

WARWICK ROAD UNITED REFORMED CHURCH

CHILD PROTECTION POLICY

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Appendix 1:
Good Practice Guidelines to Safeguard Children & Young People from Harm
Whilst Participating in Church Activities

1 STATEMENT OF POLICY

- 1.1 Warwick Road United Reformed Church (WRURC) believes that children and young people have the right to be treated with the highest level of care and protection for their well-being, while they are being looked after by the Church.

This policy statement is made in accordance with the Children Act., 1989 and the Children Act 2004 (England & Wales).

- 1.2 The purpose of this policy is to:

- raise awareness about risks to children in connection with WRURC, its people and its premises,
- set in place useful guidelines and procedures,
- ensure that we take all reasonable precautions to safeguard the welfare of children whilst in our care.

2 INTRODUCTION

- 2.1 WRURC believes that children and young people are a very important part of the community. Within the Church their contribution is valued and they will be nurtured by the congregation in worship, learning and community life.
- 2.2 We attach the same value to children and young people who attend other activities on the premises. Where other organisations use the Church premises they will be responsible for the care and protection of children and young people in their charge, and they will be made aware of this responsibility when hiring accommodation.
- 2.3 The wishes and feelings of children and young people will be respected at all times.

3 CARE & PROTECTION

- 3.1 WRURC is responsible for the well-being of all children while they attend our services at Church.
- 3.2 If it is suspected or believed that a child is at risk of abuse or is being abused, it is the duty and responsibility of the staff to take appropriate action.
- 3.3 Concerns will be referred, in the first instance, to the named person for child protection at WRURC.

- 3.4 In an emergency, advice may be sought from Coventry Social Services Department.
- 3.5 To prevent unnecessary distress or misunderstanding, it is important that, on arrival, parents or carers inform staff/volunteers of any accident or previous untoward incident concerning their child.
- 3.6 Staff will be willing to discuss such circumstances with parents/carers for further clarification.
- 3.7 All paid and volunteer staff are required to comply with Vetting & Barring Scheme clearance requirements, or updated requirements, if they will have or are likely to have supervisory contact with children and young people under the age of 18 in the Church.
- 3.8 A Safeguarding Group exists within WRURC to ensure processes are kept up-to-date and activities are monitored.

4 BEHAVIOUR AND DISCIPLINE FOR STAFF & CHILDREN

- 4.1 WRURC will strive to encourage and promote good behaviour and set a positive example to children and young people.
- 4.2 Children will be encouraged to respect others, respect buildings and equipment and respect each others' personal possessions.
- 4.3 Any behaviour which restricts the opportunity for others will be challenged within a framework of positive action.
- 4.4 WRURC believes in the importance of promoting confidence and self-esteem in its children. Therefore, children will be treated with respect, dignity and understanding at all times.
- 4.5 Parents/carers will be informed by the staff of any incidents of unacceptable behaviour and the action which was taken.
- 4.6 Physical punishment will never be used by WRURC staff/volunteers in any circumstances.

5 EQUAL OPPORTUNITIES

[See also WRURC Equal Opportunities Policy.]

- 5.1 Staff and volunteers will work with and treat children in a way which is appropriate to their physical and emotional needs.
- 5.2 Children's individuality will be respected and encouraged.

- 5.3 All cultures, beliefs and social backgrounds will be recognised and valued. Differences will be celebrated, in order that children may learn to respect, understand and value each other.
- 5.4 A positive environment will be created, in which all children are treated with equal concern, and which is free from negative stereotypes, inequality and discrimination.

6 HEALTH AND SAFETY REGARDING CHILDREN ON CHURCH PREMISES

[See also WRURC Health and Safety Policy, and with particular regard to Accidents and First Aid, Fire Safety, Housekeeping, Risk Assessments and Electrical and Other equipment]

- 6.1 WRURC will aim to provide an environment which is safe for children, staff, volunteers, parents and carers.
- 6.2 Children will not be allowed to go home with someone not authorised by parents and unknown to staff.
- 6.3 WRURC will take all reasonable precautions to minimise the risk of spreading infections.
- 6.4 Staff will not be permitted to administer medicines.
- 6.5 Children who are unwell will be looked after until arrangements can be made with parents or other named carer.
- 6.6 Staff and visitors will be encouraged to adhere to the policy and not knowingly put themselves or others at risk.

The named Verifiers for child protection at WRURC are **David Jones and Colin Enstone**. Those people with leadership roles within WRURC and employees are listed below together with their category of assessment, if any.

Role	Category of Assessment	
Name	Children	Vulnerable Adults
Current Trustees		
Richard B	x	x
Carol C	x	x
George D	x	x
Janice D	x	x
David J	x	x
David L	x	x
Derek M	x	x
Ruth M	x	x
Serving Elders		
Richard B	x	x
Rita D	x	x
George D	x	x
Colin E (as Verifier)	x	x
David J (as Verifier)	✓	✓
Dorothy MacD (formerly as Verifier)	✓	✓
Junior Church		
Pauline B (as Junior Ch rep & potentially Link Person)	✓	✓
Rita D (as Junior Church lead)	✓	x
Margaret J (potentially as Link Person)	✓	✓
Liz K (as Junior Church rep)	✓	x
Employees		
Sue B (as support student supervisor)	✓	✓
Trevor G	x	x
Martyn Smith	x	x
Brenda S	x	x
George S	x	x
Clare T (as student supervisor)	✓	✓
Volunteers	x	x