



CRiBS Child Safety and Safeguarding Policy

Details of the organisation

CRiBS Charitable Trust, St Columba's Boys' School, Halcot Avenue, Bexleyheath, Kent DA6 7QB
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Director: Paul Davis
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Designated Safeguarding Lead (DSL): Dan Milne
Telephone: 07824 875388 Email: daniel@cribsonline.org

Deputy DSL: Adam Parfett
Telephone: 07922 363071 Email: adam@cribsonline.org

Safeguarding Support: Carole Farley
Telephone: 07725 129890 Email: carole@cribsonline.org

Trustee with Safeguarding oversight: Anne Wood
Contact Telephone: 07704 475385 Email: safeguarding@cribsonline.org

Charity Number: 1122295

Company Number: 05947379

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Ruddington Fields Business Park, Mere Way, Ruddington, Nottingham, NG11 6JS

The following is a brief description of CRiBS and the type of work/activities we undertake with children and young people who have care and support needs:

CRiBS seeks to demonstrate the Christian faith in action by providing an interface between the local Christian churches and the community at large. This is mainly achieved through its work providing Christian RE Lessons, drama, intervention and mentoring programmes to support children and young people in primary and secondary schools, mainly in Bexley Borough but also in neighbouring boroughs.

This policy applies to all who are part of CRiBS, including Trustees, paid staff, volunteers, students and anyone representing CRiBS.

The purpose of this policy is to show CRiBS commitment to safeguard all children and young people with whom we are involved from harm.

1. Introduction

Positions of Trust

All adults working with children and young people are in a position of trust. All those in positions of trust need to understand the power this can give them over those they care for and the responsibility they have because of this relationship.

It is vital that all workers ensure they do not, even unknowingly, use their position of power and authority inappropriately. They should always maintain professional boundaries and avoid behaviour which could be misinterpreted.

Our Commitment

As a Leadership, the Trustees 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, 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 Trustees 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 all relevant statutory and voluntary agencies involved in safeguarding.

The policy and any attached practice guidelines have been adapted from safeguarding standards published by thirtyone:eight.

The Trustees undertake 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 (whether paid or voluntary) and will regularly review the operational guidelines attached.
- ensure that the premises meet the requirements of the Equality Act 2010 and all other relevant legislation, and that it is welcoming and inclusive.
- support the DSL and deputy in their work and in any action they may need to take in order to protect children.....
- agree not to allow the document to be copied by other organisations.

2. Prevention

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 in need of protection may be abused within a family, an institution or a community setting. Very often the abuser is known to, or in a trusted relationship with the child.

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

1. Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.

2. Such protective measures should, as appropriate, include effective procedures for the establishment of social programmes to provide necessary support for the child and for those who have the care of the child, as well as for other forms of prevention and for identification, reporting, referral, investigation, treatment and follow-up of instances of child maltreatment described heretofore, and, as appropriate, for judicial involvement.

Detailed definitions, and signs and indicators of abuse are included in Appendix B. Details of how to respond to a disclosure of abuse, are included here in this policy.

Safer recruitment

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

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

Safer recruitment of Trustees

Trustees will be appointed, trained and supported in accordance with government guidance on safer recruitment. This includes ensuring that:

- There is a written job description/person specification for the post
- Those applying have completed an application form and a self-declaration form
- Trustees will be interviewed
- Safeguarding has been discussed at interview
- Written references have been obtained, and followed up where appropriate

- A disclosure and barring check has been completed where necessary (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information).
- Qualifications where relevant have been verified
- A suitable Safeguarding training programme is provided.
- The applicant has been given a copy of CRiBS' safeguarding policy and knows how to report concerns.

Note: DBS checks will be updated every 3 years on all staff and trustees.

Safeguarding training

The Trustees are committed to on-going safeguarding training and development opportunities for all workers (whether paid or voluntary), developing a culture of awareness of safeguarding issues to help protect everyone. All our workers will receive induction training and undertake updated safeguarding training at annually.

Management of Workers – Working in Schools Policy

The Trustees are committed to supporting all workers (whether paid or voluntary) and ensuring they receive support and supervision. All workers have been issued with a copy of the Working in Schools Policy towards children and young people.

3. Practice Guidelines

As an organisation working with children and young people we wish to operate and promote good working practice. This will enable workers to run activities safely, develop good relationships and minimise the risk of false or unfounded accusation.

As well as the Working in Schools Policy of conduct for workers, we also have specific good practice guidelines for every activity (see Appendix A).

Working in Partnership

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

4. Responding to allegations of abuse

Under no circumstances should a worker, whether paid or voluntary, carry out their own investigation into an allegation or suspicion of abuse. The following procedures should be followed:

- The worker or volunteer should initially follow all safeguarding procedures of the school in which they are working, and make a report in whichever format is requested by the school to the Designated Safeguarding Lead or other staff member with safeguarding responsibility.
- When a safeguarding concern arises outside of a school setting, the CRiBS worker should in the first instance contact the CRiBS DSL or their deputy who will take appropriate action. This may include but not be limited to, contacting the individual in question's school, contacting thirtyone:eight (or such other agencies as the Trustees may select from time to time) for advice, or if needed contacting social services or the police.

- The person in receipt of allegations or suspicions of abuse should then report their concerns before the end of the working day only to the CRiBS DSL, or, in their absence, to their Deputy (both named below):

Designated Safeguarding Lead: Dan Milne

Telephone: 07824 875388 Email: daniel@cribsonline.org

Deputy DSL: Adam Parfett

Telephone: 07922 363071 Email: adam@cribsonline.org

The above 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.

- If the suspicions in any way involve the DSL, then the report should be made to the Trustee with responsibility for oversight of Safeguarding, named below:

Trustee with Safeguarding oversight: Anne Wood

Contact Telephone: 07704 475385 Email: safeguarding@cribsonline.org

Alternatively contact Social Service or the police.

If in discussion with CRiBS Safeguarding Officer or Deputy, concerns remain that allegations or suspicions have not been thoroughly followed up by the school, CRiBS reserves the right to follow its own procedures as below.

- The DSL should contact the school or they may first ring the thirtyone:eight helpline above for advice. They should then contact Social Services in the area the child lives.
- The DSL may need to inform others depending on the circumstances and/or nature of the concern namely the
 - Chair or Trustee responsible for safeguarding who may need to liaise with the insurance company or the Charity Commission to report a serious incident.
 - Designated Officer called a LADO (Local Authority Designated Officer) if the allegation concerns a worker or volunteer working with someone under 18.
- Suspicions must not be discussed with anyone other than those nominated above. A written record of the concerns should be made in accordance with these procedures and kept in a secure place which may be online with access only by DSL.
- Whilst allegations or suspicions of abuse will normally be reported to the DSL, in the absence of the DSL or Deputy should not delay taking advice from the trustee with safeguarding oversight or thirtyone:eight or making a referral to Social Services or the Police.
- The Trustees will support the DSL/Deputy in their role and accept that any information they may have in their possession will be shared in a strictly limited way on a need- to-know basis.
- It is, of course, the right of any individual as a citizen to make a direct referral to the safeguarding agencies or seek advice from thirtyone:eight, although the Trustees hope that members of CRiBS will use this CRiBS procedure. If, however, the individual with the concern feels that the DSL/Deputy has not responded appropriately, or where they have a disagreement with the DSL/deputy as to the appropriateness of a referral they are free to contact an outside agency directly. We hope by making this statement that the Trustees demonstrate its commitment to effective safeguarding and the protection of all those who are vulnerable.

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

Detailed procedures where there is a concern about a child:

The procedures outlined above hold for any concern regarding the safety of a child or young person, **including physical injuries, symptoms of neglect, concerns about emotional abuse and allegations or suspicions of sexual abuse.**

If there is a concern regarding **spiritual abuse**, the DSL will:

- Contact the trustee with Safeguarding oversight and, in discussion with them, will consider appropriate action with regards to the scale of the concern including potentially contacting thirtyone:eight.
- Identify support services for the victim i.e. counselling or other pastoral support

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

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the DSL, in accordance with Local Safeguarding Children Board (LSCB) procedures will:

- Liaise with Children's Social Services in regards to the welfare of the child.
- Make a referral to a Local Authority Designated Officer (LADO) whose function is to handle all allegations against adults who work with children and young people whether in a paid or voluntary capacity. When speaking with the LADO the referrer will ask for advice and direction when a referral should be made to the DBS.
- Inform others depending on the circumstances and/or nature of the concern including the Chair or Trustee responsible for safeguarding who may need to liaise with the insurance company or the Charity Commission to report a serious incident.

5. Pastoral Care

Supporting those affected by abuse

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

Basis and review of policy

This policy has been adapted from guidelines published by thirtyone:eight and in consultation with workers, parents, children, young people and adults and will be reviewed annually; the next review of the policy will be in September 2025.

Adoption of the policy

Signed by: Anne Wood
Trustee with Safeguarding oversight

Signed by: Daniel Milne
Operations Manager & Designated Safeguarding Lead

Signed by: Paul Davis
Director
