



NVC Safeguarding Policy

Details of the place of worship / organisation

Name of Place of Worship: Network Vineyard Church (NVC)

Membership of Denomination: Vineyard Churches

Church Office Address and place of Sunday meeting: Woodley Hill House, Eastcourt Avenue,
Earley, Reading RG6 1HH

Tel No: 0118 966 2007

Email address: info@networkvineyard.org.uk

Charity Number: 1139467

Company Number: 7432848

Insurance Company – Master Policy Insurance Brokers Ltd, Policy number RC01014660

Tel 01767 318200 vicky@masterpolicy.co.uk

NVC believes that the transforming power of Jesus is available to everyone. We are committed to the charge given to us by God – to protect and care for the vulnerable in society and that includes promoting the wholeness of each individual within God's loving purpose for everyone. Moreover, vulnerable groups such as children and vulnerable adults are a vital part of the church community. We seek to safeguard all members of the church community and it is the responsibility of each one of us to prevent emotional, physical, spiritual or sexual abuse and neglect, particularly of children, young people and vulnerable adults.

Our Children's Ministry aims to give children a deep love for Jesus that leads to a personal relationship with him. This is achieved through

- Sunday and weekday groups for children
- Activities/ parties for children outside of the Sunday meetings
- Week long camping activities for youth at Christian camps

Our work with vulnerable adults is through their participation in the life of NVC, which includes Sunday worship services, small groups and ongoing pastoral support.

Key definitions:

Child: A person under 18 years of age

Vulnerable Adult: A person: who is 18 years or over and:

- who either is or may be in need of community care or health care services by reason of mental or other disability, age or illness
- and who is or may be unable to take care of themselves or unable to protect themselves against significant harm or exploitation

1. Our commitment

NVC recognises the serious nature of abuse of children, young people and vulnerable adults, which may involve physical, sexual, emotional, financial, spiritual or institutional abuse or neglect. We accept responsibility for ensuring that all people are safe in our care and that their dignity and right to be heard is maintained. We accept our responsibility to support, listen to and work for healing with survivors, offenders, communities and those who care about them. It takes seriously the promotion of welfare so that each of us can reach our full potential.

The Senior Leadership Team therefore adopts this policy and the relevant codes of practice in accordance with statutory guidance. We are committed to build constructive links with statutory and voluntary agencies involved in safeguarding.

This policy and linked codes of practice are based on the ten **Safe and Secure** safeguarding standards published by Thirtyone:eight (formerly the Churches' Child Protection Advisory Service).

NVC commits itself to:

- Endorse and follow all national and local safeguarding legislation and procedures.
- Provide on-going safeguarding training for all its workers and to regularly review the operational guidelines attached.
- Respond without delay to any allegation or cause for concern that a child or vulnerable adult may have been harmed, whether in the church or in another context.

NVC appoints **Samantha Midwinter** as **Safeguarding Coordinator for children and young people**, and **Jennie Skeats** as **Safeguarding Coordinator for vulnerable adults** and supports them in their roles, which are to:

- Support and advise the Senior Leadership team and Trustees in fulfilling their roles
- Provide a point of reference to advise on safeguarding issues
- Liaise with Thirtyone:eight as an advisory service on safeguarding
- Promote safeguarding best practice within NVC
- To act as coordinating officers where complaints and concerns arise

2. Awareness and response to allegations or concerns

Understanding abuse and neglect

Defining abuse is a difficult and complex issue. A person may abuse by either 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 by someone in a trusted relationship. Detailed definitions, and the signs and symptoms of abuse are included in the relevant appendices of the codes of conduct. The detailed procedures for responding to allegations or concerns are set out in section 3 and appendix 2 of the children's worker's code of conduct and section 2 and Appendix B of the vulnerable adult worker's code.

Safeguarding awareness

NVC will provide 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 recognised safeguarding training appropriate to their work either through use of Thirtyone:eight DVDs, online Thirtyone:eight training or attendance at 'Facing the Unthinkable' seminars run by Thirtyone:eight where possible. We will also accept recognised training obtained through other organisations. All workers will agree to abide by the relevant codes of practice.

NVC will ensure that children and vulnerable adults 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.

3. Prevention and care

Safe recruitment

The Senior Leadership Team will ensure workers are appointed, trained, supported and supervised in accordance with government guidance on safe recruitment. This includes ensuring that:

- There is a written ministry description for the post
- Those applying have completed an application form and a self-declaration form
- Safeguarding has been discussed as part of the recruitment process
- At least one written reference will have been obtained for children's workers, and followed up where appropriate
- A disclosure and barring check (DBS) has been completed (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information). DBS checks will be renewed every 5 years. In exceptional circumstances, and for cover, we will accept DBS

clearance obtained through other organisations provided a risk assessment has been carried out regarding its suitability

- Ongoing support is provided for the successful applicant
- The appointment to the team is reviewed after 3 months
- The applicant has been given a copy of NVC's safeguarding policy and knows how to report concerns.

Management of Workers – Codes of Conduct

As a Senior Leadership Team we are committed to supporting workers and ensuring they receive support and supervision. All workers will be issued with a copy of this policy and relevant code of conduct. The Senior Leadership Team undertakes to follow the principles found within the 'Abuse of Trust' guidance issued by the Home Office and it is therefore unacceptable for those in a position of trust to engage in any behaviour which might allow a sexual relationship to develop for as long as the relationship of trust continues.

Supporting those affected by abuse

The Senior Leadership Team is committed to offering pastoral care, working with statutory agencies as appropriate, and supporting all those who have been affected by abuse who are part of NVC. The primary form of pastoral care in the church is provided by Life Groups which offer general pastoral support. Further pastoral care is provided by our trained NVC Pastoral team, headed by Janet Wilson (janet@networkvineyard.org.uk). Where more specialist support is needed NVC would look to refer individuals to specialist agencies, where possible.

Working with offenders

When someone attending NVC is known to have abused children, or is known to be a risk to vulnerable adults, the Senior Leadership Team will ensure that the individual concerned is supervised and that pastoral care is offered, but in its safeguarding commitment to the protection of children and vulnerable adults, will set boundaries for that person, which they will be expected to keep.

4. Working in Partnership with other organisations

The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children, young people and vulnerable adults. This can be because of cultural tradition, belief and religious practice or understanding, for example, of what constitutes abuse.

We therefore have clear guidelines in regards to our expectations of those with whom we work in partnership, whether in the UK or not. We will discuss with all partners our safeguarding expectations and have a partnership agreement for safeguarding. It is also our expectation that any organisation using our premises, as part of the letting agreement will have their own policy that meets THIRTYONE:EIGHT' safeguarding standards.

Good communication is essential in promoting safeguarding - with those we wish to protect, with everyone involved in working with children and vulnerable adults, and with all those with whom we work in partnership. This safeguarding policy is just one means of promoting safeguarding.

4. Review

This policy and associated code of conduct were approved on 07/10/2019 and will be reviewed in October 2020

_____ (Rev Rob Gardiner, Senior Pastor)
_____ (Sarah Gardiner, Senior Pastor)
_____ (Libby James, Assistant Pastor)
_____ (Steve Whatley)
_____ (Tony Varey)