



FEBRUARY  
2019

# SAFEGUARDING POLICY

New Nation Destinty Centre  
Policy on Child Protection

This policy was last updated February 2019  
**Date of next review: February 2021**

Child Protection Handbook also available

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POLICY ON SAFEGUARDING CHILDREN  
NNDC - CHILDREN'S WORK

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# 1.1 INTRODUCTION

## SAFEGUARDING

This Safeguarding policy is a document designed to help NNDC and any of the organisations that operate under the covering of NNDC to provide a safe environment for children, young people & vulnerable adults (VA), to be able to develop physically, intellectually and spiritually.

We seek to safeguard all members of the church community, of all ages and it is the responsibility of each one of us to prevent the physical, sexual or emotional abuse of children and young people.

Safeguarding is a policy and statement that has been adopted by our Safeguarding Board that together form the policy of NNDC.

The policy is also used as part of the training for practitioners, who will be issued with a copy of the Safeguarding Policy handbook, outlining our procedures and is displayed on the Church notice board, upstairs office and Mother and Baby room.

# THE STATEMENT OF NNDC ON THE PROTECTION OF CHILDREN:

As the people of NNDC we are concerned with the holistic health, wellbeing and development of each individual.

We seek to safeguard all members of the church community, of all ages. It is the responsibility of each one of us to prevent the physical, sexual or emotional abuse of children and young people.

It is the duty of a person working with children and young people to prevent abuse and report any abuse discovered or suspected.

NNDC recognises that individuals can be affected by the intolerance, discrimination and prejudice of the society, with regards to race, colour, nationality and disability.

At NNDC we aim to include everyone with an effort to accommodate adults and/or young people whose needs are important. Communication between the adult and/or young person is important to create a caring and safe environment regardless of ability.

Scripture 1 John 4v7

**Purpose of Document:-**

The purpose of this document is to inform those working with children about child abuse, and to advise them of the procedure to be carried out if abuse is disclosed to them, or if abuse is suspected. This will assist us in providing a secure environment for children.

First and most important - Whether it is your first contact with suspected child abuse or not:-

- a) Ensure the welfare of the child.
- b) Talk to someone.

Should you encounter any situation involving a child which gives you cause for concern; make a written note of the conversation, observation, dates, times, names, etc. Pass on this information immediately to your line manager/church leader, (in the case of NNDC this is a member of the church council) Refer to handbook for names and contact numbers.

Do not be afraid to be wrong.

**What is a child?**

Any person under the age of 18, in line with the UN convention on the rights of the child

**What is a vulnerable adult?**

Who is or may be in need of community care services by reason of disability, age or illness; and is or may be unable to take care of unable to protect him or herself against significant harm or exploitation". This definition of an Adult covers all people over 18 years of age.

## What is abuse?

The below definitions are taken from Working Together to Safeguard 2015

Abuse and neglect are forms of maltreatment of a child. Child abuse or maltreatment of a child constitutes all forms of physical and or emotional ill treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child's health, survival. Someone may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or more rarely by a stranger.

**a) Physical abuse** – includes hitting, shaking, squeezing, burning, biting, administering poisonous substances, suffocating/drowning, excessive force.

**b) Neglect** – a failure to meet basic essential needs of a child, or if a child is left unsupervised at a young age.

**c) Emotional abuse** – children harmed by constant lack of love and affection, or threats, verbal attacks, taunting or shouting, internet/cyber bullying, nourishment, education and medical attention,

**d) Sexual abuse** – Direct or indirect sexual exploitation or corruption of children or adolescents, in sexual activity to which they are unable to give informed consent, or which violate the social taboos of family roles, internet/cyber bullying

**e) Radicalisation and extremism** – Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups. (Revised Prevent Duty Guidance for England and Wales, issued on 12th March 2015 and revised on 16th July 2015, definition)

New advice and social media guidance has been issued to schools and childcare providers to help them keep children safe from the risk of radicalisation and extremism, Education Secretary Nicky Morgan announced today (1 July 2015).

**f) Female Genital Mutilation (FGM)** – A cultural (not religious) procedure whereby parts of female genitalia are removed – also referred to as female circumcision. This is normally undertaken on pre pubescent girls, who are either taken abroad for procedure or “practitioners” come to the UK. There can be no anaesthetic and no sterile equipment used. Complications include serious infection, septicaemia, numerous gynaecological problems and in some cases, death.

(A child may suffer more than one category of abuse, discrimination, harassment and bullying are also abusive and can harm a child, both physically and emotionally.)

### **Who abuses children?**

- a) very rarely a stranger
- b) often someone close to a child, eg parent, carer, babysitter, sibling, relative or friend of the family
- c) sometimes, someone in authority such as a teacher, youth leader, practitioner, or, very sadly, a practitioner/leader
- d) sometimes, pedophiles and others will set out to join organizations (including churches) to obtain access to children

### **How might we recognise abuse? Warning signs:-**

They are only a guide, they are not necessarily proof of abuse, but may be an indication of:-

- a) Changes or regression in mood or behavior, particularly where a child withdraws or becomes clingy.
- b) Nervousness/watchfulness.
- c) Sudden under-achievement or lack of concentration.
- d) Changed or inappropriate relationships with peers and/or adults.
- e) Attention seeking behavior.
- f) Persistent tiredness.
- g) Running away/stealing/lying.

### **Other areas where leaders should be vigilant are:-**

- a) Any injuries not consistent with the explanation given for them, or where differing explanations have been received.
- b) Injuries, which occur to the body in places, which are not normally exposed to falls, rough games, etc.
- c) Bruising, particularly if it is in well protected areas such as under clothing or in areas a child is less likely to bump
- d) Scalds and burns especially from a cigarette
- c) Injuries and illnesses, which have not received medical attention.
- d) Instances where children are kept away from the group or school inappropriately.
- e) Reluctance to change for, or participate in, games or swimming.
- f) Any signs of neglect, under nourishment or inadequate care.
- g) Any allegations made by a child concerning sexual abuse.
- h) Child with excessive preoccupation with sexual matters, and detailed knowledge of adult sexual behavior, or who regularly engages in age inappropriate sexual play.
- i) Sexual activity through words, play or drawing.

- j) Child who is sexually provocative or seductive with adults.
- k) Inappropriate bed sharing arrangements at home.
- l) Severe sleep disturbance with fears, phobias, vivid dreams or nightmares, sometimes with overt or veiled sexual connotation.

**One or more warning signs may be evident.**

Many symptoms of distress in a child can point to abuse, but there are other explanations too. This (together with conflicting medical opinion) has sometimes been the reason for falsely accusing parents of sexual abuse.

**It is important that the above signs are not taken as indicating that abuse has taken place, but that the possibility should be considered far more than in the past. They should make us stop and think - not jump to conclusions inappropriately!**

**What to do if abuse is suspected. (please see Safeguarding Handbook)**

- a) We have a responsibility: The children's Act 1989 was brought out as a means to promote and protect the welfare of all children, and within the working together framework states that:

*"The community as a whole has a responsibility for the well-being of children. This means that all citizens should remain alert to circumstances in which children may be harmed. Individuals can assist the statutory authorities by bringing cases to their attention. Relatives, friends and neighbors of children are particularly well placed to do so, but they must know what to do if they are concerned, in addition to providing support for the family and child,*

*which may include help caring for the child. They must also be confident, because of the difficult and sensitive nature of the situation, that any information they provide will be treated in a confidential way and used only to protect the interests of the child. They should know too that early action on their part is often the best way of helping a family stay together as well as protecting their child".*

b) The local Social Services note the following in their preamble when dealing with voluntary social work agencies involved in childcare.

(i) Voluntary agency staff involved with families and children are likely to receive referrals/information/allegations or witness concerns suggestive of the need for a child protection investigation under section 47 of the 1989 Children's Act. **It is the responsibility of the voluntary agency to refer concerns to the Social Services department. (see Handbook for guidelines)**

(ii) The role of the voluntary agency in these circumstances, except in the case of medical emergency, is essentially to collect and clarify the precise details of the allegation, and provide information to the Social Services department, whose task it is to investigate under section 47 of the 1989 Children's Act. **The role of the voluntary agency is not an investigative one.**

**Responding to abuse. (please see Safeguarding Handbook)**  
**If a child has a physical injury or symptom of neglect:**

- Contact your Pastor/Designated Safeguarding Officer, (in children's work at NNDC, this will be a member of the Safeguarding Board)
- Speak with the parent and suggest medical help/attention is sought for the child. The doctor will then initiate further action, if necessary. Alternatively, encourage the parent to seek help from the Social Services Department.
- If a parent is unwilling to seek help, then offer to go with them. If they still fail to act you may need to seek help yourself, i.e. via Social Services.
- Where emergency medical attention is necessary then this should, of course, be sought immediately, informing the doctor of any suspicions you may have.

**• If there are allegations of sexual abuse:**

Contact your Pastor/Designated Safeguarding Officer or contact Social Services or the Police direct for advice. Do not speak to the parent (or anyone else) if there is a possibility that they could be involved. The fact that you may feel the child's story is unlikely must not prevent appropriate action being taken. For example, a child may say that he/she has been abused by an older young person. In reality, the perpetrator could be a parent or close relative, but naming another person may be the only way in which this child can seek help.

It is the responsibility of the practitioner to pass on the possibility of abuse to the Social Services Department. The role of the church is essentially collecting and clarifying the precise details of the allegation and providing the information to the Social Services Department, whose task it is to investigate the allegation.

**Further guidance in responding to abuse:**

Whilst the volunteer will normally consult with their Team Leader/Designated Safeguarding Officer before reporting incidents/suspicious of child abuse to the Social Services Department, the absence of the Designated Safeguarding Officer should not delay referral to the Social Services Department. Exceptionally, should there be any disagreement between the worker and Designated Safeguarding Officer as to the appropriateness of such a referral, the volunteer nevertheless retains the right as a member of the public to report serious matters to the Social Services Department.

All practitioners should be aware that any allegations or suspicions are covered by pastoral confidentiality, and that therefore church members have no rights to this information. The sharing of information is therefore limited to a need to Know basis. This will protect the interests of all the parties concerned.

**N.B. - Designated Safeguarding Officer will often experience difficulty in making appropriate judgments. Professionals (eg. Family doctors) are advised that they should discuss their suspicions with a specialist colleague first, with a view to then informing the statutory agencies. Similarly, NNDC Team leaders & officers will seek the advice the Safeguarding Board**

## **Third party /anonymous referrals / allegations:**

### **Families not known to the church:-**

- In cases where allegations are made by a third party, the role of the practitioner/volunteer is to elicit as much information as possible from the referrer. Unless the person wishes to remain anonymous this should include the referrer's details (name, address, telephone number) and as much factual detail as possible about the child and family concerned (names of family members, address, name /date of birth of subject child, ethnic origin, etc). Information as to the cause of concern/nature of injuries/observations should be included.
- The practitioner/Volunteer must inform the referrer that information relating to any child at risk, will be shared with their Team leader/ Designated Safeguarding Officer and may result in referral to the Social Services Department, and in this event the Social Services Department may wish to interview the referrer (if known) as part of the child protection investigation.
- The practitioner/ volunteer will then report the above information to the church leader and the latter will then seek the advice from the business council or umbrella organization and then if there are sufficient concerns to make a referral to the Social Service Department.

### **Families known to the church:-**

- In cases known to the church where the church suspects from either direct observation, third party, from the child or from a parent/carer, that the child is/has suffered any abuse, the matter must be reported immediately to the Designated Safeguarding Officer /Pastors (in the case of NNDC it is a member of the Safeguarding Board) with a view to referral to Social Services Department or directly to the authorities if the church leaders are implicated.

- Should a child allege sexual abuse, the parents should not under any circumstances be informed. Where a parent/carer alleges sexual abuse by another person of their child, the parent/carer should be advised not to inform the alleged perpetrator. Should the practitioner/volunteer by direct observation suspect sexual abuse, they should discuss this immediately with the church leader, with a view to discussion with Social Services as to how the matter will be dealt with.
- In cases of physical, emotional abuse or neglect where the practitioner/volunteer, by observation considers that such concerns exist. The practitioner should suggest to a parent that they should seek medical help. Approaching the doctor is less threatening and it's then up to the medical practitioner to decide whether there is a question of abuse, which needs to be referred to Social Services. If a parent is reluctant, then the worker could consider going with them or, if they fail to co-operate, then the matter should be immediately discussed with the Team leader/ Designated Safeguarding Officer, who will refer to Social Services Department if appropriate. (see handbook for guidelines) Of course, in cases of serious injury the practitioner/volunteer should summon medical help immediately.

### **Practicalities for mutual protection of leaders and children involved in children's work.**

#### **Guidance:-**

- a) Avoid being on your own with any child. This may mean groups working in one large room, or adjoining rooms, or two staff at all times
- b) Never take a child home on your own – preferably have another helper with you, make sure you have parental consent or else ensure that the last two children are dropped off together.

**(Remember an allegation could also be made against you!)**

- c) Be wise in your physical contact with children. that the last two children are dropped off together.
- d) Be wise with your relationship with the children - do not be over friendly with some at the expense of others. No favorites.
- e) Male helpers need to be particularly careful in what they say, and in being around forward young females. Female helpers similarly need to be careful with forward young male children.
- f) Never smack, hit or physically discipline a child except by "holding" which may be used if there is an immediate danger of personal injury to the child or another person.
- g) If you feel that a child may have a "crush" on you, pray about it and talk to your line manager for advice and guidance.
- h) In order to help children, we need to develop healthy relationships by listening to them and respecting them.
- i) We must be mindful of the safety of the children at all times, and in all circumstances.
- j) Whenever possible have two or more adults present with a group, particularly when it is the only activity taking place on the church premises.
- k) A parent may want to accompany their child, however, because of our policy they should either act as observers or only help their own child

- l) Children should not be taken on trips or away from the premises without permission of parents and church leadership.
- m) Where confidentiality is important (eg counseling a young person) ensure that others know that the interview is taking place and that someone else is around in the building.
- n) Prayer works and helps in each and every circumstance.**

**Boundaries:-**

- a) The level of personal care (eg toileting) appropriate and related to the age of the child – accepting that some children have special needs
- b) guidance on touch. For example, physical contact between adults and children can be quite healthy and to be encouraged in public places, but should be discouraged in circumstances where an adult/child are on their own.
- c) workers should treat all children/young people with dignity and respect in attitude, language used and actions.
- d) respect the privacy of children, avoid questionable activity (eg rough/sexually provocative games or comments)
- e) if you invite a child to your home, ensure another adult is present and the parent is aware
- f) if transporting a child on their own, then it is better that the young person is seated in the back seat.

- a) Anyone seeing another worker acting in a way which could be misinterpreted should be able to speak to the individual or the designated Safeguarding Officer about the concern.
- b) regular workers to review procedures to ensure common approach, sharing concerns and identifying other matters which may need clarification and guidance.
- c) encourage report back to such a meeting when departure from guidelines becomes necessary - this provides protection to the individual and draws the leadership's attention to shortcomings and problem areas.
- d) respect the privacy of children, avoid questionable activity (eg rough/sexually provocative games or comments)
- e) Keep brief records of issues/decisions discussed at workers meetings.

**Helping children to protect themselves by:-**

- a) teaching safety generally/strangers/good and bad secrets and touches, etc.
- b) help children develop common sense rules.
- c) talk about suspicions or situations where they feel uncomfortable.
- d) examine the way in which we present Christian truths, eg children obeying parents. This can be a real problem for a child who is being abused - are we telling the child to accept the abuse? Tell children that if they feel uncomfortable or that something may be wrong, they can always check things out with another adult.

**Confidentiality:-**

No practitioner is permitted to divulge any information concerning a child, or his/her family or anything a child may tell them to anyone other than the designated people previously mentioned. This is in order to protect the interests of the child. This confidentiality is a continuing requirement at all times and is required when workers are "off duty" or no longer involved in the work.

NNDC has a Confidentiality Policy that is included in the Protect the Children document to provide help in the way practitioners should treat any confidence entrusted to them.

# 1.4 POLICY ON CONFIDENTIALITY

Proverbs 11: 13 -"A gossip betrays a confidence, but a trustworthy man keeps a secret. "

The definition of confidentiality is, "the act of keeping private or secret, information or material entrusted", whether this is spoken or written. Information entrusted does not become the property of the confidant, but remains the property of the one who confides. However, the practice of confidentiality in a truly caring community is more complicated and requires explanation.

NNDC Business council and the Pastoral Ministry Team will seek to provide a private, warm and caring environment for people, who may need to speak about things that are sensitive and/or personal.

NNDC believes that those in the ministry have a duty of confidentiality to the confider. The confider who seeks advice or counsel has, in the act of asking, given their implicit consent for any information to be shared within the team structures of the church.

The different ministry teams working in NNDC will only share confidential information on a "need to know" basis. On receiving confidential information, team members are required to "debrief" with one of the Pastors. Any information shared with a lead worker will be discussed with other leaders on a need to know basis.

The leadership will act as one for the well-being of the church and to promote effective prayer.

### **Debriefing:-**

If any written information is kept it must be stored in a locked file in a secure church office and the confider shall be allowed access to any such information, upon request.

The duty of the church to preserve a confidence is a prima facie duty but one that can be overridden by other more compelling duties which the confidant should recognize within the principle of "paramountcy". In these cases a confidence may be shared with others, including outside agencies.

### **Grounds for overriding the duty of confidentiality:-**

1. The protection of the confider from harm, whether emotional, physical or spiritual.
2. The protection of an identified second party from harm, whether emotional, physical or spiritual.
3. The protection of non-identified individuals or society at large from harm, whether emotional, physical or spiritual.
4. The protection of the church community from harm, whether emotional, physical or spiritual.

The confidant should believe that there are reasonable grounds to override the duty of confidentiality but he or she is not required to be certain, or provide proof or evidence that the belief is justified. Before such a sharing of information takes place, it may be appropriate to discuss the matter with a leader of the church. This would apply only where the information is shared outside of the normal debriefing policy operated by the church.

It is important to clearly state how this policy statement will work within the church. Two of the pillars of the policy are "paramountcy" and "need to know", and these are explained below, together with the necessity of "debriefing".

This policy is in place for the protection of everyone in the church environment. If the policy guidelines are not followed in a given situation, it should be understood that this falls outside the covering and responsibility of the church.

Any questions or concerns regarding this policy should be addressed to the Safeguarding Board.

# 1.5 RECRUITMENT OF PRACTITIONERS

The recruitment procedures and the appointing of practitioners is an essential part of protecting children, therefore NNDC has developed a policy to cover the whole selection and appointment process.

## **Recruitment Procedure**

An important part of recruiting practitioners is forward planning as appointing such workers can take up to three months.

Therefore it is important that no steps are taken to short circuit the process. The Recruitment Process Identify the Recruitment needs. . Prepare Job description Advertise Vacancy in Church Notices, Send out Application Packs, Prepare list Of Candidates, Make Appointment. First Interview Candidate. Second Interview, Take up References. Child Protection Training. DBS Police Check. Write letter of Refusal or acceptance. Starts 3 Month trial

## **Job Description**

It is important that the recruitment needs are clearly identified and that the approved job description is used in the preparation work. If none of the approved Job Description suitable or adequately describe the recruitment needs, then it is important the Safeguarding Board approve a new Job Description that does meet the needs of the position.

## **Church Notices**

All position will be advertised in the Church Notices, thereby giving people the opportunity to make an application. Any announcements will be made through the Church Secretary with the approval of the Safeguarding Board

The Application Pack should be issued to the candidate at least one week before the first interview to enable them to read through all the documents. The Application Pack consists of the following:

- About Protect the Children
- Safe from Harm Introduction
- Policy Statement
- Children at Risk Policy
- Discipline in Children's work Policy
- Confidentiality Policy
- Recruitment of practitioners Policy
- The Policy in relation to the use of Criminal Records Information
- Application Form
- Job Description

### **Interviews**

Interviews are an important tool to find the best person for the job described in the job description. There should be two interviews in all and they should serve a different purpose.

### **First Interview**

The first interview is to go through the persons application form and to explain the responsibilities of the Job. It is important at this interview to ask direct questions to discover any history that would assist in the decision making process.

It is also important to discover any personal information that would be relevant to the decision making process including referees etc. The date of the training session “Protect the Children” should be set at the interview.

There should be a maximum of two people responsible for the first interview with each interviewer keeping notes that should be collated afterwards.

### **Second Interview**

The second interview is to go through the collated notes from the first interview, the returned references and the recommendation of the trainer. It is important at this interview to seek clarification of any issues or problem areas. There should be a maximum of five people and a minimum of two people responsible for the second interview with each interviewer keeping notes that should be collated afterwards. The Interview board should be made up of Safeguarding Board Members and practitioners. The Disclosure request form (the form required for Police checks with the Criminal Records Bureau) should be completed and checked as being correct at this interview.

### **Make Appointments**

Appointments are made.

Appointment are for a three-month probationary period and will include at least one appraisal interview before the review interview at the end of the probationary period.

If the candidate was successful during the probationary period then a one-year appointment is made and this is to be reviewed before the end of that appointment.

All appointments made by NNDC for the position of practitioner will in the first instance be for a probationary period of three months and thereafter for fixed terms of one year. No appointment in the area of Children's work will be for longer than one year. However, once someone has been accepted as a worker for New Nation Destiny Centre and has been in continuous fellowship within the church, then there will be no requirement to follow the probationary process.

### **References and Training**

It is important that at least two references are obtained for any candidate. These references together with the recommendations from the trainer and the collated notes from the first interview will form the basis for the decision whether to invite the candidate to a second interview.

It is important that any decision about a candidate is fair and will be based on the candidate's skills, qualifications, experience and commitment to the values of NNDC.

### **Providing a form of ID and Police Checks**

Whilst police checks have a value they are no substitute for working policies, and best practice followed in the operation of any policies to protect the children. Although a disclosure notice will provide some information, the Criminal Records Bureau (DBS) does not contain all information.

Therefore it is important that the Disclosure notice is not seen as a complete check but rather as one of many tools that should be used by any voluntary organization, such as a church.

NNDC has a Policy in relation to the use of Criminal Records Information to ensure that we comply with the DBS code of practice.

NNDC Childrens' Work; The Policy in relation to the use of Criminal Records Information

NNDC is committed to recruit all staff and volunteers in accordance with "Safe from Harm" principles, the Criminal Records Bureau "Code of Practice", legislative requirements and the policies expressed in "PROTECT THE CHILDREN"

In particular, NNDC seek to treat all people equally and with respect. We are committed to a fair system for the recruitment and selection of volunteers. We are also committed to the safety and protection of children in our care and for this reason there are some appointments within the church for which it is necessary that an Enhanced Disclosure check is carried out. Enhanced Disclosures will be carried out for the following positions:

- Anyone working with children as defined in Work with children policy document
- Sunday School Teachers
- DYG Youth
- Youth worship

The Person / people responsible for the recruitment and selection of practitioners are:

- The Senior pastors together with the children's ministry team, and, The Safeguarding Board

These people will assist the prospective worker in the Disclosure Application the prospective worker on the completion of the form and then return the form to Safeguarding Board. All recruitment decisions involving the disclosure process will be made sensitively and fairly. In the event of a problem / query / complaint - these will in the first instance be dealt with by designated Safeguarding Officer or but may also be referred to the Safeguarding Board for advice

**CONTACTS: NEW NATION DESTINY CENTRE**

Safeguarding Board

**Pastors:**

Michael Da Costa

Marlene Da Costa

**Safeguarding Officer:**

Michael Da Costa

**Members of the Safeguarding Board:**

Michael Da Costa

Marlene Da Costa

Maxine Anderson

Idera Smith

Amuda Lambert

Serena McCormack

Melanie Stephens

**Safeguarding Team Leader:**

Maxine Anderson

**Church Secretary:**

Sandra Reid

**Emergency Duty Team - Out of hours**

If you need to contact a social worker when offices are closed, and the matter is urgent you can telephone the out of hours emergency duty team on their new telephone number 0300 555 8574.

You will be asked to leave your name and a contact number and the duty social worker will return your call as soon as possible.

This service provides urgent cover between 5pm and 9am weekdays and 24 hours a day during weekends and on public holidays to deal with urgent work involving vulnerable children and adults, their families and carers.

**If your situation is life-threatening dial 999**

Preventing extremism in schools and children's services  
Email: [counter.extremism@education.gov.uk](mailto:counter.extremism@education.gov.uk)  
Telephone: 020 7340 7264

**Social services****Child protection Unit**

Children's services, Westox House, 1 Trinity road, Dudley, DY1 1JQ  
Lead Worker Jassi Broadmeadow 01384 818027  
The emergency only, out of office hours No.

**Police**

Ask for the "child protection police officer"

**Registered Body**

New Nation Destiny Centre  
Holloway Hall, 16 Court passage, Priory Street, Dudley, DY1 1EX

**Birmingham MASH (Multi Agency Safeguarding Hub)**

Birmingham MASH  
1 Lancaster Circus  
Queensway  
Birmingham B4 7DJ  
[MASH@birmingham.gov.uk](mailto:MASH@birmingham.gov.uk)  
For confidential and secure email contact:  
[secure.MASH@birmingham.gcsx.gov.uk](mailto:secure.MASH@birmingham.gcsx.gov.uk)