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# Safeguarding Policy



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SAFEGUARDING OFFICERS  
Providence Baptist Church, Clifton

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# 1) INTRODUCTIONS/DEFINITIONS

## 1.1) OVERVIEW

Providence Baptist Church (PBC) along with the whole Christian community, believes each person has a value and dignity which comes directly from God's creation in God's own image and likeness. Christians see this as fulfilled by God's re-creation of us in Christ. Among other things, this implies a duty to value all people as bearing the image of God and therefore to protect them from harm.

PBC is committed to the safeguarding and protection of all children, young people and adults and affirms that the needs of children or of people when they are vulnerable and at risk are paramount.

Our Church recognises that it has an obligation to care for all who are vulnerable whether by disabilities or by reduction in capacities or by their situation. Vulnerability may be temporary or permanent and may be visible or invisible, but that it does not diminish our humanity and seeks to affirm the gifts and graces of all God's people.

## 1.2) PURPOSE OF THIS GUIDANCE

The purposes of this safeguarding policy are to ensure procedures are in place and people are clear about roles and responsibilities for children, young people and vulnerable adults in our care and using our premises.

It is intended to be a dynamic policy to support the Church in being a safe supportive and caring community for children, young people, vulnerable adults, for survivors of abuse, for communities and for those affected by abuse.

## 1.3) DEFINITIONS:

**Child:** A child is anyone who has not yet reached their eighteenth birthday. The fact that a child has reached 16 years of age, is living independently or is in further education, a member of the armed forces, in hospital or in custody in the secure estate, does not change his/her status or entitlements to services or protection.

**Vulnerable Adult:** Any adult aged 18 or over who, due to disability, mental function, age, illness or traumatic circumstances, may not be able to take care of or protect themselves.

**Adult/child protection** is a part of safeguarding and promoting welfare. This refers to the activity which is undertaken to protect children/specific adults who are suffering or are at risk of suffering significant harm, including neglect.

**Abuse and neglect:** this may occur in a family, in a community and in an institution. It may be perpetrated by a person or persons known to the child or vulnerable adult or by strangers; by an adult or by a child. It may be an infliction of harm or a failure to prevent harm.

**Regulated activity:** an activity or event that a barred person must not do as defined by the Safeguarding Vulnerable Groups (SVG) Act.

**DBS check:** the process used by the Disclosure and Barring Service (DBS) to search through an individual's criminal record and highlight any offences.

## 2) EXPECTATIONS

### 2.1) ORGANISATION AIMS

PBC recognises the serious issue of the abuse of children and vulnerable adults and recognises that this may take the form of physical, emotional, sexual, financial, spiritual, discriminatory, domestic or institutional abuse or neglect, abuse using social media or human trafficking (slavery). It acknowledges the effects these may have on people and their development, including spiritual and religious development. It accepts its responsibility for ensuring that all people are safe in its care and that their dignity and right to be heard is maintained. It accepts its responsibility to support, listen to and work for healing with survivors, offenders, communities and those who care about them. It takes seriously the issues of promotion of welfare so that each of us can reach our full potential in God's grace.

PBC will:

- Value, listen to, and respect children, young people and vulnerable adults as well as promoting their welfare and protection;
- Provide care and help in ways that strive to ensure that all who we serve in Jesus' name are equally respected, valued and love.
- Safely recruit, provide supervision and training for all church workers.
- Ensure that church workers adhere to this Safeguarding Policy.
- Adopt a procedure for reporting and dealing with concerns about possible abuse;
- Encourage and support parents/carers;
- Support those affected by abuse;
- Maintain good links with statutory childcare authorities and other agencies

### 2.2) LEGAL EXPECTATIONS

PBC Members will appoint a Church Safeguarding Officer(s). This should be a mandatory position and should not be left vacant. The primary Elder or lead is exempt from this role due to potential conflict.

The role of the Safeguarding Officer will entail;

- To provide advice and support on safeguarding issues
- To promote safeguarding best practice within PBC
- To ensure proper records are kept of all incidents/concerns according to PBC policy and Working Together to Safeguard Children.
- To ensure that all safeguarding training which is required and all legal requirements such as DBS checks are undertaken by those in post and appropriate records kept and made available
- To attend any training and meetings organised to support the role
- To report to the Church Members Committee annually
- To ensure the church completes a yearly audit/review on safeguarding confirming that requirements are in place for the church and all groups and that these have been annually reviewed
- To ensure that the church has a safeguarding noticeboard with access to the current, signed safeguarding policy, contact numbers for local and national helplines and other suitable information.

### 2.3) RISK ASSESSMENTS

Each club, group or new standalone activity should have a completed risk assessment. This should cover the basics of each group and be reviewed annually.

## 3) CHURCH WORKERS

All workers will be issued with a copy of this Safeguarding Policy and asked to sign a declaration (Appendix 1) affirming that they have read and understood it.

All workers in Regulated Activity with children, young people and/or vulnerable adults will undergo a DBS check. These checks will be repeated every three years.

- No church worker will have social contact with a child outside the realms of any church groups without the express consent of the parents/guardians of the child.
- All church workers will be dressed appropriately for church activities.

## 4) CONSENT AND REGISTRATION

- Registration forms, including parental consent, must be filled in annually by the parent or guardian of the child wishing to attend. (Example form Appendix 2)
- For emergency purposes, registration forms will collect names, contact information and medical information, including any food allergies for all children. Completed forms will be stored in a locked filing cabinet.
- A dated register must be kept by the Activity Leader, recording children who attend, church workers present, and parents who come to help.
- The register shall be kept for each year, and once completed handed to the Designated Safeguarding Lead who will store it in accordance with data protection legislation.
- In planning special events, Activity Leaders must take into account any medical condition of the children in the group and/or any special needs. Where strenuous physical activities are likely to be included, parental consent must include a reference to a child's medical condition and any regular medication they may be taking.
- If children are to take medication while under the care of church workers, parents are required to advise the Activity Leader how and when medication should be taken, and a medication form should be completed. Wherever possible, children who are prescribed medication should receive their doses at home.
- Each new activity should have a risk assessment completed prior to the activity being undertaken.

## 5) BEHAVIOUR AND DISCIPLINE

Physical contact should only ever be initiated by the child and only used when appropriate, i.e. an arm around the shoulder when a child is hurt. Each child will be seen as an individual.

Be careful of physical contact in the more boisterous games.

In games team members must remember their size and strength and so restrict involvement for the safety of young children. The overall responsibility for this belongs to the team or activity leader.

Control and discipline should be exercised without using physical punishment. However, church workers may use reasonable force to restrain a child to protect the child from harming themselves or to protect other children and/or adults.

A written record must be kept of all incidents which have resulted in disciplinary action of this type being taken against a child, or has warranted a visit/call to the child's parents. A copy of the record should be given to the Designated Safeguarding Lead to be kept on file.

There may be occasions when a child's behaviour means that he/she cannot reasonably or safely remain on PBC premises. In such cases, the parent/guardian must be contacted immediately to collect the child.

A temporary or permanent ban should only be used as a last resort, and the decision shall be taken by the Activity Leader.

### 5.1) SUPERVISION OF CHILDREN'S/YOUTH ACTIVITIES

Normally each regular activity will have one recognised and authorised Activity Leader, who will be over the age of 18. In some circumstances there may be joint leadership, but one worker must take ultimate responsibility. The Activity Leader's name will be recorded, and parents will be informed of the Activity Leader's name.

Wherever possible, there should be a mix of male and female leaders.

All meetings involving children and young people organised by PBC will be supervised by at least two adults who are PBC members.

### 5.2) TOILETING/ NAPPY CHANGING

Where possible a child's nappy should be changed by their own parent. In the event that the parent is not available, a church worker who must be DBS checked and have signed the SG document and who has consent from the parent can complete this task.

Young children who may need assistance should be aided by a church worker again in compliance with DBS requirements.

A young child who does not need assistance should be monitored from a safe distance and at no point should the church worker enter the toilet cubicle with the child.

### 5.3) GIFTING

Where children are being encouraged by gifting (either points or sweets etc) it is important for the leaders to ensure that this is done fairly across the board and no one individual is favoured over others.

### 5.4) PHOTOGRAPHS

No photographs of children will be undertaken without the express consent of parents.

## 6) FIRST AID & SAFETY

First Aid kits are available in the PBC chapel building alongside an Accident/injury recording book. The Safeguarding Officer should ensure that the contents of the First Aid kits are checked annually and restocked as necessary. A First Aid kit should be available at any event outside of a PBC building.

All Activity Leaders and volunteers should be encouraged to receive First Aid training, where possible, but if that is not the case, the Activity Leader should have access to a phone to ensure access to help is available.

All accidents, however minor, must be recorded in the Accident Book. An Accident and Incident Report form must be completed as soon as possible after the accident or incident by the Activity Leader. The Safeguarding Officer should be notified, who will arrange for it to be stored securely. In the event of an accident, the parent or carer of a child or young person, or the carer of a vulnerable adult, should be asked to read and sign the Accident Book entry. This form is not restricted to accidents, and the Activity Leader, if unsure, should consult with the Elder or Safeguarding Officer as to whether the form should be completed after a particular incident.

PBC buildings will be visually inspected on a regular basis, and maintenance will be carried out as and when required. Electrical appliances should be PAT tested regularly. Fire extinguishers should be serviced annually with the details of all testing recorded on the equipment. This should be part of the annual reports.

Any concerns over the safety of any equipment should be raised immediately and the equipment removed or isolated.

### 6.1) TRANSPORT

On occasions where transport is organised by PBC, the following guidelines should be observed:

- The driver should hold a full, valid driving licence and the vehicle must be adequately insured and roadworthy (MOT where the car is over three years old). Copies of these documents should be made available if requested.
- Driving on organised trips should be undertaken by those who have undergone DBS checks. The driver should not be alone in a vehicle with a child unless they are closely related.
- If a situation arises where a driver is alone in a vehicle with a child, the child must sit in a rear seat.
- Drivers must read this policy and agree to abide by it.
- The number of passengers should never exceed the number of seats in the vehicle. All passengers should wear seatbelts and use appropriate child seats if required.
- When travelling in groups with more than one vehicle, it is good practice to ensure those being transported stay in the same groups on the outbound and return journeys. This will avoid anyone, at worst, being left behind.
- Activity Leaders must ensure they have a record of drivers and passengers' emergency contact numbers in cases of breakdowns, accidents or illness.
- Drivers should not spend unnecessary time alone in the vehicle with someone they are transporting. If, for example, a child wants to talk to the driver about something and has waited until other children have been dropped off, the driver should explain that it isn't convenient to talk there and then, but arrange to meet them at a location where there are other adults around with the knowledge of the Activity Leader. Remember, they may want to talk about an abusive situation.

## 6.2) MINIMUM CHILD RATIOS

Children aged under 9: 2 adults for up to 8 children ideally 1 additional adult for every 8 additional children or assistance from a teenager aged 16 years or above.

Children aged 9 years and over: 2 adults for up to 16 children, then ideally 1 additional adult for every 12 additional children or the assistance of a teenager 16 years or above.

**NB** – for the purposes of this safeguarding document Clifton Community Centre whilst being used as a church for Sunday School will be deemed as PBC premises.

The Caravan used for Sunday School will be deemed as 1 room due to the layout allowing a full view of the area.

Sunday School will be treated individually due to the fact that the children are with their parents and guardians and are only a matter of metres away at any point.

Therefore;

Sunday School ratios will be:

Children 5 and under: 1 adult per 6 children, generally there will be 2 adults with a third on standby if required.

Children over 5: 1 adult per 10 children.

Away from PBC premises:

Children aged under 9: 2 adults for up to 8 children + 1 additional adult for every 4 additional children

Children aged 9 years and over: 2 adults for up to 16 children + 1 additional adult for every 8 additional children

When workers know they will be absent from an activity, they should inform the Activity Leader. Where the adult:child ratio will be breached, another DBS-checked adult should be organised to cover and ensure the ratio is met. Where the ratio cannot be met, the activity must be cancelled, and parents informed. Parents should collect children as soon as practicable.

Church workers should never invite a child or young person to their home alone. In the event that children or young people are invited as a group to a church worker's home, parents must know where the children are.

## 7) PROCEDURE FOR REPORTING

There may, sadly, be occasions when church workers have concerns over the safeguarding of children, young people or vulnerable adults, or when safeguarding incidents arise during a PBC activity.

### 7.1) SAFEGUARDING INCIDENTS THAT OCCUR DURING CHURCH ACTIVITIES

If a safeguarding incident occurs during a PBC activity which involves a child, young person, or vulnerable adult, and which may potentially lead to complaints of abuse being made, the church worker(s) present should immediately inform the Activity Leader and make a thorough record of the incident. The Activity Leader will then refer this to the Designated Safeguarding Lead for action.



### 7.1.1) RECORDING OF INCIDENTS – ALL CHURCH WORKERS

Any church worker present when a safeguarding incident occurs during a PBC activity should implement the following procedure:

- Stay calm and inform the Activity Leader immediately.
- Let the child, young person, or vulnerable adult talk freely, and do not press them for information.
- Never promise to keep information confidential, but assure the child, young person, or vulnerable adult that information will only be passed to people involved in solving the problem.
- Never try to investigate the incident or abuse personally.
- Record the details of the incident on a Safeguarding Concern form (Appendix 3). Other church workers present should also write down as much information as possible, noting the time, date, and names of the persons present who may confirm the truth, or otherwise, of any allegations. The Activity Leader should pass forms as soon as possible to the Designated Safeguarding Lead who will take appropriate action

If the concern is raised by a helper under the age of 18, the Activity Leader or Designated Safeguarding Lead must fill out the concern form and tick the box 'recording concerns expressed by someone else.'

If the incident involves the Designated Safeguarding Lead, the report should be made to the Elders.

If a child, young person, or vulnerable adult requires immediate medical attention, it may be necessary to call an ambulance. The Designated Safeguarding Lead must be notified and, where applicable and if possible, meet the persons at the hospital. The hospital staff should be informed of any safeguarding concerns. In any case the activity register and parental consent forms should be available to allow the Designated Safeguarding Lead to contact the immediate family. This contact must be made at the earliest practical opportunity informing them of the incident and the action taken.

### 7.1.2) REPORTING OF INCIDENTS – DESIGNATED SAFEGUARDING LEAD

When the Designated Safeguarding Lead is informed of an incident that takes place during a PBC activity (in accordance with 9.1.1), he/she will:

- Take appropriate advice and if appropriate meet with the person(s) concerned as soon as possible to obtain all necessary details and record a formal log of the incident.
- Report the incident to Social Services and/or Police Safeguarding Team if appropriate.
- Inform an Elder about the incident at the earliest opportunity.
- In consultation with the Elders, decide if any disciplinary action needs to be taken against a church worker pending any investigation. If PBC only has one Elder, any decision will be made by an Elder and a minimum of two PBC Deacons and with the assistance of a Designated Safeguarding Lead.
- Along with the Elders, keep a log of all contact with statutory authorities, and the church worker under investigation, if relevant. This log will record any notable meetings or disclosures made.

The Elders will offer ongoing pastoral support to all concerned.

## 7.2) SAFEGUARDING CONCERNS AND DISCLOSURES/ALLEGATIONS OF ABUSE

Church workers may become concerned about the safeguarding of children, young people, or vulnerable adults with whom they come into contact, or a disclosure/allegation of abuse may be made. Church workers should, where it occurs during an activity, speak to the Activity Lead, make a thorough record, and then refer this to the Designated Safeguarding Lead for action. If it relates to a general setting at PBC, the church worker should make a thorough record and then refer this to the Designated Safeguard Lead for action.

### 7.2.1) RECORDING OF CONCERNS, DISCLOSURES, OR ALLEGATIONS – ALL CHURCH WORKERS

All safeguarding concerns and disclosures of abuse must be recorded, regardless of their apparent significance. Such a concern might include:

- The child, young person, or vulnerable adult making an allegation of abuse;
- Suspicion that abuse might be taking place because of physical signs or things the child, young person, or vulnerable adult says;
- Unusual or concerning behaviour, such as:
  - o Verbal – e.g. unusual aggression, concern at a conversation
  - o Emotional – e.g. distress for no apparent reason
  - o Precocious – e.g. inappropriate or suggestive behaviour

In the event of a safeguarding concern or disclosure/allegation of abuse, the church worker will:

- During a PBC activity, inform the Activity Leader immediately. For a general concern inform a Designated Safeguard Lead directly.
- Never promise to keep information confidential, but assure the child, young person, or vulnerable adult that information will only be passed to people involved in solving the problem.
- Under no circumstances carry out your own investigation into an incident, allegation, or suspicion of abuse.
- Listen to the details (do not ask leading questions), and record on a Safeguarding Concern form immediately.
- NOT discuss the concern with anyone other than the Activity Leader and the Designated Safeguarding Lead.

The completed Safeguarding Concern form must be passed immediately to the Designated Safeguarding Lead who is nominated by the church committee to act on their behalf in dealing with safeguarding matters and will act in accordance with the detailed procedures outlined below. The Designated Safeguarding Lead will, if required, seek appropriate advice, and ultimately make the decision as to whether a referral needs to be made to statutory authorities. A concern might not warrant immediate referral but may instead contribute to a developing picture. In the absence of the Designated Safeguarding Lead, or if the suspicion or allegation implicates the Designated Safeguarding Lead, then the report should be made in the first instance to an Elder or committee member who will offer advice as to the appropriate action.

### 7.2.2) REPORTING A SUSPICION OR ALLEGATION OF PHYSICAL INJURY, NEGLECT, OR EMOTIONAL ABUSE – DESIGNATED SAFEGUARDING LEAD

In the event of suspicion or allegation of physical abuse, neglect, or emotional abuse, the Designated Safeguarding Lead will:

- Contact Police Safeguarding Team or Social Services for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home.
- Not speak to the parent/carer unless, unless advice has been given by a professional to the contrary unless the risk is so great that immediate action is required.
- Seek medical help if needed urgently, informing the appropriate GP practice of any suspicions.
- For lesser concerns (e.g. poor parenting), encourage the parent/carer to seek help, but not if this places the child at risk of injury. Where the parent/carer is unwilling to seek help, offer to accompany/support them. In cases of real concern a referral to support services should be completed.
- If there is any concern a referral to the appropriate agency should be made

There is a legal obligation to make a referral to appropriate agencies if there are any concerns regarding the safeguarding of a child or vulnerable adult. Any referral will be made as soon as practicable and in any case within 24 hours of the incident.

If a referral is made to a statutory authority, the Designated Safeguarding Lead will, at the earliest opportunity, inform the Elders that such a referral is being made.

### 7.2.3) REPORTING OF ALLEGATION OF ABUSE AGAINST A CHURCH WORKER – DESIGNATED SAFEGUARDING LEAD

If an accusation is made against a church worker the Designated Safeguarding Lead, will:

- Assess whether immediate liaison is required with Social Services and/or Police Safeguarding Team and will include Local Authority Designated Officer (LADO).
- Immediately inform the Pastor, or if unavailable an Elder, to discuss whether it is appropriate to immediately suspend the church worker from any regulated PBC activity. As PBC currently only has one Elder, any decision will be made by an Elder and a minimum of two PBC Deacons and with the assistance of a Designated Safeguarding Lead.
- Ensure that the Elders confirm the suspension in writing.
- Ensure that the Elders inform others who need to know of the church worker's suspension pending investigation of a serious incident by the authorities.

If a church worker has an allegation of abuse made against them this constitutes a serious incident if the investigation leads to action being taken by Social Services and/or the Police Safeguarding Team.

The Elders will support the Designated Safeguarding Lead 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.

### 7.3) WORKING WITH EX-OFFENDERS

Providence Baptist Church is willing to consider ex-offenders for any role (either paid or voluntary). This willingness is a reflection of our belief in the importance of giving people a second chance, and that in the mercy of God, individuals can come to repentance and newness of life.

There may be occasions when ex-offenders attend PBC for services of worship, and they may be encouraged to get involved in other aspects of church life. If there is a risk to children, young people, or vulnerable adults, the Designated Safeguarding Lead will carry out a risk assessment and put in place a plan for that individual in order to minimise and manage risk. This assessment and plan must be approved by the Elders (or Elders and Deacons (3 minimum)). Boundaries will be agreed which the person will be expected to keep if he/she wishes to work on behalf of PBC.

The Safeguarding Policy ensures that robust recruitment and management procedures are in place when appointing church workers to positions where there is a degree of risk – e.g. working with children, young people, or vulnerable adults:

- DBS checks will be sought, and it will be made clear to the applicant when a post requires disclosure of criminal record information;
- Applicants will be given the opportunity to complete a self-disclosure prior to a DBS check being requested;
- Applicants will be judged on merit – i.e. do they meet the skill requirements identified?
- Disclosed information may be taken into account when appointing workers in order to judge the suitability of the candidate and ensure proper risk management;
- Existing workers will be re-checked by the DBS every three years; Existing church workers who are found to have a criminal conviction (or receive a conviction while working for PBC) should not be dismissed as a matter of course. They will normally be suspended whilst it is determined whether or not a conviction impacts upon the safety of them continuing in their role. Only after a full appraisal of the situation, including the risks involved, should dismissal be considered.

# APPENDICES

## APPENDIX 1 – SAFEGUARDING POLICY DECLARATION FORM

All PBC workers should fully read this policy ensuring they make themselves aware of the procedures to be followed, particularly in regards to their duty to report any safeguarding concern to the Designated Person.

All PBC workers by signing the below section confirm that:

- I have read, understand and agree to abide by the PBC Safeguarding Policy in it's most recent form (as dated closest point prior to the date of signing).
- Should I not abide by the aforementioned guidance, I may be subject to an Internal Disciplinary Investigation or Section 47 Investigation (Children Act, 1989)

Signed: \_\_\_\_\_ Print name: \_\_\_\_\_

Date: \_\_\_/\_\_\_/\_\_\_ and time \_\_\_\_\_

## APPENDIX 2 – EXAMPLE PARENTAL CONSENT FORM

### Personal details of child

Name: \_\_\_\_\_ DoB: \_\_\_\_/\_\_\_\_/\_\_\_\_

### General consent

As part of the PBC children's clubs we aim to operate a fun and varied programme of activities and games including those that are high energy active games as well as calmer more sedentary activities. As a church we seek to share the good news of Jesus in all that we do which constitutes the main focus of the teaching elements of any group.

As per the PBC safeguarding policy all workers undergo DBS checks in-line with current guidance. This policy is available on our website or can be made available on request.

Further information on activities and events can be obtained from the group leader(s).

Do you consent for your child to:

- Come under the authority of PBC workers while left in their care? Yes / No
- Participate in all the activities? Yes / No

Are there any activities that your child is unable to participate in? Yes / No

If yes, please state:

.....

Does your child have allergies or additional needs we should be aware of? Yes / No

If yes, please state:

.....

### Photographs

Do you consent for your child to be photographed / filmed during activities? Yes / No

### Additional comments

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### Parent/guardian details

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_ Email: \_\_\_\_\_

Signed: \_\_\_\_\_ Print name: \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_ and time \_\_\_\_\_

APPENDIX 3 – SAFEGUARDING CONCERN FORM

Date and time of the incident: \_\_\_\_\_

**Personal details of child/vulnerable adult**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_

**Details of a concern**

Please record details of any specific incidents or observations that have prompted your report (include any physical, behavioural, or indirect signs with dates, times, etc).  
Append extra sheets if necessary:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

What action has been taken? (include any other persons contacted):

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



**Details of an allegation**

Against whom has an allegation been made? (Name and address)

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Give details of the allegation made:

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Who else has been consulted? (this should only be one of Safeguarding Co-ordinator, Designated Person, CCPAS, Social Services or the Police).

Record who, when, and what was said:

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**Person making the report**

Signed: \_\_\_\_\_ Print name: \_\_\_\_\_

Date: \_\_\_/\_\_\_/\_\_\_ and time \_\_\_\_\_

I am reporting my own concerns/I am passing on someone else's concerns\*  
(\*Delete as appropriate)

## APPENDIX 4 - USEFUL CONTACT NUMBERS

### **Police**

Tel: 999 / 101

### **Bedfordshire County Child Protection Services**

Tel: 01234 718700 (office hours)

Tel: 0300 300 8123 (out of hours)

### **Churches Child Protection Advisory Service (CCPAS)**

Tel: 0845 120 4550

