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Plus:

News, FAQs, People
Profile, Full Resources

CCPAS
setting standards in safeguarding

Caring Magazine

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CCPAS
setting standards in safeguarding

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Editorial:

Several of the feature articles in this issue of Caring remind us that child protection is becoming increasingly international.

Some of the news items, on the other hand, emphasise that it encompasses not only the real, physical world but, through the internet and other media platforms, the virtual world too. Although CCPAS is a UK based safeguarding charity, our work in assisting, for example, mission organisations and churches from the African Diaspora based in Britain, means we often reach far beyond the shores of the UK.

We believe our distinctive safeguarding message arises directly from the fact that we are unashamedly a Christian charity. Dr Iain Taylor gives an overview of this in his article about communication, whilst Aneeta Kulasegaran focuses on an international perspective on child protection.

We hope to inform at many different levels. So this issue gives a behind-the-scenes look at the Metropolitan Polices Service Character Enquiries Services, and the work of 'Stop it Now!' is featured too. There is also a personal insight by Steve Ball of

what it is like for birth children to grow up in a family with numerous foster children.

I am always heartened by hearing stories and testimonies about how God helps people through adversity; we truly have a God of second chances. I'm therefore pleased that my friend Michelle Delaney has written about her early life experiences. Michelle who suffered horrific abuse as a child, explains how the healing power of Jesus gives her the strength to make a difference to young people who are themselves on the edge.

It is a delight that Peter Saunders, (NAPAC) has written about how necessary it is to give survivors of abuse a real, powerful voice. We need to pay careful attention to his impassioned yet compassionate plea.



Simon Bass



CCPAS Host Major Internet Conference

On 10 February 2011 the first-ever national Internet Safety Conference specifically for places of worship took place at City Temple Conference Centre, London. Organised and hosted by CCPAS, the conference addressed current, and very topical, issues surrounding young peoples' safety on the internet, focusing in particular on social networking sites such as Facebook.

More than two hundred delegates heard keynote contributions from an outstanding line up of speakers, who represented many of the leading secular and Christian organisations involved in internet safety. They included:

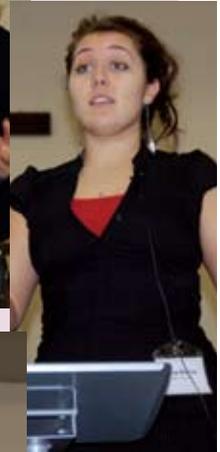
Zoe Hilton, Head of Safeguarding and Child Protection, CEOP

Will Gardner, CEO, Childnet International

Chloe Morton, Therapeutic Services Manager, Beatbullying

Dr Jo Bryce, Director of Research, Cyberspace Research Unit, University of Central Lancashire

Simon Bass, CEO, CCPAS



CCPAS Launch Internet Safety Qualification

Also at the Internet Safety Conference, CCPAS announced that it has just become an accredited centre with the SQA to deliver e-learning courses. The first is the 'Internet Safety Award', a recognised safeguarding qualification, currently available only through CCPAS. The Award is designed for anyone who uses the internet, especially professionals such as ministers of religion, teachers and children's and youth workers.

For more information, or to enrol on the course, see www.ccpas.co.uk/internetsafety

Alternatively please email:
training@ccpas.co.uk or
 telephone 0845 120 4550



New Head of Communications

CCPAS is delighted to welcome Dr Iain Taylor as its first Head of Communications.



Iain has over 25 years experience in public relations, including a stint as Head of Media at the Evangelical Alliance. He has worked as a consultant to CCPAS for the past ten years but has now taken on a permanent role within the organisation. His first job has been to tackle CCPAS' media and communications strategy (See Iain's article on page18).

Work With African and Other BME Communities

In February CCPAS Communities Consultant, Bob Pull, provided child protection training for over two hundred and seventy five people at the Redeemed Christian Church of God (RCCG) in Croydon.

He also presented the CCPAS Safeguarding Award to Rachael Fajoye as a dedicated Community Champion for all her work in promoting safeguarding training for over seven hundred and fifty people in the last three years.

Bob provides training on a weekly basis, and was invited by the African Families Service in Tower Hamlets to show the CCPAS 'Safe and Secure' DVD to both Christian Pastors and Muslim representatives in the Borough.



Rachael and Bob

CCPAS Disclosure Service Update

The way we process CRB checks has been transformed recently. They may now be processed – for any sized organization – by using our new online system. It works like this.

An applicant completes a disclosure application form on our secure website, at which point any errors will be flagged-up immediately, even before the organisation's Recruiter checks the applicant's ID. So no more having to return forms with errors by post.

Processing time is massively reduced because we send the form on to the CRB

on the very same day that the Recruiter submits it to us. 'Clear' disclosure results are returned to the client electronically from the CRB. The entire process normally takes just a few days, with some results coming back the following day!

The overwhelming response we have had to the new online method is: 'I never want to go back to the old system!' Of course, the paper system is still available for those who would prefer to use that - or a combination of both methods.

Please contact our online team on 0845 120 45 49 or disclosure@ccpas.co.uk if you would like any further information.

News in Brief...

CEO Simon Bass and Claudia Bell (CCPAS Safeguarding and Policy Advisor) presented a seminar on safeguarding within minority communities at the Methodist Church & Church of England National Safeguarding Conference in York.

David and Pauline Pearson have been invited to train at two of our most historic Anglican church buildings. In December they worked with clergy, staff and volunteers at Westminster Abbey and in late March they will run a similar session for staff at Canterbury Cathedral.

Simon conducted a seminar on internet safety at the National Children and Families Ministry Conference, Eastbourne.

Simon and Bob Pull (CCPAS Communities Consultant), representatives from the Metropolitan Police and AFRUCA (Africans United Against Child Abuse), met with the Parliamentary Under Secretary of State for Children and Families, Tim Loughton MP.

They had a high level roundtable discussion on religion, witchcraft and child safeguarding, following AFRUCA's call for the branding of children as witches to be outlawed.

Government announcement Protection of Freedoms Bill and CRB and Vetting reviews

On Friday 11th February 2011 the Government published the Protection of Freedoms Bill and also two reviews - one on the Vetting and Barring Scheme and one on the Criminal Records Bureau.

In summary the reviews recommended:

- the merging of the Criminal Records Bureau (CRB) and Independent Safeguarding Authority (ISA) to form a streamlined new body providing a proportionate barring and criminal records checking service;
- a large reduction in the number of positions requiring checks to just those working most closely and regularly with children and vulnerable adults (The Government estimate that around 4.8m individuals will fall within the scope of the revised scheme, which is about half of those who would have previously been affected).
- portability of criminal records checks between jobs.
- an end to a requirement for those working or volunteering with vulnerable groups to register with the VBS and then be continuously monitored

The key changes to the Vetting and Barring Scheme as proposed are:

- to maintain a barring function;
- to abolish registration and monitoring requirements;
- to redefine the requirements of 'regulated activities';
- to abolish 'controlled activities'

It is expected that the primary legislation to bring about these changes will be in place by early 2012 and changes to the current system will take place thereafter. In the meanwhile the current system will continue and under the same criteria as currently exists. Therefore those working with children and vulnerable adults should continue with their current safe recruitment practice.

CCPAS will be making representation to the Government about the implications of the reviews and Bill in relation to safeguarding in faith communities.

Safeguarding Children - A Global Response

By Aneeta Kulasegaran

As the Pope-mobile trundled through the streets of central London last year, in its wake lay many unanswered questions: did the church know of the abuse of children under its care? Why weren't the perpetrators brought to justice? Was the church covering-up?

It's a sad fact that churches globally are not immune to misusing their power and authority against those who are most vulnerable in society, despite their God-given responsibility to take care of widows and children.

"Rape, torture and beating: in Ireland, the Roman Catholic cover-up goes on" ¹

"Choirmaster in Anglican church jailed for 3 years for admitting a trail of abuse back in the 1980s." ²

"Rogue pastors using the church for exorcism and witchcraft in Nigeria" ³

Why can't churches keep children safe?

According to recent research by CEOP⁴, which was carried out on forty-one British professionals charged for sexually abusing children (twenty-seven of whom were priests):

- 92% said they were aware of their sexual orientation to children before they turned 21
- 37% had already sexually abused a child before they turned 16

Lax recruitment procedures and working practices within churches present excellent opportunities for potential perpetrators to infiltrate. When disclosure of child abuse emerges in Christian circles, sometimes children are still disbelieved or leaders are too distraught to respond appropriately. In a culture of trust, as well as blame and shame, child abuse is perpetuated. Some Christian pastors, who are ill-equipped to deal with any form of child abuse, may apportion blame to child victims. So somehow the child brought this



Aneeta Kulasegaran is Tearfund's global Child Development Advisor. Her background is in law and social care with 18 years of experience in the field of child rights, development and protection in SE Asia and England.

upon him or herself and they urge them to forgive the perpetrators too quickly. Culture and faith are often blurred and practices which are essentially abusive to children (for example corporal punishment⁵, early marriage or female genital mutilation) are brushed aside as being merely “the way we do things here”.

Tearfund's Response

Formed forty-three years ago, Tearfund⁶ is a Christian humanitarian and international development NGO (non-governmental organisation) that is passionate about mobilising the local church to bring about justice and holistic transformation of lives. We partner with local Christian NGOs and churches in over forty developing countries where our Children-at-Risk programme supports about two hundred projects targeting the alleviation of child poverty, rehabilitation of children caught in the sex trade, displaced by armed conflict or disaster, or exploited as cheap labour or found on the streets.



As one of the founding members of the Keeping Children Safe Coalition⁷ (a coalition of other international NGOs working in the relief and development world), Tearfund is committed to ensuring that internationally recognised standards are worked out globally. After much internal debate and discussion, we developed our new Child Protection



Young children given hoes, spades and machetes to cut grass of a church in Democratic Republic of Congo (2010)

Policy⁸ that is applicable in the UK as well as overseas, and which was launched in September 2009. The Policy applies to all Tearfund representatives (UK or overseas) and is applicable twenty-four hours a day, seven days a week. Managers have a key role and responsibility in compliance, and concerns are raised with a Child Protection Officer, working with a small Committee, who is also answerable to the Audit Committee made up of Board members.

Our International Group is dedicated to supporting our 350 partners in developing their own organisational policies and procedures that reflect their own cultural context, but never compromising on biblical standards shown in how Jesus treated children⁹ when he was on earth. This is done through capacity-building workshops and advocacy initiatives, and partners have to ensure their own churches and organisations are safe by taking preventative safeguarding measures and responding immediately and appropriately to concerns that arise.

Working with Christian partners Globally

During capacity-building workshops, Tearfund partners

are taught a holistic approach to child development. The concept of child rights is used to challenge poor cultural practice and fixed mind-sets. Partners are equipped to prevent risk of harm to children; how to communicate safely through images and personal information; how to manage a disclosure of abuse; report child protection concerns and engage with key stakeholders (e.g. local police, social workers, hospitals and other available services) to work towards sustainable national changes.

Capacity-building workshops are being held in almost every region of the globe and the momentum to learn and apply child protection policies and procedures is growing! Partners are recognising and respecting that despite their differences in culture, language or ethnicity, they are united in carrying out their God-given responsibility towards children. Participants have a better understanding of legal safeguards already in place and are in a better position to support advocacy initiatives.

State representatives are invited to take part in panel discussions to share their roles and responsibilities in child protection. Panels include key

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people such as the Chief of Police, the Head of Social Services (if such a service exists), the Town Mayor or equivalent civil servant, a prosecution or defence lawyer (who is often the head of the local Christian Lawyers Association); a leading paediatrician or gynaecologist and the child protection advisor/lead from another international NGO. The panel strengthens the relationship between church and state to fight child abuse collectively.



A panel from Central Asia discussing and developing a Code of Conduct for their child protection policy

Case Studies

The Sudan is a vast country, rich in resources and yet stricken by severe poverty due to corruption. On paper Sudan is reminiscent of many other newly-emerging countries of the African continent. It has ratified nearly all international conventions.¹⁰ The new Child Law (2008) decriminalises street

children; raises the age of criminal responsibility to 12 and bans child labour. There is also a law that forbids female genital cutting or mutilation (FGM) and early marriage. Despite this however, almost ninety percent of the female population undergo FGM and the number of child marriages still remains high. Indiscriminate rapes and deaths of children continue to occur and children are recruited into armed forces, the labour forces and there are growing concerns on the practice of witchcraft involving children. Key staff of partners who attended Tearfund's Child Protection workshop were taught international good practice and standards and, using biblical imperatives, harmful traditional practices were challenged. As a result Tearfund partners have replicated these workshops in several communities. The scales over the eyes of leaders in one Sudanese community were removed and they developed their own Code of Conduct where parents who gave their children alcohol or prevented them from attending school were fined!

Through prayer and petition, the hearts and minds of many adults across the globe have become better at ensuring the children they provide for are not exposed

to any additional harm or injury. In Latin America, our church partners are at the forefront of advocacy efforts to make organisations and communities safer for children. In Pakistan and other Asian countries, our partners who undertake disaster risk reduction are incorporating child protection into their initiatives. In Rwanda, our partners have even been asked by the police for child protection training!

Ripple effect

Supporting partners in developing their child protection policies and procedures has not merely been a paper exercise – there has been tremendous heart, mind and attitudinal change in peoples' personal, professional and spiritual lives.

Tearfund partners are now moving towards greater transparency and accountability in the way they work with vulnerable children. Communities and churches are being transformed. They are now more empowered and confident to advocate change for those who cannot speak for themselves!



Children in a Christian community in Southern Sudan who will benefit from the training of community leaders in child protection (2008)



Tearfund partners in Rwanda are now using their new found knowledge and skills by training police personnel in child protection!



Church leaders and Christian participants after a successful workshop in Democratic Republic of Congo agreed to challenge child abuse, including the use of witchcraft on children



I never realised how wrong I was about not listening to my children. Since attending the workshop, I've asked my son to forgive me and we have become closer already..."
Participant at Tearfund's Child Protection Workshop in Jos, Nigeria (2010)

References:

- ¹The Times newspaper, 2009 : ²The Independent, 2007 : ³ Saving Africa's Children, Stepping Stones Report <http://www.steppingstonesnigeria.org/witchcraft.html> : ⁴ Child Exploitation Online Protection Service www.ceop.police.uk : ⁵ For resources on how to challenge corporal punishment refer to www.churchesfornon-violence.org : ⁶ www.tearfund.org : ⁷ www.keepingchildrensafe.org : ⁸ Downloadable in various languages (please email us for permission in the event of reproduction) <http://tilz.tearfund.org/Topics/Child+development/Child+Protection+Policy.htm> : ⁹ Matthew 18:1-6 : ¹⁰ International Convention of Civil, Political Rights, International Convention of Economic and Development Rights, the UN Convention on the Rights of the Children (1989) and the African Charter on the Rights and Welfare of Children (1999)

Believed For The First Time

by Julia Stacey (CCPAS Information Manager)

Michelle Delaney's first memory is of her older brother shouting at her to cross the road to feed some cows. She ran into the road, collided with an oncoming car and was rushed to hospital with serious facial injuries and several fractures.

Her convalescence was long and drawn out, during which she had to learn to walk again. A traumatic experience for anyone, let alone a small child, but this was only the beginning of a series of events which left Michelle still traumatised, as an adult, by the effects of the abusive childhood which very nearly destroyed her.

By her own admission, Michelle committed her first criminal offence when she was ten years old. By the time she reached her thirties she was, in her own words, 'always fighting', had appeared in court on numerous occasions and spent time in prison for fraud and gun theft. If you ask Michelle what had set her on this path, she will tell you that it goes way back to when, as a six year old, she was the victim of

sexual abuse. Terrified of what the men would do to her if she spoke out and believing she was somehow responsible for what had happened, she retreated behind a wall of silence. However, the memories of those traumatic experiences lived on inside her; she became angry and rebellious and her life spiralled out of control.

Somewhat ironically, Michelle's first brush with the law occurred when she and several friends broke into the home of one of the men who had abused her. As well as trashing his belongings, Michelle took great delight in stealing his money and lighting several candles in the hope his house would go up in flames. It didn't and she escaped on that occasion with a caution. From then on, however, Michelle became immune to all the punishments she received. Even beltings from her father for shoplifting didn't deter her. Her life became a cycle of violence and crime, and she spent several years in relationships with extremely violent and abusive partners,



Michelle Delaney is Youth Consultant & Director, Dynamikz Youth Programme Ltd in Chorley. She works with local authorities, schools and youth offending teams with young people at risk.

exacerbated by drugs and alcohol.

Michelle clearly remembers when she came to faith after reading the booklet, 'Journey into Life', given to her by her mother. However, this seemed only to magnify her growing sense of dis-ease in the life she was leading. Eventually this internal conflict took its toll and she was admitted to hospital with a nervous breakdown. In the depths of despair and contemplating suicide, Michelle clearly remembers an encounter with God, where He promised healing and restoration and which she believes prevented her from taking her own life.

Not long after she came out of hospital, she found a loving and supportive Christian community where she spent several years, and where she experienced the promised healing and restoration, particularly in her relationships with husband, Darren, and her three children.

When I asked Michelle what the most significant part of that process was, she said without



Walton Kids with key worker Leanne

...what was most significant to her healing, she said without hesitation, was that 'They believed me. For the first time I was believed!'

hesitation, 'They believed me. For the first time I was believed!' She described the fear of opening up and sharing all that she had kept locked inside her for so many years; the false guilt and shame associated with the abuse, the pain and anger, but also the 'good' feelings that over the years caused Michelle so much confusion over her sexual identity. Once she understood her feelings were a natural response any child might have, a weight lifted off her. In her inimitable way Michelle said, 'I couldn't believe it! I realised I was normal!'

During Michelle's recovery, much survivor guilt surfaced. She had reasoned that, had she spoken out about the abuse, she could

have prevented it happening to others, despite the fact her abusers had forced her to keep quiet. Following counselling and prayer Michelle was able to acknowledge she was not in any way accountable for their behaviour and was able to lay it very firmly at their feet.

Michelle touchingly described the moment when she realised God was a loving father. 'Something broke through inside me,' she recalls. 'God said, "I love you Michelle." He held me in his arms and said, "I'll never leave you"'. Michelle really needed this assurance in the ensuing months when she decided to talk to her parents about the abuse. She was relieved her secret was out, though it upset her to see her parents shocked and hurt when she told them. From that day on her relationship with them improved. She is very close to her mum, though her father, who is no longer alive, found it very difficult to come to terms with what happened.

Today Michelle is a force to be reckoned with, fired with a passion to engage with disaffected young people whose lives are on the verge of going in the same direction as her own. After studying at the University of

Manchester she worked with a Youth Offending Team and has recently set up her own consultancy (Dynamikz) where she runs personal development programmes for young people; building self esteem and helping them break free from the cycle of the same destructive attitudes and behaviours that nearly destroyed her. Michelle is much respected and regularly receives referrals from GPs as well as working with the Probation Service and other agencies.

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It amuses Michelle that the Youth Offending Team she has worked for is the same organisation (albeit now restructured) where she was a client all those years ago. 'It's funny how God turns things round,' she chuckles. Michelle has a fantastic sense of humour, is always herself and no-one who has met her would want it any other way. She is truly inspirational and an example to us all.

Contact:

Michelle Delaney,
Dynamiz Youth Program Ltd,
Chorley
info@dynamikz.org

Facing the Unthinkable



Presented by David and Pauline Pearson

Safeguarding children in places of worship and organisations

A specially designed seminar for leaders and workers in places of worship and children's / youth organisations.

This seminar covers many topics, including:

- How to deal with concerns/allegations of abuse
- Signs and symptoms
- Sexual offenders and grooming
- Developing good practice in work with children and young people
- Supporting victims of abuse
- Working with offenders
- Safer recruitment of workers and volunteers
- Working with social workers, the police, Local Authority Designated Officers, the ISA and the Charity Commission.

Facing the Unthinkable



Safeguarding children in churches & the community

Sat 19th Mar	WARRINGTON, CHESHIRE
Sun 20th Mar	SHREWSBURY
Sat 26th Mar	SWANLEY, KENT
Sat 9th Apr	BIRMINGHAM
Sat 7th May	ROTHERHAM, S YORKS
Sat 4th Jun	YORK
Sat 11th Jun	BLACKHEATH, S. LONDON
Sat 18th Jun	FULWOOD, PRESTON
Sat 25th Jun	SALFORD, MANCHESTER
Sun 26th Jun	CAERNARFON, N WALES
Sat 9th Jul	PORTSMOUTH
Sat 16th Jul	CHIPPENHAM, WILTSHIRE

Seminar Programme 2011/12

Churches from all four nations of the UK wishing to host an event are invited to apply now. Seminars can be held on Saturdays, Sunday afternoon/evening, or two consecutive evenings.

Full details in the training area on CCPAS website.

See web site for times, prices, booking forms and for any new venues.

www.ccpas.co.uk

Early booking is recommended as some venues become fully booked.

Communicating the Safeguarding Message

by Dr Iain Taylor (CCPAS Head of Communications)

Having run its public relations function for more than ten years as an external consultant, Simon Bass took the decision to appoint me as CCPAS's first-ever Head of Communications with effect from 1 January 2011. The appointment reflects the increased emphasis which CCPAS is now placing on explaining exactly who we are, what we do and how we make a difference.

My remit is now rather broader than public relations and embraces every aspect of CCPAS's communications. This includes reaching the outside world as much as supporters and members. My first task was to put together a new communications strategy and this article sets out how we intend to get the safeguarding message across in the months and years ahead.

That message must in turn tie in carefully to where CCPAS as an organisation is headed. Our website states that we are: 'the only independent Christian charity providing professional advice, support,

training and resources in all areas of safeguarding children'. Our prime objective must be to maintain that position, as both *the* organisation which keeps children safe in church and that which provides an essential support mechanism for the hurting. That means building on our undoubted expertise to expand our membership, which in turn implies increasing the number of churches and denominations for which we provide a range of services, including training and CRB checks.

An important consequence of so doing is that we become aware of, and are able to draw attention to, the excellent ways in which many churches are safeguarding the potentially vulnerable children and adults in their care.

CCPAS needs to expand into some new areas. These include academic audiences for whom we will develop a 'Theology of Safeguarding' too; as a UK-wide charity we need to establish a presence in Wales, Scotland and Northern Ireland. We also want our work to encompass other



Iain has been involved in media and communications for over twenty-five years. Before joining CCPAS he had been Head of Media at the Evangelical Alliance and Head of Communications at the Institute of Actuaries. Iain also has his own public relations business.

faiths such as Judaism and Islam; and we wish better to promote our activities to organisations (as opposed to churches and individuals), which we define as ‘Professional Services’.

Our task, simply put, is to deliver relevant and accurate messages about ourselves to our audiences. People therefore need to understand that we are professional, expert, independent, friendly, efficient and knowledgeable. We are also known for being unafraid of the difficult, for example ‘Spirit Possession’ and we are also prepared to engage with new issues, such as the dangers of social networking sites. At the same time we have the ear of government and so help shape national safeguarding policy. And we are well respected by every major denomination of the church. This in turn enables us to provide an effective bridge between the church and the statutory agencies

That is fine at a national level. But, locally, CCPAS makes a significant contribution too in the way it helps ‘ordinary’ churches deal



Our prime objective must be... the organisation which keeps children safe in church and provides an essential support mechanism for the hurting.

with extraordinary cases of abuse sensitively and professionally. It also shows how those churches may survive the ordeal and move forward afterwards. In short, CCPAS’s most important message of all is that it makes a real difference to the lives of many.

Who, precisely, do we want to hear those messages? Our target audiences categories include policy formation (government, civil servants, think tanks etc) statutory agencies such as the police, Local Safeguarding Children Boards (LSCBs) and social workers; grant-making institutions; churches; other faith groups; and non-Christian organisations and individuals.

How do we communicate all this? Following an intensive review, CCPAS evolved and improved its corporate identity at the end of last year, by adopting a brighter, stronger and more modern logo.

Going further, at present CCPAS's communications effort revolves around several core areas. They include Caring, which currently goes to as many as 17,000 recipients and which is rightly praised for its excellent quality, relevance and readability. Currently it appears just three times a year; we now plan to expand it so it becomes a quarterly publication. One benefit of this extra issue is that it will enable us to focus, once a year, on a particular new area of our operations. So the first such 'dedicated' Caring is proposed to feature the new Welsh office, which is set to open shortly.

Our regular Email Update and Alerts is currently sent to about 5,000 organisations. The intention firstly is that this is comprehensively redesigned, so it becomes much more attractive and user-friendly that it is now. We expect the revised version to be appearing in in-boxes this Spring.

CCPAS's most important message of all is that it makes a real difference to the lives of many.

Secondly, we hope to go further, in two key areas. We wish to edit the Alerts' existing content to form the basis of a new product aimed at university social science and theology departments requiring accurate, up to date information and comment about safeguarding within the faith sector. Next, we wish to produce a different Alert aimed at members of LSCBs. This is keynote information which no-one else provides; our ability to do so will further distinguish us from secular safeguarding charities, thereby highlighting the importance and uniqueness of what we do.

The website, too, is being completely redesigned to make it less cluttered, easier to navigate and therefore simpler for non-members to use. Together with Caring, it is the best forum we have for promoting churches' safeguarding achievements. We will be playing a more active role at the many safeguarding conferences and events that are held throughout the year, not only attending them in order to grow our network of contacts but also to seek out appropriate speaking opportunities. It is an especially good method of reaching academic audiences, and our speakers are likely to

be in demand because we are, perhaps, the only organisation which can point to and provide research upon the critical interface between faith-based safeguarding practitioners and researchers.

Our own programme of seminars, conferences and other events is also expected to grow in response to demand from both the church community and the general public. Such was the interest generated by the Internet Safety Conference in February, for example, that over 200 places were snapped up in advance.

In the past, the main way we have reached external audiences is through public relations, which essentially means placing news stories and articles in the editorial columns of the press, and being interviewed on TV and radio. Such a strategy is a very good method of reaching high level audiences, up to and including government. And gaining coverage in the Christian press and on Premier Radio is an excellent method of getting our messages across to churches, too.

Quick, efficient and cost-effective, the PR function will continue to seize opportunities to raise CCPAS's profile whenever and wherever possible. In addition,

it will form a central plank of the communications effort into the new areas described above, targeting for example the Welsh regional and broadcast media, the Jewish Chronicle and the Times Higher Education Supplement.

Developing the new strategy, and implementing it successfully, could not therefore be taking place at a more important time for CCPAS. As Simon Bass says, "Never has there been a more pressing need to get the safeguarding message across to churches and places of worship. And that means us, the readers of this article.

"But at the same time, that message needs to be heard by an increasing number of audiences, often secular ones, who do not yet know us well. Our new communications strategy is therefore exceptionally important, since it will enable us to benefit from the increasing number of opportunities that exist to communicate safeguarding issues to a far broader range of people than we have ever managed before".

...it will enable us to benefit from the increasing number of opportunities that exist to communicate safeguarding issues to a far broader range of people than we have ever managed before.

FAQs

Should workers share sleeping accommodation with children and young people?

The Rev Geoffrey Squire, parish priest, of Barnstaple, Devon and Youthwork, poses this very pertinent question. In fact it is something we are often asked and we have thought long and hard about the advice we should give.

There is quite a lot of evidence that when children and young people are taken on a residential activity or holiday they may well misbehave when left unsupervised. They get over-excited about the extra freedom and lack the wisdom to know how to handle it! We know of an incident where the children were left to run riot through an hotel while the staff - workers, teachers etc were enjoying a peaceful meal in an adjacent restaurant. We hear of young people sneaking off-site to buy alcohol or going for an early morning swim. When unsupervised there have been occasions when children have been bullied or sexually assaulted by their peers. One tragic case involved a group staying in a youth hostel in France, when a girl was murdered by an intruder.

Some might feel, conversely, that workers should never share sleeping accommodation with children because you know that abuse has happened in such circumstances. It is not easy to weigh up the risks of abuse and other incidents happening but CCPAS says:

- ensure that your workers/ teachers/helpers have been properly recruited and have had a CRB check
- do a risk assessment on the accommodation you intend to use and check that the size of rooms is adequate for several children and a worker/ workers
- have a rota of waking staff to supervise the accommodation and help ensure the safety of all
- the camp leader should be the one to allocate workers to sleep in the accommodation with the children and young people
- never have less than three children with a worker in the accommodation



- always have a worker of the same sex with the children
- where possible, have both male and female workers at your residential activity
- make sure your arrangements are age-appropriate, providing security for children and reassurance for adults
- remember that it is the workers who have the responsibility of knowing where the children are at all times - whether on or off-site
- ensure you have enough workers to do the job!
- inform parents of your proposed arrangements and listen to their views.

Good tip

These days, mobile phones make it relatively easy for workers to communicate with each other when necessary, for example when waking night staff need to call on other workers. It is worthwhile, though, to always check the network coverage before you choose some remote place!

Here are eight more top tips for ensuring that residential activities pass off trouble-free.

Make sure that you have:

- A fully-briefed contact person back at home
- A risk management policy
- A code of conduct for your workers
- Checked that those preparing food have a basic Food Hygiene Certificate
- At least one worker with a recognised and valid First Aid Certificate
- A properly equipped and available First Aid kit

Your safeguarding policy for the residential activity should also encompass:

- Safer recruitment of your workers
- The relationship you have with the residential accommodation. This is because their staff may come into contact with the children you have responsibility for. It is likely they will have their own safeguarding policy

Helpline or Lifeline!

by Justin Humphreys (CCPAS Safeguarding & Policy Advisor)

For many who find themselves dealing with or trying to understand challenges in life that are unfamiliar, unwanted or unpleasant, the ability to pick up the phone and speak with someone who is understanding and supportive can be invaluable. The nature of such challenges seems to involve a level of mystique that in turn often creates a real sense of isolation for the person on the ground faced with the tough task of working through and responding to the reality of difficult issues. But for these people, telephone helplines can literally be a 'lifeline', as many callers to the CCPAS helpline will testify.

In December 2010, I was invited to attend an event hosted by 'Stop it Now!' to launch their latest report into the use of their helpline. Stop it Now! UK and Ireland is a child sexual abuse prevention campaign led by the Lucy Faithfull Foundation that

provides information materials, educational programmes, public messages and, importantly, access to a free confidential Helpline. Target groups for the Helpline include adults worried about the sexual behaviour of other adults or children and young people, and those worried about their own sexual thoughts or behaviour towards children. With at least one in ten children affected by child sexual abuse, their firm belief is that it is a problem requiring a public health response.

Between 2002 and 2009 the Helpline provided information, advice and support to over sixteen thousand contacts. The 2005-2009 report demonstrates that people can and do take action to prevent child sexual abuse and its potentially devastating consequences when they have a safe place in which they can speak openly.

Many remain in contact with the Helpline over an extended period because they value its accessibility and advice. Adults concerned about their own



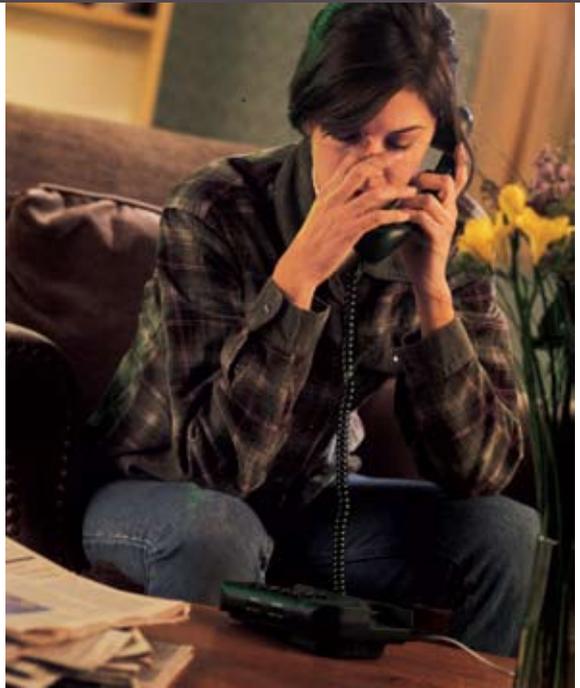
Justin has over seventeen years experience in children's services within the public and voluntary sectors, including projects for the Children's Workforce Development Council and Action for Children.



behaviour call on average three times; those concerned about another adult or young person call on average twice. Some decide to give up their anonymity and come forward for face-to-face help, alongside the involvement of statutory child protection or criminal justice agencies.

Over the period of the report, 'Stop it Now!' learned that:

- Some people who have sexually abused a child want help to manage their behaviour. Others, who have not offended, recognise that their thoughts about and their behaviour towards children as potentially harmful and seek help to manage them.
- Some adults are able to recognise inappropriate sexual behaviours and attitudes in family members and friends and will seek help and support in holding them accountable, whilst protecting any children who could be harmed.
- Some adults are able to recognise inappropriate or harmful sexual behaviour in children and young people and will seek help to address their behaviour.
- Where a sexual offence may have been committed or a child may be at risk, anxiety about repercussions, for themselves and for their loved ones, causes many people not to report concerns or seek help from statutory child protection agencies.
- The Internet has become a major vehicle for harmful behaviour by adults, but it is also a place where some



offenders and those close to them will seek help to ensure responsible online behaviour in the future.

- With accurate information and support, adults can be effective agents of prevention within their families and wider communities.



Conservative MEP for London, Marina Yannakoudakis, Director of Stop it Now! Donald Findlater, and Justin Humphreys, CCPAS Safeguarding & Policy Advisor

Supporting people who have abused, or may pose a risk of abusing children might be seen by many as controversial. But the 'Stop it Now!' helpline is providing a valuable service where these people are given the opportunity to share their feelings and behaviours. This helps reduce the risk of harm to children and the likelihood of repeating the behaviour. Over six thousand (50%) of the calls received have been from adults wishing to address their thoughts, feelings and potential or actual actions towards children. Although the helpline is confidential, it is made clear to all who call that if, during the conversation, they provide information that identifies a child who has been, is being, or is at risk of being abused this will be passed on to the appropriate

agencies.

But it is not only the adult perpetrator or adult concerned about what they might do that is benefiting from the helpline. Over three thousand (25%) of the calls to 'Stop it Now!' are from friends and family members who are concerned about an adult who may be having sexual thoughts or displaying sexual behaviour towards children. Of these, nearly half were calls from either partners or ex-partners and a further eighteen percent from parents. These encouraging statistics demonstrate that, although research tells us that most child sexual abuse takes place within the family and friends network, many are

Supporting people who either have or may pose a risk of abusing children may be seen by many as controversial.

prepared to share or report concerns where they know they will be supported. That said, this number is nowhere near enough and much more can be done to combat child sexual abuse.

Over the past year, I have come to respect Donald Findlater (Director of Stop it Now! in UK & Ireland) as a valued friend and colleague (see photo). Donald has worked tirelessly over many years to approach the issue of safeguarding and child protection from a perspective that many have struggled to understand. Without people such as Donald and organisations such as 'Stop it Now!' and the Lucy Faithfull Foundation, much less would be known about sexual offender management and support, and many more children would have suffered as a consequence. Those that were attending the launch meeting in December were asked to think of at least one action that they would take away from the event. I committed to doing all I can to raise the profile of this incredibly important work, so that support could be offered to more people and greater understanding could be gained about those that seek to abuse children.

CCPAS 
setting standards in safeguarding

The CCPAS 24 hour helpline (0845 120 45 50) is available to anyone wanting to discuss safeguarding concerns and gain advice on any aspect of safeguarding policy and practice.



Stop it Now

Helpline: 0808 1000 900

Email: help@stopitnow.org.uk

Web: www.stopitnow.org.uk

The Internet Safety Award

What is The Internet Safety Award?

This new course and qualification, fully accredited by the SQA, is designed to enable safe use and the legal considerations involved when using the internet. Most importantly, it provides practical experience in taking safety precautions and operating within legal constraints whilst using the world wide web.

Who is it for?

The Award is designed for anyone who uses the internet, which means people of every age and background, regardless of previous experience.

What does the course comprise?

It comprises five sections: Viruses; Malicious Software (Malware); Other Internet Threats; Internet Defences and The Legal Aspects of Internet Use.

Successful completion leads to a qualification consisting of a single National Unit at SCQF level 4 (Intermediate 1), entitled: 'Internet Safety'. There are four outcomes:

1. **Identify threats** that can exist when using the internet.
2. **Describe safety precautions** which should be taken when using the internet.
3. **Describe legal constraints** which apply when using the internet.
4. **Take appropriate safety precautions** and operate within relevant legal constraints when using the internet.

What do I do now?

Further details on the course can be gained via our website: www.ccpas.co.uk/internetsafety, by email on training@ccpas.co.uk or by phone on 0845 120 45 50.



People Profile

Claudia Bell joined CCPAS as Safeguarding and Policy Adviser in August last year. At present much of her time is devoted to researching and preparing guidance on children and young people exhibiting sexually harmful behaviour, an area that is of particular interest to her and regularly crops up on the CCPAS helpline. Claudia is warm and personable and we look forward to seeing and hearing more from her in the coming year.

What is your earliest memory?

I was three years old and my family used to live in a block of flats. I was playing outside with my cousins and I wanted to go inside. I found my way right to the top of the block and when I realised I was lost, I remember quite vividly screaming for my mummy!

Who do you admire and why?

It has to be my mum and dad because they are such givers of themselves. Generally I admire anyone who has the ability to give their time and energy to others so sacrificially never asking or expecting anything in return.

What do you like doing in your spare time?

Spare time? What's that? I have two young boys who keep me very busy! I enjoy spending time with my family and playing games. On the odd occasion when I'm alone, I like to go through my CD collection and listen to some old favourites (soul, rare grooves and gospel) and I love author Jodi Picoult.

Name your favourite food

Mashed Potato is my ultimate favourite, it's so comforting! I'll eat mash with almost anything but together with a well-done sirloin steak and green beans; that's probably my perfect meal.



Claudia Bell

What makes you angry?

It has to be inequality. But I think that equality of opportunity doesn't necessarily mean equality of outcome.

Describe your most embarrassing experience

Many years ago I played the yellow brick road in the Wizard of Oz and I had to wear bright yellow tights and a bright yellow fuzzy wig. My parents sat proudly in the audience but for me it was very embarrassing.

Given the choice, what would you like to change?

The unequal distribution of wealth, resources and access to services around the world.

How would you like to be remembered?

As a woman with integrity, a faithful and honest friend and as someone who strived to put people before things.

Giving Victims a Voice

by Pete Saunders

Recent surveys about violence against women and children revealed some startling and quite worrying results. Specifically, everyone who was asked said that rape was a terrible crime but a high percentage of those questioned said that often the raped woman was partially responsible for what happened to her.

How can that be? Similarly, most respondents expressed horror at the prevalence of child abuse - but about 40% said it was a 'family matter' and they wouldn't get involved. Too often we moan about something, but when it comes to it what we actually do is 'walk by on the other side'. And of course we should do as the Good Samaritan did. We should get involved. Child protection is everyone's business.

NAPAC exists because of child abuse and its consequences. Every year millions of children around the world are abused and each year many more children struggle into adulthood carrying the painful memories of what was done to them. And let's be quite

clear. Before any of us rush to shout, 'forgive, forgive, forgive', let's consider the nature of this evil crime. The Pope recently referred to it as an 'unspeakable crime'.

I can think of no worse betrayal than to inflict abuse of any kind on a child. And the fact that most abuse is inflicted by someone close to the child (the single largest number of perpetrators reported to NAPAC is the biological father) leaves the child doubly harmed. Because not only are they betrayed by those who should be loving, nurturing and protecting them but they then have nowhere to turn. As a survivor of abuse once said to me, 'if you can't trust your parents, who can you trust?'

We might say the same for our faith leaders. If we can't trust them, who can we trust? Indeed, child abuse by clergy has been described as 'murder of the soul'. I can think of no crime worse than to not only harm the child but to separate that child from a relationship with God. As Jesus said, the perpetrators of such



Peter Saunders is founder and Chief Executive of NAPAC (National Association for People Abused in Childhood). In this article Peter challenges the attitudes of some within the church when it comes to facing the evils of childhood sexual abuse.

crimes would better be thrown into the depths of the sea with a millstone around their necks.

And what harm is done by abuse in addition to this potential separation from God? It's a long list. Certainly too long to itemise here but the big ones include the inability to trust (hence huge difficulties in forming healthy relationships), self-harm and self-loathing. Child abuse is a unique crime in that it leaves the victim feeling responsible for what happened. That means guilt, shame and feeling dirty. These can be life-long effects and they are not easily overcome. And let none of us define the harm done to an individual by abuse. Only the victim can do that. Hence my suggestion that we don't thrust the 'F' word (Forgiveness) down someone's throat. Talking of which, it again seems to be the only crime where some Christians insist on this. If someone has robbed a bank, hijacked a plane or thrown paint at the Royal Family we don't hear too many people muttering, 'Forgive them', do we?

NAPAC, the charity I founded



and am now privileged to work for, doesn't tell people what to do. In our experience abuse is all about the betrayal of trust and the misuse of power. We strive to help people by encouraging and empowering them to begin the healing process and move on. It's not rocket science. We listen. We encourage. We give information. We state that healing is possible and desirable.

The majority of the population has not suffered child abuse, thank God, but a huge number have and NAPAC tries to help them onto a path of healing. And to give them a voice. Few victims are able to speak out about what

is happening to them. It's the same in adulthood. It's the most difficult thing to talk about and research shows that the average time between the crime being committed and someone disclosing it is in excess of twenty years. Well, that speaks for itself.

NAPAC is a small but well established charity. We provide a national free phone Support Line five days a week staffed by well trained volunteers. They also reply to emails and letters. Most of us involved with the charity are survivors of abuse. Our passion springs from a desire to help one another and to speak out so that children today and in the future do not have to suffer as we did. To find out more about us do visit our website and if you know of anyone interested in a unique volunteering opportunity, please put them in touch! Also, should your leaders or members of your church wish to hear more about our unique work I am always willing to visit you.

The abuse of children is a crime of almost unparalleled nastiness but I hope we tackle what we do sensitively, with compassion and most of all with love. The best response to abuse, a hate crime, is love. It was Jesus' special commandment to his Disciples. And it applies to us too.

napac

The National Association for
People Abused in Childhood

It is well known that most children who are abused don't talk about it until they become adults. NAPAC is a charity based in the UK that supports adult survivors of child abuse when they want to talk and receive support.

Support Line: 0800 085 3330 (free if you are calling from a UK Landline or from a mobile provided by Virgin, Orange or 3) 0808 801 0331 (free if you are calling us from a mobile provided by O2, Vodafone or T-mobile)
Address: NAPAC, 42 Curtain Road, London, EC2A 3NH
Web: www.napac.org.uk
Email: via website



The Survivors Trust is a national umbrella

agency for over 120 specialist voluntary sector agencies providing a range of counselling, therapeutic and support services for women, men and children who are victims/survivors of rape, sexual violence and childhood sexual abuse. Further information and finding a support service in your area can be found on our website.
Telephone: 01788 550554
Address: The Survivors Trust, Unit 2 Eastlands Court Business Centre, St Peter's Road, Rugby, CV21 3QP
Web: www.thesurvivorstrust.org
Email: via website

'Giving Victims a Voice' – A Response

Simon Bass (CCPAS CEO)

Peter's article uses the term 'murder of the soul' in describing child abuse by clergy. The dramatic term soul murder probably was coined in the nineteenth century; it was certainly employed by the great Norwegian playwright Henrik Ibsen in his psychological dramas. More recently, Leonard Shengold refers to it in his book 'Soul Murder: The Effects of Childhood Abuse and Deprivation' (1989) where he says: "To abuse or neglect a child, to deprive the child of his or her own identity and ability to experience joy in life, is to commit soul murder. Soul murder is the perpetration of brutal or subtle acts against children that result in their emotional bondage to the abuser and, finally, in their psychic and spiritual annihilation."

The terminology is used by adult survivors of child abuse when they discuss its impact and effects on them – especially when it was perpetrated by members of the clergy.

Peter also says that one possible result is that "a child can be separated from a relationship with

God". We cannot underestimate the damage caused by sexual abuse; physically, emotionally and spiritually. The effects can be severe and very long lasting, far beyond childhood into adulthood, and sufferers may well struggle in their relationships with God for many years afterwards. They may in particular have problems with relating to God as father, have an inability to trust God, or have a fear of receiving from God. Sadly, some victims even feel they are too bad or sinful for God to want them. Child abuse does affect a child spiritually. The potential separation that Peter suggests is, for some, a very real consequence of the spiritual damage abuse causes – though it is not the fault of the victim but arises as a direct consequence of the actions of the abuser.

We (that is the church) have many responsibilities in these circumstances. Clearly we first need to minimise the likelihood of abuse, and to care pastorally for both children and adult survivors as effectively as possible. Part of that care and counsel should involve stressing, as Paul does in his letter to the Romans, that

not only is the Christian eternally secure (Romans 8:1), but whatever the circumstances they cannot be separated from God's love:

"For I am convinced that neither death nor life, neither angels nor demons, neither the present nor the future, nor any powers, neither height nor depth, nor anything else in all creation, will be able to separate us from the love of God that is in Christ Jesus our Lord". (Romans 8:38-39, New International Version)

Peter also helpfully points out that perceived alienation from God can be a very real result of abuse.

In love and with compassion as churches we need to be open and available to all survivors of abuse and personally we should all follow the commission as given in Isaiah 61:1 in meeting the needs of those who are hurting, may we be able to say that: "He has sent me to bind up the broken-hearted, to proclaim freedom for the captives" (NIV).

In many practical ways we can undertake this and provide a safe, nurturing church environment where healing can occur. One positive way for a church would be to have a dedicated service for

those affected by abuse.

Some survivors of abuse may feel alienated and isolated from the Lord, and need to hear that we have a God who brings comfort and promises us in Psalm 147: 3 that:

"He is the healer of the brokenhearted. He is the one who bandages their wounds." (God's Word Translation).

CCPAS has seen many survivors who have struggled with their faith – but also many others who, despite the harm done to them as children, have overcome this trauma through their faith in Jesus. Michelle Delaney (page 14) is an excellent example of God's gracious provision in situations such as these.

Save time and aggravation with our new online CRB checks

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**For more information, contact our
Disclosure Team on
disclosure@ccpas.co.uk
or 0845 120 45 49**

Criminal Records Checks 'Uncovered'

By Acting Detective Inspector Steve Meeke

Have you ever wondered what happens behind the scenes when the Criminal Records Bureau receives a disclosure application? This account of the day-to-day work of the Character Enquiries Centre at the Metropolitan Police provides an example of how Police forces up and down the country play a vital role in keeping children and vulnerable adults safe.

The process

The Metropolitan Police Service, Character Enquiries Centre (CEC) is based at New Scotland Yard and works very closely with the Criminal Records Bureau (CRB). The unit is made up of experienced Police staff and officers, whose role is to assess disclosure applications from people wishing to work in jobs where they will have access to children and vulnerable adults. The process starts with the individual applying for a criminal records check through a Registered Body. CCPAS is one such body.

Firstly an applicant will be asked to fill in a form supplied via the CRB, but it is the duty of the Registered Body to accurately and comprehensively verify the identity of the applicant prior to submission of the disclosure application. This is particularly important as any error at this stage will involve wasted activity and, possibly, an inaccurate or delayed certificate.

The Registered Body will then return the forms to the CRB who will conduct national searches. Where an applicant comes to the CRB's notice (and this can be for a variety of reasons including residency in a certain area), the application will be sent to the relevant Police force(s) for local checks. Other reasons are allegations involving sexual offences against children, drug dealing and violence against children and the elderly.

The checks

When this happens within the Metropolitan Police area, the CRB forwards applications to the CEC via computer. The CEC

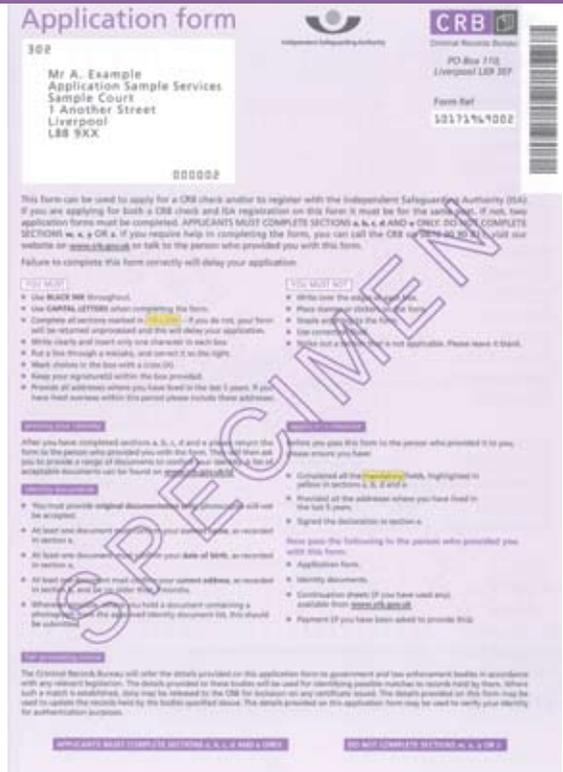


Steve has 23 years police service and has been in his current role since 2008. His work with the Met includes the Clubs and Vice office and Obscene Publications Unit. He has also supervised a Community Safety Unit investigating Domestic Violence and Hate Crime.

then conducts a PLX (Police local cross reference) search. This is a search of a combination of names, dates of birth and addresses of the applicant using various Police databases, i.e. conviction records, crime reports, custody records, along with Police information reports and general registry (serious case files). Under current legislation, any convictions will be disclosed to the Registered Body. This does not involve the police.

In line with the recommendations contained in the Bichard Inquiry that followed the murders of Holly Wells and Jessica Chapman by Ian Huntley, checks are made of a number of databases. The majority of applications will have no relevant information on them. Some will reveal previous convictions or other non-conviction information which will be considered in the context of their relevance to the individual's contact with children and vulnerable adults.

Before a case reaches the courts, the Crown Prosecution Service assesses whether there



is a reasonable prospect of a conviction, which involves a beyond reasonable doubt test. The reasons why allegations sometimes do not lead to convictions are complex and when they involve children or the vulnerable there may be difficulties in the alleged victim providing evidence or the family may not support a prosecution. However, the safety of children and vulnerable adults is paramount and at the heart of what we do, so this is always a priority when we look at such cases.

The role of The Character Enquiries Centre Disclosure Office is to review all the evidence obtained in such an investigation, which can be considerable, against a number of tests. The information has to be relevant to the post applied for and of sufficient weight. Whilst this test is set out in case law it could be described as being a balance of probabilities test rather than demanding proof beyond reasonable doubt. A further test requires the police to consider whether the information ought to be disclosed and this involves an often fine balance between the rights of the applicant and those of the children or vulnerable adults who may come into contact with the individual. These decisions are taken with great care, a fact noted by the Courts.

The decisions

Finally, a balanced disclosure needs to be prepared in order to provide the Registered Body with sufficient details of the alleged offence and the threat that individual may pose to children or the vulnerable. This in turn assists the Registered Body, if it is the prospective employer, to make a decision on whether to confirm the offer of the position to the applicant. In the case of the

The safety of children and vulnerable adults is paramount and at the heart of what we do.

CCPAS Disclosure Service, they offer a free advice service to their members (e.g. places of worship) that can assist them to make an informed decision.

The proposed text will be checked by the head of the Character Enquiries Centre for balance and to ensure it is both relevant and should be disclosed. If this is the case, the information will be passed on to the CRB. The CRB will then print this 'approved information' on both the applicant's and the Registered Body's counter-signatory's copy.

Very occasionally, for example to protect the integrity of a current police investigation, additional information may be sent under separate cover to the Registered Body's counter-signatory. The applicant's copy of the disclosure will not refer to this information and must not be shared with them under any circumstances.

Character Enquiries Centre receives a vast number of applications from the CRB to process, nearly nine hundred thousand in the past twelve months and over a million the year before. Given the number of databases, names and addresses to be checked, this requires us to

carry out an enormous number of intelligence searches on applicants using the various indices mentioned above. Every two seconds of every day, seven days a week, searches are conducted to keep up with demand.

Delays in processing

Delays in the processing of applications can occur if the applicant's name is not recorded correctly by the Registered Body. For example, if a middle name is missing, then the search conducted by the CRB prior to the application being submitted to relevant police forces will be incorrect. Any ambiguities found in the search are likely to result in the application being referred back to the CRB due to doubts about the applicant's identity. This will obviously cause a delay because the Registered Body will then have to answer ensuing questions and a new application must be made by the CRB.

Other common reasons for delays are where the applicant's address is completed without the correct spacing between words on the form because it then cannot be properly searched by the automated system. This again could mean referring back to the

CRB in order that Registered Body can confirm the correct address structure. Although we are working with the CRB to identify and rectify common errors such as this in house, it is far better to ensure that the applicant details are correct at the outset.

A final word

The Character Enquiries Centre always endeavours to complete applications as quickly as possible, to cause the minimum disruption to people applying for jobs. However, we will never compromise on the safety and wellbeing of children and vulnerable adults and will consider every potential risk to ensure, as far as possible, that they are safeguarded properly.

We will never compromise on the safety and wellbeing of children and vulnerable adults.

The Importance of Not Neglecting ‘Natural Children’

by Steve Ball

How can parents ensure that they don’t neglect their ‘natural children’ when they have foster children, often with a troubled background, coming into the family for various lengths of time?

I write this article as one of those ‘natural children’ who grew up with lots of foster children coming and going. My parents fostered over 20 children over the years, adopted two and I’ve an older long-term foster brother who has learning difficulties. I also have a ‘natural’ sister. (‘Natural’ is the only convenient way to explain relationships – but it’s an expression that I’m uncomfortable with as all of the children coming through our doors were treated alike - as one of the family.)

Neglect can be a very strong word which arouses high emotion – and there are clearly many degrees of neglect which can affect people differently. I had a very secure, happy childhood and I’m not suggesting there was necessarily anything wrong with how I was brought up, but chatting with my

mum recently raised questions on how we were all treated as we grew up.

I was the youngest of six for most of my childhood, and foster children came and went fairly regularly. In my younger years I didn’t know any different and assumed everyone had this sort of family set-up! For most of the time I would have been the youngest, but we did have children coming to live with us who were younger. It’s only in adult life that people comment about how I felt about being displaced as the ‘baby of the family’. I knew no different, so it really didn’t bother me.

Our house was pretty busy, as you can imagine, but mum and dad had us organised to military precision. The boys would set



the breakfast table and the girls would clear up (unless my brother paid my sister to do his job!) and dinner was at about 6.15 – although mum always said it would be ready at six. This made me chuckle as my dad is always early for everything.

Anyway, as you can imagine, the foster children took up a lot of time and resources from mum and dad. I'm sure I wasn't aware of a fraction of the meetings, court cases and discussions with social workers that went on, and I think my parents tried to keep us ignorant of this as much as possible. This no doubt reinforced

the fact that everyone was treated equally and as one of the family.

Recently, when visiting mum and dad, we got into discussion about life as it was and life as it might have been with just me and my sister. For the first time ever, my mum said that her time and energy was not shared out evenly. Without going into detail, this meant that my sister and I did not get a 'fair' amount of attention. In my head I'm sure I always knew this, but had never really had to think about it before. Life was as it was, and I was happy. Mum commented that both my

'natural' sister and I were very laid back and didn't need much attention – and we weren't given it if we didn't demand it. We talked about what it would have been like if it were just the two children – our lives would have been very different! We would probably have gone to private schools and, academically, I would have done much, much better.

Mum then said that I was probably 'neglected' in many ways. I thought this was quite interesting. I understand there are many degrees of neglect – and I'm not suggesting there was any abuse going on!! I had a very happy, contented childhood. Apparently there are no photos of me on my own, without a group of other children, before about nine months – which from a fairly middle class family is quite a surprise (and I'm sure some people would say this is why I don't like having my photo taken now – I just think I don't like having my photo taken!).

All this said, mum and dad were very good at building our self confidence. Both my sister and I could be described as 'quietly confident'. To me it shows that if a child can have an inner confidence in themselves, they can probably cope with all sorts of

We talked about what it would have been like if it were just the two children – our lives would have been very different!

other shortcomings and external pressures.

Being brought up in a Christian home, I've always had an absolute assurance and awareness that God is with me and loves me, despite my many shortcomings. I gave up feeling guilty about not doing things like a 'good Christian' many years ago which was quite liberating. Even through the toughest times (both in childhood and adult life) I've always had an absolute confidence that God is with me and loves me for who I am right now, regardless of who I might aspire to be – and God wouldn't love me any more even if, in my own eyes, I was a 'better person'.

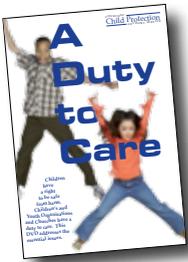
If, with the benefit of hindsight, you asked my mum and dad if they would have done anything differently I'm sure they would say 'yes' – like any other parent would. Would they, if they had their time again, have done all of the fostering at the possible expense of their 'natural' children is a more difficult question to answer. The decision mum and dad made to foster all of those children defines who they are now, and I have no doubt they made a huge difference to the lives of the children they took in. If you asked me if I would

have changed much about my childhood, the answer would be 'no'. All of the experiences I've gone through have shaped the person I am today – and I'm pretty happy in my own skin!

To answer the original question – I think there will always be a degree of neglect with any family who fosters children. Parents only have a finite amount of time and energy. I guess bringing up children will always be a balancing act, and in my view, ensuring that you build a good self-image and self-confidence in all children in your care will go a long way to them growing up to be rounded adults.

Looking at what my brothers and sisters have achieved now, I think mum and dad did a pretty good job!

DVDs



A Duty to Care (CCPAS DVD) An updated half hour overview of child protection suitable for management committees and church councils.

£5.00 inc VAT

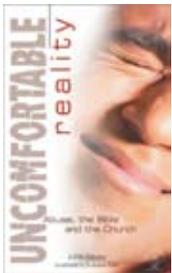


If your church takes safeguarding children and vulnerable adults seriously, how do you get this message across?

This six minute DVD is designed to inform members of your congregation and visitors about your procedures - you really can't afford to do without it.

Cost is £10

Books

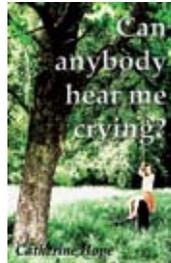


Uncomfortable Reality - Abuse, the Bible and the Church (CCPAS)

Co-ordinated by Dr Marlene Hickin, the

book looks at the church's track record in facing reality and offers positive steps to forgiveness, healing and wholeness.

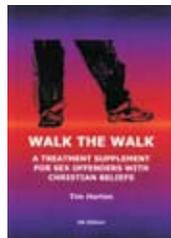
It comes free with Sharing The Load and SOS - Supporting Offenders Safely DVD. A5 92pp
£5.95



Can Anybody Hear Me Crying? by Catherine Hope (CCPAS)

This is a moving account of a woman who suffered appalling abuse throughout her childhood at the hands of those who should have been caring for her.

A5 103pp £5.00



Walk the Walk

Tim Horton (Sanctuary) A treatment supplement for sex offenders with Christian beliefs.

A4 80pp £6.00

Facing the Unthinkable DVD Workpack



'Facing the Unthinkable'

is a comprehensive child protection distance learning course presented by David and Pauline Pearson for individuals and group study. As well as instruction in the essential areas, there are several in-depth sessions (specialist tracks) on topics covered within the basic

training, plus group tasks and exercises. The pack has been specially designed to be flexible, so that tailor-made courses of anything between four and fifteen hours can be run over a number of evenings or days. Full support is available from CCPAS's website, email and by telephone. Certificates are available for those who successfully complete the course. The DVD includes PowerPoint slides and the approximate running time is 7 hours. The pack comes with a seminar handbook, the Kids Are Safe Here DVD and Uncomfortable Reality. The online CCPAS manual 'Safe and Secure' is available in the members area of CCPAS's website, plus trainee's notes.

DVDs INCLUDE:

- What is Abuse?
- Signs, Symptoms and Effects
- Taking Action
- Safe Practice
- PowerPoint Slides

SPECIALIST TRACKS:

- Emotional abuse and neglect
- Good practice - African led church
- Children with special needs
- Implementing a child protection policy
- Working overseas

**Users of the first edition can upgrade the three original
DVDs to the 2009 edition - at a cost of just £15.**

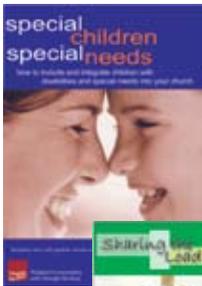
Cost for DVD pack:

Non-members £110.00 (includes a year's CCPAS membership)

Members £80.00

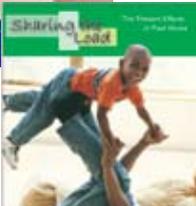
Now split into chapters for easy navigation.

Training DVDs



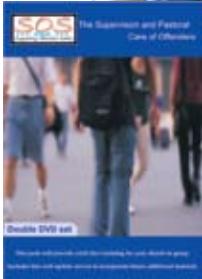
Special Children, Special Needs

This DVD will help churches respond to children with disabilities and special needs in practical and inclusive ways.



Sharing the Load

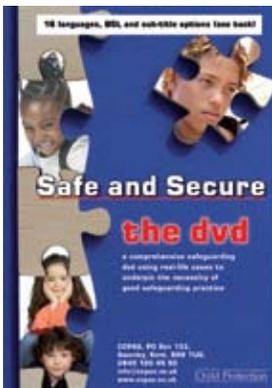
This pastoral care programme enables churches and organisations to offer help and support to all those affected by abuse.



SOS - Supporting Offenders Safely

This DVD examines the issues and includes understanding patterns of sex offending behaviour, risk assessment and written contracts plus the treatment, pastoral care and counselling of sex offenders in a church setting.

NB. Each of these DVDs will provide a day's training. Follow up support and certificates on successful completion.



Safe and Secure - The DVD

In this ground breaking docu-drama style presentation, the story follows two cases of abuse, one of which was handled badly, the other handled well. It presents the ten CCPAS faith group principles of safeguarding in clear, logical steps which can be understood by any audience.

It is available in 16 languages, British Sign Language and also English sub-titles - split over three DVDs.

Never before has a clear safeguarding message been accessible to so many.

All of the above DVDs are priced at £10 per pack

CCPAS Membership

Join CCPAS and support our work.

Become a member of CCPAS and you will receive monthly email updates, which keep you informed of changes in legislation/government guidelines, CCPAS's recommended good practice etc. Email subscribers will also benefit from special offers and be able to access the CCPAS online manual, 'Safe and Secure' updated monthly.

'Our members have full access to our Disclosure Service should they need to use it. For England, Wales and Northern Ireland, we offer your first 10 volunteer disclosure checks (paper applications) FREE. Alternatively for those in England and Wales they can opt for FREE registration to our Online CRB application system. In Scotland applications need

to be made locally, but CCPAS offer free consultation on issues arising from disclosures.

Whilst we make no charge for membership, we ask those joining to consider making an annual donation towards the cost of running our charitable services. Almost all our income comes from our members and supporters, enabling us as an independent Christian charity to continue to provide an increasing range of safeguarding services. The suggested donation for an average size single church or group is £80.00 per annum. If you are a larger church/group with branches and/or a central headquarters, could you consider donating more?

What you get with your membership:

- Access to 'Safe and Secure' the new online safeguarding manual
- Access to a model safeguarding policy for you to adapt
- Monthly email Updates
- Free volunteer CRB/Access NI checks
- The Kids Are Safe Here DVD
- A set of Help leaflets
- Special offers on resources including our DVD workpack
- All the advice and support you need

Now that's an offer hard to refuse!

Other Recommended Reading



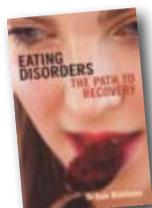
Can We Have a Chat? - Jon Langford (Grove Youth Series) A guide on working one-to-one with young people. A5 28pp £3.95



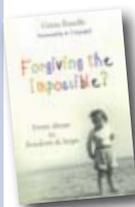
Celebrating Children - Glen Miles & Dr Josephine-Joy Wright (Paternoster Press). Equipping those working with young people living in difficult circumstances around the world. An excellent book! A5 439pp £24.99



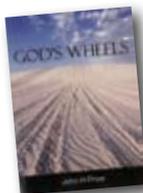
Christian Charities Handbook - Paul Martin - (Inter-Varsity Press) An invaluable guide to the legal and practical responsibilities associated with the governance and management of charities. 320pp Special Offer £19.99



Eating Disorders - Dr Kate Middleton (Lion) An accessible and practical guide that will help anyone come to a full understanding of eating disorders and the various stages involved in recovery. A5 144pp £7.99



Forgiving the Impossible? - Greta Randle (Inter-Varsity Press). Greta's story – a childhood of abuse and secrecy followed by years of depression as an adult is sadly not uncommon. She learned to forgive what seemed impossible. A5 144pp £7.99



God's Wheels - John Price. This book draws on John's passion for vehicles, ranging from his first bike, motor scooters and a 'passable' black and white mini with red seats, and asks the question, 'Can a man love 'God' and 'wheels'?' A5 162pp £7.99



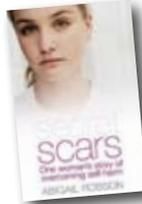
Helping Adolescents and Adults to Build Self Esteem - Deborah Plummer (Jessica Kingsley Publishing) A photocopiable resource book filled with simple, practical and innovative ideas for the development and maintenance of a healthy self-esteem. A4 268pp £18.95



Helping Children to Build Self Esteem - Deborah Plummer (Jessica Kingsley Publishing) This photocopiable resource is invaluable for anyone looking for creative, practical ways of nurturing self-esteem in children. A4 284pp £19.99



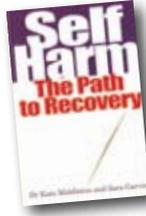
No More Hurting - Life Beyond Sexual Abuse - Gwen Purdie (Christian Focus) An excellent resource book for counsellors, pastoral carers and survivors. A5 176pp £7.99



Secret Scars - Abigail Robson (Authentic Media) A moving and starkly honest account of her journey through a troubled childhood and adolescence that is marred by her urge for control through self-harm. A5 194pp £8.99



Only You Can Do This - Breaking the stranglehold of secrecy - Cerys Morgan (CCPAS) Her struggle to break free from the abuse suffered and the church's positive response. A5 167pp £6.99



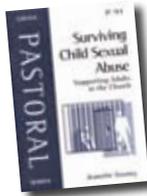
Self Harm - The Path to Recovery - Dr Kate Middleton and Sara Garvie (Lion) This practical and accessible book is suitable for carer and self-harmer alike, it offers an encouraging companion along the path to recovery. A5 142pp £7.99



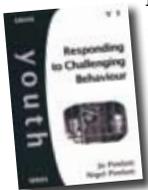
Public Image or Real Me - Pauline Pearson (CCPAS) A sensitively written collection of poems that express many of the emotions and challenges faced by people who have been abused. A5 24pp £1.50



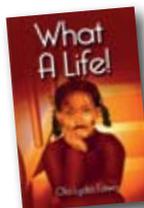
Shame - John Watson (Grove Pastoral Series) This booklet reflects on the roots and reality of shame and how good pastoral practice can bring healing and wholeness. A5 28pp £3.95



Surviving Child Sexual Abuse - Supporting adults in the church - Jeanette Gosney (Grove Pastoral Series) A practical approach to caring for adult survivors. A5 28pp £3.95

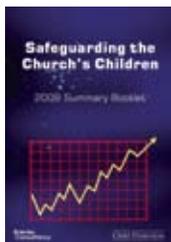


Responding to Challenging Behaviour - Jo & Nigel Pimlott. (Grove Youth Series) A clear and practical approach for those working with young people. A5 28pp £3.95



What A Life! - Ola Lydia Taiwo (Strategic Board Publishing) A moving account of the physical and emotional abuse experienced by this Nigerian woman, who has nevertheless found it possible to forgive her parents and encourage others in their parenting. A5 70pp £6.00

Free Resources*



Safeguarding Children in the Church.

This booklet is a summary of the 2009 survey of all churches in England relating to safeguarding policies and working practices.

The full, detailed research report is also available at a cost of £25 plus p & p.



Who are we?

A leaflet introducing you to what we provide and who we serve. Available in English and French.



Key Facts

A summary of the ten standards detailed in the CCPAS online manual. It acts as an introduction to good safeguarding practice and procedures for any organisation.

**These resources are free, but we would appreciate a contribution for postage.*

Safe and Secure Manual

The web based manual - 'Safe and Secure' is available free to all members. A disk version is available for non-members - **Price £7.75.**

Listed are some key features of the manual:

- **fully searchable**
- **fully updatable**
- **easier to understand**
- **free to all members**
- **fully printable**
- **model policy and forms downloadable**
- **check-lists for each standard**
- **three manuals in one**



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