



SBC Safeguarding Children and Young People Policy Statement

Policy Approved by: Church Leaders / Trustees 9th September 2017.

Communicated to Church Members at Church Members meeting 2nd October 2017.

Procedure Changes: Designated Person name change on 19th August 2018.

Review date: September 2018.

The church recognises its responsibilities for the safeguarding of all children and young people under the age of 18 including those under 25 with learning difficulties (regardless of gender, ethnicity or ability) as set out in The Children Act 1989 and 2004, Safe from Harm (HM Government 1994) and Working together to Safeguard Children (HM Government 2015).

As members of this church we commit ourselves to the nurturing, protection and safeguarding of all children and young people associated with the church and will pray for them regularly.

In pursuit of this we commit ourselves to the following policies and to the development of procedures to ensure their implementation.

Prevention and reporting of abuse

It is the duty of each church member and each member of the wider church family to prevent the physical, sexual and emotional abuse of children and young people and the duty of all to respond to concerns about the well-being of children and young people and to report any child abuse disclosed, discovered or suspected. The church will fully co-operate with any statutory investigation into any suspected abuse linked with the church.

Safe recruitment, support and supervision of workers

The church will exercise proper care in the selection and appointment of those working with children and young people, whether paid or voluntary. All workers will be provided with appropriate training, support and supervision to promote the safeguarding of children.

Respecting children and young people

The church will adopt a code of behaviour for all who are appointed to work with children and young people so that all children and young people are shown the respect that is due to them.

Safe working practices

The church is committed to providing a safe environment for activities with children and young people and will adopt ways of working with children and young people that promote their safety and well-being.

A safe community

The church is committed to the prevention of bullying of children and young people. The church will seek to ensure that the behaviour of any who may pose a risk to children and young people in the community of the church is managed appropriately.

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Responsible people

The church has appointed Nina Gonzalez- Lopes as the Designated Person for Safeguarding of Children and Young People to take the appropriate action when abuse is disclosed, discovered or suspected.

Policy and procedures

A copy of the policy statement will be displayed permanently on the Safety Notice board in the Sanctuary Vestibule

Each worker with children and young people whether paid or voluntary will be given a full copy of the policy statement and policy guidance and procedures document and will be required to follow them.

A full copy of the policy statement and policy guidance and procedures document will be made available on request to any member of the church, the parents or carers of any child or young person from the church or any other person associated with the church.

The policy statement and policy guidance and procedures document will be monitored and reviewed at least annually.

Please note: If a child is in imminent danger of harm, you should contact the police or emergency services without delay on 999.



Streatham Baptist Church Safeguarding Children and Young People - Policy Guidance and Procedures

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Procedure Changes: GDPR Changes to Volunteer Application and Children Registration forms on 19th August 2018.

Review date: September 2018.

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Prevention and reporting of Abuse

Responding to concerns

Understanding, Recognising and Responding to Abuse

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.

There are five main categories of abuse:

- Physical abuse
- Sexual abuse
- Emotional abuse
- Neglect
- Spiritual abuse

Although it is not possible to be prescriptive about signs and symptoms of abuse and neglect some indicators are:

- Unexplained injuries
- Injuries on areas of the body not usually prone to injury
- An injury for which the explanation seems inconsistent
- Changes in behaviour or mood
- Inappropriate sexual awareness
- Signs of neglect

How to respond when someone wants to talk about harm or abuse

- Listen and keep listening
- Don't question
- Avoid passing judgement on what you are told
- Never promise confidentiality
- Explain what you intend to do and don't delay in taking action
- Contact the Designated Person for Safeguarding via the Pastoral Phone 07985 385 571

Please note: If a child is in imminent danger of harm, you should contact the police without delay on 999

For overview see Appendix 1: Procedures for responding to concerns

Duty to record and report

It is the duty of the person who receives information or who has a concern about the welfare of a child or young person to record their concerns in writing and report their concerns to the Designated Person for Safeguarding Children or Deputy Designated Person for Safeguarding. The report to the Designated Person should be made within 24 hours of the concern being raised.

Using the Incident Form (Appendix 2) the written record should:

- Be made as soon after the event as possible
- Be legible and state the facts accurately – if hand written notes are made and later typed up the originals must be retained
- Include the child's full name, address and date of birth or age
- Include the nature of the concern/allegation/disclosure
- Include a description of any bruising or other injuries you may have noticed and the demeanour of the child
- Include an exact record of what the child has said using the child's words
- Include what was said by the person to whom the concerns were reported including any questions asked
- Include any action taken as a result of the concern
- Be signed and dated

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- Be kept secure and confidential and made available only to the Designated Person, or representatives of professional agencies

Review and Refer

The duty of the Designated Person on receiving a report is to review the concern that has been reported and to refer the concern on to the appropriate people.

If a child or young person is considered to be in imminent danger of harm a report should be made immediately to the police

In reviewing the received report the Designated Person:

- Should take account of his/her own experience and expertise in assessing risk to children and young people
- Must take account of other reports that may have been received concerning the same child, family or adult
- May speak with others in the Church, including the Minister, who may have relevant information and knowledge that would impact on any decision that will be made
- May seek advice from the local Social Services department or police in knowing how to respond appropriately
- Must keep written records of all actions taken in reviewing a concern (Appendix 3)

In reviewing the reported concern the Designated Person may:

- Refer back to the worker who made the original report if there is limited evidence that the child/ young person is being harmed and ask for continued observation
- Refer concerns to others who work with the child/young person and ask for continued observation
- Speak directly to the adult about whom the concern has been raised **except** when there is any question of possible sexual abuse or serious physical harm
- Make a formal referral to the local police or social Services Department

Report and Support

Whenever a formal referral is made to Social Services or the police, the Designated Person should:

- Report the referral to the Senior Minister
- Report the referral to the Regional Minister of the London Baptist Association

Third Party Allegations and Referrals

Where a third party alleges abuse towards a child, the role of the person receiving the allegation is to gather as much information as possible from this person and advise the third party that the information they have provided will be shared with the Designated Person for Safeguarding and may result in a referral to the Children's Social Care Team Department with their details. This is so that Children's Social Care Team can contact them if necessary.

Allegations against Workers

- The advice of Local Authority Designated Officer (LADO) and the police will be sought before taking any action such as suspension of employment.
- During an enquiry, the worker will be supervised as closely as possible without raising suspicion during the period between the matter coming to our attention, the authorities being informed and the appropriate action being taken.
- The suspension of a worker following an allegation is by definition a neutral act but may be necessary because the priority is to protect children from possible further abuse or from being influenced in any way by the alleged perpetrator.
- It may be necessary, for the sake of the child (or to satisfy the needs of an investigation) for the alleged perpetrator to worship somewhere else and in such cases leaders of the new church will be informed of the reasons.

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Concerns regarding the Designated Person will be reported to the Chair of the Risk Management Strategic Group.

Concerns regarding a member of the Ministerial Team will be reported to the Regional Minister of London Baptist Association.

In certain circumstances the Chair of the Risk Management Strategic Group acting on behalf of the Trustees should:

- Report allegations that a worker has behaved in a way that has harmed or may have harmed a child/young person or possibly committed a criminal offence against or related to a child/young person to the Local Authority Designated Officer (LADO)
- Report to the Independent Safeguarding Authority (statutory duty) when a worker has been or would have been removed from their post because of the risk of harm they posed to children/young people
- Report to the Charity Commission as a serious incident in the annual return that a worker has been accused of causing harm to children/young people

Pastoral care

When an allegation/suspicion arises in the Church, a period of investigation will follow, which will be stressful for all involved.

- Support will be offered to the suspected perpetrator without compromising the children or their families.
- Information in relation to allegations of abuse will be limited to a need-to-know basis to enable leaders not privy to the detail to be free to offer support to other parties, including the suspected perpetrator.
- Where an investigation is under way, support will be provided with the knowledge of the child protection authorities.
- The Church will ensure that one person is responsible for dealing with the authorities, another offers support to the victim and their family, and another gives pastoral care to the alleged perpetrator. It may be necessary to appoint another person to support the perpetrator's family.

False Allegations

False allegations are possible: all allegations will be properly investigated in an endeavour to establish the truth.

Allegations against children/young people

Children and young people are curious about the opposite sex. However, where a child is in a position of power, has responsibility over another child (as in a babysitting arrangement) and abuses that trust through some sexual activity, then this is abusive. Where one child introduces another child to some age-inappropriate sexual activity or material or forces themselves onto a child this is abusive. Such situations will be taken as seriously as if an adult were involved, because the effects on the child victim can be as great.

Safe Recruitment, Support and Supervision

Recruitment

Safeguarding is a high priority for SBC and this is reflected in all recruitment and supervision processes. Workers whether paid or voluntary who wish to work with or have regular contact with children/young people will:

- Be given a clear job/role description
- Complete a simple application form which includes details of previous experience (Appendix 5)
- Provide the details of two referees (not family members)
- Sign a declaration stating that there is no reason why they should not be working with children
- Attend an informal interview with the Activity Leader to establish their experience and reasons for wanting to work with children
- Complete a DBS check or make a full declaration of any past criminal record as appropriate for the role (Appendix 7)

Support and Supervision

Any appointee will:

- Be given a copy of SBC's Safeguarding Children and Young People Policy Statement and Policy Guidance and Procedures and be expected to sign in acknowledgment of their agreement to comply with the policy and procedures
- Agree to attend Safeguarding Training appropriate to their role at least once every three years
- Sign a written agreement which includes a clear role description, lines of accountability to the church leadership and an assigned supervisor with regular opportunities for planned meetings so that work can be discussed, issues aired and areas of concern dealt with
- Agree to a review after 6 months
- Agree to attend regular team meetings to review procedures to ensure a common approach, sharing of concerns and identifying other matters that may need clarification and guidance
- Agree to attend relevant training e.g first aid, food hygiene
- Agree to complete a DBS check or make a full declaration of any past criminal record as appropriate for the role (Appendix 7) every three years

Young people under 18 may be used as helpers but such helpers will be responsible to a named worker and will never be in a position where they are providing unsupervised care of children. As they will never be in unsupervised care they don't need a DBS. However those under 18 years old will be required to provide a reference from an unrelated adult who has known them for 2 years.

When a young helper reaches the age of 18 the full recruitment process will be applied.

Activity Leaders are responsible for ensuring that the recruitment process is completed before workers commence their role and for ensuring appropriate support and supervision is provided.

Any documentation related to the recruitment process and support and supervision will be stored securely with other Safeguarding records in the Church Office to ensure confidentiality.

Respecting Children and Young People: a code of conduct for workers

Code of behaviour

The aim of these general guidelines is to ensure quality childcare, protect children from possible abuse and workers from false accusation.

Workers will:

- Treat all children /young people with dignity and respect in attitude, language and actions.
- Use age appropriate language and tone of voice.
- Not engage in any of the following;
 - ◇ Invading the privacy of children or young people when they are using the toilet or shower.
 - ◇ Rough games including contact between a leader and a child or young person.
 - ◇ Sexually provocative games.
 - ◇ Making sexually suggestive comments.
 - ◇ Scapegoating, ridiculing or rejecting a child or young person.
- Manage and discipline children and young people without using physical punishment. Use positive handling techniques as appropriate with challenging children and young people.
- Not normally be left working alone with children and young people, but work as part of a team showing mutual responsibility for each team member.
- If they find themselves on their own;
 - ◇ Assess the risk of sending child/young person home
 - ◇ Phone another team member and let them know the situation
 - ◇ Get a second trained leader as soon as possible
 - ◇ Write down a record of what happened
- If a child or young person wants to talk on a one-to-one basis make sure that:
 - ◇ They hold the conversation in a corner of a room where other people are.
 - ◇ If they are in a room on their own, leave the door open.
 - ◇ They make sure another team member knows.
- Ensure that the level of personal care (eg. toileting) is appropriate and related to the age of the child whilst also accepting that some children have special needs.

Activity Leaders/ Ministry Heads will:

- Consider how many workers will be involved with the group and whether they should be male or female workers or both.
- Ensure that they have personal information and contact details for all children/young people participating in activities (Appendix 6)
- Not leave a person under 18 years of age in sole charge of any children of any age or leave any children or young people attending a group alone at any time.

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These are the minimum adult: child ratios for activities at SBC:

Age range	Minimum ratio for Indoor activities	Minimum ratio for Outdoor activities
0 – 2 years	1:3 (minimum 2)	1:3 (minimum 2)
3 years	1:4 (minimum 2)	1:4 (minimum 2)
4 – 7 years	1:8 (minimum 2)	1:6 (minimum 2)
8 – 12 years	2 adults for up to 20 children (preferably one of each gender) with extra adult for every 10 additional children	2 adults for up to 15 children (preferably one of each gender) with extra adult for every 8 additional children
13 years and over	2 adults for up to 20 children (preferably one of each gender) with extra adult for every 10 additional children	2 adults for up to 20 children (preferably one of each gender) with extra adult for every 10 additional children

Taking Care of Touching

Workers will:

- Keep everything public. A hug in the context of a group is very different from a hug behind closed doors.
- Ensure touch is related to the child's needs, not the worker's.
- Ensure touch is age-appropriate and generally initiated by the child rather than the worker.
- Avoid any physical activity that is, or may be thought to be, sexually stimulating to the adult or the child.
- Ensure that children/young people are given privacy to ensure personal dignity.
- Allow children to decide how much physical contact they have with others, except in exceptional circumstances when they need medical attention.
- When giving first aid (or applying sun cream etc.), encourage the child to do what they can manage themselves, but consider the child's best interests and give appropriate help where necessary.
- Monitor one another in the area of physical contact. They are free to help each other by constructively challenging anything which could be misunderstood or misconstrued.

Mentoring

A paid employee or volunteer working as part of a recognised mentoring programme for the church with a young person will ensure that :

- The parents of the young people involved in mentoring have signed a letter to say they are aware that the mentoring is happening and who it is with.
- A mentoring meeting has an agreed start and end time and someone is aware of that meeting.
- A basic record of dates of significant meetings, text messages and emails is kept.
- Appropriate boundaries in regards to times and demand are in place, ie. not phoning during the night, etc.
- A written record is kept of issues/decisions discussed at meetings.

Visiting Children or Young People at Home

In the event that workers need to make a pastoral visit for children and their families at home on behalf of SBC, this must be done with the knowledge of parents and a member of the ministerial team.

Children with Special Needs

Children and young people who have learning difficulties or a disability can be at greater risk of abuse because:

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- They often require more help with personal care, such as washing, dressing, toileting, feeding, mobility etc.,
- They may have limited understanding
- They may behave in a non-age appropriate way.

Paid employees and volunteers working with such children/young people will speak with the child/young person and their parents/carers to find out how best to assist the child or young person.

Children with no adult supervision

When children turn up to and want to join in with church activities without the knowledge of their parents, we will:

- Welcome the child and try to establish their name, age, address and telephone number, and record their visit in a register.
- Ask the child if a parent/carer is aware of where they are. Phone and make contact.
- On leaving, give the child a consent form and explain that it is essential that it is completed and returned next time.
- Without interrogating the child, find out as soon as possible whether they have any special needs (eg. medication) so that an appropriate response can be made in an emergency.

Peer Group Activities for Young People

All youth activities will be overseen by named adults who have been selected in accordance with agreed recruitment procedures. It is accepted that groups aged 16+ may benefit from being led and run by peers. In this situation adult leaders will contribute to programme planning and reviews and will always be readily available on the premises when peer-led activities take place.

Electronic Communication

Modern Technologies and Safe Communication

A worker's role description will include an acknowledgement and approval of these technologies as a legitimate means of communicating with young people if appropriate and will also include the expectations of the Church in relation to their use.

These communication methods will not be used with primary school aged children, 11 years and younger.

On the general consent form parents/carers will be asked to sign if they agree that the young person can receive such communications.

Workers' Communication with Young People

All young people need to be aware of the protocols that workers follow in relation to email, messenger services, social networks and mobile phones including texting. It is important to remember that as well as the parent/carer, young people will have a right to decide whether they want a worker to have their email address or mobile telephone number and will not be pressurised into divulging information they would rather keep to themselves.

Email

Email is sometimes used by workers to remind young people about meetings. Only Streatham Baptist email accounts will be used by workers to communicate to young people.

It is important workers use clear and unambiguous language to reduce the risk of misinterpretation, and although it should be obvious when an email is ending, workers should never use inappropriate terms such as 'luv' to round things off.

Communicating using Instant Messaging (eg. WhatsApp, MSN Messenger, AOL AIM, Yahoo Messenger, Facebook)

These forms of communication will only be used for communication between groups not individuals outside of a group. The groups will be closed with at least two leaders/adults as members to ensure all communications are appropriate. Leaders / Adults will save significant conversations as a text and keep a log of any significant communication stating with whom and when they communicated.

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Mobile Phones

Workers will be diligent when using mobile phones to communicate with young people and will:

- Use mobile phones primarily for information sharing
- Keep a log of significant conversations/texts
- Pass on/show any texts or conversations that raise concerns to their line manager
- Use clear language, particularly when texting, and will not use words such as 'luv' or abbreviations like 'lol' which could mean 'laugh out loud' or 'lots of love'.
- Not take photos on their personal equipment.

Paid children's/young people's workers are issued with a mobile phone under a contract that provides itemised billing.

Social Networks

If a worker allows their personal site to be accessed by young people, they will ensure that:

- All content including photos is suitable.
- They are aware of age limits on social network sites.
- All communication should be kept in the public domain.
- Other workers are copied into communication if needed to keep transparency.

Taking Video and Photographs of Children

Since the introduction of the Data Protection Act in 1998, SBC is very careful how still or moving images of clearly identifiable people are used.

Anyone taking still or moving images on behalf of SBC must:

- Obtain permission, via a consent form, of all children who will appear in a photograph or video before the photograph is taken or footage recorded.
- Make clear why that person's image is being used, what it will be used for, and who might look at the pictures.
- Ensure that children and young people under the age of 18 are not identified by family name or other personal details, including e-mail or postal addresses, telephone or fax numbers.
- Use group pictures of children if possible.

If images are being taken at an event attended by large crowds, such as a sports event or worship service, this is regarded as a public area and permission from a crowd is not necessary. Many uses of photographs are not covered by the Data Protection Act 1998, including all photographs and video recordings for personal use, such as a parent/carer taking photographs at school sports days for the family photo album, or videoing a church nativity play. It will be made clear to all attending such events by the event leader and through the weekly bulletin that any photographs or video recordings must be for private use only and not be posted on any social media sites.

Safe Working Practices

Safe practice and safe premises

Consent forms

It is essential to have important information about all children and young people involved in any activities at the church. This information is recorded on our consent forms (appendix 6) Activity Leaders will ensure that the first week someone attends we have name, medical emergency information if appropriate e.g. allergies/major illness and a contact name and number. Unaccompanied children will be given forms which must be returned on the next visit.

Guidelines for Use of Streatham Baptist Church

All Activity Leaders who work with children will be given a copy of the 'Activity Leaders' Health, Safety and Security Handbook' by the Activity Leader/Ministry Head and must comply with this document.

Health and Safety

All activities for children and young people will comply with the Church's current health and safety policy and will be conducted in accordance with 'Activity Leaders' Health, Safety and Security Handbook'.

Fire

It is the responsibility of all Activity Leaders/ Ministry Heads/responsible persons within the building to ensure the safety of themselves and those who are in their control. It is a requirement that all Activity Leaders/ Ministry Heads/ responsible persons are familiar with the emergency procedures in the event of fire.

First Aid

First Aid arrangements are outlined in the 'Activity Leaders' Health, Safety and Security Handbook'.

Transporting Children

These guidelines will apply to all drivers involved in the transportation of children and young people for activities organised by or on behalf of the Church. They do not apply to private arrangements for transportation made, for example, between parties with parental responsibility.

Our practice on transporting children is as follows:

- Only those who have gone through the Church recruitment procedures for workers will transport children.
- All drivers will have read the Church's Safeguarding Children and Young People Policy and Policy Guidance and Procedures and agree to abide by it.
- Parental consent will be given for all journeys.
- At collection or dropping off points children will not be left on their own and will be collected by an appropriate adult.
- Drivers will be 21 or over and have held a full driving licence for at least two years.
- The driver will ensure that they have adequate insurance cover:
The driver should declare to their insurers that they are participating in the activity of transporting people for the church. 'Business use' cover may be required. The response of the Insurance company may be different if the driver is being reimbursed. The vehicle will need to be road worthy.
- Drivers will not spend unnecessary time alone in a car with a child.
- Drivers will ensure that all children and young people are returned to pick up point.
- All hired minibuses used to transport children will have a small bus permit, the necessary insurance and the driver will have a valid driving licence that entitles them to drive a minibus.

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- If parents transport each other's children around other than trips organised by the church, for example to and from activities, such arrangements are the responsibility of the parents involved and not the responsibility of the Church.

Risk Assessment

Before undertaking any activity, the activity leader/ministry head will carry out a risk assessment and complete the SBC Risk Assessment Form ('Activity Leaders' Health, Safety and Security Handbook') which will be approved by the Designated Person for Safeguarding Children and/or the Church's Health and Safety Officer. Regular activities will be risk assessed on an annual basis and the risk assessment form will be shared with all those involved in the activity.

Insurance

Residential activity/camp organisers will ensure with the church treasurer that there is adequate insurance cover for the event activity. If the trip is at a centre it is also important to establish that there is appropriate public liability insurance.

Outings and overnight events

- All outings and overnight events must comply with SBC Church Trips Policy
- Before undertaking any outing or overnight activity a specific risk assessment must be carried out.
- Parents will be informed in writing of all the arrangements
- Consent forms will be obtained for each overnight activity
- There will be leaders with first aid and food hygiene certificates with the group

Sleeping Arrangements (Outings and overnight events)

Arrangements for residential holidays will be considered carefully. Workers will not share sleeping accommodation with fewer than three children. It may be acceptable for workers to share sleeping accommodation with children/young people in a large dormitory or on an activity such as youth hostelling where it is customary practice. Arrangements will be age-appropriate, not mixed gender, provide security for the child/young person and be safe for children/young people and workers. The activity leader will ensure that parents understand what the arrangements will be.

Adventurous Activities (Outings and overnight events)

No child will participate in adventurous activities without the written consent of the parent /carer. The residential activity/camp organisers will ensure that the staff engaged in such activities are properly trained and qualified and that the correct ratio of staff to children is met. At an activity centre or for an organisation whose own staff undertake such activities, if the activities come within the scope of the Adventure Activities Licensing Regulations 1996, the residential activity/camp organisers need to ensure that the premises are licensed.

Fire Safety (Outings and overnight events)

The residential activity/camp organisers will have a fire safety procedure, which will include the following:

- Everyone will be warned of the danger of fire. If the residential activity/camp is in a building then everyone must be made aware of the fire exits. A fire drill will be practised on the first day of the residential activity/camp.
- When using a building as a residential facility, ensure that the fire alarm is audible throughout the accommodation and that all signs and exits are clearly visible. It will also comply with fire regulations.
- In the case of an emergency, ensure measures are in place to alert children and young people with disabilities (eg. a child who is hard of hearing).

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Safety (Outings and overnight events)

At all times, it is the responsibility of the workers to know the whereabouts of every child/young person participating in a residential activity/camp and this may include monitoring access on and off the site.

General safety rules will be applied as appropriate (eg. no running round tents due to the risk of injury from tripping over guy lines).

Swimming Trips

There will be an increased adult to child ratio for all swimming trips and prior to the trip the swimming ability of a child/young person will be established. A swimming consent for each child (or a copy) will be taken by the group leader on the trip. An appropriately trained life guard must be in attendance at all times.

Safe Community

Bullying

Bullying is another way in which children (or adults) abuse other children, and it can be verbal or physical. A child might be afraid to attend school or other activities if they think the bully will be present.

The effect of bullying on the victim can be profound, both emotionally and physically.

Bullying can take many forms including:

- Name-calling, taunting, teasing, mocking
- Kicking, hitting, pushing, intimidating
- Unwanted physical contact of a sexual nature or sexually abusive comments
- Taking belongings
- Inappropriate text-messaging and emailing
- Sending offensive or degrading images by phone or over the internet
- Gossiping, spreading hurtful and untruthful rumours
- Excluding people from groups
- 'Unofficial' activities such as initiation ceremonies or practical jokes which may cause physical or emotional harm.

Bullies will often pick on a particular feature of a person's appearance or character as a supposed 'reason' for bullying:

- Racial difference; disability; sexuality; hair colour; gender

Bullies can be:

- Children or young people bullying others in their peer group, or other children and young people either older or younger
- Adults bullying children and young people
- Children and young people bullying adults.

Bullying will always cause a great deal of pain and harm for those on the receiving end. Many children and young people affected by bullying believe they have nowhere to turn. They are scared to speak out and often blame themselves. They can become fearful and reclusive.

Some signs that can indicate that a child or young person is being bullied are as follows:

- Withdrawal; lack of desire to join activities with certain individuals; drop in school marks; torn clothing; loss of friends; avoidance of church groups and other activities; bruises; need for extra money or supplies.

Activity Leaders are responsible for ensuring that the following procedures are adopted in respect of bullying:

- The children and young people themselves will be involved in agreeing a code of behaviour which makes it clear that bullying is unacceptable
- Children and young people should know how they can report any incidents of bullying
- All allegations of bullying will be treated seriously
- Details will be checked carefully before action is taken
- The bullying behaviour will be investigated by the Activity Leader
- The parents of the bully and of the bullied will be informed Activity Leader
- An attempt will be made to help bullies change their behaviour
- All allegations and incidents of bullying will be recorded, together with actions that are taken. (Appendix 1 Incident form)

Working with Offenders

When someone attending the Church is known to have abused children, the Senior Minister will supervise the individual concerned through a risk management plan and ensure appropriate pastoral care is offered.

When it is known that a person who has been convicted of sexually abusing children or young people is attending Streatham Baptist Church, it is important that their behaviour within the church community is properly managed and that a contract is put in place. There are also times when it will be appropriate to take such measures with a person who has faced a series of allegations about the sexual abuse of children and young people but has never been convicted (such allegations may be revealed on an Enhanced DBS Disclosure under relevant non-conviction information).

If an offender is on the Sex Offenders' Register they will be monitored under guidelines known as the Multi-Agency Public Protection Arrangements (MAPPA). In the latest guidance, there is provision to require a written contract to be in place if the offender wishes to attend a place of worship.

In determining the details of the contract:

- There will be a discussion about who should be informed of the nature of the offence and the details of the contract
 - ◇ The rights of the offender to re-build their lives without everyone knowing the details of their past offence should be balanced against the need to protect children and young people
 - ◇ The Senior Minister, Chair of the Risk Management Strategic Group and the Designated Person for Safeguarding will always be informed
- The Senior Minister should determine whether the person is subject to supervision or is on the Sex Offenders' Register
 - ◇ if so, the Senior Minister should contact the offender's specialist probation officer (SPO) who will inform the church of any relevant information or restrictions that the church should be aware of
- The Senior Minister should inform and take advice from the Regional Minister in the local Baptist Association.

An open discussion must be held with the person concerned in which clear boundaries are established for their involvement in the life of the church. A written contract should be drawn up which identifies appropriate behaviour. The person should be required to sign the contract. The contract:

- Will identify the meetings the person may attend
- Will specify that they will always sit apart from children and young people
- May ask that they are always accompanied by a befriender on church premises
- Will require the person not to attend small group meetings where children or young people are present
- Will require that the person declines hospitality where there are children or young people
- Will state that the person will never be alone with children or young people while attending church functions
- Will require the person to stay away from areas of the building where children or young people meet.

The contract should be monitored and enforced by a member of the Ministerial Team. Those who offend against children and young people can often be manipulative. If the contract is broken sanctions will be considered.

Radicalisation

Radicalisation refers to the process by which a person comes to support terrorism and forms of extremism. There is no single way of identifying an individual who is likely to be susceptible to an extremist ideology. It can happen in many different ways and settings. Specific background factors may contribute to vulnerability which are often combined with specific influences such as family, friends or online, and with specific needs for which an extremist or terrorist group may appear to provide an answer. The internet and the use of social media has become a major factor in the radicalisation of young people.

Some examples of signs that a child or young person may be at risk of radicalisation are:

- Displaying feelings of isolation or expressions of an 'us and them' mentality – a sign of the sense of social isolation.
- Becoming more argumentative or domineering in their viewpoints, being quick to condemn those who disagree and ignoring views that contradict their own.
- Questioning their faith or identity.
- Downloading or promotion of extremist content.
- Social isolation – losing interest in activities they used to enjoy, distancing themselves from friends and social groups.
- Altered appearance – change in style of dress and/or personal appearance.
- Abnormal routines, travel patterns or aspirations.

Any concerns about children or young people becoming radicalised must be reported to the Designated Person for Safeguarding Children using the same procedures as other safeguarding concerns.

Child Sexual Exploitation

Child sexual exploitation is a form of sexual abuse where children are sexually exploited for money, power or status. It can involve violent, humiliating and degrading sexual assaults. In some cases, young people are persuaded or forced into exchanging sexual activity for money, drugs, gifts, affection or status. Children can be trafficked within the country for the purposes of sexual exploitation. Consent cannot be given, even where a child may believe they are voluntarily engaging in sexual activity with the person who is exploiting them. Child sexual exploitation does not always involve physical contact and can happen online.

Some of the following signs may be indicators of sexual exploitation:

- Children who appear with unexplained gifts or new possessions
- Children who associate with other young people involved in exploitation
- Children who have older boyfriends or girlfriends
- Children who suffer from sexually transmitted infections or become pregnant
- Children who suffer from changes in emotional well-being
- Children who misuse drugs and alcohol
- Children who are frequently missing or absent from home

Any concerns about children or young people being involved in sexual exploitation must be reported to the Designated Person for Safeguarding Children using the same procedures as other safeguarding concerns.

Female Genital Mutilation

FGM comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal in the UK to be involved in FGM, to plan for or

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send a girl abroad for the purposes of FGM and it is a form of child abuse with long-lasting harmful consequences.

A girl who's had FGM may:

- have difficulty walking, sitting or standing
- spend longer than normal in the bathroom or toilet
- have unusual behaviour after an absence from home
- be particularly reluctant to undergo normal medical examinations
- ask for help, but may not be explicit about the problem due to embarrassment or fear.

Any concerns about children being at risk of or having undergone FGM must be reported to the Designated Person for Safeguarding Children using the same procedures as other safeguarding concerns

Forced Marriage

Forcing a person into a marriage is a crime in the UK. A forced marriage is one entered into without the full and free consent of one or both parties and where violence, threats or any other form of coercion is used to cause a person to enter into a marriage. Threats can be physical or emotional and psychological. A lack of full and free consent can be where a person does not consent or where they cannot consent (if they have learning disabilities, for example).

Any concerns about children or young people being at risk of forced marriage must be reported to the Designated Person for Safeguarding Children using the same procedures as other safeguarding concerns

Honour Based Violence

The terms “honour crime” or “honour-based violence” or “izzat” embrace a variety of crimes of violence (mainly but not exclusively against women), including assault, imprisonment and murder where the person is being punished by their family or their community. They are being punished for actually, or allegedly, undermining what the family or community believes to be the correct code of behaviour. In transgressing this correct code of behaviour, the person shows that they have not been properly controlled to conform by their family and this is to the “shame” or “dishonour” of the family. It can be distinguished from other forms of abuse, as it is often committed with some degree of approval and/or collusion from family and/ community members. Victims will have multiple perpetrators not only in the UK; HBV can be a trigger for a forced marriage.

Any concerns about children or young people being at risk of or subject to honour based violence must be reported to the Designated Person for Safeguarding Children using the same procedures as other safeguarding concerns

Trafficking

There are a number of indicators which suggest that a child or young person may have been trafficked into or within the UK , and may still be controlled by the traffickers or receiving adults. These are as follow:

- shows signs of physical or sexual abuse
- shows signs of substances misuse
- has a history with missing links and unexplained moves
- works in various locations
- has limited freedom of movement
- performs excessive housework chores and rarely leaves the residence
- is being cared for by adult/s who are not their parents and the quality of the relationship between the child and their adult carers is not good
- is one among a number of unrelated children found at one address

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- has not been enrolled in school
- is excessively afraid of being deported.

The indicators above should not be read as a definitive list.

Any concerns about children who are thought to have been trafficked must be reported to the Designated Person for Safeguarding Children using the same procedures as other safeguarding concerns

Private Fostering

Private fostering is when a private arrangement is made between a child's parents and someone else to care for a child. It is different to 'looked after children' in the care of the local authority. The local authority must be informed of any planned or current private fostering arrangements. A social worker will assess the suitability of the placement (ideally before it starts) and will continue to make welfare visits whilst the child lives there.

Private fostering is when a child under 16 (or 18 if they have a disability) is cared for by someone, who is not a close relative or does not have parental responsibility. The arrangement must be for 28 days or more. It may also include situations where a child lives with someone else for separate placements that add up to 28 days or more over a period of time.

A close relative is defined as a grandparent, brother, sister or step parent. A situation will be deemed private fostering if, for example, a child lives with someone from their extended family (e.g. great aunt or great uncle or their parents' cousins), a friend of the family or an adult that the child doesn't know. Note that in some cultures family terms (such as "auntie" and "uncle") can be used for people in the community who are not relatives.

Where the church facilitates a private fostering arrangement (e.g. between two families in the congregation) as part of pastoral support, the Designated Person for Safeguarding Children should be informed and will reach an agreement with the parents as to who should notify the local authority.

Where there are concerns that the local authority may not have been notified of a planned or existing private fostering arrangement, the Designated Person for Safeguarding Children should be informed. Assurances should be established with the parents (if practicable) and the private foster carer that the local authority has or will be informed. If assurances can not be obtained, the Designated Person for Safeguarding Children should notify the parents (if practicable) and the private foster carer that a referral will be made to the local authority.

Gangs

Being part of a friendship group is a normal part of growing up and it can be common for groups of children and young people to gather together in public places to socialise. Belonging to such a group can form a positive and normal part of young people's growth and development. These groups should be distinguished from 'street gangs' for whom crime and violence are a core part of their identity.

Some indicators that a child or young person might be involved with a 'street gang' are:

- child withdrawn from family;
- sudden loss of interest in school
- started to use new or unknown slang words
- holds unexplained money or possessions
- sudden change in appearance
- dropped out of positive activities;
- new nickname;

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- unexplained physical injuries;
- broken off with old friends and hangs around with one group of people;
- increased use of social networking sites;
- started adopting certain codes of group behaviour e.g. ways of talking and hand signs;
- expressing aggressive or intimidating views towards other groups of young people, some of whom may have been friends in the past;

Any concerns about children being involved in a street gang must be reported to the Designated Person for Safeguarding Children using the same procedures as other safeguarding concerns

Appendix 1: Procedures for responding to concerns

STAGE 1

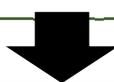
An individual has a concern about the welfare of a child/young person or the behaviour of an adult

The person who has the concern has a duty to

RECORD AND REPORT

A written record must be made of the concern using a standard incident report form and the concern should be reported to the Designated Person within 24 hours.

If a child is in imminent danger of harm a referral should be made to the police or Social Services without delay (Lambeth Social Care (Children and Adult): 020 7926 5555)



STAGE 2

The Designated Person receives the report of concern

The Designated Person has a duty to

REVIEW AND REFER

The report will be reviewed by the Designated Person with any other relevant information and a decision will be taken (often in liaison with others) as to what action should follow. Any formal referral to Social Services should normally be made within 24 hours of receiving the report.

If a child is in imminent danger of harm a referral should be made to the police or Social Services without delay



STAGE 3

After the decision has been made as to what action should be taken

The Designated Person and the Ministerial Team may have a duty to

SUPPORT AND REPORT

Support should be offered to all parties affected by any safeguarding concerns.

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Appendix 2: Incident Form

Activity/Event	
Date and time	
Leaders present	
Any other activities or people in the building or at the event?	
DETAILS OF INCIDENT (ie what happened; when did it happen; who was involved; who witnessed it?)	
RESPONSE TO INCIDENT (ie what did you do; who did you tell; how else did you or will you follow up?)	
Sign and print name:	
Date	

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Appendix 3: Safeguarding Incident Form: Designated Person

NAME OF CHURCH / ORGANISATION	
CONTACT DETAILS OF CHURCH / ORGANISATION	

NAME OF DESIGNATED PERSON FOR SAFEGUARDING (DPS)	
CONTACT DETAILS OF DESIGNATED PERSON FOR SAFEGUARDING	

NAME OF CONCERNED PERSON OR TO WHOM DISCLOSURE WAS GIVEN	
CONTACT DETAILS OF CONCERNED PERSON OR WHOM DISCLOSURE WAS GIVEN	

INDIVIDUAL OF CONCERN - CONTACT DETAILS

Name	
Date of birth	
Address	
Phone number / Email address	

THE INCIDENT

- What happened? (Nature of concern / disclosure made - use the person's own words if known)

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- When did it happen? (date, time)
- Where did it happen? (specific location)
- Who was allegedly involved and in what way? (includes witnesses)

ANY ACTION THAT HAS BEEN TAKEN

- Have the carers or parents / guardians been informed? (Please tick)
- If so, when and by whom?

YES		NO	
-----	--	----	--

- Have the statutory authorities been informed?
- If so, please complete the table:

YES		NO	
-----	--	----	--

Example:

Authority	Police				
Name	Bobby				
Position	Child abuse officer				
Email contact	bobby@police.com				
Phone contact	077999				
Contacted by	Minister				

Contacted by	Minister				
Date & time of contact	1.30pm 1/4/15				

- Has the Local Association been informed?
(Please do so if the statutory authorities are involved)
- If so, when and by whom?
- Any other action taken:

YES		NO	
-----	--	----	--

FUTURE ACTION TO BE TAKEN

- What action needs to be taken?

- Who is responsible for this?

SIGNATURES

SIGNATURE OF DESIGNATED SAFEGUARDING PERSON		SIGNATURE OF MINISTER, OR CHURCH SAFEGUARDING TEAM MEMBER	
DATE & TIME		DATE & TIME	

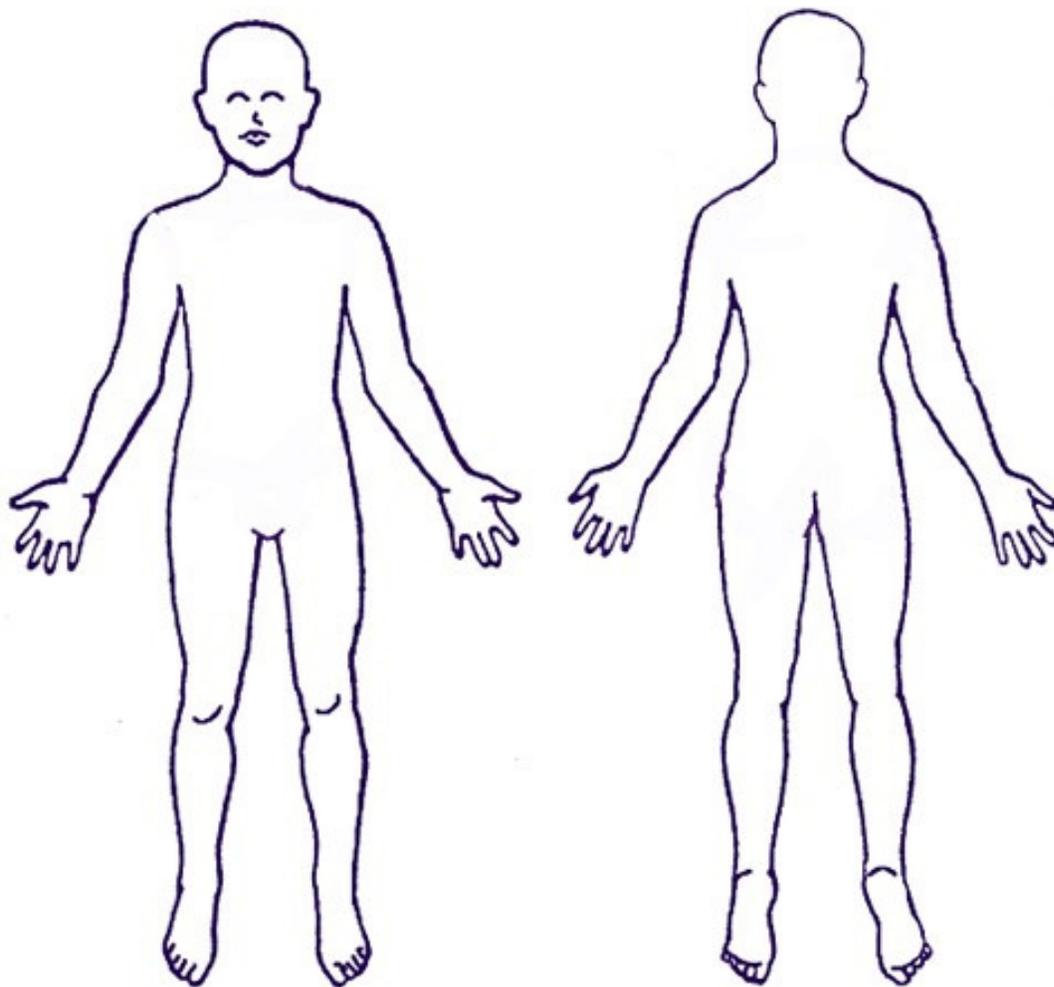
Appendix 4: Body Map: Designated Person

BODY MAP

Name of Individual of Concern _____

Name of person completing this form _____

These diagrams are designed for the recording of any observable bodily injuries that may appear on the person. Where bruises, burns, cuts, or other injuries occur, shade and label them clearly on the diagram.
Remember it's not your job to investigate or to decide if an injury or mark is non-accidental. Listen, record and pass it on.



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Appendix 5: Application for Voluntary Work with Children and Young People

We ask all prospective workers with children and young people (0 – 18) to complete this form. If there is insufficient room to fully answer any question, please continue on a separate sheet.

1 Personal Details

Full name:

Other names by which known in past:

Address.....

.....

Postcode

Telephone
Number.....(Daytime).....(Evening).....(Mobile)

Preferred method of communication:

How long have you lived at the above address? Years

If less than 3 years, please give previous address(es) with dates

From/...../..... To/...../..... From/...../..... To/...../.....

Address Address

.....

Postcode: Postcode:

Please specify which group(s) you are volunteering to help:

.....

Please specify which age group you would prefer to work with:

Sundays		
0-2 years <input type="checkbox"/>	2-4 years <input type="checkbox"/>	4-6 years <input type="checkbox"/>
6-9 years <input type="checkbox"/>	9-11 years <input type="checkbox"/>	11-18 years <input type="checkbox"/>

Weekdays	
Children <input type="checkbox"/>	
Youth <input type="checkbox"/>	

2 Experience and skills

Please tell us about your Christian experience (i.e. how long have you been a Christian, which church(es) have you attended (with dates), any activities undertaken):

.....
.....
.....
.....
.....

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Please give details of previous experience of looking after or working with children and/or young people. Please include details of any relevant qualifications or appropriate training either in a paid or voluntary capacity:

.....
.....
.....
.....
.....
.....

Do you suffer, or have you suffered any illness which may directly affect your work with children or young people?

Yes No (Please tick)

If yes, please give details:

.....
.....
.....

3 References

Please give the names, addresses and telephone numbers and role or relationship of two people who know you well and who would be able to give a personal reference and comment on your character and work with the church. At least one referee should be external to the church. If you have experience working with children and/or young people, at least one referee should be a colleague with whom you have worked. If you have moved from another church in the past five years, one referee should be from your previous church. In addition, we reserve the right to take up character references from any other individuals deemed necessary.

Name Name

Address Address

.....

Postcode Postcode

Connection to you: Connection to you:

4. Criminal Records Declaration

Because of the nature of the duties the postholder would be expected to undertake, the successful candidate will be required either to make a full declaration of their past criminal record or will be asked to co-operate in obtaining a Standard or Enhanced Disclosure from the Disclosure and Barring Service.

If considered suitable for the post, do you agree either to make a full declaration of your criminal record or to co-operate in obtaining a DBS check at the Standard or Enhanced level? *

Yes No (Please tick)

* Because of the nature of the work for which you are applying, this position is exempt from the provision of section 4(ii) of the Rehabilitation of Offenders Act 1974 (Exceptions Order 1975), and you are therefore not entitled to withhold information about convictions which for other purposes are 'spent' under the provisions of the 1974 Act and in the event of appointment, any failure to disclose such convictions could result in the withdrawal of approval to work with children and / or young people within the church.

5 Privacy Statement

Streatham Baptist Church is committed to respecting your privacy and making sure that the personal data you give us is used correctly according to the General Data Protection Regulation (GDPR).

We are collecting the above data to enable us to provide an environment which is safe for children / young people. We will not use the above data for any other purposes than those stated or share it with any third parties unless there is a legal requirement to do so. The above data will be kept securely and will only be accessed by Ministers, staff and leaders of the group(s) you are volunteering to lead or help.

Under GDPR the Leaders / Trustees of Streatham Baptist Church are the Data Controller and can be contacted through the Church Office. For more information about the way your information will be handled or your rights to having your information updated please refer to our Privacy Notice which can be found on our website www.streathambaptist.com or the Safety Information Notice Board in the Church.

6 Declaration

I confirm that the submitted information is correct and complete.

Signed Date

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Appendix 6: Registration and Consent Form for under 18's

Group attended:

Full Name of Child/ Young Person:.....

Name by which child/young person chooses to be known:

Address:

.....Postcode:

Date of Birth:/...../..... School Year Group

With whom does the child/young person live?

Relationship to child/young person:

Who has parental responsibility for the child/young person? *A mother automatically has parental responsibility for her child from birth. A father usually has parental responsibility if he is married to the child's mother or is listed on the birth certificate.*

Name:

Name:

Address (if different from above):

Address (if different from above):

.....

.....

.....

.....

Postcode:

Postcode:

Telephone no(s):

Telephone no(s):

Email:.....

Email:

Additional contact: Name:

Telephone Number(s): Relationship to child/young person:

Medical information

Child/Young person's registered GP: Name

Address:

.....Telephone no:

Whilst in our care it is important we know whether your child:

◇ suffers from any allergies:

.....

◇ is on any medication:

.....

◇ has any health condition or disability that we should know about:

.....

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Privacy Statement

Streatham Baptist Church is committed to respecting your privacy and making sure that the personal data you give us is used correctly according to the General Data Protection Regulation (GDPR).

We are collecting the above data to enable us to provide an environment which is safe for your child / young person and to make you aware of events organised for children / young people by the church or one of its groups. We will not use the above data for any other purposes than those stated or share it with any third parties unless there is a legal requirement to do so. The above data will be kept securely and will only be accessed by Ministers, staff and leaders of the group(s) your child / young person are attending.

Under GDPR the Leaders / Trustees of Streatham Baptist Church are the Data Controller and can be contacted through the Church Office. For more information about the way your information will be handled or your rights to having your information updated please refer to our Privacy Notice which can be found on our website www.streathambaptist.com or the Safety Information Notice Board in the Church.

Declaration

I give permission for my son/daughter to take part in the normal activities of this group. I understand that separate permission will be sought for certain activities, including swimming, and outings lasting longer than the normal meeting times of the group.

Yes No (Please tick)

I accept that in the case of unacceptable behavior, the group leaders have the right to return my child to me, or request me to collect my child whilst their particular group or event is running.

Yes No (Please tick)

I give permission for my child to be photographed or videotaped. I understand that the image may be displayed in church publications, church buildings or on the church website.

Yes No (Please tick)

I give permission for my child to leave the Sunday groups alone (only for children in Year 3 and above)

Yes No (Please tick)

In an emergency and/or if I cannot be contacted, I am willing for my child to receive necessary hospital or dental treatment including an anaesthetic:

Yes No (Please tick)

Signed (parent or adult with parental responsibility)Date / /

Please note that this declaration can only be signed by those with parental responsibility (e.g. this does not include a foster carer).

Appendix 7: DBS Check

DBS Check Process

The Baptist Union of Great Britain (BUGB) uses the umbrella organization Due Diligence Checking Ltd (DDC) to carry out DBS Checks on its behalf. Checks are free of charge for voluntary workers and £44 for paid staff (the cost of the DBS fee). All the processing costs are met by BUGB.

- ◇ DBS checks are carried out using an online application process.
- ◇ When a Disclosure certificate is issued the applicant is always sent a paper copy to their home address directly from the DBS. If the verifier has an email address, DDC will notify them via email.
(The verifier is an appointed person who carries out the administration of the check and verifies the documents needed to complete it)
- ◇ If a DBS check comes back with a blemished disclosure, the applicant will be asked to send their original certificate and a photocopy to DDC, and will be given the opportunity to disclose any information they feel is relevant to their application.
- ◇ DDC will pass this information on to the BUGB National Safeguarding Team so that a risk assessment can be undertaken. Please note that a blemished disclosure will not necessarily prevent someone from working with children or adults at risk. Risk assessments are taken very seriously and the outcome will be carefully considered, based on the nature of the offence and the role the applicant is looking to undertake.
- ◇ If an applicant is cleared to work in a role, the verifier will receive the usual email from DDC with the certificate issue number and date. If an applicant is deemed unsuitable to work in a role, or should work within particular conditions, the verifier will receive a specific notification containing the relevant information. Applicants should not start working in their role before the verifier receives such notification.

Types of DBS Checks

Types of criminal records check

There are 3 types of check. DBS check applicants must be 16 or over.

Standard (£26)

This checks for spent and unspent convictions, cautions, reprimands and final warnings.

Enhanced (£44)

This includes the same as the standard check plus any additional information held by local police that's reasonably considered relevant to the role being applied for.

Enhanced with list checks (£44)

This is like the enhanced check, but includes a check of the DBS barred lists

An employer can only ask for a barred list check for specific roles. It's a criminal offence to ask for a check for any other roles.

www.gov.uk

Eligibility for DBS Checks

There are two types of DBS check which are relevant for church workers and volunteers:

- 1) Enhanced DBS check – including the barred list check
The Enhanced DBS check with the barred list check is only applicable to those working with children or adults at risk in a specified role, who are working in what is known as regulated activity.
- 2) Enhanced DBS check – excluding the barred list check
The Enhanced DBS check without the barred list check is available to those working closely with children or adults at risk in a specific role, but who do not meet the current definition of regulated activity.

Enhanced checks without the barred list check can also be carried out for church trustees (who may be known as Deacons). Although they might not directly work with vulnerable people, they have been placed in an important position of trust.

BUGB Guide to DBS

Regulated Activities

Regulated activity in working with children

If a worker's activities meet the specifications below, then they are eligible for an Enhanced DBS check with a barred list check. Day to day management or regular supervision of a person who is working in regulated activity, is also regulated activity.

Activity of a specified nature - teaching, training, instruction, care for or supervision of children (except if the person undertaking the activities is under constant supervision) if carried out by the same person frequently* or overnight - advice or guidance (except legal advice) provided wholly or mainly for children which relates to their physical, emotional or educational well-being if carried out by the same person frequently* or overnight.

Activity within specified establishment - any activity that is for or on behalf of the establishment with the opportunity for contact with children if carried out frequently*: excepted is work by volunteers under regular supervision or occasional or temporary contract work that is not an activity of a specified nature listed above. - specified establishments are schools, pupil referral units, academies, nursery schools, Further Education establishments mostly for children, institutions for the detention of children, children's homes, children's centres and childcare premises including nurseries.

Healthcare of a child (any frequency) - healthcare provided to a child by a health care professional or by a person acting under the direction or supervision of a healthcare professional. - a health care professional who is a person regulated by a professional healthcare regulator (ie a body mentioned in section 25(3) of the National Health Service Reform and Health Care Professions Act 2002). - health care includes: all forms of health care provided for children and includes physical, mental and palliative health care; diagnostic tests and investigative procedures and procedures similar to surgical or medical care, but not provided in connection with a medical condition.

Personal Care of a child (any frequency) - physical help with eating or drinking for reasons of illness or disability. - physical help with toileting (including menstruation), washing, bathing or dressing for reasons of age, illness or disability. - prompting together with supervision when a child is otherwise unable to decide for themselves in relation to any of the above personal care activities. - training or advice given to a child in relation to any of the above personal care activities.

Frequently is defined as: * once a week or four or more times in a 30 day period

BUGB Guide to DBS

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Roles Eligible for DBS checks within SBC

Role		Level of DBS Check
Children's Worker		Enhanced with list checks
Youth Workers		Enhanced with list checks
Kingdom Kids Group Leader	On the rota regularly i.e at least monthly	Enhanced
Kingdom Kids Group Helper	On the rota regularly i.e at least monthly	Enhanced
Kingdom Kids Group Helper	Occasionally helping i.e. less than once a month	N/A
Friday Kids Club Leader	On a regular basis i.e. at least monthly	Enhanced
Ichthus Group Leader	On rota regularly i.e. at least monthly	Enhanced
Ichthus Group Assistant	On the rota regularly i.e at least monthly	Enhanced
Ichthus Group Assistant	Occasionally helping i.e. less than once a month	N/A
Friday Youth Club Leader	On the rota regularly i.e at least monthly	Enhanced
Youth Mentor		Enhanced with list checks
Football Coach	On the rota regularly i.e at least monthly	Enhanced
Football Coach	Occasionally helping i.e. less than once a month	N/A
CYC Camp Leader	Annual event	Enhanced with list checks
CYC Camp Assistant	Annual event	Enhanced with list checks
Jelly Tots Helper	Children remain the responsibility of parents/carers	Enhanced