

Christians in Media Safeguarding Policy

1. Introduction

Safeguarding is the action taken to promote the welfare of children and vulnerable adults and protect them from harm. Christians in Media takes seriously the safety of all those with whom we work, including young adults aged 18-30, delegates, staff, volunteers and trustees. These procedures are designed to ensure the welfare and protection of any young adult participating in the Mentoring Programme and all those who attend our events or work with us in any capacity. Christians in Media is committed to the belief that the protection of children and vulnerable adults from harm and abuse is everybody's responsibility and the aim of these procedures is to ensure that all representatives of the organisation (including staff, trustees and volunteers) act appropriately in response to any safeguarding concern.

2. Preventing abuse

Christians in Media is committed to putting in place safeguards and measures to reduce the likelihood of abuse taking place within the Mentoring Programme and any activities the charity offers, and that all those involved with the charity's activities will be treated with respect.

3. Recognising the signs and symptoms of abuse

Christians in Media is committed to ensuring that all trustees, staff, mentors, advisors, partners, and volunteers recognise signs and symptoms of abuse. Christians in Media will ensure that the Designated Named Person and other members of staff, trustees, mentors and volunteers will be given clear and specific directions on how to behave both online and in-person.

"Abuse is a violation of an individual's human and civil rights by any other person or persons" (No Secrets: Department of Health, 2000)

Abuse includes, but is not limited to:

- Physical abuse: including hitting, slapping, punching, burning, misuse of medication, inappropriate restraint
- Sexual abuse: including rape, indecent assault, inappropriate touching, exposure to pornographic material
- Psychological or emotional abuse: including belittling, name calling, threats of harm, intimidation, isolation
- Financial or material abuse: including stealing, selling assets, fraud, misuse or misappropriation of property, possessions or benefits
- Discriminatory abuse: including racist, sexist, that based on a person's disability and other forms of harassment, slurs or similar treatment
- Institutional or organisational: including regimented routines and cultures, unsafe practices, lack of person-centered care or treatment

Abuse may be carried out deliberately or unknowingly. Abuse may be a single act or repeated acts.

4. Designated Named Person for safeguarding

Christians in Media has appointed their Head of Operations who is responsible for dealing with any safeguarding concerns. In their absence, a deputy will be available to consult with and this is the Chair of Trustees. The Designated Named Person(s) for safeguarding adults within Christians in Media can be contacted at:

hello@christiansinmedia.co.uk

The roles and responsibilities of the designated person(s) are:

- To ensure that trustees, staff and volunteers are aware of what they should do and who they should go to if they have concerns that a vulnerable adult may be experiencing, or has experienced abuse or neglect.
- To ensure that concerns are acted on where necessary.
- To follow up any referrals and ensure the issues have been addressed.
- To reinforce the utmost need for confidentiality and to ensure that trustees, staff and volunteers are adhering to good practice with regard to confidentiality and security. This is because it is around the time that a person starts to challenge abuse that the risks of increasing intensity of abuse are greatest.
- To ensure that trustees, staff and volunteers working directly with service users who have experienced abuse, or who are experiencing abuse, are well supported and receive appropriate supervision.

If appropriate, staff or volunteers will be given support and be dealt with in a fair and equitable manner and they will be kept informed of any action that has been taken and its outcome.

If the concern is regarding the Designated Named Person then the Chair of the Board should be contacted via: safeguarding@christiansinmedia.co.uk

5. Responding to people who have experienced or are experiencing abuse

Christians in Media recognises that it has a duty to act on reports, or suspicions of abuse or neglect. It also acknowledges that taking action in cases of abuse is never easy.

How to respond to an allegation:

- Reassure the person concerned
- Listen to what they are saying
- Record what you have been told/witnessed as soon as possible
- Remain calm and do not show shock or disbelief
- Tell them that the information will be treated seriously
- Don't start to investigate or ask detailed or probing questions
- Don't promise to keep it a secret

If you witness abuse or abuse has just taken place the priority actions will be:

- To call an ambulance if required
- To call the police if a crime has been committed

- To preserve evidence
- To keep yourself, staff, volunteers and service users safe
- To inform the Designated Named Person in your organisation
- To record what happened in name of place/file/log where safeguarding adults concerns will be recorded

All situations of abuse or alleged abuse will be discussed with the Designated Named Person or their deputy. This stage is called the alert. Where appropriate, the Designated Named Person may take advice from other organisations such as Police or Thirtyone:eight.

6.Safeguarding Training

Christians in Media are a member of Thirtyone:eight, and training is undertaken with them.

Reviewed by the Board of Trustees: 25 September, 2023

Next review date: September, 2024