

New Tribes Mission – UK

Safeguarding Children Policy

for all personnel and students at
NTM North Cotes



'The test of the morality of a society is how it treats its children'

Dietrich Bonhoeffer

INTRODUCTION TO THE SAFEGUARDING CHILDREN POLICY

New Tribes Mission is committed to safeguarding and promoting the welfare of children and young people and protecting them from abuse. We believe that children and young people should never experience abuse of any kind and that child protection is everyone's responsibility within our organisation.

Because of the value we place on our children, New Tribes Mission has zero tolerance for those who abuse children. The principles in this policy reflect the fundamental aspects of Child Protection identified by NTM-UK.

All personnel* and students working or studying here at NTM North Cotes are required to abide by the policies and guidelines set out in this safeguarding children policy. They are also required to read the policy and sign the agreement annually.

***NTM full time personnel, associates and short-term volunteers**

THE PURPOSE OF THIS SAFEGUARDING CHILDREN POLICY

The purpose of this safeguarding children policy is to protect children and young people from harm. This includes the children of adults who study and work at North Cotes, those who receive NTM's services through organised events, and any other children we interact with.

All children should be valued, listened to and respected and this policy is to help create a safe and positive environment for them. It clarifies what is required of personnel and students in relation to the protection of children and provides them with the overarching principles that guide our approach to child protection. It sets out standards of behaviour for personnel and students when they are around children and what to do if they notice, or are told about, inappropriate behaviour in others.

Although no standards or processes can offer complete protection for children, implementing a policy minimises the risk to children from abuse and exploitation.

Other NTM-UK policies that relate to this safeguarding children policy

- Noah's Ark Safeguarding Children Policy
- Anti-Radicalisation and Extremism Policy

GENERAL DEFINITIONS OF ABUSE

Abuse is a form of maltreatment of a child. A child is anyone who has not yet reached their 18th birthday. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Harm can include ill treatment that is not physical, as well as the impact of witnessing ill treatment of others. This can be particularly relevant, for example, in relation to the impact on children of all forms of domestic abuse. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by strangers. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults, or another child or children.

There are four main types of abuse:

Physical Abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional Abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Sexual Abuse

Sexual abuse involves forcing or enticing a child to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, for example inappropriate touching or sexual assault. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Positions of trust

'Position of trust' is a legal term that refers to certain roles and settings where an adult has regular and direct contact with children. This includes those leading in a faith/religious setting.

It is an offence for a person over the age of 18 to enter into a sexual relationship, or engage in certain other sexual activities, with a young person (aged under 18) where they knowingly coach, teach, train, supervise or instruct them on a regular basis in a sport or a religious setting.

Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment to the child's health or development. Neglect may also occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- provide adequate food, clothing or shelter (including exclusion from home or abandonment)
- protect a child from physical and emotional harm or danger
- ensure adequate supervision (including the use of inadequate care-givers)
- ensure access to appropriate medical care or treatment

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Other forms of abuse to be aware of:

Extremism and Radicalisation

Extremism, as defined in 2024 by HM Government, is the promotion or advancement of an ideology based on violence, hatred or intolerance, that aims to: 1) negate or destroy the fundamental rights and freedoms of others; or 2) undermine, overturn or replace the UK's system of liberal parliamentary democracy and democratic rights; or 3) intentionally create a permissive environment for others to achieve the results in (1) or (2).

Radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups.

Domestic Abuse

Domestic abuse can encompass a wide range of behaviours and may be a single incident or a pattern of incidents. Domestic abuse is not limited to physical acts of violence or threatening behaviour, and can include emotional, psychological, controlling or coercive behaviour, sexual and/or economic abuse. Types of domestic abuse include intimate partner violence, abuse by family members, teenage relationship abuse and adolescent to parent violence. Anyone can be a victim of domestic abuse, regardless of gender, age, ethnicity, socio-economic status, sexuality or background and domestic abuse can take place inside or outside of the home. Domestic abuse has a significant impact on children and young people. Children may experience domestic abuse directly, as victims in their own right, or indirectly due to the impact the abuse has on others such as the non-abusive parent.

RECOGNISING SIGNS OF ABUSE

It can be difficult to recognise abuse. The signs listed in these guidelines are only indicators and many can have reasonable explanations. Children may behave strangely or seem unhappy for many reasons as they move through the stages of childhood, or their family experiences changes. It is nevertheless important to know what could indicate that abuse is taking place and to be alert to the need to consult further.

If you are worried about a child or young person, it is important that you share your concerns with the Safeguarding Officer.

Physical Abuse

Signs that may indicate physical abuse include, but are not limited to:

- Bruising on the cheeks, ears, arms, feet, tummy, backs of legs, back and buttocks.
- Finger mark bruising or grasp marks on the limbs/upper arms.
- Bite marks.
- Burn and scald marks.
- Fractures to arms, legs or ribs in a small child.
- Injuries that have improbable excuses or are unexplained.

Emotional Abuse

Signs that may indicate emotional abuse include, but are not limited to:

- Overly affectionate towards strangers or inappropriate boundaries.
- Low self-esteem or excessive self-criticism.
- Excessively withdrawn behaviour or fearfulness.
- Extreme outbursts of emotions.
- Eating disorders; self-harm.
- Aggressive behaviour towards other children or animals.
- Lack of social skills and trouble making friends.

Sexual Abuse

Signs that may indicate sexual abuse include, but are not limited to:

- Allegations or disclosure of sexual abuse.
- Avoiding being alone with or frightened of people or a person they know.
- Genital soreness, injuries or discomfort.
- Sexually transmitted infections.
- Excessive preoccupation with sexual matters; inappropriately sexualised play, words or drawing.
- Repeated sleep disturbances through nightmares and/or bed-wetting.

Older children and young people might exhibit:

- Depression.
- Drug and/or alcohol abuse.
- Eating disorders.
- Sudden changes in their mood; increased irritability.
- Self-harm; suicide attempts.
- School/peer/relationship problems.

Neglect

Signs of physical and emotional neglect can include, but are not limited to:

- Inadequate supervision; being left alone for long periods of time.
- Lack of stimulation, social contact or education.
- Poor language, communication or social skills for the child's stage of development.
- Constant hunger; stealing food.
- Poor state of clothing; inappropriate clothing for weather conditions.
- Failure to seek or to follow medical advice such that a child's life or development is endangered.

SCREENING

All new personnel and students with NTM-UK will be required to complete an application form, consent to a criminal records check and provide three references. All those who are applying to be a member, associate member or volunteer with NTM-UK are required to have an in-depth interview.

NTM-UK will not accept an applicant who has been, at any time during his/her adult life, convicted or confirmed through an internal investigation of child sexual or physical abuse. If any information unknown to NTM-UK at the time of acceptance comes to light regarding a conviction or confirmation through an internal investigation of child sexual or physical abuse by a member, that individual will be permanently dismissed. An individual will not be allowed to serve (or be a candidate) with NTM-UK where screening or other information reveals behaviour that reasonably indicates he or she would pose a risk of sexually or physically abusing a child.

TRAINING

- All new personnel and students are required to be orientated regarding our safeguarding children policy.
- All 3C students and new personnel are required to undertake NTM-UK safeguarding children training. All personnel working in the childcare programme are required to attend these classes annually. All other personnel are required to attend these classes every three years.
- NTM-UK safeguarding training will cover all aspects of safeguarding children, including recognising, preventing and dealing with child abuse.
- All personnel working on the Safeguarding Team or in the childcare programmes are required to keep up to date with current child protection issues by attending safeguarding children seminars, training programmes and reading relevant available materials.

GENERAL SAFEGUARDING PROCEDURES RELATING TO ALL CHILDREN ON NORTH COTES CAMPUS

Risk Factors

NTM recognises three risk factors that need to be continually assessed in order to reduce risk to our children. NTM requires that childcare policies and guidelines will directly address these three risk factors: Isolation, Accountability, and Power & Control.

- **Isolation**

Risk decreases as isolation decreases. Considerations include the amount of time an individual spends exclusively with one or several children, the number of people present at any given time and/or the physical arrangement of rooms and buildings on site in every location.

- **Accountability**

Risk decreases as accountability increases. Accountability improves through pre-field screening of NTM personnel, volunteers, and associates. Other aspects of accountability include comprehensive and continuing training of all members and hired personnel, implementing guidelines such as the two-adult rule, and frequent, unplanned visits by authority figures. A robust safeguarding children policy will also provide accountability.

- **Power and Control**

Risk decreases as imbalances in power and control decrease. Imbalances exist due to differences in age, size, strength, and power/authority. Risk occurs when a person seeks to take advantage of these imbalances to cause harm.

Supervision

Children age 5 and under should not be left unattended.

It is not good practice to leave babies, toddlers or young children unattended. Babies, toddlers and young children must be attended by a responsible person at all times. This applies to all areas of the North Cotes campus. A baby monitor does not count as attendance. The attending person must be in close proximity. For example, if a child is left in the dormitory building there must be a responsible person on the same floor of that wing.

Parents with children 5 years and younger should ensure that whilst their children are outside playing around the campus they are always accompanied by a responsible person. This person should oversee the safety of the child/children, giving particular attention to the roads, vehicles (tractors, lawnmowers and delivery vans), the ditches and possible strangers on campus.

Children age 6 and over need to be given clearly defined guidelines as to where they walk, cycle or play. Someone should be responsible for these children at all times, although do not have to be in direct attendance.

Discipline

Under current UK law set out in The Children's Act of 2004, it is not illegal for a parent to smack their child in England as long as it amounts to 'reasonable punishment'. Unreasonable punishment is classed as a smack that leaves a mark, or the use of an implement to hit the child, with parents facing up to 5 years' imprisonment if convicted. The physical discipline of a child who is not your own is strictly prohibited. This covers spanking, smacking, hitting, pinching or any other act that would cause pain or harm to the child.

Safety

Unsupervised children on site are not permitted to enter the following work areas:

- Workshop
- MT garage
- Kitchen
- Any ongoing building or work project site.

Children are not permitted to accompany their parents whilst working during the practical programme.

All children should receive instruction from their parents on road safety. Children need to be aware that although there is a strict 20mph speed limit and traffic is light, there is still potential danger and risk.

It is also important that your children understand the dangers associated with properties in close proximity to our campus:

- The farmer's field/worksite to the East boundary line.
- The Butts Gun Club.
- The North Cotes Flying Club.

For all serious accidents and emergencies call 999. All other accidents or injuries should be reported to the senior first-aider.

Please see student and personnel handbooks for further information regarding first-aid protocols. During all organised childcare activities first-aid personnel should be available on campus.

Internet safety

Parents are advised to be aware of the potential dangers of the internet when it comes to children viewing inappropriate websites and using chat rooms, apps and social media sites. Children should be educated regarding safe internet use and adhere to NTM-UK's internet usage policy.

Strangers on site

Please be alert when strangers are on site. Please do not hesitate to ask them who they are and why they are on the site. Report any suspicious behaviour.

SAFEGUARDING CHILDREN IN ALL ORGANISED ACTIVITIES

Ignite, Child Care, Girls and Boys Bible Studies and any other organised activities are covered by these guidelines.

1. Supervision of children

- Children will be supervised with an agreed ratio of students and personnel which, in the case of:
 - Children under 2 years old = One student or personnel member to 3 children
 - Children between 2-3 years old = One student or personnel member to 5 children
 - Children between 3-8 years old = One student or personnel member for every 8 children
 - Children between 8-16 years old = One student or personnel member for every 10-12 children
- Careful consideration will be given as to when a male or female worker should be involved in working with a particular group.
- Children should never be left unsupervised, and the correct ratio of workers should always be met (see above). There should always be a minimum of two workers with the children, apart from a temporary period when young children are being taken to the toilet or being returned to their parents.
- Keep a log of each activity. Those involved in the activity should record any unusual occurrences e.g. behavioural difficulties, or if anyone was asked to leave.

2. Discipline

- Under no circumstances must any child under the supervision of NTM personnel or students be physically disciplined.
- Do not shout in anger or demean a child.

3. Appropriate behaviour

- Keep everything public. A hug in the context of a group is very different from a hug behind closed doors.
- Touch should be age appropriate and generally initiated by the child and not the worker and should only be related to the child's needs.
- Children have the right to decide how much physical contact they have with others, except in exceptional circumstances when they need medical attention.
- When talking to a child individually, any door should be kept fully open. These types of interactions are best kept to public places.
- Avoid rough physical activities and games.
- Do not make sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to or in front of children.
- Treat all children with dignity and respect.
- Always respect the privacy of children.

- Photos should not be taken of children during organised activities.
- Team members should monitor one another in their interactions with children and should help each other by pointing out anything that could be misunderstood.

4. Parental consent

- Where organised activities are taking place off campus a parental consent form must be signed and returned to the Safeguarding Officer.

5. Transportation

- All vehicles used for outings must be insured, roadworthy and fitted with seatbelts and child car seats if necessary. *UK law says that all children up to 135cm tall/4'5", or the age of 12, whichever comes first, must travel in the correct child restraint (baby/child car seat or booster seat) for their weight.*
- All drivers should travel with at least one escort. Drivers and escorts should have up to date DBS checks and been subject to appropriate recruitment procedures. All drivers and escorts should agree to abide by these guidelines.
- Roll call will be taken at the start of a journey and again before commencing the return journey; if travelling in more than one vehicle, children will be encouraged to travel in the same vehicle there and back.
- Personnel accompanying trips will carry the contact numbers for NTM North Cotes and emergency services in the event of an alert being necessary.
- If a child goes missing while on a trip, personnel should instigate an immediate search. If the child cannot be found within half an hour, the appropriate security personnel and the police should be notified as well as the parents/carers of the child.
- The care of the remaining children is paramount. It is imperative that they return to the home site as quickly as possible, while a personnel member remains at the visit site to coordinate contact between security personnel and the child's parents/carers.

WHAT TO DO WITH YOUR CONCERNS

If a child makes an allegation or disclosure of abuse against an adult or another child, it is important that you:

- Listen carefully to what they are saying.
- Reassure them that you take what they are saying seriously.
- Do not attempt to question or interview them yourself.
- Do not promise to keep what they tell you secret. Explain to them that you will need to tell someone else in order to help them.
- Do not confront the alleged abuser.
- Make a written record of the incident or events.
- Inform the designated Safeguarding Officer as soon as possible. They will then deal with the situation and take appropriate action.

Sometimes you may just feel concerned about a child but do not know whether to share your concerns or not. In this situation, you should raise your concerns with the designated Safeguarding Officer, who will help you decide what to do. Please do not hesitate to speak to any of the team about any matter where a child's safety is at risk.

The Safeguarding Team:

Stephen Jerrard (Safeguarding Officer and DBS Recruiter)

Ellen Cox (Assistant Safeguarding Officer)

Allan Caley (DBS Lead Recruiter)

Yolanda Jerrard (Safeguarding teacher and advisor)

Any incidents relating to the safeguarding of children should be reported **immediately** to **Stephen Jerrard or Ellen Cox**

- They will make a written record of the disclosure.
- They will report the concerns to Thirtyone:eight to seek advice.
- They will inform the Lincolnshire Safeguarding Children Partnership (LSCP), if required.

If both are unavailable, please contact one of the NTM-UK Committee members (Frank Brearley work: 101 or Stephen Cuthbert work: 201).

CONTACT DETAILS:

Lincolnshire Safeguarding Children Partnership (LSCP)

01522 782111 (office hours)/01522 782155 (out of hours)

Thirtyone:eight 0303 003 1111

Emergency services (police, ambulance, fire): 999 or 112

Non-emergency police: 101

NSPCC Helpline: 0808 800 5000