



Child Protection and Vulnerable Adult Policy & Procedure

Destiny Church Newcastle (North East) Including project group Streetworx : Updated December 2018

Introduction

Destiny Church Newcastle [and projects under this Charity including Destiny Streetworx hereafter referred to as "Destiny"] is committed to the protection of children and considers the safeguarding and promoting of the interests and well being of children as of paramount concern. Destiny Church considers it the duty of all those employed or involved in the Church activities to prevent the physical, sexual or emotional abuse of all children and Vulnerable Adults with whom they come in to contact, including reporting any abuse discovered or suspected. It is important that everyone knows how to respond if he or she becomes concerned about a child or young person and or Vulnerable Adult.

This policy should also be brought to the attention of children/young people and their parent(s), carer(s) or person(s) with parental responsibility in order that they have a clear understanding of what to expect if someone in Destiny Church's facilities/activities is concerned about a child or young person and /or Vulnerable Adult.

Who Needs Protection?

Children and young people under the age of 16 (Children) and young people between the ages of 16 and 18 (Juveniles) and Adults (over 18) who are affected by disability or are vulnerable / need protection.

Definition of a Vulnerable Adult:

A vulnerable adult is someone aged 18 or over

Who is, or maybe, in need of community services due to age, illness or a mental or physical disability.

Who is, or may be, unable to take care of himself/herself, or unable to protect himself/herself against significant harm or exploitation

(Definition from the Department of Health 2002). Abuse can affect any vulnerable adult, but particularly someone who is, or may be, unable to protect themselves against significant harm or exploitation, for example:

Older people, People with mental health problems, Disabled people with learning difficulties
People with acquired brain damage and people who misuse substances

What is Child Abuse?

A general definition of child abuse refers to circumstances where “a child or young person’s basic needs are not being met in a manner which is appropriate to his or her individual needs and stages of development and the child is, or will be, at risk through avoidable acts of commission or omission on the part of their parent(s), sibling(s) or other relative(s) or a carer (i.e. the person(s) while not a parent who has actual custody of, charge of, or control over a child).” Additional information can be found in Appendix I

What to do if you think a Child or Young Person is at Risk of Abuse

- Be supportive to the child or young person if appropriate. Listen with care but do not ask any unnecessary questions. Take what the child or young person is saying seriously and advise them you will have to pass the information on.
- Write down the nature of your concern and anything the child or young person may have told you using, so far as possible, the words used by the child or young person. Remember to sign and date the notes taken.
- Immediately report the grounds of your concern to Tim Brown (or the Safeguarding Team; Allison Brown, Kyle Scott or Lesley Norfolk) who will take steps to pass the information on to the appropriate person or organisation that will investigate the concerns. Do not delay in reporting your concerns. Where possible, ensure to let Tim Brown or the Destiny Church safeguarding team know on the same day the concern arises.
- These procedures do not diminish the responsibilities of parents or other concerned adults to contact the Social Work Department or Police directly. Refer to the list of contacts in Appendix II.

Confidentiality

A child or young person being at risk of harm will always override a professional or organisational requirement to keep information confidential. Those employed or involved with Destiny Church have a responsibility to act to make sure that a child whose safety or welfare may be at risk is protected from harm. Children, young people and their parents should always be told this.

The appropriate Destiny initiative or ministry/group will notify the parent(s), the parent(s) with parental responsibility, children or young person that a policy on the protection of children and young people exists. This ensures that everyone is clear there is a process that is followed and that it comes as no surprise to anyone when the concerns are passed on to the relevant organisation.

It needs to be made clear that information will not be kept confidential where it is felt that a child or young person is at risk of abuse or harm. Children and young people need to know this information so they are clear what happens if they tell an employee or someone involved with Destiny that they are worried about something or indicate that they are at risk of abuse or harm.

Action to be taken by Destiny's Named Person & Safeguarding Team

- Destiny Church has identified people who will act on behalf of the Church in respect of incidents where child abuse is suspected or identified.
- All cases of suspected or alleged abuse must be treated seriously and the local Social Work Department should be contacted immediately. The concerns should be clearly stated including the basis for them. When the local office is closed the Emergency Social Work Service should be alerted.
- If you are unhappy with the response from the Social Work Department or if a crime is alleged /has been committed you can and should contact the local Police Office or the Reporter to the Children's Panel outlining your concerns to them as soon as possible. You do not need "permission" to do this.

What Happens Next?

It is the duty of the Social Work Department to investigate matters of concern in relation to the protection of the child or young person. Where it is alleged a crime has been committed against a child the matter is likely to be investigated jointly with the Police.

The investigating Social Worker/Police Officer may ask to speak to the person with whom the concerns originated. You should co-operate fully with any future enquiries.

What if it is someone within Destiny you are Concerned About?

If you have observed someone associated with Destiny acting in a way that has caused you to be concerned and feel the matter needs to be investigated you should contact the Church's designated safeguarding team, which consists of identified safeguarding officers, namely; Kyle Scott, Lesley Norfolk and Allison Brown. If the safeguarding team is unavailable, you should report your concerns to the Church Leader Pastor Tim Brown, or a member of the core leadership team: Paul, Joanne, Missy or Michael outlining your concerns and the basis for them. They will take your concerns seriously and decide on an appropriate course of action. This may involve the use of Destiny's disciplinary procedures and/or a referral to the Social Work Department or the Police.

When Tim Brown is not available due to holidays or sickness Kyle Scott and Lesley Norfolk will act as the named persons.

In addition, all concerns should be reported to the Destiny Church Newcastle safeguarding team on **safeguarding@destinynortheast.com** which consists of 2 people who are fully trained on Safeguarding

In addition, a person independent of Destiny Church Newcastle will be available for children and young people, staff and others involved with Destiny to contact if they are concerned about the welfare of a child or young person and feel unable to talk to any of the named persons. This may be as a result of concern they have about someone who works for or is involved with Destiny. The independent person will follow the procedure outlined in this document.

The Independent Person is Peter Anderson at Destiny Church Edinburgh

Tel: 01315552707

It is crucial that those involved make no judgements as to whether the concern is justified. If there is even the slightest doubt about the welfare of a child or young person the information should be passed on immediately.

Should the person concerned about a child or young person be dissatisfied with the response received the addresses and telephone numbers of the local Social Work office and Police station should be given so that the individual can make contact with them directly.

The Recruitment and Selection of Staff and Volunteers

Careful consideration needs to be given to the recruitment of staff and volunteers for Destiny Newcastle. The staff and volunteer policies, therefore, include a mandatory disclosure process (DBS Check) which works alongside Caring Hands Charity in Newcastle. You can visit their website;

<http://www.caringhandscharity.org.uk/>

Supporting the child or young person

The child or young person is likely to continue to be involved with Destiny following the reporting of the concerns. It is important that employees and those involved with the child or young person through an initiative act in a supportive manner. You should:

- Continue to listen with care
- Reassure the child / young person he/she was right to tell, if appropriate.
- Affirm the child or young person's feelings as expressed by them
- Do not question/interrogate the child or young person /vulnerable adult
- Do not show disbelief
- Avoid being judgmental
- Do not introduce personal or third party experiences of abuse
- Avoid displaying strong emotions

Named Responsible Person

Name: Tim Brown

Position within Organisation/ Title: Church Leader / Pastor

Church Correspondence Address: 23, Briarside, Newcastle Upon Tyne NE5 2LT

Telephone Number: Text or Call 07794 506 136

Email: tim.brown@destinynewcastle.com

In absence of responsible person please contact:

Allison Brown, Wanwuri Akor or Andrew Stephenson

Destiny Church NEWCASTLE Safeguarding Team: 07376 413 774

Email: safeguarding@destinynewcastle.com

Named Independent Person

Name: Pastor David Thompson

Position: Independent Person

Tel: 0141 616 6777

Address: Destiny Church

Glasgow 1120 PollokShaw Road

Glasgow, G41 3QP

Important Contacts

Social Work Services – Local Office See Appendix II

Social Work Services - Out of Hours Service See Appendix II

Police - See Appendix II

Appendix I

The lists below are by no means exhaustive but are designed to give employees and people involved with Destiny some guidance on how to recognise child abuse. Any information has to be seen in the context of the child or young person's whole situation and circumstances. Different types of abuse may overlap or co-exist.

It is extremely important to emphasise that the lists below, although designed to be a helpful aid, should not be used as a checklist. It may be that a child or young person may tell someone that they are being abused but they show no obvious signs. It is crucial that if a child or young person or Vulnerable Adult says that he/she is being abused the matter is taken seriously and passed on as a matter of urgency.

Physical Abuse

Physical abuse is defined as "actual or attempted physical injury to a child, under the age of 16 where there is definite knowledge or reasonable suspicion that the injury was inflicted or knowingly not prevented".

Possible signs of physical abuse:

- Unexplained injuries or burns, particularly if they are recurrent
- Improbable excuses are given to explain injuries
- Refusal to discuss injuries
- Untreated injuries or delay in reporting them
- Excessive physical punishment
- Arms and legs kept covered even in hot weather
- Fear of returning home
- Aggression towards others
- Running away

Physical Neglect

Physical neglect is defined as occurring "when a child's essential needs are not met and this is likely to cause impairment to physical health and development. Such needs include food, clothes, cleanliness, shelter and warmth. A lack of appropriate care results in persistent or severe exposure, through negligence, to circumstances which endanger the child."

Signs of possible physical neglect:

- Constant hunger or inappropriate/erratic eating patterns
- Poor personal hygiene
- Constant tiredness
- Lack of adequate clothing
- Failure to seek appropriate/necessary medical attention
- Unhygienic home conditions

Non-Organic Failure to Thrive

Non-organic Failure to Thrive is defined as "children who significantly fail to reach normal growth and developmental milestones (i.e. physical growth, weight, motor skills, organic reasons must have been medically eliminated and a diagnosis of non-organic failure to thrive has been established."

Signs of possible non-organic failure to thrive:

- Significant lack of growth
- Weight loss
- Hair loss
- Poor skin or muscle tone
- Circulatory disorders
- Lethargy

Emotional Abuse

Emotional abuse is defined as "failure to provide for the child's basic emotional needs such as to have a severe effect on the behavior and development of the child".

Possible signs of emotional abuse:

- Low self-esteem
- Continual self-deprecation
- Sudden speech disorder/ refusal to speak
- Fear of carers
- Severe hostility/ aggression towards other children
- A significant decline in concentration span
- Self-harm

Sexual Abuse

Sexual abuse is defined as "any child below the age of 16 may be deemed to have been sexually abused when any person(s), by design or neglect exploits the child, directly or indirectly, with any activity intended to lead to the sexual arousal or other forms of gratification of that person or any other person(s) including organised networks."

Possible signs of sexual abuse:

- Sleep disturbances or nightmares
- Complaints of genital itching or pain
- Self-harm
- Eating disorders
- Unexplained pregnancy
- Acting in sexually explicit manner
- Anxiety/ depression/ withdrawn
- Fear of undressing e.g. for physical exercise
- Low self-esteem
- Inappropriate sexual awareness
- Running away
- Developmental regression
- Lack of trust in adults or over-familiarity with adults

Appendix II - Updated December 2018

Social Work Services

Community Health and Social Care Direct, 2nd Floor, Westgate Community Complex, West Road, Newcastle upon Tyne, NE4 9LU
Phone; 0191 278 8377 (8.00am -6.00 pm) or 0191 278 278 after 6.00pm

Contact information:

Phone 0191 278 8377 (8.00am -6.00 pm)

Mobile: 0796 8474891 after 6.00pm or in emergency always dial 999

Vulnerable Adults

All safeguarding adults alerts (referrals) should be made by telephone to the Adult Social Care Direct Team at the Westgate Community Complex Monday to Friday 8.00am till 6.00 pm

Phone: 0191 278 8377 If in doubt call 999.

In an emergency situation outside of these times please contact the Emergency Duty team on 0191 232 8520

Assessment and Monitoring Service

This service is responsible for:

- Children whose name have been placed on the child protection register who are at risk of significant harm,
- Children who have become newly accommodated,
 - assessment and monitoring of extended family arrangements for looking after children.

This service will be responsible for:

- completing the core assessment for registered children,
- completing the core assessment for children looked after,
- monitoring and reviewing the children's plans for children on the child protection register and looked after children, and assessment,
- monitoring and reviewing private fostering and special guardianship arrangement

Contact information:

Initial Response Service

Children's Social Care

Civic Centre, Barras Bridge

Newcastle upon Tyne

NE1 8QH

Phone: 0191 277 2500

Fax: 0191 277 2477

For emergencies that occur outside of normal office hours contact the Emergency Duty Team.

Emergency Duty Team

For social work emergencies outside office hours

Phone: 0191 278 78 78

Fax: 0191 211 4947

Email: edt@newcastle.gov.uk

Deaf community: 18001

Contact information:**Children's Social Care**

Long Term Social Work Service

Children's Social Care

Wellbeing, Care and Learning

Allendale Road

Byker

Newcastle upon Tyne,

NE6 2SZ

Phone: 0191 211 5845

Fax: 0191 278 1567

16+ Team

The 16+ Team provides a dedicated service to looked after children over 16 years and care leavers. They also have a responsibility to provide support and advice to those children up to the age of 21 and to 24 for those in further education. The team will also have responsibility for unaccompanied minors.

Further information can be found within the looked after children section.

16+ Team

Children's Social Care

Wellbeing, Care and Learning

College Street Centre

College Lane

Newcastle upon Tyne

NE1 8DX

Phone: 0191 278 2700

Fax: 0191 278 2711

Children with Disabilities Team

Further information can be found within the children with disabilities section

You can make an appointment with a social worker by contacting our customer service point on Mondays to Thursdays from 10.00 am to 12.30 pm and Fridays from 2.00 pm to 4.30 pm.

If you contact the team outside these hours, or a social worker is not available, we will get back to you later the same day or the next day. If your child is in the hospital you can contact your social work team at the hospital. If you need urgent help with social care for any child during the evening or weekends phone 0191 278 7878 and ask for the Emergency Duty Team.

Children with Disabilities Team

Children's Social Care

Wellbeing, Care and Learning

Newcastle City Council

Civic Centre, Room 220

Barras Bridge

Newcastle upon Tyne

NE1 8QH

Phone: 0191 277 4700

Fax: 0191 277 4701

Police - Northumbria Police

If there is any danger or risk to life, a crime is in progress or the attendance of the police is urgent dial 999.

To report all other crimes or incidents, or for general information and advice dial 101. If you are the victim or have witnessed any non-emergency incident occurring within the Northumbria Police area, you can use the internet to report non-urgent, less serious crimes.

In an emergency, text to 999. In a non-emergency call 101

No excuse for adult abuse. Report it.

Adult Social Care Direct and/or the Safeguarding Adults Unit and/or other advice giving organisations such as Police.

If you need advice over a situation please do not hesitate to call the following numbers:

Community Health and Social Care Direct (8 am - 5 pm)
0191 278 8377

Outside of these hours call - 0796 8474891

In an emergency always dial 999

Newcastle Safeguarding Adults Unit

Advice and support

The Safeguarding Adults Unit has an advice line for professionals (anybody working or volunteering with adults with care and support needs in any sector). Advice can be given on a range of safeguarding adults related areas, including individual cases, best practice, and policy and procedures (including Mental Capacity Act and Deprivation of Liberty Safeguards)

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It should be noted that the Advice Line is not a duty or emergency system and it cannot be guaranteed that a Safeguarding Manager will be available to be spoken to immediately. The protocol is that information related to the advice request is left with admin support who then pass this on to a Safeguarding Manager. This allows for case screening/allocation and prioritisation.

The Safeguarding Adults Unit does not receive safeguarding adults referrals (e.g. Safeguarding Adults Initial Enquiry forms). All safeguarding adults referrals should be made to Community Health and Adult Social Care Direct (0191 278 8377) or the allocated Social Worker.

The Safeguarding Adults Unit does not have involvement in all safeguarding adults concerns that are raised with the Local Authority. The Safeguarding Adults Unit are only involved in the following cases:

- Organisational or paid worker cases. For example, in cases where the alleged perpetrator is a paid worker or the concern is about institutional/organisational abuse.

- Complex cases. For example, cases involving multiple victims and/or perpetrators, cases of sexual exploitation, forced marriage, honour-based violence or modern slavery.

Northumbria Police

Phone: 03456 043 043

(ask for Local Area Police Station or Public Protection Unit)

You can use these services to notify us if you are the victim or have witnessed any non-emergency incident occurring within the Northumbria Police area. This may include race, hate or homophobic offences. Police staff are experienced, dedicated and fully trained in the investigation of these types of crimes and work in partnership with other agencies to provide a completely victim-focused, supportive and confidential service.

To see how we treat personal information provided to us please select the privacy statement at the bottom of this page. Providing your own details is not compulsory but is essential if you want us to make contact with you.

This facility is broken down into five stages. In each of the stages, you will be asked to provide information which we need to understand what has happened. There will be instructions about what is required at each stage.

Please note that this facility is only available for reporting incidents that have taken place within the Northumbria Police area. If the incident took place elsewhere then please do not use this facility. Be aware that it is a criminal offence to waste police time by knowingly reporting false information.

Newcastle City Centre
Forth Banks Police Station,

Newcastle upon Tyne, NE1 3PH

Opening Hours: Open 24 hours

This can be done by the victim or a third party, by:

Calling 999 – if you are in immediate danger or the offence has just occurred

Calling the Northumbria Police control room on 101

Going to a police station

The police work in partnership with other agencies who support the victims of such crimes, and various services are available should you wish to talk to someone about what has happened - either before reporting the matter to the police or after. If you do not wish to report the matter to the police, you may prefer to talk to someone in confidence from one of the other agencies (see the previous page), your GP or another health professional.

If you are not sure you want to report it to the police, you can talk to other agencies, including:

Youdas Group (<https://www.yordasgroup.com>)

Youdas Group helps women and men aged 16 or over who have been raped or sexually assaulted. The centres are staffed by women who are experienced in dealing with the effects of rape and sexual assault. They are happy to help you whether or not you wish to contact the police. If you do decide to report the assault, they can help you do that and act as a contact for you.

Victims First (www.victimfirstnorthumbria.org.uk).

Victims First is a local charity which helps people affected by crime. They provide free and confidential support to help you deal with your experience, whether or not you report the crime.

Sexual Assault Counselling and Information Service – Tyneside Rape Crisis Centre (www.tynesidercc.org.uk).

Tyneside Rape Crisis Centre (TRCC) is a local charity based in the centre of Newcastle upon Tyne, providing services for women aged 16 or over who have been raped or sexually abused.

Further information about other support agencies is available on the R.E.A.C.H website: <http://www.reachsarc.org.uk/>.

What happens if the victim is under 16?

Northumbria Police MUST be informed.

Children, or any victim under the age of 16, will be seen by a specially trained forensic paediatrician in a comfortable and confidential setting within the RVI at Newcastle.

A Sexual Offence Liaison Officer (SOLO) will explain how a statement can be taken – either a written statement or video interview depending on which is best for the victim and the investigation.

USEFUL CONTACTS PHONE NUMBERS

Tyneside Rape Crisis Centre 0191 2329858

Newcastle WOMEN'S Health 0191 477 7898

Someone Cares 0844 811 5522 ext 28255

Women's Health Advice Centre,

Northumberland 01670 853 977

Women's Health, South Tyneside 0191 454 6959

Male Rape Happens,

Survivors Help Line 0845 122 1201

MESMAC, Gay & Bisexual Men 0191 233 1333

Panah, Black/Asian Women

Advice & Information

on Domestic Violence 0191 284 6998

Newcastle Lesbian Line 0191 261 2277

Victim Support Newcastle 0191 2813791

Victim Support Sunderland 0191 5672896

Destiny Church Newcastle takes note of guidance issued by Thirtyone: eight (known as CCPAS)

<https://thirtyoneeight.org/>

Thirtyone: eight is a Christian charity which helps individuals, organizations, charities, Church and community groups to protect vulnerable people from abuse.

[Safeguarding policies](#)

[Professional training and advice](#)

[Disclosure checks](#)

[Breaking news updates](#)

[Support and resources](#)

[Specialist Safeguarding Services](#)

[Safeguarding Services for Places of Learning](#)

[ID Verification](#)

ThirtyOne: Eight PO Box 133, Swanley, Kent, BR8 7UQ. Tel: 0303 003 1111

Email: info@thirtyoneeight.org