



EMW SAFEGUARDING GUIDE



it is
everyone's
responsibility

MISSION STATEMENT

The physical, emotional, and spiritual welfare and protection of all who engage with the EMW is of paramount importance to us. This is particularly true of children, young people, and adults at risk of abuse or harm. We will ensure that best practice in safeguarding is embedded into the culture of the EMW at all levels, recognising that safeguarding is the responsibility of everyone who represents the EMW, and we will take action if abuse is suspected, has occurred or is likely to occur.

Dear Colleague,

Thank you for serving with the Evangelical Movement of Wales – you have joined a team of hundreds of volunteers and workers who serve Churches and Christians through camps, conferences, missions, and all kinds of other ministries. It is our prayer that God would bless you as you serve with us.

As an EMW volunteer we want to ensure that you are supported in your role, and this booklet aims to give you some help and advice in relation to safeguarding.

What is Safeguarding?

In simple terms safeguarding is the process of ensuring that we keep people safe. This involves protecting the health and well-being of individuals, which allow people - especially children, young people and vulnerable adults - to live free from abuse, harm and neglect. We believe it is a core part of our Christian mission as all humans are created in the image of God, and He calls us to serve all.

What is your responsibility?

Our Christian beliefs shape how we approach safeguarding, and everyone who ministers on behalf of the EMW, whether in a paid capacity or as a volunteer, has a responsibility to support and to adhere to our safeguarding policy - it is everyone's responsibility. This booklet aims to explain what is expected of you and ensure that you are comfortable with your responsibilities.

Any further questions?

We have tried to keep this booklet as simple as possible, but we would encourage anyone who has further questions or concerns to contact one of our safeguarding team. Your first point of contact will be your Event/Ministry Leader and Event Safeguarding Lead, but you are also more than welcome to speak to one of the central team whose details are on the website with the full EMW Safeguarding policy.

Thank you again for your partnership in the gospel,



Steffan Job
(Staff Member responsible for Safeguarding)

But the fruit
of the Spirit
is love, joy,
peace, patience,
kindness, goodness,
faithfulness,

Evangelical Movement of Wales

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www.emw.org.uk/safeguarding



YOUR **Code of Conduct**

As an EMW Worker and a person of trust,
you must always:

- Seek to be like **Jesus** in the way you serve others – he is the perfect role model.
- Endeavour to create a **healthy, friendly** and **safe** environment.
- Be **trustworthy**, following the laws of the land and the policies of the EMW.
- Treat everyone with **respect, dignity**, and **fairness**.
- Be **responsible** and **accountable**, showing **care** for all.
- Respect the **boundaries** of children and young people, understanding that your behaviour can sometimes be misinterpreted.
- **Never plan to be alone** with a child or young person.
- Encourage an **open culture** where people can share concerns.
- **Respond** to any concern, worry or allegation of any kind in the appropriate way.

Never abuse your position, trivialise harmful behaviour, make others uncomfortable or overstep the boundaries between yourself and young people.

You will find practical guidance specific to your ministry in your ministry handbook

WHAT IS harm, abuse or neglect?

The Wales Safeguarding Procedures defines harm to children as ill treatment, the impairment of physical or mental health, or the impairment of physical intellectual, emotional, social or behavioural development (including that suffered from seeing or hearing another person suffer ill treatment).

The following is a non-exhaustive list of examples for each of the categories of harm, abuse and neglect to **CHILDREN:**

Physical abuse - hitting, slapping, over or misuse of medication, undue restraint, or inappropriate sanctions;

Emotional/psychological abuse - threats of harm or abandonment, coercive control, humiliation, verbal or racial abuse, isolation or withdrawal from services or supportive networks, witnessing abuse of others;

Sexual abuse - forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening, including: physical contact, including penetrative or non-penetrative acts; 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;

Financial abuse - this category will be less prevalent for a child but indicators could be not meeting their needs for care and support which are provided through direct payments; or complaints that personal property is missing.

Neglect - failure to meet basic physical, emotional or psychological needs which is likely to result in impairment of health or development.

Risk from other actual or potential harm to a child or young person may also result from Criminal exploitation such as county lines (CCE), Child sexual exploitation, Radicalisation, Female genital mutilation, and Modern slavery.



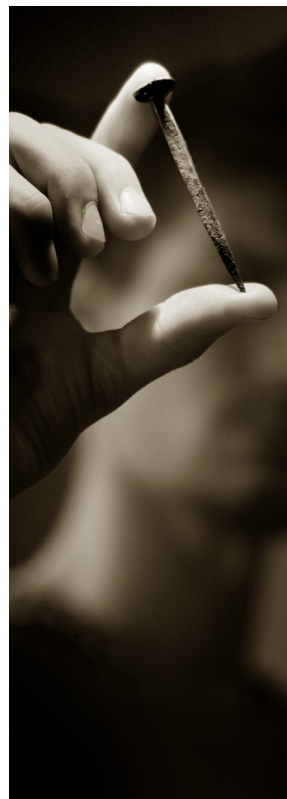
The Social Services and Well-being (Wales) Act 2014 defines an **ADULT** at risk as an adult who is experiencing or is at risk of abuse or neglect, has needs for care and support (whether or not the authority is meeting any of those needs), and as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

Abuse can be physical, sexual, psychological, emotional or financial (including theft, fraud, pressure about money, misuse of money) and can take place in any setting, whether in a private dwelling, an institution or any other place.

Neglect describes a failure to meet a person's basic physical, emotional, social or psychological needs, which is likely to result in an impairment of the person's well-being (for example, an impairment of the person's health). It can also take place in a range of settings, such as a private dwelling, residential or day care provision.

You should be aware that the following behaviours could place the adult at risk of abuse or neglect: Violence against women, domestic abuse and sexual violence (VAWDASV) this includes Female Genital Mutilation, Modern Slavery, Domestic abuse and violence against men, Criminal exploitation.

It is important to note that these are NOT exhaustive lists. Rather, they are provided to offer some pointers that may alert you to possible abuse or neglect in an adult.



SPOTTING

harm, abuse or neglect



The signs of abuse aren't always obvious, and a child/person might not feel able to tell anyone what's happening to them. Sometimes, they don't even realise that what's happening to them is abuse.

The signs that a child is being abused or that a person is being harmed may depend on the type of abuse, and it would be impossible to list all the signs of abuse or neglect in an accessible booklet like this. The Wales Safeguarding Procedures is an excellent resource that lists some of the possible signs and behaviours of abuse in children and adults (QR code above). However, it is important to note that abuse and neglect may be the result of a specific incident or ongoing or repeated abuse.

Some common signs that there may be something concerning happening in a child's life include, **unexplained changes in behaviour or personality, becoming withdrawn or anxious, lacking social skills and has few friends and has a poor bond or relationship with a parent, having knowledge of adult issues inappropriate for their age and always choosing to wear clothes which cover their body.**

Some common signs that there may be something wrong in an adult's life include, **the person lacking belongings or living in substandard conditions, physical signs such as poor clothing, bruising or injuries, loss of self-esteem and fearfulness and anxiety, unusual and extraordinary interest and involvement by the family, carer, friend in their life that can often be controlling.**

These signs don't necessarily mean that a child is being abused or that a person is being harmed, there could be other things happening in their life which are affecting their behaviour – but it is important to seek help and advice if anything worries you about a situation or person. If in doubt it is your responsibility to seek help.



How to **RESPOND**

Responding or reporting can often feel worrying. You may feel that you are 'making a fuss about nothing', or that you are putting another person in a difficult situation – especially if you are unsure about a person's behaviour. Please be assured that every year we receive many concerns and there is an experienced team who will respond proportionately. It is always better to report than not to.

Your first responsibility as an EMW volunteer should always be to ensure that the person is safe. If anyone is in immediate danger, you should call the emergency services or seek help.

»» HOW TO RESPOND TO A **DISCLOSURE**

A disclosure is when a child, young person or adult tells you that they are being abused.

Although finding yourself in this situation may feel like a very scary prospect, remember that you have already done so many things right. The person obviously feels that they can trust you, and that should give you confidence to handle the disclosure.

Do:

- Listen carefully and trust what is being said is correct, offering immediate support and reassurance.
- Reflect back key phrases to check your understanding.
- Record a factual account of the conversation immediately, using the person's actual words wherever possible.
- Report your concerns to your **Event Safeguarding Lead**, or if the concern is against them, contact the EMW Safeguarding Lead.

Do not:

- Tell the person that you can keep it a secret.
- Panic, overreact, be judgmental or make assumptions.
- Investigate, or ask questions.
- Discuss the disclosure with people who do not need to know.

»» HOW TO RESPOND IF YOU ARE **CONCERNED** ABOUT THE SAFETY OF AN ADULT OR CHILD

A concern is when you are worried about the welfare of a child, young person or adult. You can be concerned because somebody has told you about a situation, because you have seen something, because you are worried about their behaviour, or simply because you are uneasy about something.

Do:

- Make sure that the person is not in immediate danger (if they are in immediate danger take appropriate action that could include phoning 999)
- Report your concerns to one your **Event Safeguarding Lead**, or if the concern is against them, contact the EMW Safeguarding Lead.

Do not:

- Investigate or ask questions unless specifically asked to do so.
- Discuss the concern with people who do not need to know.

HOW TO RESPOND IF YOU ARE CONCERNED ABOUT THE BEHAVIOUR OF A MEMBER OF THE EMW (AN ALLEGATION)

An allegation about a person of trust is when you believe that an EMW worker or volunteer is or may be placing a child, young person or adult at harm. Though it is called an allegation, it can also include concerns about a person's behaviour – e.g. that they are not following the code of conduct.

Do:

- Make sure that a person is not in immediate danger (if they are in immediate danger take appropriate action that could include phoning 999)
- Report your concerns to your **Event Leader** (if the concern is against the event leader, or if you do not have an event leader, please contact the Staff Member Responsible for Safeguarding).
- If you are unhappy with how the Event Leader has dealt with your concern or allegation, please contact the Staff Member Responsible for Safeguarding

Do not:

- Confront the person about whose behaviour you have concern (unless they are placing others in immediate risk)
- Carry out an investigation.
- If you are concerned about the EMW's procedures or if you believe that we are not fulfilling our duties as a charity, you can raise a concern using our Whistleblowing section available on our website.

What to expect after you have raised a concern, allegation or passed information about a disclosure.

Dealing with disclosures, concerns and allegations can often be a complex process that involves confidentiality. As an EMW worker your responsibility is to report and share your concerns, and it is likely that you may not be told what exact steps have been taken by others. However, you should expect to be contacted at some point by a member of our Safeguarding Lead to explain how we have handled the concern.

If you are concerned about any aspect of the EMW's response, you may contact the social services directly to share your concerns.

As an EMW worker you have a responsibility to report your concerns no matter against who or where it has taken place.

Contact

www.emw.org.uk/safeguarding