

Safeguarding Adults and Children Policy

Revised: January 2026

1. PURPOSE

The purpose of this document is to set out the Thrive Church UK Safeguarding Policy.

This document is the Safeguarding Adults and Children Policy for Thrive Church which will be followed by all members of the organisation and followed and promoted by those in the position of leadership within the organisation.

We know that being a young person, child or vulnerable adult makes them vulnerable to abuse. The purpose of this policy is to make sure that the actions of any adult in the context of the work carried out by the organisation are transparent and safeguard and promote the wellbeing of all children, young people, and vulnerable adults.

Principles upon which the Safeguarding Children and Vulnerable Adults Policy are based:

- the welfare of the child, young person and vulnerable adult is and will always be paramount.
- the welfare of families will be promoted.
- the rights, wishes and feelings of a child, young person or vulnerable adult and their families will be respected and listened to.

Keeping safe from harm requires people who work with children and vulnerable adults to share information factually, confidentially, appropriately and on a strictly need to know basis.

KEY CONTACTS

Title	Name	Email	Phone
Safeguarding Trustee	*****	*****	*****
Safeguarding Officer	*****	*****	*****

Please see Section 11 for other contact information

2. SCOPE

To fulfil Thrive Church's commitment to safeguard and promote the welfare of children and vulnerable adults, all activities that provide services for, or work with children and vulnerable adults must have:

- Clear priorities for safeguarding and promoting the welfare of children and vulnerable adults, explicitly stated in policy documents.
- A clear commitment by leaders to the importance of safeguarding and promoting welfare.
- A clear line of accountability and defined roles and responsibilities within the organisation for safeguarding and promoting the welfare of children and vulnerable adults.
- Recruitment and human resources management procedures that consider the need to safeguard and promote the welfare of children, vulnerable adults, and young people, including arrangements for appropriate checks on new staff and volunteers, to include DBS (Disclosure and Barring Service) and references.
- Safe working practice guidelines which staff and volunteers have read, understood and signed.
- Procedures for dealing with allegations of abuse against members of staff and volunteers, including a named safeguarding officer, to whom allegations and concerns are reported.
- Arrangements to ensure that all staff and volunteers undertake appropriate training to equip them to carry out their responsibilities effectively, also to take up annual refresher training.
- Policies for safeguarding children and vulnerable adults comply with Thrive Church UK procedures for safeguarding.
- Arrangements to work effectively with other organisations to safeguard and promote the welfare of children and vulnerable adults, including arrangements for sharing information appropriately.
- A culture of listening to and engaging in dialogue with adults and children, seeking children's views in an age-appropriate way and understanding, and considering the views in the development of our service.
- Appropriate whistleblowing procedures and a culture that enables issues about safeguarding and promoting the welfare of children and vulnerable adults to be addressed.
- Safeguarding of online, social media and generic ICT (Information and Communication Technologies) activities by and for members, visitors, staff, and stakeholders.

3. Safeguarding Children and Adults Policy

3.1 Definitions of Abuse in Children

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

Emotional Abuse: Emotional abuse: the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child 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 a child's developmental capability as well as overprotection and limitation of exploration and learning or preventing the child from 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, although 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 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. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect: Neglect: 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, for example, 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 caregivers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs

Domestic Abuse: Witnessing or being subjected to domestic abuse by a parent or a partner is abuse. Children that witness abuse may be withdrawn or display abusive behaviours themselves, they may fail to thrive, not invite friends over or remain noticeably quiet about their home lives. Adults may have visible injuries, present as anxious and with a need to be home on time, they may not have access to finances and can be very unwilling to disclose through fear of repercussions. Teenagers may also suffer abuse in peer intimate relationships.

Peer-on-Peer Abuse: any form of abuse inflicted by one child or a group of children, i.e. individuals under the age of 18, against another child or group of children. It can take the form of many of the types of abuse listed above, including physical abuse, emotional abuse, sexual abuse, and bullying.

3.2 Definitions of Abuse in Vulnerable Adults

Vulnerable adults may also experience **physical, emotional (psychological), sexual and domestic abuse as well as neglect and acts of omission**. Additional definitions include:

Financial or material abuse This is regularly linked to cases of identity theft. It might also involve the inappropriate use or removal or use of an individual's material goods or finances. Extreme cases of financial abuse involve the fraudulent seizure of someone's material assets via power of attorney or eviction.

Discriminatory abuse Hate crimes, exclusion and the disregard of human rights linked to race, gender, religion, age, disability or other characteristics.

Organisational abuse Organisational abuse stems primarily from an abuse of power. Often associated with care homes, institutions and pupil referral units, this kind of abuse comes directly from those who should be providing a safe and nurturing environment.

Modern slavery Human trafficking forced labour and domestic servitude where Individuals are often coerced and deceived into these situations and find themselves without the means to escape.

Self-neglect Common signs of self-neglect include poor personal hygiene, little regard for general health and a proclivity towards hoarding or other such obsessional behaviours.

3.3 Recognition of Abuse or Neglect

Abuse and neglect are forms of maltreatment of a child or vulnerable adults. Somebody may abuse or neglect by inflicting harm or by failing to act to prevent harm. Children and vulnerable adults may be abused in a family, an institution or community setting, by

those known to them or more rarely by a stranger. They may be abused by an adult or adults or by another child or children.

Individuals within the organisation need to be alert to the potential abuse of children and vulnerable adults both within their families and from other sources including abuse by members of our own organisation.

3.4 Acting Upon a Disclosure or Suspected Abuse

The organisation should know how to recognise and act upon indicators of abuse or potential abuse, including where there is a concern for an individual's welfare. There is an expected responsibility for all members of the organisation to respond to any suspected or actual abuse in accordance with these procedures.

It is good practice to be as open and honest as possible with parents/carers about any concerns. However, you **MUST NOT** discuss your concerns with parents/carers in the following circumstances:

- Where sexual abuse or sexual exploitation is suspected or disclosed.
- Where organised or multiple abuse is suspected or disclosed.
- Where there are concerns a child may be at risk of Female Genital Mutilation.
- Where fabricated or induced illness is suspected or disclosed.
- Where contacting the parents/carers would place the individual or yourself at immediate risk of harm.

When the concern is about a vulnerable adult, it is important that the key principles of **Empowerment, Prevention, Proportionality, Protection, Partnership and Accountability** which underpin adult safeguarding are followed and that decisions or actions are not taken without their agreement unless they are deemed to not have the capacity to make the decision under the Mental Capacity Act.

THESE DECISIONS SHOULD NOT BE ACTED UPON IN ISOLATION, CONSULT WITH SAFEGUARDING TRUSTEE AND/OR SAFEGUARDING OFFICER.

3.5 Immediate Action to Ensure Safety

Immediate action may be necessary at any stage in involvement with children and vulnerable adults and families.

IN ALL CASES IT IS VITAL TO TAKE WHATEVER ACTION IS NEEDED TO SAFEGUARD THE CHILD OR CHILDREN AND /OR VULNERABLE ADULTS CONCERNED:

- If emergency medical attention is required, this can be secured by calling for an ambulance by dialling 999.
- If a child/children or vulnerable adult/s are in immediate danger the police should be called by dialling 999. The police have the powers to remove a child/children or vulnerable adult/s from a parent/carer under the power of police protection.

4. What to do if Children or Vulnerable Adults Talk to you about Abuse

It is recognised that a child or vulnerable adult may seek you out to share information about abuse or talk spontaneously individually or in groups when you are present. In these situations, you **MUST**:

- Listen carefully. **DO NOT** directly question them.
- Give them time and attention.
- Allow them to give a spontaneous account; do not stop them when they are freely recalling significant events.
- Listen, accept and use the Tell me more, Explain and Describe (TED) approach.
- Make an accurate record of the information given, taking care to record the timing, setting and people present. The individual's presentation should be evidenced as well as what is disclosed. All documentation must be kept and stored in a locked and confidential place in keeping with the confidentiality and data protection policies.
- Use the individual's language and own words where possible.
- Explain that you cannot promise to keep secrets and that you may have to share confidentially this information.
- Reassure them that they have done the right thing by telling someone and that they have done nothing wrong.
- Tell the individual what you are going to do next to get them help and to keep them safe.
- **DO NOT** ask the individual to repeat their account to anyone.

5. Consulting About Your Concerns

Because of your observations of or information received you may become concerned about a child or vulnerable adult who has not spoken to you.

It is good practice to ask a child or vulnerable adult why they are upset or how an injury has happened, or to respond to them should they want to talk to you. This action can help to clarify concerns and result in appropriate action.

If you are concerned about a child or a vulnerable adult you **MUST** share your concerns with the Safeguarding Trustee or the Safeguarding Officer.

IF ONE OF THESE PEOPLE OR ALL OF THEM ARE IMPLICATED YOU SHOULD TAKE YOUR CONCERNS TO THE LADO (Local Authority Designated Officer) OF HAMPSHIRE COUNTY COUNCIL 01962 876364.

You should consult with your local children's or adult's safeguarding team in the following circumstances:

Hampshire County Council for Children 0300 555 1384

Hampshire County Council for Adults 0300 555 1386

- When you remain unsure after internal consultation as to whether a protection issue exists.
- When there is disagreement as to whether protection issues exist.
- When you are unable to consult promptly the designated line manager or safeguarding officer for the protection of a child or vulnerable adult.
- When the concerns relate to any member of the Trustee Board. (LADO to be contacted)

6. Making A Referral to Social Services

A referral involves giving social services or the police information about concerns relating to an individual or family in order that enquiries can be undertaken by the appropriate agencies followed by the necessary actions.

Parents or carers should be informed if a referral is being made except in the circumstances outlined in section 3.4.

However, inability to inform parents/carers for any reason should not prevent the referral from being made, it would then become the responsibility of Social Services and or the police to inform the parents/carers.

If your concern is about harm or risk of harm from a family member or someone known to the individual, a referral should be made to children or adults services.

If your concern is about harm or risk from someone not known to the individual, the referral should go directly to the police.

If your concern is about somebody in a position of trust and or responsibility, the referral should be made to the LADO as stated in section 5.

If the individual or family need additional help or support a referral should be made to the local children or adult services.

7. Information Required When Making a Referral.

Be prepared to give as much information as you can, in an emergency you may not have all the information, you will still need to give over what information you do have. A lack of information should not halt or delay the referral procedure. Please ensure you include:

- Your name, contact details, position, and request the same of the professional you are speaking to.
- Full name and address contact details of the family and date of birth of child or vulnerable adult.
- Gender, ethnicity, first language and any information of additional needs of the individual.
- Names and details of the household member and significant others such as a G.P, Health Visitor (especially relevant for those that attend Little Thrivers).
- the nature of the concern or disclosure and foundation for the concern.
An opinion of the urgency for action to ensure the individual is safe.
- Your view of the needs of the child or vulnerable adult and their family.
- Whether the consent of a parent or carer has been given to the referral being made.

After the referral has been made ensure that all information is documented and that all actions requested are documented, acted upon with a clear indicator of specified time frames and a name of who is responsible for said actions.

8. Allegations Against Adult Staff and or Volunteers of Thrive Church UK.

If you have information which suggests an adult who works with children, young people or vulnerable adults has:

- Behaved in a way that has harmed or may have harmed a child and or a vulnerable adult.
- committed a criminal offence against or related to a child and or vulnerable adult.
- Behaved towards a child and or vulnerable adult in a way that indicated they are unsuitable to work with children, young people, or vulnerable adults.

You should speak with the Safeguarding Officer or Safeguarding Trustee. Should the concerns relate to any of the named people a call to the local LADO should be made, details given in section 5.

9. E-Safety

Thrive Church UK has a policy that covers the use of all ICT related activities including the use of social media, email, and the internet.

10. Confidentiality

Thrive Church UK will ensure that any records made in relation to the safeguarding of children, young people and vulnerable adults will be stored in a confidential and secure place.

Information will be shared with relevant parties, individuals, and agencies on a strictly “Need to Know Basis” only.

However, the sharing of information is vital to safeguarding and therefore the issue of confidentiality is secondary to the need for protection.

11. List of Contacts

Service	Email	Phone
Hampshire Children’s Services	childrens.services@hants.gov.uk	0300 555 1384
Hampshire Adult Services	adult.services@hants.gov.uk	0300 555 1386
Hampshire LADO	child.protection@hants.gov.uk	01962 876364

12. National Guidance

- Working Together to Safeguard Children 2023
- Keeping Children Safe in Education 2025.
- Care Act Statutory Guidance 2016