

2. SCOPE

This policy applies to all employees, temporary workers, volunteer Storytellers, volunteer Trainers, Associate Trainers, Area Coordinators, Coordinators, consultants, contractors, agents and subsidiaries acting for, or on behalf of Bible Society/OtB (associated persons). Every employee and associated person acting for Bible Society/OtB is responsible for maintaining the

4. SAFER RECRUITMENT

4.1 RECRUITMENT PROCESS FOR STORYTELLERS

Storytellers are not interviewed or selected for their roles by Bible Society/OtB staff, but are required to be known by a sending body and approved for this ministry in schools by their respective leaders. They are also responsible for the vetting and recruitment of volunteers to the role of Storytellers as set out below. The recruitment and selection process listed below should be followed by sending bodies.

DBS check Volunteer storytellers may be required by schools to have a DBS check before attending as a volunteer storyteller. It is up to local determination to decide on this as part of their volunteer recruitment process. If volunteers are always accompanied, they are eligible to have an Enhanced DBS or they should be accompanied by someone who has an Enhanced DBS (with a check of the barred list).

Interview/discussion. Have a face-to-face interview or discussion with planned and prepared questions. Always ask if they know of any reason why they should not be working with children. You may want to have references as part of this recruitment process.

Should the applicant not wish to apply for the appropriate vetting that is required by the sending body, which is entirely their choice, the application must not proceed further and must be terminated.

4.2 BIBLE SOCIETY'S COMMITMENT TO SAFEGUARDING

Storytellers are recruited for OtB work by sending bodies across the country, not by OtB or Bible Society. It is therefore the responsibility of each sending body to ensure the appropriate vetting of the volunteers it recruits. This may include interview, references and carrying out DBS checks in accordance with current DBS guidelines, and to satisfy itself that each individual is suitable for OtB work prior to the commencement of their role.

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- x Abuse may consist of a single act or repeated acts.
- x

APPENDIX 1 DEFINITION OF ABUSE CHILDREN

Child abuse

Child abuse is any action by another person- adult or child- that causes significant harm to a child. It can be physical, sexual or emotional, but can just as often be about a lack of love, care and attention. We know that neglect, whatever form it takes, can be just as damaging to a child as physical abuse. It is estimated that over half a million children are abused in the UK each year.

Statutory Definitions of Abuse (Children)

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. They may be abused by an adult or adults or another child or children.

Child protection legislation throughout the UK is based on the United Nations Convention on the Rights of the Child. Each nation within the UK has incorporated the convention within its legislation and guidance.

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 as to

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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: likely to result in the serious impairment of a child's health or development, including during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

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

It may also include neglect of, or failure to protect, children who have special educational needs or disabilities.

Child sexual exploitation

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Extremism

Extremism goes beyond terrorism and includes people who target the vulnerable, including the young, by seeking to sow division between communities on the basis of race, faith or denomination; justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society.

SIGNS AND SYMPTOMS OF ABUSE

Signs of Possible Abuse (children & young people)

The following signs could be indicators that abuse has taken place and should be considered in the context of the child's overall situation.

Physical

- x Injuries not consistent with the explanation given for them
- x Injuries that occur in places not normally exposed to falls, rough games, etc
- x Injuries that have not received medical attention
- x Reluctance to change for, or participate in, games or swimming

Further Definitions of Abuse (Children)

Significant Harm

This relates to the degree of harm that triggers statutory action to protect a child. It is based on the individual child's health or development compared to that which could reasonably be expected of a similar child. E.g. severity of ill treatment, degree and extent of physical harm, duration and frequency of abuse and neglect, premeditation. Department of Health guidance suggests that 'significant' means 'considerable, noteworthy or important.'

Proxy)

This is a form of child abuse in which the parents or carers give false accounts of symptoms in their children and may fake signs of illness (to draw attention to themselves). They seek repeated medical investigations and needless treatment for their children. The government guidance on this is found in 'Safeguarding Children in whom Illness is Fabricated or Induced' (2002).

Spiritual Abuse

Linked with emotional abuse, spiritual abuse could be defined as an abuse of power, often done in the name of God or religion, which involves manipulating or coercing someone into saying or doing things without respecting their right to choose for themselves. Some indicators of spiritual abuse might be a leader who is intimidating and imposes his/her will on other people, perhaps threatening dire consequences or the wrath of God if disobeyed. He or she may say that God has revealed certain things to them and so they know what is right. Those under their leadership are fearful to challenge or disagree, believing they will lose the leader's (or more seriously God's) acceptance and approval.

another in a spiritual context. The target experiences spiritual abuse as a deeply emotional personal attack. This abuse may include manipulation and exploitation, enforced accountability, censorship of decision making, requirements for secrecy and silence, pressure to conform, misuse of scripture or the pulpit to control behaviour, requirement of obedience to the abuser, the suggestion that th

Domestic Violence

The shared Association of Chief Police Officers (ACPO), Crown Prosecution Service (CPS) and government define abuse (psychological, physical, sexual, financial or emotional) between adults, aged 18 and over, who are or have been intimate partners or family members, regardless of g

also no longer linked to the setting or employment role. (Working Together 2010 Sections: 6.10-6.11)

Sexually exploited children and young people

The Sexual Offences Act 2003 introduced a number of new offences to deal with those who sexually exploit children and young people. The offences protect children up to the age of 18 and can attract tough penalties. They include:

- x paying for the sexual services of a child;
- x causing or inciting child prostitution;
- x arranging or facilitating child prostitution; and
- x controlling a child prostitute.

Child Sexual Exploitation

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With regards to the addressing sexual exploitation of children at a more international level, the Interpol has also specified a list of appropriate terminology referring to sexual crimes against children. The relevant MCID 1/Lang (en) BDC q 00.000008871 0 595.32 841.92 re W* n BT /F4 10.9

A mandatory reporting duty for FGM requires regulated health and social care professionals and teachers in England and Wales to report known cases of FGM in under 18 year-olds to the police. The FGM duty came into force on 31 October 2015.

FOR DEFINITIONS OF ABUSE IN ADULTS:

PLEASE REFER TO APPENDIX 2 IN THE BIBLE SOCIETY'S SAFEGUARDING POLICY AVAILABLE SEPARATELY ON REQUEST.

APPENDIX t WHAT TO DO IF YOU HAVE A SAFEGUARDING CONCERN

Storytellers who have a safeguarding concern about:

