

## **SAFEGUARDING POLICY**

### **INTRODUCTION – TAKING SAFEGUARDING SERIOUSLY**

1. CRESS UK acknowledges its duty of care to the community and considers carefully all its responsibilities with regard to safeguarding. We recognise that safeguarding is about how we treat each other, giving people choices and independence, and keeping vulnerable people amongst us safe from harm.
2. CRESS UK works with adults in the local community who donate money, give their time and other types of support such as prayer and advice.
3. The main CRESS UK activity in the UK is to conduct village hall-based presentations to update the community about its funding programmes for South Sudanese refugees now staying in Northern Uganda. Also, CRESS UK staff work and conduct meetings, including prayer meetings, in their private houses.
4. CRESS UK does not work directly with nor provide care in the UK for adults who may be at risk of or experiencing abuse or neglect (adults at risk) or children. However, as a charity organisation, CRESS UK has a community responsibility to its donors and all adults and children who attend presentations and prayer meetings.

### **CRESS UK'S SAFEGUARDING POLICY STATEMENT**

5. CRESS UK aims to make a positive contribution to a strong and safe community and recognises the right of every individual to stay safe.
6. This policy seeks to ensure that CRESS UK undertakes its responsibilities with regard to safeguarding and responds appropriately to all concerns. It establishes a framework to support all CRESS UK employees, Chief Executive Officer, Trustees and designated volunteers ("staff") in their work for CRESS UK.
7. The CRESS UK safeguarding policy sets out how CRESS UK seeks to comply with relevant legislation - namely for adults: The Care Act (2014), specifically the statutory guidance on safeguarding adults at risk issued under this legislation, The Human Rights Act (1998); and for children: The Children Act 2004 and Working Together to Safeguard Children (2018).
8. CRESS UK also has a responsibility to promote safeguarding awareness and training within the context of the wider community within which they work. This includes the international community whose projects they support in Northern Uganda.
9. CRESS UK trustees and representatives visiting the CRESS UK communities in Uganda are expected to behave in accordance with CRESS UK safeguarding guidelines.

## **DEFINITIONS – TYPES OF ABUSE & HOW TO RECOGNISE THEM**

10. CRESS UK recognises that safeguarding is about embedding practices throughout the organisation to ensure the protection of children and adults at risk wherever possible. In order to do this, it is important here to clarify for all CRESS UK staff what abuse or neglect is and to recognise the signs so that we are clear what we are protecting adults and children from. Appendix 1 lists forms of abuse and neglect. Appendix 2 lists the many symptoms that can manifest themselves and which it is important to be aware of.

## **TRAINING & COMMUNICATION**

11. It is important for CRESS UK staff to be aware of safeguarding issues. This means that they need to be able to describe their own role and responsibilities when it comes to safeguarding issues and work safely themselves. They need also to be aware of how to respond to safeguarding situations.

12. CRESS UK safeguarding policy recommends that all staff have C0 Safeguarding Awareness training and C1 Foundation Safeguarding training, and that at least two members of staff are trained to C2 Safeguarding for Leaders.

13. It is also a requirement that all CRESS UK key staff and overseas visitors who are working directly with vulnerable people will be DBS cleared.

14. Initially, all staff must complete C0 Safeguarding Awareness training which can be accessed on-line via the safeguarding training portal of the Church of England. Key staff having contact with vulnerable people are encouraged to undertake the C1 Foundation Safeguarding training courses which can be completed online or are regularly held by the Church of England safeguarding trainers within the Benefice and C2 Safeguarding Leadership courses held within the Diocese. Those who complete C1 and C2 training will be required to update their training every three years. Dr Jane Guy, is designated safeguarding officer (DSO) for CRESS UK, and has been trained to C3 level as has Trustee Dr Jonathan Cullis.

15. CRESS UK is aware that there also needs to be a focus on safe working practices with safeguarding issues in mind. Key staff often work and pray in small groups in private homes. It is important that they feel safe at all times. Safer recruitment involves communicating this policy to all new key staff.

16. Communicating safeguarding issues within CRESS UK is facilitated due to the way CRESS UK works as a Christian organisation through regular private meetings, prayer group meetings and an embedded ethos of mutual understanding and support for each other.

17. CRESS UK expects key staff to behave in such a way as to protect the professional integrity of the charity when dealing with CRESS UK matters.

## **PROCEDURES & REPORTING**

18. CRESS UK key staff need to know what constitutes safeguarding information such as recognising signs of abuse or neglect, or of disclosure. If they encounter evidence of such signs of abuse or neglect, they then have a responsibility to report this to the Designated Safeguarding Officer who will then refer when necessary to safeguarding contacts in the police or social services. If staff or volunteers have a safeguarding concern, they should contact the CRESS UK Designated Safeguarding Officer, Dr Jane Guy. If she is not available they should contact Dr Johnathan Cullis. It is then the responsibility of the DSO to fill out a Safeguarding Incident Recording Form – see Appendix 3.

## **MONITORING & POLICY REVIEW**

19. Continued monitoring of this policy will take place at regular intervals by the Chief Executive Officer of CRESS UK.

20. A formal review with the Chief Executive of CRESS UK and its trustees will take place every three years to ensure that this policy is fit for purpose and meets the requirements of current legislation.

## **CONFIRMATION OF READING**

21. The Chief Executive Officer of CRESS UK and its Trustees, employees (if any) and designated volunteers will be provided with a copy of this policy. They are to sign and date the Confirmation of Reading form given in Appendix 4, and return it to [info@cressuk.org](mailto:info@cressuk.org) for filing.

**APPENDIX 1 - FORMS OF ABUSE OR NEGLECT INCLUDE:**

- Physical abuse
- Sexual abuse
- Psychological or Emotional abuse
- Neglect or Omission to act
- Financial or material abuse
- Child sexual exploitation
- Modern slavery
- Self-neglect
- Domestic abuse
- Institutional abuse
- Discriminatory abuse
- Harassment
- Radicalisation

**APPENDIX 2 - SIGNS OF POSSIBLE ABUSE OR NEGLECT INCLUDE:**

- Unexplained injuries
- Unusually fearful or compliant
- Passivity or aggression
- Over reaction or overly accepting
- Sudden changes in behaviour
- Tiredness and listlessness
- Unexplained changes in weight
- Poor physical condition or cleanliness
- Disparity between assets and living conditions
- Inappropriate remarks or social behaviours
- Self-harming

**APPENDIX 3 – SAFEGUARDING INCIDENT RECORDING FORM:**
**BASIC INFORMATION:**

|                               |
|-------------------------------|
| Name of concerned child/adult |
| Postal Address                |
| Email                         |
| Telephone number              |
| Date of Birth                 |

**RECORD OF INCIDENT:**

|                              |
|------------------------------|
| Date & time of incident      |
| Location of Incident         |
| Witnesses                    |
| Details of incident          |
| Notes of what was said & how |
| Give any opinion & reasons   |

**WHO HAS BEEN SPOKEN TO ABOUT THE INCIDENT?**

|                                         |
|-----------------------------------------|
| Other CRESS UK senior managers/trustees |
| Children services                       |
| Adult services                          |
| Police                                  |
| NSPCC                                   |
| Parent/Carer                            |

**FEEDBACK & FOLLOW UP ACTIONS:**

|                                    |
|------------------------------------|
| NAME                               |
| (person who completed this report) |
|                                    |
| SIGNED                             |
| DATED                              |

**APPENDIX 4 – CONFIRMATION OF READING:**

20 May 2025

**I CONFIRM THAT I HAVE BEEN MADE AWARE OF THE CRESS UK SAFEGUARDING POLICY.**

|                      |  |
|----------------------|--|
| NAME:                |  |
| APPOINTMENT OR ROLE: |  |
| DATE:                |  |

Once filled in, this form should be returned to [info@cressuk.org](mailto:info@cressuk.org)

**CONTACT DETAILS**

This policy has been approved and authorised by the Trustees:

|                        |                                                                                   |
|------------------------|-----------------------------------------------------------------------------------|
| <b>Name:</b>           | Jeremy Metcalfe OBE                                                               |
| <b>Position:</b>       | Chair of the Trustees                                                             |
| <b>Date:</b>           | 1 June 2025                                                                       |
| <b>Signature:</b>      |  |
| <b>Policy version:</b> | June 2025                                                                         |
| <b>Date of Review:</b> | June 2026                                                                         |
| <b>Contact:</b>        | <a href="mailto:info@CRESSUK.org">info@CRESSUK.org</a>                            |