



Safeguarding Policy

Table of Contents

1. <i>Safeguarding at the Anchorage</i>	1
2. <i>Safeguarding responsibilities</i>	2
3. <i>Recruitment and training</i>	2
4. <i>Reporting of abuse</i>	3
5. <i>Acceptable touch</i>	4
6. <i>Use of social media</i>	4
7. <i>Further help</i>	4

The heart of our mission at the Anchorage is to sustain and nurture a community of faith in which each individual is safe from any harm, valued for who they are and accorded respect and dignity as one created in the image and likeness of God.

1. Safeguarding at the Anchorage

All attendees at the Anchorage are students over the age of 18. This policy does not therefore address the particular safeguarding needs of children and young people. We are aware, however, that adults may be vulnerable to abuse, particularly those with mental or physical disabilities, and that abuse may take many forms:

- **Sexual abuse** including any sexual act or intimate physical contact to which an adult has not consented or could not consent or was pressurised into consenting.
- **Psychological abuse** including emotional abuse, threats of harm, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment or verbal abuse.
- **Physical abuse** including hitting, slapping, pushing, kicking, misuse of medication, restraint or inappropriate sanctions.
- **Spiritual abuse** including manipulation or exploitation, enforced accountability, suppression of debate or decision-making, the requirement of secrecy and silence, coercion to conform, control through the use of sacred texts or teaching, the requirement of obedience or deference to leaders.
- **Financial or material abuse** including theft, fraud or exploitation.

- **Discriminatory abuse** including on the basis of gender, race, sexual orientation or disability, and other forms of harassment.

In order to protect all our members and staff members from any of these forms of abuse the Anchorage formally adopts the House of Bishops' *Promoting a Safer Church; safeguarding policy statement* with its five foundations of:

- I. **The Gospel** which speaks of welcome for all, with a particular regard for those who are most vulnerable, into a community where the value and dignity of every human being is affirmed and those in positions of responsibility and authority are truly trustworthy.
- II. **Human Rights and the Law** as enshrined in the Human Rights Act 1998.
- III. **Core principles** of the welfare of vulnerable adults as paramount; integrity, respect and listening; transparency and openness; accountability; collaboration with statutory partners; use of safeguarding advice; commitment to prevention; Active management of risk; promoting a culture of informed vigilance; and regular evaluation to ensure best practice.
- IV. **Good safeguarding practice** with leadership commitments and clear policies and procedures.
- V. **Learning from the past**, particularly in the emerging area of the spiritual abuse of adults.

Building on this foundation, the Anchorage adopts the following procedures.

2. Safeguarding responsibilities

Everyone has responsibility for ensuring the wellbeing of the Anchorage community, particularly the clergy leadership. However, a non-ordained Anchorage Safeguarding Officer is appointed to ensure this policy is followed and to whom concerns can also be reported.

This officer is currently Chino Ogali and he can be contacted on chino.ogali@hotmail.co.uk.

In addition, one Anchorage Trustee has particular responsibility for responding to any safeguarding concerns.

This trustee is currently Sue Donnelly and she can be contacted on s.donnelly@lse.ac.uk.

3. Recruitment and training

Crucial to our safeguarding of vulnerable adults is our careful recruitment of staff and volunteers. These fall into four categories: clergy leadership, salaried employees, freelance employees and unpaid volunteers.

Clergy Leadership

All the clergy in leadership roles at the Anchorage, including those preaching or taking occasional services, will hold a Bishop's License within the Church of England. This will require enhanced DBS checks and regular C3 training.

Salaried Employees

All salaried posts are advertised with comprehensive job description including the requirement for enhanced DBS clearance. Candidates are shortlisted and interviewed by at least two Anchorage trustees, one of each gender. Questions relating to pastoral care and the safeguarding of vulnerable adults will be asked in the interview.

Posts are offered subject to references, DBS clearance, the completion of a confidential declaration form, and proof of identity. New employees will have a probation period with review and take up C2 diocesan safeguarding training as soon as possible. They will be required to be familiar with this Anchorage Safeguarding Policy. We believe in providing regular supervision and strong support for those dealing with challenging pastoral situations.

Freelance Employees

The Anchorage employs a freelance musician. Freelance employees will be required to produce an enhanced DBS check. If their commitment to the Anchorage is long-term, they will take part in C2 diocesan safeguarding training. They will be required to be familiar with this Anchorage Safeguarding Policy.

Unpaid Volunteers

Most Anchorage volunteers are pastoral assistants in parishes within the diocese of London. As such they will have been required to undertake enhanced DBS training. They will be asked to produce evidence of this. New volunteers will be required to undertake enhanced DBS checks. As part of their induction at the beginning of the year, new volunteers will be guided through all of the Anchorage's safeguarding policies and procedures.

4. Reporting of abuse

If a member of the Anchorage reports an incident of abuse:

- We will listen and take what is reported seriously.
- The incident will be recorded and reported to the Anchorage clergy and designated safeguarding trustee.
- If the incident relates to a member of the clergy, the incident can be reported to the safeguarding officer who will contact the safeguarding trustee.
- The incident will be reported to the Diocesan Safeguarding Team within 24 hours.
- The advice and guidance of the Diocesan Safeguarding Team will be followed.
- All actions will be recorded and records held securely in accordance with data protection law.

If a member of staff or volunteer at the Anchorage has concerns that a member of the Anchorage is experiencing abuse either within the Anchorage community or outside:

- If there is concern that anyone is in immediate danger, the police should be called.
- In less urgent cases, the incident should be reported to the Anchorage clergy and designated safeguarding trustee. The same procedure as above should be followed.

If a case of non-recent abuse is reported:

- Disclosure of non-recent abuse will be taken as seriously as something that is going on now.

- If there is enough cause to believe that someone (e.g. siblings) is in immediate danger, the police should be called.
- In less urgent cases, the incident should be reported to the Anchorage clergy and designated safeguarding trustee. The same procedure as above should be followed.
- Where possible, any further action that is taken is done with the written consent of the person reporting.

5. Acceptable touch

While Anchorage attendees are adults, all members of the Anchorage leadership team should be mindful that students may still be vulnerable and that physical contact of any kind may be inappropriate. We seek to follow these guidelines:

- Where possible, any physical contact (such as a hug) should be initiated by the student.
- If you feel a hug or other physical contact is appropriate, ask permission.
- Avoid any physical contact that could be construed as sexual and/or abusive.
- Within a liturgical context, any form of touch (e.g. anointing, laying on of hands, footwashing) will be clearly explained, stated as entirely voluntary, and carried out within view of the congregation.

6. Use of social media

Social media platform are an essential tool in student ministry But they can also erode boundaries and become platforms for abuse. We seek to follow these guidelines:

- We will treat online communication with students as we would face to face.
- Any incidents of online abuse within the Anchorage will be reported.
- Clergy, staff and volunteers are expected to draw appropriate boundaries between personal social media accounts and those used as an extension of the Anchorage ministry.

7. Further help

Our first port of call for help in safeguarding matters will be the Diocesan Safeguarding Team: 020 7932 1224 and safeguarding@london.anglican.org

These organisations may also provide support:

24-hour National Domestic Violence helpline – 0808 2000 247

NAPAC offers support and advice to adult survivors of childhood abuse – 08088010331

Cruse bereavement helpline – 0808 808 1677

Family Lives provides support and advice on family issues – 0808 800 222

MACSAS for people who have been abused by church officers – 0808 801 0340

Samaritans for people struggling to cope and needing someone to talk to – 116 123

All House of Bishops' Safeguarding Policy and Guidance can be found at www.churchofengland.org/more/safeguarding/policy-practice-guidance