Safeguarding Lead).

Tel. No: 01747 854993, 01747 228093, or 07870 494062

E-mail: safeguarding@fathershouseshaftesbury.com

She is nominated by the Leadership to act on their behalf in dealing with the allegation or suspicion of neglect or abuse, including referring the matter to the Leadership and Trustees of Father's House, Shaftesbury and statutory authorities.

In the absence of the Designated Safeguarding Lead or, if the suspicions in any way involve the Designated Safeguarding Lead, then the report should be made to;

Andrew Baddeley (hereafter the Deputy).

Tel. No: 07947 538334, 01747 854993, 01747 835965.

E-mail: andrew@fathershouseshaftesbury.com

If the allegation or suspicion of neglect concerns a child or staff member of Little Acorns Pre-school then the report should be made to;

Anne Clowrey, the Designated Safeguarding Lead for Little Acorns Pre-school.

Tel.no: 07868 467745, 01747 853715

E-mail: littleacornspreschool9@gmail.com

If the suspicions in any way involve the Preschool Managers, then the Designated Safeguarding Lead for Father's House, **Caroline Watkins** should be contacted directly.

Should the suspicions involve all the above, then the Trustees of Father's House, Shaftesbury should be contacted immediately and the report should be made to:

Thirtyone:eight

Address: PO Box 133, Swanley, Kent, BR8 7UQ

Tel.no: 0303 003 1111

Alternatively contact Social services or the Police (or OFSTED in the case of Little Acorns Pre-school). Details below.

The Designated Safeguarding Lead should contact the appropriate agency or they may first ring the thirtyone:eight helpline for advice. They should contact social services in the area the child or adult lives;

Children's Advice and Duty Service (ChAD)

Single point of contact for safeguarding concerns

Tel. No 01305 228866

Dorset Police

Tel.no: 101 or 999

Dorset Adult Social Care

Tel.no: 01305 221016 (01305 858250 for the out of hours service)

The Designated Safeguarding Lead may need to inform others depending on the circumstances and/or nature of the concern.

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

Suspicions 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 locked in the office safe at Father's House, Shaftesbury.

Whilst allegations or suspicions of abuse will normally be reported to the Designated Safeguarding Lead(s), the absence of the Safeguarding Lead or Deputy should not delay referral to Children's Services, the Police or taking advice from thirtyone:eight.

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

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 Leadership hope that members of Father's House and those involved with Little Acorns Pre-school will use this procedure. If, however, the individual with the concern feels that the Designated Safeguarding Lead/Deputy has not responded appropriately, or where they have a disagreement with the Designated Safeguarding Lead as to the appropriateness of a referral they are free to contact an outside agency directly. We hope by making this statement that the Leadership demonstrates its commitment to effective safeguarding and the protection of all those who are vulnerable.

The role of the Designated Safeguarding Lead/ Deputy is to collate and clarify the precise details of the allegation or suspicion and pass this information on to statutory agencies who have a legal duty to investigate.

Detailed procedures where there is a concern about a child:

Allegations of physical injury, neglect or emotional abuse

If a child has a physical injury, a symptom of neglect or where there are concerns about emotional abuse, the Designated Safeguarding Lead/ Deputy will:

- Contact Children's Services (or thirtyone:eight) 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 Services.
- Seek medical help if needed urgently, informing the doctor/paramedic of any suspicions.
- For lesser concerns, (e.g. poor parenting), encourage parent/carer to seek help and set up a meeting with pastoral support arranged by Father's House leadership team, but not if this places the child at risk of significant harm.
- Where the parent/carer is unwilling to seek help or needs extra support to understand, offer to accompany them. In cases of real concern, if they still fail to act, contact Children's 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 Services.

Allegations of sexual abuse:

In the event of an allegation or suspicions of sexual abuse, the Designated Safeguarding Lead will;

- Contact Children's Services (Out of hours, the Emergency Duty Team) and the Police Child Protection Team direct. They will NOT speak to the parent/carer direct.
- Seek and follow the advice given by thirtyone:eight if for any reason they are unsure whether or not to contact Children's Services/Police. Thirtyone:eight will confirm its advice in writing for future reference.

Detailed procedures where there is a concern that an adult is in need of protection:

Suspicious or allegations of abuse or harm including; physical, sexual, organisational, financial, discriminatory, neglect, self-neglect, forced marriage, modern slavery, domestic abuse

If there is a concern about any of the above, the Designated Safeguarding Lead/Deputy 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 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 there is a concern regarding spiritual abuse, the Designated Safeguarding Lead/Deputy will;

- Identify support services for the victim, e.g. counselling or other pastoral support
- Contact thirtyone:eight and in discussion with them will consider appropriate action with regards the scale of the concern

Allegations of abuse against a person who works with children

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the Designated Safeguarding Lead, in accordance with Dorset Safeguarding Children Board (DSCB) procedures will;

- liaise with Children's Services (and Ofsted in respect of Little Acorns Pre-school), in regards to the suspension of the worker
- make a referral to a Local Authority Designated Officer (LADO) whose function is to handle all allegations against adults who work with children or 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 a 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.

Allegations of abuse against a person who works with adults with care and support needs

The Designated Safeguarding Lead will;

- Liaise with Adult Social Care regarding the suspension of the worker
- Make a referral to the DBS following the advice of Adult Social Care

The Care Act 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 to decide not Father's House.

Section 5: Pastoral care

Supporting those affected by abuse

The leadership is committed to offering pastoral care, working with statutory agencies as appropriate, and support to all those who have been affected by abuse, who have contact with or are part of Father's House, Shaftesbury.

Working with offenders

When someone attending Father's House is known to have abused children, is under investigation, or is known to be a risk to adults with care and support needs; the Leadership will supervise the individual concerned and offer pastoral care. In its safeguarding commitment to the protection of children and adults with care and support needs, the Leadership will set clear boundaries for that person which they will be expected to keep. These boundaries will be based on appropriate risk assessment and through consultation with appropriate parties.

Section 6: Glossary of further statutory definitions

County Lines

As set out in the Serious Violence Strategy, published by the Home Office, a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more importing areas within the UK, using dedicated mobile phone lines or other form of 'deal line'. 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

Child criminal exploitation

As set out in the Serious Violence Strategy, published by the Home Office, 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 (a) in exchange for something the victim needs or wants, and/or (b) for the financial or other advantage of the perpetrator or facilitator and/or (c) through

violence or the threat of violence. The victim may have been criminally exploited even if the activity appears consensual. Child criminal exploitation does not always involve physical contact; it can also occur through the use of technology.

Domestic abuse

Domestic abuse can encompass a wide range of behaviours and may be a single incident or a pattern of incidents. Domestic abuse is not limited to physical acts of violence or threatening behaviour, and can include emotional, psychological, controlling or coercive behaviour, sexual and/or economic abuse. Types of domestic abuse include intimate partner violence, abuse by family members, teenage relationship abuse and adolescent to parent violence. Anyone can be a victim of domestic abuse, regardless of gender, age, ethnicity, socio-economic status, sexuality or background and domestic abuse can take place inside or outside of the home. Domestic abuse continues to be a prevalent risk factor identified through children social care assessments for children in need. Domestic abuse has a significant impact on children and young people. Children may experience domestic abuse directly, as victims in their own right, or indirectly due to the impact the abuse has on others such as the non-abusive parent. More information can be found in the Draft Domestic Abuse Statutory Guidance Framework, including the new statutory definition of domestic abuse that will be introduced when the Domestic Abuse Bill is enacted.

Controlling or coercive behaviour

Also known as coercive control, the use of control and coercion in Coercive relationships is a form of domestic abuse and, since December 2015, a Behaviour criminal offence.

Controlling and coercive behaviour is outlined in Government guidance issued under section 77 of the Serious Crime Act 2015 as part of the Government's non-statutory definition of domestic violence and abuse. It is described as:

- Controlling behaviour is: a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour; and
- Coercive behaviour is: an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim

Coercive control is a form of abuse that involves multiple behaviours and tactics which reinforce each other and are used to isolate, manipulate and regulate the victim. This pattern of abuse creates high levels of anxiety and fear. This has a significant impact on children and young people, both directly, as victims in their own right, and indirectly due to the impact the abuse has on the non-abusive parent. Children may also be forced to participate in controlling or coercive behaviour towards the parent who is being abused.

Controlling or coercive behaviour also form part of the definition of domestic abuse in section 1(3)(c) of the Domestic Abuse Bill. More information can be found in the Draft Domestic Abuse Statutory Guidance Framework.

Date of last update: January 2020
Next review due: June 2022

LEADERSHIP SAFEGUARDING STATEMENT

The Leadership of Father's House, Shaftesbury, recognises the importance of our ministry with children and adults with care and support needs, and our responsibility to protect everyone entrusted to our care.

The following statement was agreed by the Leadership on 24th February 2020
Father's House, Shaftesbury is committed to the safeguarding of children and adults with care and support needs and ensuring their well-being.

- We recognise that we all have a responsibility to help prevent the physical, sexual, psychological, financial and discriminatory abuse and neglect of adults at risk of harm and abuse and to report any such abuse that we discover or suspect.
- We recognise the personal dignity and rights of adults and will ensure all our policies and procedures will reflect this.
- We believe all adults should enjoy and have access to every aspect of the life of Father's House, Shaftesbury.
- We undertake to exercise proper care in the appointment and selection of those who work with children and adults with care and support needs.
- We believe that every child should be valued, safe and happy. We want to make sure that children we have contact with know this and are empowered to tell us if they are experiencing significant harm.

We are committed to;

- Following the statutory guidelines in relation to safeguarding children and adults
- We will ensure that all Father's House workers will work within the agreed procedure of our safeguarding policy.
- Implementing the Disability Discrimination Acts 1995 and 2005, Equality Act 2010 and all other relevant legislation
- Supporting, resourcing, and training those who undertake this work.
- Ensuring we are keeping up to date with national and local developments relating to safeguarding
- Ensuring that everyone agrees to abide by these recommendations and the guidelines established by Father's House.
- Supporting all in Father's House affected by abuse.

We recognise:

- Children's Services has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a child. Adult Social Care has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about an adult with care and support needs.
- Where an allegation suggests that a criminal offence may have been committed then the Police should be contacted as a matter of urgency.
- Safeguarding is everyone's responsibility.

A copy of the full policy and procedures is available at **Father's House, Shaftesbury.**

We will review this statement and our policy and procedures annually. Next review – June 2022.

If you have any concerns for a child or adult then speak to one of the following who have been approved as Designated Safeguarding Leads for Father's House, Shaftesbury.

Caroline Watkins	Designated Safeguarding Lead for Father's House
Andrew Baddeley	Deputy Safeguarding Lead (Children) & E-Safety
Carolyn Powell	Deputy Safeguarding Lead (Adults)
Anne Clowrey	Designated Safeguarding Lead for Little Acorns Pre-school