

Good fellowship in the church's children's and youth work - and how we prevent sexual abuse and other violations

If we suspect or know of any abuse of children & young people in the church, we are obliged to stop the abuse and notify the relevant authorities.

In the event of specific knowledge of sexual abuse or other matters that are in direct conflict with applicable legislation, the social authorities and possibly the police MUST be involved.

In the event of any suspicion or knowledge, the church's local leadership and the church's external advisor/supervisor MUST be involved.

It MAY also be relevant to involve the social authorities and possibly the police, depending on what is specifically suspected.

REMEMBER to also fill out the CONTACT LIST (link...) so that you always have updated information on the people and authorities you may need to contact.

Example of content in LOCAL ACTION PLAN

Church, name and city	<i>Frikirken in x-købing</i>		
Priest	<i>Name</i>	<i>Telephone</i>	
Head of parish council/board	<i>Name</i>	<i>Telephone</i>	
Supervisor / external advisor	<i>Name</i>	<i>Telephone</i>	

WHAT TO DO

For example.

Stop the abuse!

Contact your nearest manager

The immediate manager contacts an external advisor/supervisor

The immediate supervisor contacts the parents of the child/young person who has been subjected to abuse.

Contact relevant authorities if there is concrete knowledge of a violation.

Conversation with child/ young person (one or more) who has been subjected to the abuse

Ensure necessary help for children / young people / families

Conversation with the person who has abused the child/ young person (Note! If there is specific knowledge and involvement of social authorities/police, the conversation must be coordinated with them regarding the time and other investigation/interrogation.)

(Note: If the person who has violated is employed by the church, please be aware of general employment law rules.)

WHO should do it?

For example.

Employees always go to their immediate manager.

Here you write specific names / organizations that apply in your local church:

Leader of the children's church contacts xx, leader of xx

Leader of the B&U association contacts xx, pastor of the church

Pastor at church contacts xx, supervisor / external advisor

If suspicions or knowledge concern that manager, their manager/ external advisor should be contacted directly.

Top management assesses and decides what to do next.

*In the event of specific knowledge, relevant authorities **MUST** be involved.*

WHO is taking the conversation with the person the suspicion/ knowledge is about?

WHO is responsible for contacting other agencies?

WHEN should it be done?

For example.

This is what you should do NOW:

If you have specific knowledge of a violation, you should contact your immediate manager immediately.

If the immediate manager does not answer the phone, contact the manager's manager / external adviser.

The child/ young person and their parents are contacted.

Parents are involved in the decision and contact with the social authorities.

If you have specific knowledge of sexual abuse or other criminal acts against children and young people, the social authorities must be contacted immediately / possibly the next day during opening hours.

See the Contact List and find the name and telephone number of relevant authorities.

This can wait until tomorrow or later this week - but it needs to be done soon: Clarify the needs of children & young people and their parents for further conversation and possibly professional help.

Talk to the person who committed the violation.

In the event of specific knowledge, it is generally the police/ social authorities who have first contact with the person concerned.

What you should do later, in a few weeks or at the latest after 3 months: Follow up with the child/ that week and the family about any continued need for help.

Evaluate and possibly adjust your action plan

Update contact list - every six months / every year...