



Catalyst Youth UK
Safeguarding Policy
For Children

January 2020

Who are we?

Catalyst Youth UK

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Bridgwater

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Registered Charity No: TBC

Insurance Details: TBC (Currently covered by Alive Christian Ministries & Haywards Heath Methodist Church)

What we do:

Children and Youth have so much to offer to the world - we believe in the power that they hold, and know that they will mould future generations to come.

Catalyst was formed by Antony and Darren (AKA 'Dantony') who have a passion to see young people grow not only in their faith but as people.

At Catalyst, we are here to give them the support they need in order to shape them into leaders of the future, help nurture youth and help them develop the skills they will carry throughout their lives.

We plan on running many events under the banner of 'Catalyst' and look forward to seeing what God has in-store for Catalyst and the young people we serve. The movement runs a number of activities for children and young people which include:

- Sleep-overs
- Summer Camps
- Weekend Camps
- Day Events
- Evening Events
- And any other groups/events started after this policy

Our Commitment:

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

The policy and attached practice guidelines are based on the ten **Safe and Secure** safeguarding standards published by the 31:8 (Previously known as Churches’ Child Protection Advisory Service (CCPAS)).

The Leadership undertakes to:

- Endorse and follow all national and local safeguarding legislation and procedures, in addition to the international conventions outlined above.
- Provide on-going safeguarding training for all its workers and will regularly review the operational guidelines attached.
- Ensure that the premises meet the requirements of the Disability Discrimination Act 1995 and all other relevant legislation, and that it is welcoming and inclusive.
- Support the Safeguarding Coordinator(s) in their work and in any action they may need to take in order to protect children and vulnerable adults.

Safeguarding awareness

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

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

Understanding abuse and neglect

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

Definitions of Abuse (Children)

What is abuse and neglect?

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

Physical abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development.

It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve

seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Sexual abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

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

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

Spiritual Abuse

In the context of the church community there is a further form of abuse that can have devastating effects on the spiritual development of the child. When trusted members of the Church community abuse children in their care this also constitutes spiritual abuse. Whatever the nature of the abuse the child's trust is betrayed and the child's belief in natural and divine justice is damaged. One effect may be that the child turns away from the Church and from God.

Signs of Possible Abuse (children & young people)

The following signs could be indicators that abuse has taken place but should be considered in context of the child's whole life.

Physical

- Injuries not consistent with the explanation given for them
- Injuries that occur in places not normally exposed to falls, rough games, etc
- Injuries that have not received medical attention
- Reluctance to change for, or participate in, games or swimming
- Repeated urinary infections or unexplained tummy pains
- Bruises on babies, bites, burns, fractures etc which do not have an accidental explanation
- Cuts/scratches/substance abuse*

Sexual

- Any allegations made concerning sexual abuse
- Excessive preoccupation with sexual matters and detailed knowledge of adult sexual behaviour
- Age-inappropriate sexual activity through words, play or drawing
- Child who is sexually provocative or seductive with adults
- Inappropriate bed-sharing arrangements at home
- Severe sleep disturbances with fears, phobias, vivid dreams or nightmares, sometimes with overt or veiled sexual connotations
- Eating disorders - anorexia, bulimia*

Emotional

- Changes or regression in mood or behaviour, particularly where a child withdraws or becomes clinging.
- Depression, aggression, extreme anxiety.
- Nervousness, frozen watchfulness
- Obsessions or phobias
- Sudden under-achievement or lack of concentration
- Inappropriate relationships with peers and/or adults
- Attention-seeking behaviour
- Persistent tiredness
- Running away/stealing/lying

Neglect

- Under nourishment,
- failure to grow,
- constant hunger,
- stealing or gorging food,
- Untreated illnesses,
- Inadequate care – left alone at home for long periods etc

*These indicate the possibility that a child or young person is self-harming. Approximately 20,000 are treated in accident and emergency departments in the UK each year.

Responding to Allegations of Abuse

Under no circumstances should a worker carry out their own investigation into an allegation or suspicion of abuse. Please ensure that you follow the procedure below:

1. The person in receipt of allegations or suspicions of abuse should report concerns immediately to **Darren Hill or Antony Bartlett** (hereafter the "Safeguarding Co-ordinator") who are nominated by the Trustees to act on their behalf in dealing with the allegation or suspicion of neglect or abuse, including referring the matter on to the statutory authorities.
2. In the absence of the Safeguarding Co-ordinator or, if the suspicions in any way involve the Safeguarding Co-ordinators, then the report should be made to **Any Member of Catalyst Youth UK** (hereafter the "Deputy"). If the suspicions implicate both the Safeguarding Co-ordinator and the Deputy, then the report should be made in the first instance to the Police.
3. In the absence of the safeguarding Co-ordinators or the deputy then the person who has concerns should contact the Somerset County Council or any other Council Social Services.

Please remember that Suspicions must not be discussed with anyone other than those nominated above. A written record of the concerns should be made in accordance with these procedures and passed to the safeguarding Co-ordinators/Deputy to be stored in a safe place.

The role of the safeguarding co-ordinator/ deputy is to collate and clarify the precise details of the allegation or suspicion and pass this information on to statutory agencies who have a legal duty to investigate.

It is, of course, the right of any individual as a citizen to make a direct referral to the safeguarding agencies or seek advice from CCPAS, although the Leadership hope that members of the place of worship / organisation will use this procedure. If, however, the individual with the concern feels that the Safeguarding Co-ordinator/Deputy has not responded appropriately, or where they have a disagreement with the Safeguarding Co-ordinator(s) as to the appropriateness of a referral they are free to contact an outside agency direct. We hope by making this statement that the Leadership demonstrate its commitment to effective safeguarding and the protection of all those who are vulnerable.

Safe recruitment

The Leadership will ensure all workers (paid or unpaid) will be appointed, trained, supported and supervised in accordance with government guidance on safe recruitment. This includes ensuring that:

- There is a written job description for the role
- Those applying have completed an application form and a self declaration form
- Safeguarding has been discussed at interview
- References have been obtained, and followed up where appropriate
- A Disclosure and Barring Service (DBS) disclosure has been completed (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information)
- A suitable training programme is provided for new workers
- The applicant has been given a copy of the organisation's safeguarding policy and knows how to report concerns.

A worker may start their role within the organisation prior to the receipt of the DBS check, however a self declaration form must be completed and the worker must not be left unsupervised with children, young people or vulnerable adults until the DBS check has been received.

Management of Workers – Codes of Conduct

As a Leadership we are committed to supporting all workers and ensuring they receive support and supervision. All workers have been issued with a code of conduct. Please see appendix 2 for full details.

As an organisation working with children, young people and vulnerable adults we wish to operate and promote good working practice. This will enable workers to run activities safely, develop good relationships and minimise the risk of false accusation. As well as a general code of conduct for workers we also have specific good practice guidelines for every activity we are involved see appendix 2

Pastoral Care

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

LEADERSHIP SAFEGUARDING STATEMENT

The Leadership recognises the importance of its ministry /work with children and young people and adults in need of protection and its responsibility to protect everyone entrusted to our care.

The following statement was agreed by the leadership on: 16th January 2020

This place of organisation is committed to the safeguarding of children and vulnerable adults and ensuring their well-being.

Specifically:

- We recognise that we all have a responsibility to help prevent the physical, sexual, emotional abuse and neglect of children and young people (those under 18 years of age) and to report any such abuse that we discover or suspect.
- We believe every child should be valued, safe and happy. We want to make sure that children we have contact with know this and are empowered to tell us if they are suffering harm.
- All children and young people have the right to be treated with respect, to be listened to and to be protected from all forms of abuse.
- We recognise that we all have a responsibility to help prevent the physical, sexual, psychological, financial and discriminatory abuse and neglect of vulnerable adults and to report any such abuse that we discover or suspect.
- We recognise the personal dignity and rights of vulnerable adults and will ensure all our policies and procedures reflect this.
- We believe all adults should enjoy and have access to every aspect of the life of the place of worship/organisation unless they pose a risk to the safety of those we serve.
- We undertake to exercise proper care in the appointment and selection of all those who will work with children and vulnerable adults.

We are committed to:

- Following the requirements for UK legislation in relation to safeguarding children and vulnerable adults and good practice recommendations.
- Respecting the rights of children as described in the UN Convention on the Rights of the Child.
- Implementing the requirements of legislation in regard to people with disabilities.
- Ensuring that workers adhere to the agreed procedures of our safeguarding policy.
- Keeping up to date with national and local developments relating to safeguarding.

- Following any denominational or organisational guidelines in relation to safeguarding children and adults in need of protection.
- Supporting the Safeguarding Co-ordinator/Deputy in their role, and accept that any information they may have in their possession will be shared in a strictly limited way on a need to know basis.
- Ensuring that everyone agrees to abide by these recommendations and the guidelines established by this place of worship/organisation.
- Supporting parents and families
- Nurturing, protecting and safeguarding of children and young people
- Supporting, resourcing, training, monitoring and providing supervision to all those who undertake this work.
- Supporting all in the place of worship/organisation affected by abuse.
- Adopting and following the 'Safe and Secure' safeguarding standards developed by the Churches' Child Protection Advisory Service.

We recognise:

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

We will review this statement and our policy and procedures annually.

If you have any concerns for a child or vulnerable adult then speak to one of the following who have been approved as safeguarding co-ordinators for this place of worship/organisation.

Darren Hill -Child Safeguarding Coordinator

Leadership Team - Deputy Child Safeguarding Coordinator

A copy of our safeguarding policy has been lodged with CCPAS and The local safeguarding Board

Signed by leadership

Signed _____ Name: _____

Date _____

APPENDIX 2

CODE OF CONDUCT

This code outlines the conduct expected by workers from Catalyst Youth UK. Following this code will help to protect children from abuse and inappropriate behaviour from adults. It will also help workers to maintain the standard of behaviour expected of them and will reduce the possibility of unfounded allegations of abuse being made against them.

When working with children and young people it is important to:

- Follow Catalyst Youth UK safeguarding policy guidelines and any other policies and procedures for specific activities.
- Listen to and respect children at all times
- Avoid favouritism
- Treat children and young people fairly – without prejudice or discrimination
- Value and take children’s contributions seriously, actively involve young people in planning activities whenever possible
- Always ensure that language is appropriate and not offensive or prejudice
- Challenge unacceptable behaviour and report all allegations or suspicions of abuse
- Ensure that whenever possible there is more than one adult present during activities with children and young people. If this is not possible stay within sight or hearing of other adults
- If a child asks for some private time with you ensure that other workers know where you and the child are
- Respect the young persons’ right to personal privacy
- Recognise that special caution is required when you are discussing sensitive issues with children or young people.
- Touch should be related to the child’s needs, not the workers’
- Touch should be age-appropriate and should be initiated by the child rather than the worker
- Children have the right to decide how much physical contact they have with others, except in exceptional circumstances when they need medical attention
- Team members should monitor one another in the area of physical contact. They should be free to help each other by pointing out anything that could be misunderstood
- It is the workers responsibility to ensure that boundaries are maintained and the touch is appropriate
- Build healthy relationships with children and be a good role model, setting a good example. You can’t expect children to observe ground rules if you break them yourself.

- Take care to give quieter and well behaved children attention and don't allow some children to take all your time and energy.
- Be consistent in what you say and ensure that other team members know what you have said – this avoids manipulation.
- Look honestly at your programme – if children are bored, they misbehave. Is the programme at fault?

You MUST NOT

- Patronise or treat children as if they are silly
- Allow allegations of abuse to go unreported
- Conduct a sexual relationship with a child or young person
- Act in a way that can be seen as threatening or aggressive
- **smack or hit a child and don't shout** – change voice tone if necessary
- make inappropriate promises to children and young people, especially in relation to confidentiality

GUIDELINES FOR DISCIPLINE:

- Be consistent in what you say and ensure that other team members know what you have said – this avoids manipulation.
- Look honestly at your programme – if children are bored, they misbehave. Is the programme at fault?
- Talk calmly and with authority; stand up to increase position of authority.
- Discipline out of love **NEVER** anger. (Call on support from other leaders if you feel you may deal with the situation unwisely in your anger.)
- Lay down ground rules e.g. no swearing, racism or calling each other names, a respect for property, and make sure the children understand what action will be taken if not kept.
- Each child is unique, special and individual, and children may respond differently to different methods of discipline. We need to ask why the child is behaving that way.
- Separate children who have a tendency to be disruptive when together. Give them a chance, warn them and only separate if they are disruptive as a last resort.
- Have the child sit right in front of you or get a helper to sit next to the child.
- Be pro-active and encourage helpers to be pro-active and not wait to be told to deal with a situation.
- Take the child aside and talk to them, challenge them to change, whilst encouraging them on their strengths. Do not humiliate a child in front of others.
- Warn a child that you will speak to their parents and do so if necessary. Warn them, send them outside the room (care re supervision), back into the service or ban them for a week. (Never a total ban without reference to your leader and ensure parents are advised in cases of banning.)

GOOD PRACTICE

- Log books/ record sheets or evaluation forms should be kept giving brief details of group activities
- Consent forms to be completed for all activities and for photography
- Leaders and helpers should treat all children with dignity and respect, the level of personal care must be appropriate and related to the needs and age of the child, e.g. when toileting, changing etc.
- All vehicles used to transport children or young people should be fitted with seatbelts, and seat belt laws adhered to.
- Children's/youth workers are asked to try to avoid being alone in a car with an individual child/ young person.
- A first aid kit should be available and kept up to date. No pain killing medication should be given to children/ young people.
- Leaders and helpers should check for any safety hazards, eg piles of chairs that may fall over, sharp objects, plug sockets etc.
- Leaders and helpers should be aware of fire procedures.
- Leaders/ helpers should be aware that children with disabilities are often more vulnerable to abuse than able-bodied children.
- Regular risk assessments should be carried out.

APPENDIX 3

HOW TO RESPOND TO A PERSON WISHING TO DISCLOSE ABUSE

Ensure the physical environment is welcoming, giving opportunity for the child to talk in private but making sure others are aware the conversation is taking place.

- It is especially important to allow time and space for the person to talk
- Above everything else listen without interrupting
- Be attentive and look at them whilst they are speaking
- Show acceptance of what they say (however unlikely the story may sound) by reflecting back words or short phrases they have used
- Try to remain calm, even if on the inside you are feeling something different
- Be honest and don't make promises you can't keep regarding confidentiality
- If they decide not to tell you after all, accept their decision but let them know that you are always ready to listen.

- Use language that is age appropriate and, for those with disabilities, ensure there is someone available who understands sign language, Braille etc.

HELPFUL RESPONSES

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

DON'T SAY

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

APPENDIX 4

THE ROLE OF THE SAFEGUARDING CO-ORDINATORS/DEPUTY

Allegations of Physical Injury, Neglect or Emotional Abuse:

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

- Contact Children's Social Care for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home.
- Not tell the parents or carers unless advised to do so, having contacted Children's Social Care.
- Seek medical help if needed urgently, informing the doctor of any suspicions.
- For lesser concerns, (e.g. poor parenting), encourage parent/carer to seek help, but not if this places the child at risk of significant harm.
- Where the parent/carer is unwilling to seek help, offer to accompany them. In cases of real concern, if they still fail to act, contact Children's Social Care direct for advice.

Allegations of Sexual Abuse:

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

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

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

The following procedure will be followed where there is a concern that an adult is in need of protection:

Suspicious or Allegations of Physical or Sexual Abuse

If a vulnerable adult has a physical injury or symptom of sexual abuse the Safeguarding Co-ordinator/ Deputy will:

- Discuss any concerns with the individual themselves giving due regard to their autonomy, privacy and rights to lead an independent life.
- If the vulnerable adult is in immediate danger or has sustained a serious injury contact the Emergency Services, informing them of any suspicions.
- For advice contact the Adult Social Care Vulnerable Adults Team who have responsibility under Section 47 of the NHS and Community Care Act 1990 and government guidance, ‘No Secrets’, to investigate allegations of abuse. Alternatively CCPAS can be contacted for advice.

Allegations of Abuse Against a Person Who Works With Children:

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the Safeguarding Co-ordinator, in accordance with Local Safeguarding Children Board (LSCB) procedures will need to liaise with Children’s Social Services in regards to the suspension of the worker, also making a referral to a Safeguarding Adviser (SA) / Local Authority Designated Officer (LADO)

APPENDIX 5

**Safeguarding Children, Young People and Vulnerable Adults at Catalyst Youth UK
Social Networking Sites – Good Practice Guidelines**

Good Practice Guidelines for Youth Leaders and Young People when Using Social Networking Sites. Social Networking Sites are a fun and popular method of communication and can be used to build and maintain supportive and encouraging relationships between young people, youth leaders and volunteers. These guidelines are intended to raise awareness of potential risks as we seek to safeguard the integrity of both our young people and the adults who come into contact with them in our church community. Internet use is changing rapidly and its access and capabilities are constantly evolving. These guidelines will be reviewed annually and in the light of significant changes and developments.

- 1) Some organisations recommend that youth leaders have separate personal and work profiles. Integrity in youth leaders and volunteers is essential and they should have nothing that they wish to hide on their profiles. However, we ask all those who connect with young people via a SNS (Social Networking Site – e.g. Facebook, Twitter) to ensure that items posted on their SNS pages are appropriate at all times.

- 2) We encourage youth leaders and all volunteers to carefully consider the appropriateness of the material they post on Social Networking sites, including their choice of language and photographs/films. Postings can include personal wall posts, friend and 3rd party wall posts, photographs and videos linked to your page. This should become an instinctive mindset.
- 3) We respectfully ask all youth leaders and volunteers that if they are uncomfortable in any way about what is posted on their social pages, then they should either set up a separate persona for this purpose or choose not to connect with our young people in this way.
- 4) Youth leaders and volunteers should familiarise themselves with the privacy settings on the Social Networking Site and may wish to censor what a young person can and cannot access. It is possible to veto all posts as well as to control what individual friends can and cannot see. However, if ever in doubt, the wise approach would be not to post.
- 5) Privacy controls are frequently updated, especially by Facebook. We recommend that all adults and parents make it a priority to stay up to date with the current measures. (If you would like support with this please contact a member of Leadership team or the Safeguarding Officer who will be able to put you in touch with someone who can help.)
- 6) Avoid connecting with young people (under the age of 13 years old) on Facebook. They have lied to get an account.
- 7) Avoid one to one electronic contact with children or young people. Contact with children, young people and vulnerable adults is always preferable via a separate page set up or your group or copied in to all members and parents/other adults. Save all messages involving young people. Often messages can be retrieved or recovered from Facebook and similar sites up to 90 days even after the post has been deleted.
- 8) Communication via email should always have the parents copied in (where possible) as well as the child/young person.
- 9) It is essential that messages between youth leaders, helpers and young people should be kept on your computer, as it may become necessary to print a copy of a comment or conversation. If you store messages that are between others that do not involve you then you fall within the data protection law. Information kept on your computer is your own business and not that of the church.
- 10) The use of the private "chat"/instant messaging function with young people on a 1:1 basis is discouraged, except by the paid youth worker on their work profile and messages will be kept. Should you receive contact in this way from a young person, save a copy of it ('print screen' and paste into a document) and respond by copying in another adult e.g. the parent or another youth group leader. If you have concerns about the content (maybe this is the reason that they have contacted you in this way) then please contact the safeguarding officer to discuss and agree the response.
- 11) As with regular child protection policy, volunteers and youth leaders must never promise to keep secrets for young people and there may be occasions when a young person says something you find worrying or causes concern. Youth Leaders and all volunteers have a duty to refer all concerns that a child has been harmed, or is at risk of harm. The safeguarding procedures for referral should be followed. If you believe the child is at risk of immediate harm contact the police on 999.
- 12) Pasting of photos should be in line with the church's policy and preferable avoided except on the churches official website/accounts/pages.
- 13) Volunteers and youth leaders should try to be aware of placing themselves in vulnerable situations. The best way to do this is to follow the principle of a well lit room. Do this by copying other adults into your correspondence and by sharing any concerns immediately with a member of the leadership team or the safeguarding officer.

14) We respectfully ask that all those involved in youth and children's work attend an annual 'E-Safety Forum.'

As a church we would like to reiterate the benefits of Social Networking as a means of contacting and engaging with our young people and we pledge our constant support to our youth, to their parents and to the adults involved in this vital work.

APPENDIX 6

USEFUL NUMBERS

Somerset Direct (office hours) is: **0300 123 2224**

Child Line: **0800 1111**

Police: **101** or **999**

NSPCC helpline: **0808 800 5000**

Darren Hill: **07854 682648**

Antony Bartlett: **07964 421044**

Agreed by Catalyst Youth UK

Thursday 16th January 2020