



## **Safeguarding Policy**

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## **Definitions**

The term **Gap** means The Gap (Midlands)

**Workers** means both paid staff and volunteers

**DSL** - Designated Safeguarding Lead

**DDSL** - Deputy Designated Safeguard Lead

**Leadership** means the Trustees of The Gap (Midlands)

**Headspace Coordinator** – has the role of coordinating records of all mentee/mentor sessions and records all causes for concern and passes these to the DSL/DDSL

**Safeguarding disclosure** – when a child or young person communicates or discloses they have been (or worried they may be) abused or neglected. Any other person reveals they have seen an incident of abuse or neglect, or found evidence that indicates it may be or is occurring.

**Safeguarding concern or issue**- anything that might impact on a child or young person’s safety and welfare, cause them harm, or put them at risk of harm.

**SG Log** – safeguarding log (used to be called YPER)

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## **Section 1 – Details of Organisation**

Name of the Organisation: **The Gap (Midlands)**

Address: **Banners Gate Community Church, Westwood Road, Sutton Coldfield, West Midlands, B73 6UH**

Telephone Number: **07599 912 670**

General email address: **office@thegap-midlands.org**

Chair of Trustees name: **Reuben Pearse**

Email: **trustees@thegap-midlands.org**

Designated Safeguard Lead (hereafter “DSL”) name: **Lynda West-Mullen**

DSL email: **safeguarding@thegap-midlands.org**

Deputy Designated Safeguarding Lead (hereafter “DDSL”) and Trustee for Safeguarding name: **Philip Palser**

DDSL email: **operations@thegap-midlands.org**

Telephone Number: **07599 912 670**

Charity Number: **1127347**

Company Number: **06641980**

Safeguarding Advice: **Thirtyone:eight membership number 12113**

Insurance Company: **ANSVAR**

The following is a brief description of our organisation and the type of work / activities we undertake with children and adults who have care and support needs:

The Gap (Midlands) runs a number of projects for young people 12-18. The Venue is a drop in centre for young people every Monday, Wednesday and Friday afternoons 15:30-17:30 and is a safe space to meet others, play games and be encouraged and supported if they are experiencing challenging times. HeadSpace is a project working in schools and colleges delivering KS2, KS3 and KS4 assemblies, workshops and one to one mentoring. Mentoring sessions are on a referral basis by the school or college. External youth work is another project called Out-There, where the charity will go out to find young people not in school or college and signpost to The Venue or other organisations if appropriate.

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## **Section 2 - Introduction**

Good governance helps an organisation prevent abuse and means it can respond quickly and with integrity when concerns arise. Central to this, is the Governance Board or Board of Trustees.

The governance board is appointed to have independent authority and legal responsibility for how an organisation or charity and have a critical role in decision making and compliance as well as setting the values, standards and behaviours of the organisation.

The standards and behaviors may be referred to as the culture of the organisation or “the way we do things around here”. Culture can be shaped in both negative and positive ways. “The culture of a charity goes beyond mere compliance with legal and regulatory demands. Charity governance is most effective when it provides assurances not just that legal requirements are met, but that the behaviour of people working for the charity, and those who come into contact with it, is proper and ethical. Culture, alongside good governance, can be pivotal to whether a charity achieves its stated object” (ICSA The Governance Institute, 2017).

### **Positions of Trust**

All adults working with children, young people and vulnerable adults 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 (best practice) and avoid behaviour which could be misinterpreted.

As of April 2022 it is illegal (England and Wales)(Northern Ireland) for those in Positions of Trust in a faith setting to engage in sexual activity with a 16 or 17 year old under their care or supervision.

The following Safeguarding Policy and Statement aims, to not only meet the requirements of ensuring a safe environment for those accessing activities in our organisation but to also build an open culture where:

- those who lead do so by example
- are committed to the safeguarding of all
- those that work or volunteer are safely recruited and trained for their roles
- there are accountability structures
- with codes of conduct

- the values of the organisation are embedded in its day to day actions and behaviours of its people
- and there is open communication

### **Our commitment**

As Trustees we recognise the need to provide a safe and caring environment for children, young people and adults. We acknowledge that children, young people and adults 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 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 statutory and voluntary agencies involved in safeguarding.

A model safeguarding statement for display can be found in [Appendix 1](#).

The policy and any attached practice guidelines are based on the ten safeguarding standards published by Thirtyone:eight ([thirtyoneeight.org/ten-standards](http://thirtyoneeight.org/ten-standards))

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## **Section 3 - Prevention**

### **Understanding abuse and neglect**

Defining child abuse or abuse against an adult is a difficult and complex issue. Please see [Appendix 2](#)

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 adult.

To safeguard those in our organisations 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:

*1. States 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.*

Also for adults the UN Universal Declaration of Human Rights with particular reference to Article 5:

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Detailed definitions, and signs and indicators of abuse, as well as how to respond to a disclosure of abuse, are included here in our policy in [Appendix 2](#).

**Safer recruitment**

The Trustees will ensure all workers 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 / person specification for the post
- Those applying have completed an application form
- Those short listed have been interviewed
- Safeguarding has been discussed at interview
- Written references have been obtained, and followed up where appropriate
- A self-declaration form (1.5) and disclosure and barring check (DBS) 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 (please see training matrix)
- The applicant has completed a probationary period (as specified in the contract)
- The applicant has been given a copy of the organisation's safeguarding policy and knows how to report concerns.

**Safeguarding training**

The Trustees 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 workers will receive induction training and undertake recognised safeguarding training on a regular basis. (Training matrix)

The Trustees will also ensure that children and adults with care and support needs 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. For example a notice on the back of toilet doors and in the reception.

**Practice Guidelines**

As an organisation working with children, young people and adults with care and support needs 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. We have specific good practice guidelines for every activity we are involved. For some activities you will need specific forms, e.g. consent forms, risk assessments etc.

**Management of Workers – Codes of Conduct**

As Trustees we are committed to supporting all workers and ensuring they receive support and supervision. All workers have been issued with a code of conduct towards children, young people and adults with care and support needs, and will be given clear expectations about what is expected of them both within their job role and out. They will also receive further training as necessary.

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## **Section 4 - Partnership working**

The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children, young people and 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 with 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. We will send an email each academic year to say that we will be coming under the schools SG policy and put this into the partnership agreement. 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's safeguarding standards.

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

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## **Section 5 - Dealing with Disclosure of Abuse and Procedure for Reporting Concerns**

Under no circumstances should a volunteer or worker carry out their own investigation into an allegation or suspicion of abuse.

### **Documenting a Concern**

The worker in receipt of allegations or suspicions of abuse should report concerns as soon as possible by one of the following ways:

Headspace school situations:

- Report findings to the schools DSL and follow their schools' procedures.
- Inform The Gap DSL/ Headspace Coordinator as soon as possible and complete a Gap Safeguarding form using the Safeguarding Log (SG log) number only (see form in the [Appendix 2](#) of this document)
- Each school has a DSL and the mentor will be given their details at the beginning of seeing a new mentor.

All other situations:

- If the individual is in direct danger call the emergencies services.
- Inform the Gap DSL and Headspace Coordinator
- Complete Gap Safeguarding form and send electronically or deliver by hand to the DSL/ Headspace Coordinator within twenty four hours.

The Gap SG log will reflect all cases of concern. This is kept in a secure setting by the Headspace Coordinator. They will follow up all school incidents with an email affirming that a concern has been raised by a Gap worker.

The Gap safeguarding contacts are:

Title: **Headspace Coordinator**  
Name: **Ann Richardson**  
Telephone: **07718 153 116**  
Email: **headspace@thegap-midlands.org**

DSL Name: **Lynda West-Mullen**  
Telephone: **07557 252 889**  
Email: **safeguarding@thegap-midlands.org**

In the absence of the DSL or, if the suspicions in any way involve the DSL, then the report should be made to:

DDSL Name: **Philip Palsler**  
Telephone: **07599 912 670**  
Email: **operations@thegap-midlands.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 implicate both the DSL and the DDSL, then the report should be made in the first instance to:

Chair of Trustees: **Reuben Pearse**  
Telephone: **To be confirmed**  
Email: **trustees@thegap-midlands.org**

The above is 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.

In the absence of the above it should be referred to:

**thirtyone:eight**  
**PO Box 133**  
**Swanley**  
**Kent**  
**BR8 7UQ**

**Telephone: 0303 003 1111**

The DSL may need to inform others depending on the circumstances and/or nature of the concern

Chair or trustee responsible for safeguarding may need to liaise with the insurance company or the Charity Commission to report a serious incident.

Designated officer or 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.

Whilst allegations or suspicions of abuse will normally be reported to the DSL, the absence of the DSL or Deputy should not delay referral to Social Services, the Police or taking advice from Thirtyone:eight.

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 the organisation will use this 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(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 Trustees demonstrate its commitment to effective safeguarding and the protection of all those who are vulnerable.

The role of The Gap DSL/DDSL 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 following points should be followed by the Gap worker when there has been a disclosure or when a Gap worker has a cause for concern.

Generally:

- React calmly so as not to frighten the individual disclosing
- Tell the individual that they are not to blame and that it was right to tell someone
- Take what the individual says seriously
- Keep questions to the absolute minimum in order to ensure a clear and accurate understanding of the disclosure
- Reassure the individual but do not make promises of confidentiality which might not be feasible in the light of subsequent developments
- In the case of suspected abuse, inform the individual that you must pass the information on, but that only those that need to know about it will be told.

The following points should be followed in conjunction with completing The Gap Safeguarding form shown in the [Appendix 2 – Definitions of Abuse](#).

#### **Allegations of physical injury, neglect or emotional abuse**

If Gap staff have a concern about a Gap user who has a physical injury, a symptom of neglect or where there are concerns about emotional abuse, they should complete the **Safeguarding Report form M17**.

- Contact Children's Social Services (or Thirtyone:eight) for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home.
- Do not tell the parents or carers unless advised to do so, having contacted Children's Social Services.
- 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 Services direct for advice.
- Seek and follow advice given by Thirtyone:eight (who will confirm their advice in writing) if unsure whether or not to refer a case to Children's Social Services.

### **Allegations of Sexual Abuse**

In the event of allegations or suspicions of sexual abuse, the worker should complete the **Safeguarding Report form M17** and forward to the DSL/DDSL, who will:

Contact the Children's Social Services 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 Thirtyone:eight if for any reason they are unsure whether or not to contact Children's Social Services/Police. Thirtyone:eight will confirm its advice in writing for future reference.

Detailed procedures where there is a concern that an adult needs protection:

Suspicious or allegations of abuse or harm including; physical, sexual, organisational, financial, discriminatory, neglect, self-neglect, forced marriage, modern slavery, domestic abuse.

If there is concern about any of the above, DSL/DDSL will:

Contact the Adult Social Care Team who have responsibility under the Care Act 2014 to investigate allegations of abuse. Alternatively Thirtyone:eight can be contacted for advice.

If the adult is in immediate danger or has sustained a serious injury contact the Emergency Services, informing them of any suspicions.

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

Identify support services for the victim i.e., counselling or other pastoral support

Contact Thirtyone:eight and in discussion with them will consider appropriate action with regards to the scale of the concern.

### **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 regarding the suspension of the worker
- Make a referral to a designated officer formerly called 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.
- Make a referral to Disclosure and Barring Service for consideration of the person being placed on the barred list for working with children or adults with additional care and support needs. This decision should be informed by the LADO if they are involved.

### **Allegations of abuse against a person who works with adults with care and support needs**

The DSL will:

- Liaise with Adult Social Services in regards the suspension of the worker
  
- Make a referral to the DBS following the advice of Adult Social Services

The Care Act (2014) places the duty upon Adult Services to investigate situations of harm to adults with care and support needs. This may result in a range of options including action against the person or organisation causing the harm, increasing the support for the carers or no further action if the “victim” chooses for no further action and they have the capacity to communicate their decision. However, this is a decision for Adult Services to decide not the organisation.

### **Reporting and Dealing with Allegations of Abuse Against Members of Staff**

The Gap (Midlands) recognises that an allegation of child abuse made against a member of staff/volunteer may be made for a variety of reasons and that the facts of the allegation may or may not be true. It is imperative that those dealing with an allegation maintain an open mind and those investigations are thorough and not subject to delay. It is also recognised that hasty or ill-informed decisions in connection with a member of staff can irreparably damage an individual’s reputation, confidence and career. Therefore, those dealing with such allegations within the organisation will do so with sensitivity and will act in a careful, measured way. Every effort should be made to ensure that confidentiality is maintained for all concerned. Consideration should be given to what support may be appropriate to child, young person, members of staff and other people involved. Suspicions must not be discussed with anyone other than those nominated by the charity.

The following procedures apply to all staff, whether Trustees, administrative, management or support, as well as to volunteers. The word “staff” is used for ease of description. An allegation can be made by any agency, parent or carer, service user or another member of staff. The term “Gap” user relates to any individual being mentored or any individual attending the Venue or any individual coming into contact with a Gap staff member.

Thresholds for implementation of this procedure are when the individual is thought to have:

- behaved in a way that has harmed or may have harmed a Gap user
- possibly committed a criminal offence against or related to a Gap user
- behaved towards a Gap user in a way that indicates they may pose a risk of harm to them
- behaved in a way that indicates they may not be suitable to work with Gap users
- had a sexual relationship with a child under 18 even if consensual
- possession of indecent photographs/pseudo-photographs of children
- “groomed” a user i.e., meet a user under 16 with intent to commit a relevant offence

Other “grooming” behaviours could be inappropriate text/email messages or images, gifts, socialising etc. These behaviours should be considered within The Gap (Midlands) context as abuse.

Where there is an allegation of abuse against a member of staff, there may be three types of investigation:

- A criminal investigation
- A child protection investigation
- A disciplinary or misconduct investigation.

The Gap (Midlands) Operations Manager will ask for the allegation (either from an agency, service user or individual) to be in written form and report the allegation to the Chair of Trustees.

In most cases it is assumed that the DSL’s appointed by The Gap will oversee the procedures guided and supported by the Trustees and Thirtyone:eight.

If the suspicions implicate Gaps appointed DSL's then the report should be made to The Gap's Chair person. In the absence of The Gap's designated DSL's then the report should be given to Thirtyone:eight PO Box 133, Swanley, Kent, BR8 7UQ

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## **Section 6 - Pastoral Care**

### **Supporting those affected by abuse**

The Trustees are 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 organisation.

### **Working with offenders and those who may pose a risk**

When someone attending the organisation is known to have abused children, is under investigation, or is known to be a risk to adults with care and support needs; the Trustees will supervise the individual concerned and offer pastoral care, but in its safeguarding commitment to the protection of children and adults with care and support needs, set boundaries for that person, which they will be expected to keep. These boundaries will be based on a risk assessment and through consultation with appropriate parties.

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## **Section 7 - Adoption of the policy**

This policy was agreed by the Trustees and will be reviewed at least annually or earlier if legislation or circumstances change:

Signed:

Date: **1<sup>st</sup> June 2025**



Print name: **Philip Palser**

Position: **Trustee and Operations Manager**

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## **Appendix 1 - Protection of Children and Adults Policy Statement**

To be displayed in a prominent place

### **Protection of Children and Adults Policy Statement**

Name of organisation: **The Gap (Midlands)**

This organisation is committed to the safeguarding of children and adults with care and support needs and ensuring their well-being.

We recognise that we all have a responsibility to help prevent harm or abuse to children and adults with care and support needs in all their recognised forms.

We recognise that the personal dignity and rights of adults and children and will ensure all our policies and procedures will reflect this.

We believe all people should enjoy and have access to every aspect of the life of the organisation.

We undertake to exercise proper care in the appointment and selection of those who will work with children and adults with care and support needs.

We believe every child and adult should be valued, safe and happy. We want to make sure that all those we have contact with know this and are empowered to tell us if they are experiencing significant harm.

#### **We are committed to:**

Following statutory and specialist guidelines in relation to safeguarding children and adults and will ensure that as an organisation all workers, staff, volunteers will work within the agreed procedure of our safeguarding policy.

Implementing the requirements of all relevant legislation including, but not limited to; Working Together to Safeguard Children 2018, the Disability Discrimination Acts 1995 and 2005, Equality Act 2010 and referring concerns about adults with care and support needs to the local authority under the Care Act 2014.

Supporting, resourcing and training those who undertake this work.

Ensuring that we are keeping up to date with national and local developments relating to safeguarding.

Ensuring that everyone agrees to abide by these recommendations and the guidelines established by this organisation.

Supporting all in the organisation affected by abuse.

#### **We recognise:**

Children's Social Services has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a child. Adult Social Care has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about an adult with care and support needs.

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 annually.

If you have any concerns for a child or adult, then speak to one of the following who have been approved as safeguarding coordinators for this organisation.

Lynda West-Mullen, Lead Designated Safeguarding Lead

Philip Palser, Trustee responsible for Safeguarding, and Deputy Designated Safeguarding Lead

Reuben Pearse, Chair of Trustees

Signed by Trustees of The Gap (Midlands):

Signed:

Date: **1<sup>st</sup> June 2025**



Print name: **Philip Palser**

Position: **Trustee and Operations Manager**

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## **Appendix 2 – Definitions of Abuse**

Four Definitions of Abuse together with signs and indicators

Further definitions for children together with signs and indicators

Further definitions for adults together with signs and indicators

Abuse and neglect are forms of maltreatment of a child or adult at risk. Somebody may abuse or neglect a child or adult by inflicting harm, or by failing to act to prevent harm. Children and adults at risk may be abused in a family, or in an institutional or community setting; by those known to them or, more rarely, by a stranger. They may be abused by an adult or adults or a child or children. There are many different ways in which people suffer abuse. The list below is, sadly, not exhaustive.

Type of abuse	Child	Adult at risk
<i>Physical</i>	Actual or likely physical injury to a child, or failure to prevent physical injury to a child.	To inflict pain, physical injury or suffering to an adult at risk.
<i>Emotional</i>	The persistent, emotional, ill treatment of a child that affects their emotional and behavioural development. It may involve conveying to the child that they are worthless and unloved, inadequate, or that they are given responsibilities beyond their years.	The use of threats, fear or power gained by another adult's position, to invalidate the person's independent wishes. Such behaviour can create very real emotional and psychological distress. All forms of abuse have an emotional component.
<i>Sexual</i>	Involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. This includes non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.	Any non-consenting sexual act or behaviour.  No one should enter into a sexual relationship with someone for whom they have pastoral responsibility or hold a position of trust.
<i>Neglect</i>	Where adults fail to care for children and protect them from danger, seriously impairing health and development.	A person's wellbeing is impaired and their care needs are not met. Neglect can be deliberate or can occur as a result of not understanding what someone's needs are.
<i>Financial</i>	The inappropriate use, misappropriation, embezzlement or theft of money, property or possessions.	
<i>Spiritual</i>	The inappropriate use of religious belief or practice; coercion and control of one individual by another in a spiritual context; the abuse of trust by someone in a position of spiritual authority (e.g. minister). The person experiences spiritual abuse as a deeply	

	emotional personal attack.
<i>Discrimination</i>	The inappropriate treatment of a person because of their age, gender, race, religion, cultural background, sexuality or disability.
<i>Institutional</i>	The mistreatment or abuse of a person by a regime or individuals within an institution. It can occur through repeated acts of poor or inadequate care and neglect, or poor professional practice or ill-treatment. The church as an institution is not exempt from perpetrating institutional abuse.
<i>Domestic Abuse</i>	Domestic abuse is any threatening behaviour, violence or abuse between adults who are or have been in a relationship, or between family members. It can affect anybody regardless of their age, gender, sexuality or social status. Domestic abuse can be physical, sexual or psychological, and whatever form it takes, it is rarely a one-off incident. Usually there is a pattern of abusive and controlling behaviour where an abuser seeks to exert power over their family member or partner.
<i>Cyber Abuse</i>	The use of information technology (email, mobile phones, websites, social media, instant messaging, chatrooms, etc.) to repeatedly harm or harass other people in a deliberate manner.
<i>Self-harm</i>	Self-Harm is the intentional damage or injury to a person's own body. It is used as a way of coping with or expressing overwhelming emotional distress. An individual may also be neglecting themselves, which can result in harm to themselves.
<i>Mate crime</i>	'Mate crime' is when people (particularly those with learning disabilities) are befriended by members of the community, who go on to exploit and take advantage of them.
<i>Modern Slavery</i>	Modern slavery is the practice of treating people as property; it includes bonded labour, child labour, sex slavery and trafficking. It is illegal in every country of the world.
<i>Human Trafficking</i>	Human trafficking is when people are bought and sold for financial gain and/or abuse. Men, women and children can be trafficked, both within their own countries and over international borders. The traffickers will trick, coerce, lure or force these vulnerable individuals into sexual exploitation, forced labour, street crime, domestic servitude or even the sale of organs and human sacrifice.

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