

Policy Name:	Safeguarding Policy					
Policy Folder	Safeguarding	The Way We Work - URL	https://twww.revivechurch.uk/safeguarding-policy			
Approval Authority:	The Board of Trustees		Adopted:	Nov 2019	Review Date:	July 2025
			Revision Date:	Nov 2024	Revision Number	3.1

1. Policy Statement

This policy outlines Revive Church's policy to Safeguarding children, young people and vulnerable adults in our care.

If you have a concern about a child or young person go to section 5.5 for more information on who to report a concern to.

2. Reason for Policy

Safeguarding is a moral, legal and statutory requirement for Revive Church to undertake. The policy details both international human rights declaration and United Kingdom law that requires a policy to ensure a safe place for those who come into contact with Revive Church.

3. Who should read this Policy

The following people are required to be familiar with this policy and will be provided with updated versions as and when made.

- All staff members
- All Leaders with Revive Church
- Volunteers
- Board of Trustees
- Overseers
- Senior Leaders
- Operations Team
- Administrative Staff
- Financial staff
- Revive Hub Staff

4. Resources

- UN Declaration of Human Rights - <https://www.un.org/en/about-us/universal-declaration-of-human-rights>
- United Kingdom Equality Act 2010 - <https://www.gov.uk/guidance/equality-act-2010-guidance>
- The Care Act 2014 <http://www.legislation.gov.uk/ukpga/2014/23/contents/enacted>
- Care and Support Statutory Guidance under the Care Act 2014
<https://www.gov.uk/government/publications/care-act-statutory-guidance>

- Revive Church Policies & Forms can be found on The Way We Work (TWWW) – <https://twww.revivechurch.uk>
- Safeguarding Coordinator – Chloe Shivraj safeguarding@revivechurch.uk or call 01663 250 112

5. The Policy

5.1 – Disclaimer

Revive Church Safeguarding Policy document has been produced using a template and guidance from Thirtyone:eight. This document is not to be used or adopted by any other organisation.

5.2 – Information

5.2.1 - Details of Place of Worship

Name of Place of Worship: **Revive Church**

Address: **High Street, New Mills, High Peak, SK22 4BR**

Tel No: **01663 741 112**

General Email address: **office@revivechurch.uk**

Senior Leaders Names: **Rose & Ben Wood**

Senior Leaders Contact - Telephone: **01663 741 112** - Email: rose.wood@revivechurch.uk; ben.wood@revivechurch.uk;

Safeguarding Coordinator Name: Chloe Shivraj

Safeguarding Coordinator Contact - Telephone: **01663 250 112** – Email: safeguarding@revivechurch.uk

Membership of Organisation: **Assemblies of God Great Britain**

Organisation Safeguarding Officer: **David Pearson**

Contact Details for Organisation Safeguarding Officer: **David.pearson@aoggb.com**

Charity Number: **1198132**

Regulators: **Charities Commission; HMRC**

Insurance Company: **Can be found upon request to Board of Trustees**

The following is a brief description of our place of worship / organisation and the type of work / activities we undertake with children and adults who have care and support needs:

5.2.2 - Adult Work

- Community groups
- Sunday church gatherings
- Pastoral care
- CAP Job Club
- CAP Debt Help
- Revive Hub (Coffee Shop)
- Alpha Courses
- Bridging Groups
- Marriages; baptisms; funerals
- On-line live stream services
- On-line provision – YouTube and other social media platforms

5.2.3 - Children's work

- Kids' Church
- Mid-week & Sunday youth programmes– Year 7+
- Mid-week children's programmes – Primary school age (Rec – Yr6)
- Stay and Play Under 5s group
- Open the Book
- Schools Work

5.2.4 - Our commitment

As a Leadership we recognise the need to provide a safe and caring environment for children, young people and adults. We acknowledge that children, young people and adults can be the victims of physical, sexual and emotional abuse, and neglect. We accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to "all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status". We also concur with the Convention on the Rights of the Child which states that children should be able to develop their full potential, free from hunger and want, neglect and abuse. They have a right to be protected from "all forms of physical or mental violence, injury or abuse, neglect or negligent treatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s), or any other person who has care of the child." As a Leadership we have therefore adopted the procedures set out in 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 any 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 on-going, regular safeguarding training for all its paid workers and volunteer 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 Safeguarding Coordinator(s) in their work and in any action they may need to take in order to protect children and adults with care and support needs.
- not allow the document to be copied by other organisations.

5.3 – Prevention

5.3.1 - 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 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:

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:

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Detailed definitions, and signs and indicators of abuse, of both children and adults, are included in the Appendix of our policy.

5.3.2 - Safer recruitment

The Leadership will ensure all staff and volunteers will be appointed, trained, supported, and supervised in accordance with government guidance on safe recruitment. The Safe Recruitment Guidelines & Process can be found in the Appendix.

5.3.2.1 - For Staff this includes ensuring that:

- There is a written job description / person specification for the post
- Those applying have completed an application form and a self-declaration form
- Those short listed have been interviewed
- Safeguarding has been discussed at interview
- Written references have been obtained, and followed up where appropriate
- A disclosure and barring check has been completed where necessary (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information)
- Qualifications where relevant have been verified
- A suitable training programme is provided for the successful applicant
- The applicant has completed a probationary period
- The applicant has access to the organisation's safeguarding policy and knows how to report concerns.

5.3.2.2 - For Volunteers this includes ensuring that:

- There is a written job description / person specification for the post
- Those applying have completed an application form and a self-declaration form
- Those short listed have been screened appropriately. Screening means that applicants will have been known to Revive Church for a minimum of 6 months and checked for suitability.

- Safeguarding has been discussed during volunteer onboarding.
- Written references have been obtained, and followed up where appropriate
- A disclosure and barring check has been completed where necessary (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information)
- Qualifications where relevant have been verified
- A suitable training programme is provided for the successful applicant
- The applicant has completed a probationary period
- The applicant has access to the organisation's safeguarding policy and knows how to report concerns.

5.3.3 - Safeguarding training

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

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

Management of Staff and Volunteers – Codes of Conduct

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

5.4 –Practice Guidelines

As an organisation / 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 or unfounded accusation.

As well as a general code of conduct for staff and volunteers, we also have specific good practice guidelines for regular Revive activities.

The practice guidelines cover all the activities specified in section 5.2.

Where required, we use the following forms:

- Registration and consent forms
- Risk assessment forms for all individual activities that take place
- Accident and Incident forms
- Hazard reporting forms

All forms are available on our TWWW (The Way We Work platform). Risk Assessments are stored on our Health & Safety Management platform.

5.4.1 - Working in Partnership

The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children, young people and adults. This can be because of cultural tradition, belief and religious practice or understanding, for example, of what constitutes abuse.

We therefore have clear guidelines regarding our expectations of those with whom we work in partnership, whether in the UK or not. We will discuss with all partners our safeguarding expectations and have a partnership agreement for safeguarding. It is also our expectation that any organisation using our premises, as part of the letting agreement will have their own policy that meets thirtyone:eight's safeguarding standards or agree to adopt ours. Copies of the policies used by third parties using our premises are included in the appendices.

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

5.5 –Responding to allegations of abuse

Under no circumstances should a member of staff or volunteer carry out their own investigation into an allegation or suspicion of abuse. Follow procedures as below:

5.5.1 Documenting a concern

If you have a safeguarding concern for a child, young person or adult, it should be raised in the following way

If the individual is at risk of immediate harm, the emergency services should be contacted immediately. Please dial 999 and ask for the appropriate service.

Otherwise contact:

Name: Chloe Shivraj

Tel: 01663 250 112

Email: safeguarding@revivechurch.uk

The above 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 on to the statutory authorities.

In the Safeguarding Co-Ordinator's absence, Deputies and the Safeguarding Trustee are nominated by the Leadership to act on their behalf instead of the Safeguarding Co-ordinator

Deputies: Carol Brown (Children) | Robbie White (Adults)

Safeguarding Trustee: Rose Wood

Email: safeguarding@revivechurch.uk

If the allegations or suspicions implicate the Safeguarding Co-Ordinator or one of the Deputies then the report should be made to the Safeguarding Trustee, Rose Wood, at rose.wood@revivechurch.uk

If the allegation or suspicions implicate the Safeguarding Trustee then the report should be made to;

thirtyone:eight PO Box 133, Swanley, Kent, BR8 7UQ.

Tel: 0303 003 1111.

The Safeguarding Co-ordinator 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.

Name of local authority: Derbyshire County Council

Children's Social Services (reporting a concern)

Tel: 01629 533190

Out of hours Tel: 01629 532600

Website Address: www.derbyshire.gov.uk

Adult Social Services (reporting a concern)

Tel: 01629 533190

Out of hours Tel: 01629 532600

Website Address: www.derbyshire.gov.uk

Police Public Protection Team Tel: 101

Derbyshire Local Authority Designated Officer (LADO) Tel 01629 53194 |

Email professionalallegations@derbyshire.gov.uk

Name of local authority: Stockport Metropolitan Borough Council

MASSH (Multi Agency Safeguarding and Support Hub) (reporting a concern):

Tel: 0161 217 6028

Out of hours Tel: 0161 718 2118

Name of local authority: East Cheshire**Children's Assessment Team (reporting a concern):**

Tel: 0300 123 5012

Emergency Duty Team (out of hours): 0300 123 5022

The role of the Safeguarding Co-ordinator/ 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.

The Safeguarding Co-ordinator 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 incident.
- Designated officer or LADO (Local Authority Designated Officer) if the allegation concerns a worker or volunteer working with someone under 18 – Derbyshire Local Authority Designated Officer (LADO) is 01629 531940.

Suspensions must not be discussed with anyone other than those nominated above. A written record of the concerns should be made and kept in a secure place.

Whilst allegations or suspicions of abuse will normally be reported to the Safeguarding Co-ordinator, the absence of the Safeguarding Co-ordinator, Deputies or Safeguarding Trustee should not delay referral to Social Services, the Police or taking advice from thirtyone:eight.

The Leadership will support the Safeguarding Co-ordinator/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 the place of worship / organisation will use the procedure outlined in this policy. If, however, the individual with the concern feels that the Safeguarding Co-ordinator/Deputy has not responded appropriately, or where they have a disagreement with the Safeguarding Co-ordinator(s) as to the appropriateness of a referral they are free to contact an outside agency direct. We hope by making this statement that the Leadership demonstrate its commitment to effective safeguarding and the protection of all those who are vulnerable.

5.5.2 - Detailed procedures where there is a concern about a child:

5.5.2.1 - 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 Safeguarding Co-ordinator/Deputy will:

- Contact Children's Social 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 Social Services.
- Seek medical help if needed urgently, informing the doctor of any suspicions.
- For lesser concerns, (e.g., poor parenting), encourage parent/carer to seek help, but not if this places the child at risk of significant harm.
- Where the parent/carer is unwilling to seek help, offer to accompany them. In cases of real concern, if they still fail to act, contact Children's Social Services direct for advice.
- Seek and follow advice given by thirtyone:eight (who will confirm their advice in writing) if unsure whether or not to refer a case to Children's Social Services.

5.5.2.2 - Allegations of sexual abuse

In the event of allegations or suspicions of sexual abuse, the Safeguarding Co-ordinator/Deputy will:

- Contact the Children's Social Services Department Duty Social Worker for children and families or Police Child Protection Team direct. They will NOT speak to the parent/carer or anyone else.

- Seek and follow the advice given by thirtyone:eight if for any reason they are unsure whether or not to contact Children's Social Services/Police. Thirtyone:eight will confirm its advice in writing for future reference.

5.5.2.3 - Other Concerns

- This policy does not create an exhaustive list of the situations where a concern may arise about a child. Where there is any concern for a children's welfare i.e. through CCE, CSE, radicalisation, mental health, domestic abuse, the Safeguarding Co-ordinator / Deputy will contact the relevant authorities appropriate to each case and seek appropriate advice.

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

Suspensions or allegations of abuse or harm including physical, sexual, organisational, financial, discriminatory, neglect, self-neglect, forced marriage, modern slavery, mental health, domestic abuse.

If there is concern about any of the above, Safeguarding Co-ordinator/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, Safeguarding Co-ordinator will:

- Identify support services for the victim
- Contact thirtyone:eight and in discussion with them will consider appropriate action with regards to the scale of the concern.

5.5.3.1 - Allegations of abuse against a person who works with children/young people

If an accusation is made against a worker (whether a member of staff or volunteer), the Safeguarding Co-ordinator, in accordance with Local Safeguarding Children Board (LSCB) procedures will:

- Liaise with Children's Social Services as appropriate regarding concerns about a child/young person
- Make a referral to the Local Authority Designated Officer (LADO) whose function is to handle all allegations against adults who work with children and young people whether in a paid or voluntary capacity.
- Make a referral to Disclosure and Barring Service for consideration of the person being placed on the barred list for working with children or adults with additional care and support needs. This decision should be informed by the LADO if they are involved.

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

The Safeguarding Co-ordinator will:

- Liaise with Adult Social Services in regards the suspension of the worker
- Make a referral to the DBS following the advice of Adult Social Services

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 the church.

5.6 – Pastoral Care

5.6.1 Supporting those affected by abuse

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

All pastoral care needs are to be referred to our Revive Care+ Team via the form on the Revive Church The Way We Work website <https://twww.revivechurch.uk/pastoral-support-form/> or by calling the Care+ Team on 01663 250 160.

Revive Church's Pastoral Care Guidelines can be found in the Appendix below.

5.6.2 Working with offenders and those who may pose a risk

When someone attending the place of worship / organisation 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, but in its safeguarding commitment to the protection of children and adults with care and support needs, set boundaries for that person, which they will be expected to keep. These boundaries will be based on an appropriate risk assessment and through consultation with appropriate parties.

6. Appendix

a. Statutory Definitions of Abuse (Children)

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm.

Children may be abused in a family or in an institutional or community setting; by those known to them or, more rarely, by a stranger. They 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.

England

The four definitions (and a few additional categories) of abuse below operate in England based on the government guidance 'Working Together to Safeguard Children (2018)'.

6.1.2. What is abuse and neglect?

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger for example, via the internet. They may be abused by an adult or adults, or another child or children.

Physical abuse 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 is 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 cyberbullying), 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 (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

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); or
- ensure access to appropriate medical care or treatment.

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

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

Extremism goes beyond terrorism and includes people who target the vulnerable – including the young – by seeking to sow division between communities on the basis of race, faith or denomination; justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society.

b. Statutory Definitions of Abuse (Adults)

The following information relates to the Safeguarding of Adults as defined in the Care Act 2014, Chapter 14. Safeguarding, this replaces the previous guidelines produced in 'No Secrets' (Department of Health 2000)

The legislation is relevant across England and Wales but on occasions applies only to local authorities in England.

The Safeguarding duties apply to an adult who;

- has need for care and support (whether or not the local authority is meeting any of those 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.

Organisations should always promote the adult's wellbeing in their safeguarding arrangements. People have complex lives and being safe is only one of the things they want for themselves. Professionals should work with the adult to establish what being safe means to them and how that can be best achieved. Professional and other staff should not be advocating 'safety' measures that do not take account of individual well-being, as defined in Section 1 of the Care Act.

The Care Act 2014 <http://www.legislation.gov.uk/ukpga/2014/23/contents/enacted>

Care and Support Statutory Guidance under the Care Act 2014

<https://www.gov.uk/government/publications/care-act-statutory-guidance>

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

Physical abuse – including assault, hitting, slapping, pushing, misuse of medication, restraint or inappropriate physical sanctions.

Domestic violence – including psychological, physical, sexual, financial, emotional abuse; so called 'honour' based violence.

Sexual abuse – including rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting.

Psychological abuse – including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber bullying, isolation or unreasonable and unjustified withdrawal of services or supportive networks.

Financial or material abuse – including theft, fraud, internet scamming, coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

Modern slavery – encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.

Discriminatory abuse – including forms of harassment, slurs or similar treatment; because of race, gender and gender identity, age, disability, sexual orientation or religion.

Organisational abuse – including neglect and poor care practice within an Institution or specific care setting such as a hospital or care home, for example, or in relation to care provided in one's own home. This may range from one off incidents to on-going ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation.

Neglect and acts of omission – including ignoring medical, emotional or physical care needs, failure to provide access to appropriate health, care and support or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.

Self-neglect – this covers a wide range of behaviour neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding. Incidents of abuse may be one-off or multiple and affect one person or more.

c. Safeguarding Guidelines

We have specific written guidelines to cover the activities that we undertake as detailed in section 5.2. These are found as separate guidelines documents found here - twww.revivechurch.uk/safeguarding

- i. Children's Safeguarding Guidelines
– <https://twww.revivechurch.uk/childrens-safeguarding-guidelines/>
- ii. Pastoral Care Guidelines - <https://twww.revivechurch.uk/pastoral-care-guidelines/>
- iii. Overseas & Mission Trip Safeguarding Guidelines - <https://twww.revivechurch.uk/overseas-mission-trip-safeguarding-guidelines/>

- iv. Residential Trips Safeguarding Guidelines - <https://twww.revivechurch.uk/residential-trips-safeguarding-guidelines/>

d. Partner Safeguarding Policies

Safeguarding policies of agencies using charity buildings as detailed in section 5.4.1 are found in our Policy Folder structure under Safeguarding.

e. Safe Recruitment

- i. Safe Recruitment Process & Flow – <https://twww.revivechurch.uk/safe-recruitment-process-flow/>
- ii. Useful Links & Forms
 - 1. Role Application Form – <https://twww.revivechurch.uk/safe-recruitment-role-application-form/>
 - 2. Self Declaration Form – Online Form - Sent by Invite
 - 3. Self Declaration Review Form – <https://revivechurch.churchsuite.com/forms/oqnamd5r>
 - 4. Reference Request Form – <https://revivechurch.churchsuite.com/forms/lbuv11t>
 - 5. Permission to check DBS Update Service Form – <https://revivechurch.churchsuite.com/forms/fclkr3q>

f. Useful Links & Policies

- 1. Whistleblowing Policy - <https://twww.revivechurch.uk/whistleblowing-policy/>
- 2. Communicating with Children Online Safety Policy – <https://twww.revivechurch.uk/communicating-with-children-online-safety-policy>
- 3. Health & Safety Policy - <https://twww.revivechurch.uk/health-safety-policy/>
- 4. Complaints Policy - <https://twww.revivechurch.uk/complaints-policy/>
- 5. Anti-Harassment & Bullying Policy - <https://twww.revivechurch.uk/anti-harassment-bullying-policy/>
- 6. Safeguarding Code of Conduct – Found in the Revive Team Welcome Pack
- 7. Cause For Concern Form (Online Form)- <https://twww.revivechurch.uk/safeguarding-concern-form/>
- 8. Accident Form – Can be found in the on site Accident Book and also here - <https://twww.revivechurch.uk/accident-reporting-form>
- 9. Incident Form - <https://twww.revivechurch.uk/incident-reporting/>
- 10. Transportation Consent Form – Children & Young People – <https://twww.revivechurch.uk/transportation-consent-children-young-people/>
- 11. Trips & Visits Consent Form – Children & Young People (Online Form)- <https://twww.revivechurch.uk/trips-visits-consent-children-young-people/>
- 12. Kids & Youth Registration & Consent Form (Online Form)- <https://revivechurch.churchsuite.com/forms/vbldqluo>