If a child or an adult is in immediate danger, call 999

Music and Worship Foundation Safeguarding Policy

Contents:

Section 1 *(page 2)*
- Organisation details
- Our commitment

Section 2 *(page 4)*
- Recognising and responding appropriately to an allegation or suspicion of abuse
  - Understanding abuse and neglect
  - Signs and symptoms of abuse in children
  - Signs and symptoms of abuse in adults
  - Guidelines for responding to a person who may have been abused:
- Safeguarding awareness
- Responding to allegations of abuse
- Detailed procedures where there is a concern about a child:
  - Allegations of physical injury, neglect or emotional abuse
  - Allegations of sexual abuse
- Detailed procedures where there is a concern that an adult is in need of protection:
- Allegations of abuse against a person who works with children/young people
- Allegations of abuse against a person who works with adults with care & support needs

Section 3 *(page 14)*
- Prevention
  - Safer recruitment
- Management of Workers – Codes of Conduct

Section 4 *(page 15)*
- Pastoral Care
  - Supporting those affected by abuse
  - Working with offenders

Section 5 *(page 16)*
- Practice Guidelines
  - Working in Partnerships

Appendix 1 - Statutory definitions of abuse
Appendix 2 - Leadership Safeguarding Statement *(page 18)*
Appendix 3 - Caring for young people and the vulnerable (attached document)

Section 1

Organisation Details

Contact Details:

Music and Worship Foundation CIO
40 Broad Lane
Coventry
CV5 7AB
(Most of the daily work of the charity takes place at the homes of the staff members.)

info@engageworship.org

Charity number: 1175280

Insurance policy: Charity and community Connect Insurance Policy
Ansvar Insurance
Policy Number: CCP 2080553

Safeguarding Coordinator (Staff): Sara Hargreaves, sara@engageworship.org
Safeguarding Lead (Trustees): Emma Billington, safeguarding@mwf.org.uk

Summary of the organisation's activities:

Engage Worship is a ministry under the registered charity Music and Worship Foundation CIO. It exists to resource churches, denominations and Christian gatherings, teaching and leading in topics to do with corporate worship. Although the charity does not work in a specialised way with children or adults with care and support needs, it still regularly encounters and ministers to these groups, for example when running events for all ages or leading whole church events, such as special celebrations and church weekends.

The majority of work undertaken in Engage Worship takes place under the authority of churches and other organisations. In these instances the charity will work under the safeguarding policies of these churches and other organisations. The following policy is relevant when the charity undertakes independent work.

Our commitment

As a Leadership we recognise the need to provide a safe and caring environment for children, young people and adults. We acknowledge that children, young people and adults can be the

victims of physical, sexual and emotional abuse, and neglect. We accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to “all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status”. We also concur with the Convention on the Rights of the Child which states that children should be able to develop their full potential, free from hunger and want, neglect and abuse. They have a right to be protected from “all forms of physical or mental violence, injury or abuse, neglect or negligent treatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s), or any other person who has care of the child.” As a Leadership we have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to building constructive links with statutory and voluntary agencies involved in safeguarding.

The policy and attached practice guidelines are based on the ten Safe and Secure safeguarding standards published by Thirtyone:Eight.

The Leadership undertakes to:

- endorse and follow all national and local safeguarding legislation and procedures, in addition to the international conventions outlined above.
- provide on-going safeguarding training for all its workers and will regularly review the operational guidelines attached.
- receive independent advice and have access to expertise by keeping a paid subscription to Thirtyone:eight, an independent, Christian safeguarding charity.
- support the Safeguarding Coordinator(s) in their work and in any action they may need to take in order to protect children and adults at risk.
- the Leadership agrees not to allow the document to be copied by other organisations.

Section 2

Recognising and responding appropriately to an allegation or suspicion of abuse

Understanding abuse and neglect

Defining child abuse or abuse against an adult is a difficult and complex issue. A person may abuse by inflicting harm, or failing to prevent harm. Children and adults in need of protection may be abused within a family, an institution or a community setting. Very often the abuser is known or in a trusted relationship with the child or adult.

In order to safeguard those we encounter within the work of Engage Worship, we adhere to the UN Convention on the Rights of the Child and have as our starting point as a definition of abuse, Article 19 which states:

1. *Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.*

2. *Such protective measures should, as appropriate, include effective procedures for the establishment of social programmes to provide necessary support for the child and for those who have the care of the child, as well as for other forms of prevention and for identification, reporting, referral, investigation, treatment and follow-up of instances of child maltreatment described heretofore, and, as appropriate, for judicial involvement.*

Also for adults the UN Universal Declaration of Human Rights with particular reference to Article 5 which states:

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Detailed definitions of abuse are included in Appendix 1 of our policy. Signs and symptoms of abuse, as well as how to respond to a disclosure of abuse is included in our policy as follows.

Signs and symptoms of abuse

Children:

The following signs could be indicators that abuse has taken place but should be considered in context of the child's whole life.

Physical

- Injuries not consistent with the explanation given for them
- Injuries that occur in places not normally exposed to falls, rough games, etc
- Injuries that have not received medical attention
- Reluctance to change for, or participate in, games or swimming
- Repeated urinary infections or unexplained tummy pains
- Bruises on babies, bites, burns, fractures etc which do not have an accidental explanation*
- Cuts/scratches/substance abuse*

Sexual

- Any allegations made concerning sexual abuse
- Excessive preoccupation with sexual matters and detailed knowledge of adult sexual behaviour
- Age-inappropriate sexual activity through words, play or drawing
- Child who is sexually provocative or seductive with adults
- Inappropriate bed-sharing arrangements at home
- Severe sleep disturbances with fears, phobias, vivid dreams or nightmares, sometimes with overt or veiled sexual connotations
- Eating disorders - anorexia, bulimia*

Emotional

- Changes or regression in mood or behaviour, particularly where a child withdraws or becomes clinging.
- Depression, aggression, extreme anxiety.
- Nervousness, frozen watchfulness
- Obsessions or phobias
- Sudden under-achievement or lack of concentration
- Inappropriate relationships with peers and/or adults
- Attention-seeking behaviour
- Persistent tiredness
- Running away/stealing/lying

Spiritual

Spiritual abuse is a form of emotional abuse for children. Therefore the signs of abuse are similar, but the coercion or control elements will have religious or spiritual factors.

- Fear, anxiety, or shame, especially related to church, Scripture or person in spiritual authority
- A child reporting that they are or have been accused of being 'evil'
- Changes in mood or behaviour
- A child becoming noticeably confused, withdrawn, disorientated or isolated and appearing alone amongst other children
- Confusion about what is right or wrong, overactive conscience
- 'Perfect' or subdued behaviour
- Long-term emotional or mental health harm[1]

Neglect

- Under-nourishment, failure to grow, constant hunger, stealing or gorging food, untreated illnesses,
- Inadequate care, etc

*These indicate the possibility that a child or young person is self-harming. Approximately 20,000 are treated in accident and emergency departments in the UK each year.

Adults:

The Care Act 2014 defines an Adult at Risk as someone who has needs for care and support, who is experiencing, or at risk of, abuse or neglect and as a result of their care needs is unable to protect themselves.

Physical abuse

- History of unexplained falls, fractures, bruises, burns, minor injuries
- Signs of under or over use of medication and/or medical problems left unattended.
- Any injuries not consistent with the explanation given for them
- Bruising and discolouration - particularly if there is a lot of bruising of different ages and in places not normally exposed to falls, rough games etc.
- Recurring injuries without plausible explanation
- Loss of hair, loss of weight and change of appetite
- Person flinches at physical contact &/or keeps fully covered, even in hot weather;
- Person appears frightened or subdued in the presence of a particular person or people

Domestic abuse

- Unexplained injuries or 'excuses' for marks or scars

[1] https://safespacesenglandandwales.org.uk/resources/what-is-spiritual-abuse/

- Controlling and/or threatening relationship including psychological, physical, sexual, financial, emotional abuse; so called ‘honour’ based violence and Female Genital Mutilation
- Recently the age range for what is considered ‘domestic abuse, has been lowered to include 16-17 year olds too, and can include romantic / sexual partners of young people too

Sexual abuse

- Pregnancy in a woman who lacks mental capacity or is unable to consent to sexual intercourse
- Unexplained change in behaviour or sexually explicit behaviour
- Torn, stained or bloody underwear and/or unusual difficulty in walking or sitting
- Infections or sexually transmitted diseases
- Full or partial disclosures or hints of sexual abuse
- Self-harming
- Emotional distress
- Mood changes
- Disturbed sleep patterns

Psychological abuse

- Alteration in psychological state e.g. withdrawn, agitated, anxious, tearful
- Intimidated or subdued in the presence of a carer
- Fearful, flinching or frightened of making choices or expressing wishes
- Unexplained paranoia
- Changes in mood, attitude and behaviour, excessive fear or anxiety
- Changes in sleep pattern or persistent tiredness
- Loss of appetite
- Helplessness or passivity
- Confusion or disorientation
- Implausible stories and attention-seeking behaviour
- Low self-esteem

Spiritual Abuse

- Fear, anxiety, or shame
- Loss of confidence or trust in your own judgement
- Confusion about what is right or wrong
- Feeling trapped, powerless, or watched
- Difficulty trusting people or organisations
- Feeling cut off from community or support

- Long-term emotional or mental health harm[2]

Financial or material abuse

- Disparity between assets and living conditions
- Unexplained withdrawals from accounts or disappearance of financial documents or loss of money
- Sudden inability to pay bills, getting into debt
- Carers or professionals fail to account for expenses incurred on a person's behalf
- Recent changes of deeds or title to property
- Missing personal belongings
- Inappropriate granting and / or use of Power of Attorney

Modern slavery

- Physical appearance; unkempt, inappropriate clothing, malnourished
- Movement monitored, rarely alone, travel early or late at night to facilitate working hours.
- Few personal possessions or ID documents.
- Fear of seeking help or trusting people.

Discriminatory abuse

- Inappropriate remarks, comments or lack of respect
- Poor quality or avoidance care
- Low self-esteem
- Withdrawn
- Anger
- Person puts themselves down in terms of their gender or sexuality
- Abuse may be observed in conversations or reports by the person of how they perceive themselves

Institutional Abuse

- Low self-esteem
- Withdrawn
- Anger
- Person puts themselves down in terms of their gender or sexuality
- Abuse may be observed in conversations or reports by the person of how they perceive themselves
- No confidence in complaints procedures for staff or service users
- Neglectful or poor professional practice

[2] https://safespacesenglandandwales.org.uk/resources/what-is-spiritual-abuse/

Neglect and acts of omission

- Deteriorating despite apparent care
- Poor home conditions, clothing or care and support
- Lack of medication or medical intervention

Self-neglect

- Hoarding inside or outside a property
- Neglecting personal hygiene or medical needs
- Person looking unkempt or dirty and has poor personal hygiene
- Person is malnourished, has sudden or continuous weight loss and is dehydrated – constant hunger, stealing or gorging on food
- Person is dressed inappropriately for the weather conditions
- Dirt, urine or faecal smells in a person's environment
- Home environment does not meet basic needs (for example not heating or lighting)
- Depression

Guidelines for responding to a person who may have been abused:

- Don't ask leading questions – instead listen carefully to them
- Don't make promises you may not be able to keep e.g. not telling anyone else. Explain who you will need to tell
- Accept what you hear without passing judgement or investigating
- Tell them what you are going to do (and in the case of an adult, consult them about their wishes)
- Make careful notes (i.e. what was said and in what circumstances) as soon as possible, preferably within an hour. Include dates and times and keep notes safely
- Contact the Safeguarding Co-ordinator or, in their absence, take action yourself

It is important to remember when responding to an adult disclosing possible abuse that they have the right to decline further action in relation to themselves. However, there may be the potential for harm to be caused to others. In such circumstances, advice must be sought regarding the way forward. Thirtyone:Eight's telephone helpline is available Monday-Friday, 9am-5pm on 0303 003 1111.

Safeguarding awareness

The Leadership is committed to on-going safeguarding training and development opportunities for all workers, developing a culture of awareness of safeguarding issues to help protect

everyone. All our workers will receive induction training and undertake recognised safeguarding training on a regular basis by using the Thirtyone:Eight accredited training.
The Leadership will also ensure that children and adults with care and support needs which the charity encounters are signposted to where to get help and advice in relation to abuse, discrimination, bullying or any other matter where they have a concern.

Responding to allegations of abuse

Under no circumstances should a worker carry out their own investigation into an allegation or suspicion of abuse. Following procedures as below:

- The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to Sara Hargreaves (hereafter the "Safeguarding Coordinator") email: sara@engageworship.org, who is nominated by the Leadership to act on their behalf in dealing with the allegation or suspicion of neglect or abuse, including referring the matter on to the statutory authorities.

- In the absence of the Safeguarding Coordinator, if the suspicions in any way involve the Safeguarding Coordinator, then the report should be made to Emma Billington (hereafter the "Safeguarding Lead") email safeguarding@mwf.org.uk. If the suspicions implicate both the Safeguarding Coordinator and Lead, then the report should be made in the first instance to Thirtyone:Eight, PO Box 133, Swanley, Kent. BR8 7UQ, Telephone 0303 003 1111. Alternatively contact Social Services or the police.

- Where the concern is about a child, the Safeguarding Coordinator should contact Children's Social Services. Where the concern is regarding an adult in need of protection contact Adult Social Services or take advice from Thirtyone:Eight as above.

The local (nearest to office in Luton) Children's Social Services office telephone number (office hours) is 01582 547653. The out of hours emergency number is 0300 300 8123.

The local Adult Social Services office telephone number (office hours) is 01582 547659. The out of hours emergency number is 0300 3008123.

The Police Protection Team telephone number is 01234 846960.

- The Safeguarding Coordinator may need to inform others depending on the circumstances and/or nature of the concern, for example the Chair of Trustees or the insurance company.

- Suspicions must not be discussed with anyone other than those nominated above. A written record of the concerns should be made in accordance with these procedures and kept in a secure place.

- While allegations or suspicions of abuse will normally be reported to the Safeguarding Coordinator or Lead, the absence of these should not delay referral to Social Services, the Police or taking advice from Thirtyone:Eight.
- The Leadership will support the Safeguarding Coordinator and Lead in their role, and accept that any information they may have in their possession will be shared in a strictly limited way on a need to know basis.
- It is, of course, the right of any individual as a citizen to make a direct referral to the safeguarding agencies or seek advice from Thirtyone:Eight, although the Leadership hope that workers in Engage Worship will use this procedure. If, however, the individual with the concern feels that the Safeguarding Coordinator and Lead have not responded appropriately, or where they have a disagreement with the Safeguarding Coordinator and Lead as to the appropriateness of a referral, they are free to contact an outside agency directly. We hope by making this statement that the Leadership demonstrates its commitment to effective safeguarding and the protection of all those who are vulnerable.

The role of the Safeguarding Coordinator and Lead is to collate and clarify the precise details of the allegation or suspicion and pass this information on to statutory agencies who have a legal duty to investigate.

Detailed procedures where there is a concern about a child:

If a child is at immediate risk of harm, telephone 999 and ask for the police.

Allegations of physical injury, neglect or emotional abuse

If a child has a physical injury, a symptom of neglect or where there are concerns about emotional abuse, the Safeguarding Coordinator/Deputy will:

- Contact Children's Social Services (or Thirtyone:Eight) for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home.
- Not tell the parents or carers unless advised to do so, having contacted Children's Social Services.
- Seek medical help if needed urgently, informing the doctor of any suspicions.
- For lesser concerns, (e.g. poor parenting), encourage parent/carer to seek help, but not if this places the child at risk of significant harm.
- Where the parent/carer is unwilling to seek help, offer to accompany them. In cases of real concern, if they still fail to act, contact Children's Social Services directly for advice.

- Seek and follow advice given by Thirtyone:Eight (who will confirm their advice in writing) if unsure whether or not to refer a case to Children's Social Services.

Allegations of sexual abuse

In the event of allegations or suspicions of sexual abuse, the Safeguarding Co-ordinator/Deputy will:

- Contact the Children's Social Services Department Duty Social Worker for children and families or Police Child Protection Team direct. They will NOT speak to the parent/carer or anyone else.
- Seek and follow the advice given by Thirtyone:Eight if, for any reason, they are unsure whether or not to contact Children's Social Services/Police. Thirtyone:Eight will confirm its advice in writing for future reference.

Detailed procedures where there is a concern that an adult is in need of protection:

Suspicions or allegations of abuse or harm including; physical, sexual, organisational, financial, discriminatory, neglect, self neglect, forced marriage, modern slavery, domestic abuse

If there is concern about any of the above, Safeguarding Coordinator/Deputy will:

- contact the Adult Social Care Team who have responsibility under the Care Act 2014 to investigate allegations of abuse. Alternatively Thirtyone:Eight can be contacted for advice.
- If the adult is in immediate danger or has sustained a serious injury contact the police by calling 999, informing them of any suspicions.

Allegations of abuse against a person who works with children/young people

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the Safeguarding Coordinator, in accordance with Local Safeguarding Children Board (LSCB) procedures will need to liaise with Children's Social Services in regards to the suspension of the worker, also making a referral to a designated officer formerly called a Local Authority Designated Officer (LADO).

Allegations of abuse against a person who works with adults with care and support needs

Contact the Adult Social Care Team who have responsibility under the Care Act 2014 to investigate allegations of abuse. Alternatively Thirtyone:Eight can be contacted for advice.

Section 3

Prevention

Safer recruitment

The Leadership will ensure all workers will be appointed, trained, supported and supervised in accordance with government guidance on safe recruitment. This includes ensuring that:

- There is a written job description / person specification for the post
- Those shortlisted have been interviewed
- Safeguarding has been discussed at interview
- Written references have been obtained, and followed up where appropriate
- A disclosure and barring check has been completed where necessary (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information)
- Qualifications where relevant have been verified
- A suitable training programme is provided for the successful applicant
- The applicant has been given a copy of the organisation's safeguarding policy and knows how to report concerns.

Management of Workers – Codes of Conduct

As a Leadership we are committed to supporting all workers and ensuring they receive support and supervision. All workers have been issued with a code of conduct towards children, young people and adults with care and support needs.
See the Home Office issues 'Abuse of Trust Caring for young people and the vulnerable: Guidance for preventing abuse of trust' in for further guidance (Appendix 2).

Section 4

Pastoral Care

Supporting those affected by abuse

The Leadership is committed to recommending pastoral care, working with statutory agencies as appropriate, and in this way supporting all those who have been affected by abuse who have contact with or are part of the organisation. This will most likely take the shape of communication with the individuals' home church, provided this is not part of the abuse allegations.

Working with offenders

When someone attending events organised by the organisation is known to have abused children, or is known to be a risk to adults at risk, the Leadership will supervise the individual concerned and recommend pastoral care, but in its safeguarding commitment to the protection of children and adults at risk, set boundaries for that person which they will be expected to keep.

Section 5

Practice Guidelines

As an organisation occasionally working with children, young people and adults at risk we wish to operate with and promote good working practice. This will enable workers to run activities safely, develop good relationships and minimise the risk of false or unfounded accusations.

As well as a general code of conduct for workers, we will also follow good practice guidelines for every activity we are involved in. These will include the following considerations:

Registration and Consent forms

These will be required for any activity where children and young people take part without their parents / carers. They must include full details of emergency contact information, any relevant medical information, and consent for making and using appropriate images or video footage of children. Parents will be required to give consent to a code of conduct outlining appropriate behaviour and use of devices like mobile phones.

Supervision

In any activity where children and young people are present without parents / carers, consideration will be given to ensuring appropriate staffing / supervision ratios of adults to participants are observed in accordance with OFSTED guidelines. All adult helpers will be adequately vetted and recruited. A gender balance will also be maintained where possible. Parents / carers will be clearly informed of all arrangements of the activity, including timings of drop off and collection. No worker will be left alone with a child or adult at risk.

Health and Safety

A First Aid box will be easily accessible, along with an accident book at any activity where children or young people are present. A full risk assessment will also be completed – see below. Fire evacuation procedures will be explained at the beginning of any event.

Risk Assessments

Risk assessments will be completed for any public event, in order to identify hazards and take action to minimise risks, in accordance with HSE guidelines:
https://www.hse.gov.uk/simple-health-safety/risk/index.htm

In most instances, venue-specific risk assessments will be the responsibility of a host church or organisation, and therefore arranged and administered by them rather than Engage Worship. Engage Worship will in such instances ask for confirmation that all of the above has been taken into consideration and implemented accordingly.

In addition, Engage Worship will assess the specific risks involved in our unique programme to our own equipment and team.

Electronic Communication

As an organisation we frequently communicate via electronic / digital means, including social networking sites. We recognise that while it is the norm for children and young people to communicate electronically, such communication channels can also be used inappropriately. Any communication between the organisation and children will happen within clear boundaries and remain strictly related to the work of the organisation to avoid any possible misinterpretation. Workers will not become 'friends' with children and young people on social networking sites, and keep all communication via official organisational channels rather than personal ones. Communication with children and young people will be kept open and visible by others, i.e. in a public page on social media rather than via private messaging. Another adult will be copied into any emails, and records of sent messages saved.

Working in Partnership

The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children, young people and adults. This can be because of cultural tradition, belief and religious practice or understanding, for example, of what constitutes abuse. We therefore have clear guidelines in regards to our expectations of those with whom we work in partnership, whether in the UK or not. We will discuss with all partners our safeguarding expectations and have a partnership agreement for safeguarding.

Since we hold a zero-tolerance approach to abuse and negligence, compliance with these safeguarding expectations is a mandatory condition of our partnership; we reserve the right to decline or terminate any partnership where these standards cannot be mutually assured.

Good communication is essential in promoting safeguarding, both to those we wish to protect, to everyone involved in working with children and adults and to all those with whom we work in partnership. This safeguarding policy is just one means of promoting safeguarding.

Signed by: H. Hodges
(Hannah Hodges, Chair of Trustees)

Date: 19/11/26

Appendix 1

Statutory definitions of abuse

The four definitions of abuse below operate in England based on the government guidance 'Working Together to Safeguard Children (2018)'.[3] In addition, spiritual abuse is a form of psychological abuse for adults and emotional abuse in children, and we include the definition here as particularly relevant to the organisation.

What is abuse and neglect? Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger for example, via the internet. They may be abused by an adult or adults, or another child or children.

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 children 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 the 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 cyberbullying), 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.

Spiritual Abuse: Spiritual abuse is coercion and control of a person by another in a spiritual context. It's a type of psychological abuse for adults and emotional abuse for children that happens in religious settings. It often includes using power — sometimes in the name of God or religion — to control, confuse, or pressure someone. This can involve making a person think,

---

[3] https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/942454/Working_together_to_safeguard_children_inter_agency_guidance.pdf

say, or do things without letting them make their own choices. Like other forms of psychological abuse, it can harm someone emotionally, change their sense of self, and change how they think or act in everyday life. It can also affect their sense of identity and wellbeing, especially when their faith or beliefs are involved. For an experience to be considered spiritual abuse, it must include both elements of coercion and control as well as spiritual or religious factors. This means the person is being pressured or manipulated in ways that affect their choices, while also being influenced or harmed through religious beliefs, practices, or authority.[4]

Sexual abuse: Sexual abuse involves forcing or enticing a child or young person 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, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. 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 (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Neglect: Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may 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 and 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); or
- ensure access to appropriate medical care or treatment.

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

[4] For further definitions of spiritual abuse see https://thirtyoneeight.org/help-and-resources/knowledge-hub/definitions/spiritual-abuse/

Appendix 2

Leadership Safeguarding Statement

The Trustees of the Music and Worship Foundation recognises the importance of its ministry /work with children and young people and adults in need of protection and its responsibility to protect everyone entrusted to our care.

The following statement was agreed by the leadership/organisation on 11 July 2023:

This organisation is committed to the safeguarding of children and adults at risk and ensuring their well-being.

Specifically:

- We recognise that we all have a responsibility to help prevent the physical, sexual, emotional abuse and neglect of children and young people (those under 18 years of age) and to report any such abuse that we discover or suspect.
- We believe every child should be valued, safe and happy. We want to make sure that children we have contact with know this and are empowered to tell us if they are suffering harm.
- All children, young people and adults have the right to be treated with respect, to be listened to and to be protected from all forms of abuse, both current and historic.
- We recognise that we all have a responsibility to help prevent the physical, sexual, psychological, financial and discriminatory abuse and neglect of adults who have care and support needs and to report any such abuse that we discover or suspect.
- We believe all adults should enjoy and have access to every aspect of the life of the organisation unless they pose a risk to the safety of those we serve.
- We undertake to exercise proper care in the appointment and selection of all those who will work with children and adults with care and support needs.

We are committed to:

- Following the requirements for UK legislation in relation to safeguarding children and adults and good practice recommendations.
- Respecting the rights of children as described in the UN Convention on the Rights of the Child.
- Implementing the requirements of legislation in regard to people with disabilities.
- Ensuring that workers adhere to the agreed procedures of our safeguarding policy.
- Keeping up to date with national and local developments relating to safeguarding.
- Supporting the safeguarding co-ordinator/s in their work and in any action they may need to take in order to protect children/adults at risk.
- Ensuring that everyone agrees to abide by these recommendations and the guidelines established by this organisation.
- Supporting parents and families
- Nurturing, protecting and safeguarding of children and young people
- Supporting, resourcing, training, monitoring and providing supervision to all those who undertake this work.
- Supporting all in the organisation affected by abuse.
- Adopting and following the 'Safe and Secure' safeguarding standards developed by the Churches' Child Protection Advisory Service.

We recognise:

- Children's Social Services (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a child. Adult Social Care (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about an adult with care and support needs.
- Where an allegation suggests that a criminal offence may have been committed then the police should be contacted as a matter of urgency.
- Where working outside of the UK, concerns will be reported to the appropriate agencies in the country in which we operate, and their procedures followed, and in addition we will report concerns to our agency's headquarters.
- Safeguarding is everyone's responsibility.

We will review this statement and our policy and procedures annually.

If you have any concerns for a child or adult with care and support needs then speak to one of the following who have been approved as safeguarding coordinators for this organisation.

Sara Hargreaves, sara@engageworship.org (Safeguarding Coordinator)

Emma Billington, safeguarding@mwf.org.uk (Safeguarding Lead)

A copy of the full policy and procedures is available from info@engageworship.org

Signed on behalf of the Trustees

Signed:  Date: 19/11/26

Hannah Hodges (chair of trustees)

Date approved: November 2026

Date for review: November 2027