

SOUTH  
LONDON  
MISSION ↗



 BERMONDSEY  
CENTRAL HALL

# South London Mission's Safeguarding practice

July 2023

## What is abuse?

- Something that is done that should not be done
- Something that should be done for a person that is withheld
  - Violation of a person's fundamental rights
    - Can take place in any context
    - Can be one-off or repeated

## The South London Mission recognises 3 main categories of abuse for consideration:

1. **Child abuse** – Main question for consideration, what is life like for that child ?
2. **Abuse in adults** – Main question for consideration does the adult have capacity to provide consent in the given situation?
3. **Institutional abuse** - Main question for consideration is whether the organisation is keeping its employees and users safe?

As a guide to understanding the duty to act all 3 categories of abuse should refer to the spectrum of safeguarding. The main question to ask Does the person have capacity to make their **own** decisions? If yes seek consent. If no the legal threshold states you must report in order to keep the person safe. For all forms of abuse, use the threshold for child abuse and its categories for guidance.

## 4 Categories of child abuse

### Physical & non physical behaviours

- Intentional bodily injury
- Fabricating / inducing child illness.
- Not providing first aid.
- Giving medication that should be provided.
- Hitting, shaking, poisoning e.g. giving salt, burning or suffocating.

#### Look out for :

Unexplained injuries, reluctance to discuss injuries, arms and legs covered in hot weather, fear of returning home, aggression towards others, persistent stomach ache.

**Must happen once**

### Sexual abuse /exploitation

- Forcing a child to take part in sexual activities.
- With or without consent looking at or producing pornographic material.
- Encouraging sexually inappropriate behaviour.

#### Look out for:

Over familiarity with adults or provocative behaviour, introversion, sleeplessness, nightmares, sudden behaviour changes.

**Must happen once**

### Neglect/ acts of omission

- Failure to provide: adequate food, shelter, clothing or medical care.
- **Look out for:** Constant hunger, poor personal hygiene, poor state of clothing, untreated medical problems.

**On going & persistent**

### Constant chastising

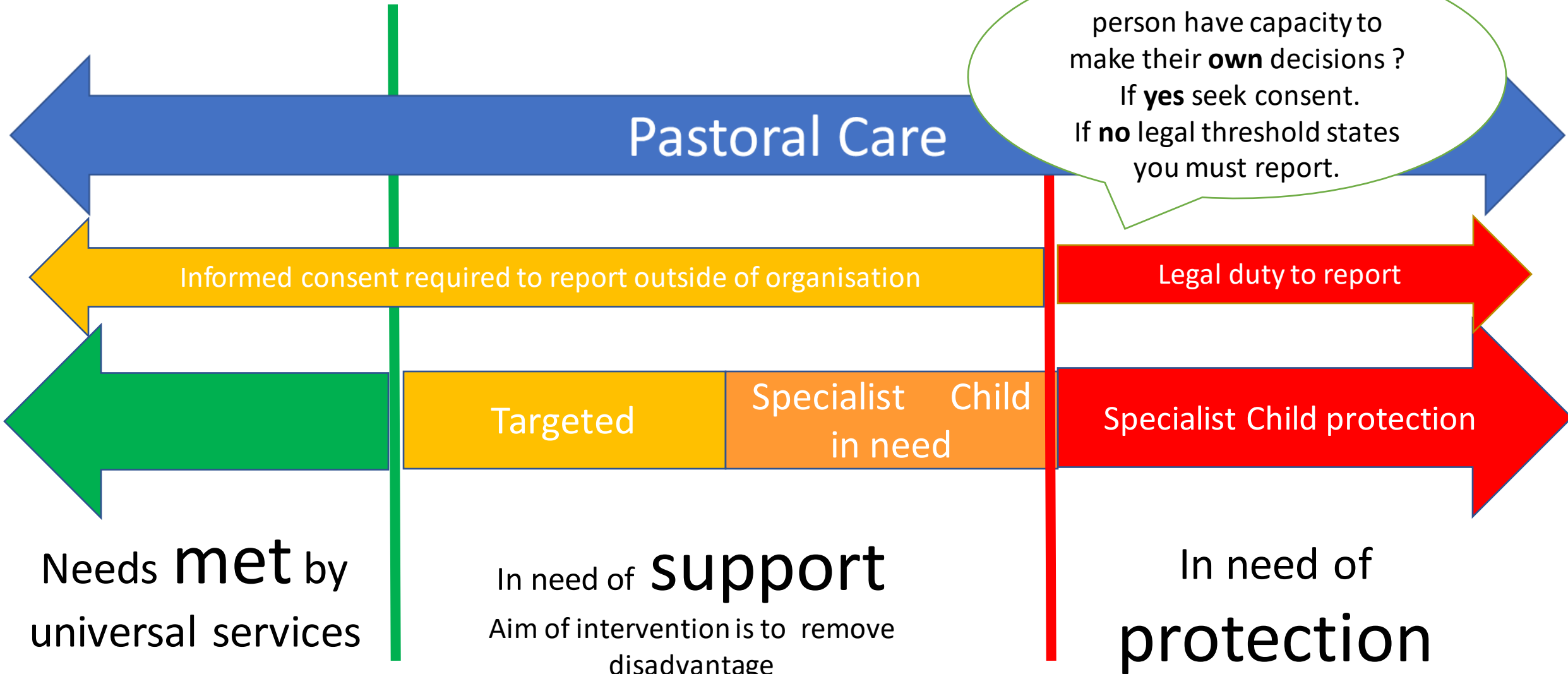
- Humiliation & performance of degrading acts
- Blaming
- Scapegoating
- Threatening

#### Look out for:

Over-reaction to mistakes, sudden speech disorders, neurotic behaviours (thumb sucking, hair twisting etc.), self-mutilation, persistent stomach ache.

**On going & persistent**

# The spectrum of safeguarding



Question to ask: Does the person have capacity to make their **own** decisions?  
If **yes** seek consent.  
If **no** legal threshold states you must report.

(E.g. **In children:** Help with reading & writing  
**In Adults:** Help around the house, washing, cleaning.)

### Emotional and psychological abuse

**For example:** Coercion, blackmail, or making someone feel worthless or inadequate.

**Look out for:** Over-reaction to mistakes, sudden speech disorders, neurotic behaviours, self-mutilation, unexplained fear.

### Sexual abuse or exploitation

**For example:** Forcing someone to take part in sexual activities without consent, forcing someone to provide sexual services to others, taking or sharing intimate photographs of someone.

**Look out for:** Unreasonable over familiarity or provocative behaviour, introversion, sleeplessness, nightmares, sudden behaviour changes.

### Discriminatory abuse

**For example:** Insulting, threatening or excluding someone because of their race, religion or background.

**Look out for:** Person being withdrawn and isolated, expressions of anger, frustration, fear or anxiety, lack of respect shown to others of different backgrounds, signs of substandard service being offered to a vulnerable adult from minority backgrounds, repeated exclusion from rights afforded to others such as health or education.

### Physical abuse

**For example:** Hitting, shaking, poisoning, burning or suffocating.

**Look out for:** Unexplained injuries, reluctance to discuss injuries, arms and legs covered in hot weather, aggression towards others

### Neglect

**For example:** Failure to provide adequate food, shelter, clothing or medical care. **Look out for:** Constant hunger, poor personal hygiene, poor state of clothing, untreated medical problems.

### Domestic abuse

**It could include any** of the above forms of abuse when it takes place at home, in the majority of cases by a partner or ex-partner, but also by a family member or carer.

**Look out for:** All the seven signs as well as fear of returning home.



<https://www.optalis.org/safeguarding-adults-from-abuse>

## 8 categories of abuse in adults

### Neglect and Acts of Omission

**For example:** Ignoring medical, emotional or physical care needs.

**Look out for:** Failure to provide access to appropriate health, care and support or educational services. The withholding of the necessities of life, such as medication, adequate nutrition and heating.

### Financial or material abuse

**For example:** Forcing someone to work, or take part in illegal activities for the financial benefit of others, taking someone's wages or benefits, forcing or coercing someone to pay for things or to buy gifts for someone.

**Look out for:** Unusual or unexpected cash or valuables being carried, unusual or unexpected lack of access to money, unusual interest in money, fear or anxiety about money.

# Institutional abuse including abuse by staff, volunteer or trustee



**Institutional abuse:** Neglect and poor care practice within an institution or specific care setting.

## Look out for:

- Institutional prejudice and labelling.
- Failure to observe policies and procedures which safeguard people and premises.
- Inappropriate confinement or restraint.
- Lack of personable care or a regular care routine.
- Disrespecting a person or group's right to independence, dignity or choice.
- Deprived or bleak living conditions.
- Inappropriate assertion of power or control.
- Neglectful medical procedures and treatments.

The South London Mission has responsible safeguards for employees from suffering detriment or termination if they make disclosures about the organisation. The spectrum of safeguarding also applies to institutional abuse.

The Whistle – Blowing policy can be found on page 25 in the employee handbook and complaints procedure can be found on page 5 of the safeguarding policy.

**Where a member of staff, volunteer, or a trustee is suspected of abuse,** the Safeguarding Officer should seek advice from the District Safeguarding Team immediately. Follow the steps on the **Managing Allegations** form.

## Whistle-Blowers

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### A) INTRODUCTION

Under certain circumstances, employees are protected from suffering any detriment or termination of employment if they make disclosures about organisations for whom they work.

### B) QUALIFYING DISCLOSURES

- 1) Certain disclosures are prescribed by law as “qualifying disclosures”. A “qualifying disclosure” means a disclosure of information that the employee genuinely and reasonably believes is in the public interest and shows that the Charity has committed a “relevant failure” by:
  - a) committing a criminal offence;
  - b) failing to comply with a legal obligation;
  - c) a miscarriage of justice;
  - d) endangering the health and safety of an individual;
  - e) environmental damage; or
  - f) concealing any information relating to the above.
- 2) These acts can be in the past, present or future, so that, for example, a disclosure qualifies if it relates to environmental damage that has happened, is happening, or is likely to happen. The Charity will take any concerns that you may raise relating to the above matters very seriously.
- 3) The Employment Rights Act 1996 provides protection for workers who ‘blow the whistle’ where they reasonably believe that some form of illegality, injustice or breach of health and safety has occurred or is likely to occur. The disclosure has to be “in the public interest”. We encourage you to use the procedure to raise any such concerns.

### C) THE PROCEDURE

- 1) In the first instance you should report any concerns you may have to the Director who will treat the matter with complete confidence. If you are not satisfied with the explanation or reason given to you, you should raise the matter with the appropriate official organisation or regulatory body.
- 2) If you do not report your concerns to the Director you should take them direct to the appropriate organisation or body.

### D) TREATMENT BY OTHERS

Bullying, harassment or any other detrimental treatment afforded to a colleague who has made a qualifying disclosure is unacceptable. Anyone found to have acted in such a manner will be subject to disciplinary action.

## Managing Allegations

An allegation is a claim that an adult may have:

- Behaved in a way that has or may have harmed a child
- Committed a criminal offence against or related to a child
- Behaved in a way that indicates that s/he may not be suitable to work with children or young people

### Responding to a disclosure

- Keep a calm disposition
- Give them time to talk
- Assure them they have done the right thing and tell them what will happen next
- Do not:
  - Promise confidentiality
  - Question the truthfulness of what they say
  - Investigate or ask leading questions
  - Promise everything will be OK
  - Record

Step1

### Managing an allegation

- Always treat them seriously
- Write down exactly what the allegation using the Record keeping form
- Pass the information straight to the South London Mission's Designated Safeguarding Officer
- DO NOT discuss the allegation with anyone else
- DO NOT attempt to investigate the allegation prior to a referral to the Designated Officer at the Local Authority
- Work with the local authority to conclude the matter as quickly as possible

Step 2

# Record Keeping



**Remember: Be clear, concise and quote where possible**

Date of record ...../...../.....Time.....Name.....Signature.....

What happened / What discussions or actions took place?

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Where did incident happen? .....

When did it happen? ...../...../.....

Who witnessed the event ?.....

What advice given / action taken?

.....  
.....  
.....  
.....  
.....

Why was the advice given/ action taken ?

Person in need of support

Person in need of protection

## Managing concerns and referrals

**Examples of concern and referrals:** Reports on changes in young person's behaviour, technology based abuse, radicalisation, female genital mutilation, teenage relationship abuse, exploitation etc

### Responding to concern / referral

In the absence of a disclosure there may be concerns or a referral is made. To analyse your concerns, the following factors need to be taken into account:

- Risk (what might happen)
- Urgency (when might it happen)
- Likelihood
- Clarity of, and confidence in, understanding of the situation
- Risk factors
- Additional vulnerabilities
- History / patterns / trends
- Who else is involved?
- Relationships
- Engagement of child / family

Step1

### Managing concerns and referrals

- Always treat them seriously
- Write down exactly what the concern using the Effective safeguard planning form.
- Pass the information straight to the South London Mission's Designated Safeguarding Officer
- DO NOT discuss the concern / referral with anyone else
- DO NOT attempt to investigate the allegation prior to a referral to the Designated Officer at the Local Authority
- Work with the local authority to conclude the matter as quickly as possible

Step 2

# Effective safeguard planning



- Identified concern.....
- .....
- Why it matters .....
- Level of urgency (Circle the correct one)

**Universal service not met** - Continue to fill form and give to Designated Safeguarding Lead Officer

**In need of support** - Continue to fill form and give to Designated Safeguarding Lead Officer

**In need of protection** - Fill out Record Keeping form immediately and give to Designated Safeguarding Lead Officer

- What intervention is being offered?.....  
.....
- By whom?.....
- When?.....
- Expected outcome .....
- Measure of success .....
- .....
- Review date ...../...../.....



## Bermondsey Central Hall Church



Safeguarding Officer  
Lovette Kargbo  
0775 956 8982

Sunday School  
Monthly youth gatherings  
Fellowships  
Prayer & Praise  
SLM Project oversight

**Governance level**  
Superintendant & Trustees  
Finance & Governance  
Property Committee

**Operational level**

**Front line projects**

## South London Mission



Designated Safeguarding Lead  
Winnie Baffoe  
07808 127 479

Saturday School  
Mummies Republic  
Cluny Place House  
Over 60's exercise  
Brite Box

