

Safeguarding Policy

Green Pastures



green pastures

Green Pastures CBS Limited **And Associated Companies & Entities**

Safeguarding Policy

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Section I: Details of the organisation

Organisation			
Name:	Green Pastures CBS Limited		
Address:	9 Mornington Road, Southport, PR9 0TS		
Phone Number:	0300 365 4500	Email:	hi@greenpastures.co.uk
Exempt Charity No.	XT27103	Company No.	31116R
Regulators:	HMRC	Insurance Company:	Aviva
Senior Leader (CEO)			
Name:	Andrew Cunningham	Phone:	07961 815190
Email:	andrew@greenpastures.co.uk		
Safeguarding Lead			
Name:	Dan Feeny	Phone:	07485 116328
Email:	danf@greenpastures.co.uk		
Deputy Safeguarding Lead			
Name:	Julie Jones	Phone:	01777 322231
Email:	julie.jones@greenpastures.co.uk		

The organisation works in the four nations of the United Kingdom, the following is a brief description of our organisation and the type of work and activities we undertake with children and vulnerable adults:

Green Pastures Partnerships

Green Pastures CBS Limited exists to release the Church to end homelessness through the provision of housing for the homeless and those in most need. We provide housing and support through a network of Partners. Each Partner houses people (mainly adults, but occasionally families with children) experiencing, or threatened with, homelessness in properties identified by themselves and purchased by us. Our Partners place the residents, provide support, and maintain the property; we provide ongoing support along the journey. The properties are leased to our partners; the lease terms state that the partner has responsibility for residents.

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As part of our mission to end homelessness in the UK, we also have projects where we own the project, and our Green Pastures Team act as landlord and deliver support. This is called GP Direct and is how we began in Southport in 1999 and continues to be an integral part of our ministry to this day. Across our GP Direct projects, we currently house and support over 750 people.

We work with:

- Families and single adults in self-contained properties with pastoral care
- Single adults, with support needs in shared homes and in larger communal home. This can include providing meals, housing related, pastoral and health and wellbeing support
- Adults at Mattersey Hall, our training college, which provides accommodation, training and education and potentially after school clubs

We provide pastoral support to adult residents which includes supporting them to tackle problems, inviting them to church events, attending support groups with them, and offering friendship and prayer. Our support includes helping Individuals navigate the benefits system; encouraging them with volunteering and employment opportunities; providing pathways to transformation out of addiction; and much more.

Ethical Investment

We also have a CBS ethical investment model through which we issue Loan Stock (loans from investors). The finance raised is used to purchase properties.

We are a missional Christian organisation who believes the love of Jesus should be extended to everyone. There are circumstances where we pray with both staff and service users and conduct worship.

Thirtyone:Eight Login

Through this policy there will be links to Thirtyone:Eight resources for which you'll need to have a login to access. To set up your account, [click here to register](#).

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Section 2: Introduction

Our governance board, the GPCBS Full Board (including Non-Executive Directors), is appointed to have independent authority and legal responsibility for safeguarding and has a critical role in decision-making and compliance as well as setting the organisation's values, standards and behaviours. The standards and behaviours may be referred to as the culture of the organisation or "the way we do things around here".

Our Commitment

Both the GPCBS Full Board and the Servant Leadership Team (the SLT) recognise the need to provide a safe and caring environment for children, young people and adults. We acknowledge that children, young people and adults can be the victims of physical, sexual and emotional abuse and neglect.

We accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to "all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status".

We also concur with the Convention on the Rights of the Child, which states that children should be able to develop their full potential, free from hunger and want, neglect and abuse. They have a right to be protected from "all forms of physical or mental violence, injury or abuse, neglect or negligent treatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s), or any other person who has care of the child."

Both the GPCBS Full Board and the Servant Leadership Team (the SLT) have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to building constructive links with statutory and voluntary agencies involved in safeguarding.

Our leadership safeguarding statement for display can be found in [Appendix 1](#).

The policy and any attached practice guidelines are based on [the ten safeguarding standards](#) published by Thirtyone:Eight. You'll need to login to access the full resources on this page – if you've not already registered you can [click here to do so](#).

Definition of Safeguarding

Safeguarding relates to children and vulnerable adults, who are, by nature, at greater risk of harm, and involves creating environments for everyone to live in safety, free from abuse and neglect.

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Vulnerable adults at risk of harm are defined as being an adult who:

- Has needs for care and support
- As a result of those needs is less able to protect themselves against abuse or neglect

Legislation under which the Organisation operates

England

- Working Together to Safeguard Children 2018 (England and Wales)
- Children Act 1989 and 2004
- The Care Act 2014 (For adults in England and Wales)

Scotland

- Children and Young People (Scotland) Act 2014
- Protection of Vulnerable Groups (Scotland) Act 2007
- National Guidance for Child Protection in Scotland 2014
- Adult Support and Protection (Scotland) Act 2007 and the Code of Practice 2014

Northern Ireland

- Co-operating to Safeguard Children and Young People in Northern Ireland 2017
- Children (Northern Ireland) Order 1995
- Children's Services Co-operation Act (Northern Ireland) 2015
- Safeguarding Board Act (NI) 2011
- Adult Safeguarding: Prevention and Protection in Partnership key documents 2015

Wales

- Children (Scotland) Act 1995 and the Protecting Vulnerable Groups Scheme etc.
- Working Together to Safeguard Children 2018 (England)
- Working Together to Safeguard People 2018 (Wales)
- The Care Act 2014 (For adults in England and Wales)
- Social Services and Wellbeing (Wales) Act 2014

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Section 3: Prevention

Understanding abuse and neglect

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

To safeguard those in our organisation, we adhere to the following:

Vulnerable Adults

The UN Universal Declaration of Human Rights, with particular reference to Article 5:
No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Children

The UN Convention on the Rights of the Child and have as our starting point as a definition of abuse, Article 19:

1. Stated Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.
2. Such protective measures should, as appropriate, include effective procedures for the establishment of social programmes to provide the necessary support for the child and for those who have the care of the child, as well as for other forms of prevention and for identification, reporting, referral, investigation, treatment and follow-up of instances of child maltreatment described heretofore, and, as appropriate, for judicial involvement.

The definition of child varies in the four nations:

- Northern Ireland: The Children (Northern Ireland) Order 1995 defines a 'child' as a person under the age of 18.
- Wales: Section 3 of the Social Services and Well-being (Wales) Act 2014 states that a child is a person who is aged under 18.
- England: A child is also defined as anyone who has not yet reached their 18th birthday. Child protection guidance points out that even if a child has reached 16 years of age and is:
 - living independently

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- in further education
- a member of the armed forces
- in hospital; or
- in custody in the secure estate

they are still legally children and should be given the same protection and entitlements as any other child (Department for Education, 2018a).

- Scotland: The definition of a child varies in different legal contexts, but statutory guidance which supports the Children and Young People (Scotland) Act 2014, includes all children and young people up to the age of 18. There is a complexity with the definition of the child in Scotland – Where a young person between the age of 16 and 18 requires support and protection, services will need to consider which legal framework best fits each person's needs and circumstances. The National guidance for child protection in Scotland gives more detail about this and explains how professionals should act to protect young people from harm in different circumstances (Scottish Government, 2021).

Where a young person between the age of 16 and 18 requires support and protection, services will need to consider which legal framework best fits each person's needs and circumstances. The National guidance for Child Protection in Scotland gives more detail about this and explains how professionals should act to protect young people from harm in different circumstances (Scottish Government, 2021).

The corresponding definition of an adult also varies in the four nations:

- Northern Ireland: An adult is defined as a person over the age of 18.
- Wales: An adult is defined as a person over the age of 18.
- England: An adult is defined as anyone who has passed their 18th birthday.
- Scotland: The definition of a child (and therefore an adult, varies in different legal contexts, and includes all children and young people up to the age of 18.

Detailed definitions and signs, and indicators of abuse, for children and adults are included in APPENDIX 2.

Safer recruitment

The GPCBS Executive Board supported by the SLT will ensure all workers and volunteers will be appointed, trained, supported, and supervised in accordance with government guidance on safe recruitment. This includes ensuring that:

- There is a written job description/person specification for the post.
- Those applying have completed an application form.
- Those short-listed have been interviewed.

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- Safeguarding has been discussed at interview.
- Written references (2) have been obtained and followed up where appropriate.
- A self-declaration form is completed.
- Relevant police checks which are:
 - In England and Wales – A disclosure and barring check (DBS) check
 - In Scotland, a Protecting Vulnerable Groups check from Disclosure Scotland, or
 - In Northern Ireland, an accessing criminal record checks

Have completed where necessary (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information):

- Qualifications, where relevant, have been verified.
- A suitable training programme will be provided for the successful applicant.
- The applicant has a probationary period detailed in their contract (normally 6 months)
- The applicant will be given a copy of the organisation's safeguarding policy, staff handbook and training (please see below) to ensure that they know how to report concerns.

Blemished Criminal Records Check (Staff)

At Green Pastures, we have a heart for helping the homeless with both accommodation and into settled employment or volunteering. Where a role involves working with children and vulnerable adults, we will check, through our safer recruitment process, that the person is both suitable for the role and does not have a history suggesting that they might be a risk to children or vulnerable adults. This will include a criminal record check (or its equivalent in the four nations.)

On occasion, people that have a criminal past, may apply for roles and this has come to light because they have informed us or through a criminal records check. If this is the case, we will carry out a risk assessment to identify risks and whether there are ways of mitigating the risk. This will result in either the person being:

- taken on for the role with no additional measures required
- taken on for the role but will be subject to additional conditions which seek to mitigate the risks, highlighted by their past behaviour.
- refused employment because they pose too high a risk which cannot be sufficiently mitigated.

We would not employ someone who has been convicted of an offence against a child or of abusing a vulnerable adult. Additionally, we would not employ someone where criminal proceedings are being taken against them or where they are subject to a safeguarding investigation. We may review this decision once the outcome of the case is known.

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Safeguarding training

The GPCBS Executive Board and the SLT are committed to ongoing safeguarding training and development opportunities for all workers, developing a culture of awareness of safeguarding issues to help protect everyone. All our workers will receive induction training and undertake recognised safeguarding training on a regular basis.

The table in Appendix 3 provides a summary of safeguarding training for all staff, including those with specific responsibilities for those with leadership roles in Safeguarding. All relevant staff will receive training at least every three years

Detailed role profiles for those with leadership roles in Safeguarding can be found in [Appendix 4](#).

The Green Pastures CBS Executive Board and the SLT will also ensure that children and vulnerable adults are provided with information on where to get help and advice in relation to abuse, discrimination, bullying or any other matter where they have a concern.

Practice Guidelines

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

All workers will be issued with a Safeguarding Code of Conduct which outlines behaviours towards children, young people and vulnerable adults, and will be given clear expectations about what is expected of them both within their job role and out. They will also receive further training as necessary.

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Section 4: Partnership working

There are two types of Partners:

Non-contractual Partners

Ones where we have a non-contractual relationship but work together to further Green Pastures objectives

The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children, young people and vulnerable adults. This can be because of cultural tradition, belief and religious practice or understanding, for example, what constitutes abuse. We will discuss with all partners our safeguarding expectations, recognising that any organisation we work with will have their own robust Safeguarding policy and approach.

Partnerships

We also have Partnerships where we lease residential properties mainly to Churches and Christian charities. In addition, we provide support and training to help them deliver supported housing. The lease stipulates that the property will be used for supported housing. We would expect all Partnerships to have robust safeguarding policies and practice that meets either Thirtyone:eight's safeguarding standards or other recognised good practice.

We insure the fabric of buildings leased to Partners, and we would expect them to insure the contents and for liabilities arising from their operations.

Copies of our Lease Templates can be found in [Appendix 5](#).

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

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Section 5: Responding to allegations of abuse

Under no circumstances should a volunteer or worker conduct their own investigation into an allegation or suspicion of abuse. Follow the procedures as below:

If someone is in immediate danger, is at significant risk or has sustained a serious injury, contact the Emergency Services, calling 999 informing them of any suspicions and to request help.

If there is a concern regarding spiritual abuse, Safeguarding Lead will:

- Identify support services for the victim, i.e., counselling, or other pastoral support
- Contact Thirtyone:eight and, in discussion with them, will consider appropriate action with regard to the scale of the concern.

Documenting a concern

The worker or volunteer should make a report of the concern in the following way:

The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to the Safeguarding Coordinator for their project or team. The Safeguarding Coordinator will log the concern on the relevant [Safeguarding Incident Log](#), and report it to either the Safeguarding Lead or Deputy Safeguarding Lead, who will in turn report it to the CEO and/or Chairman. You can find your relevant Safeguarding Coordinator below:

Administration, Finance, Marketing or Operations	
Name:	Dan Feeny
Phone Number:	07485 116328
Email Address:	danf@greenpastures.co.uk

GP Derby	
Name:	Sonia Robinson
Phone Number:	07812 537015
Email Address:	soniarobinson@greenpastures.co.uk

GP Flintshire	
Name:	Simon Cunningham
Phone Number:	07880 601217

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Email Address:	simon@greenpastures.co.uk
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GP Mattersey	
Name:	Julie Jones
Phone Number:	01777 322231
Email Address:	julie.jones@greenpastures.co.uk

GP Merseyside	
Name:	Simon Cunningham
Phone Number:	07880 601217
Email Address:	simon@greenpastures.co.uk

GP Southport	
Name:	Daniel Tuakli
Phone Number:	07360 333907
Email Address:	dant@greenpastures.co.uk

Partnership Managers	
Name:	Maisie Jacobs
Phone Number:	07849 702277
Email Address:	maisie.jacobs@greenpastures.co.uk

If preferred, or if the suspicions in any way involve the Safeguarding Coordinator, the person should report concerns to the **Safeguarding Lead or Deputy Safeguarding Lead:**

Name:	Dan Feeny
Phone Number:	07485 116328
Email Address:	danf@greenpastures.co.uk

Name:	Julie Jones
Phone Number:	01777 322231
Email Address:	julie.jones@greenpastures.co.uk

The Green Pastures CBS Full Board nominates the above to act on their behalf in dealing with the allegation or suspicion of neglect or abuse, including referring the matter to the statutory authorities.

The Safeguarding lead and/or the deputy will alert the Chief Executive of Green Pastures CBS to the

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concerns as soon as possible to provide support and assistance

In the absence of the Scheme Safeguarding Lead or if the suspicions in any way involve them, or a member of the Board of Green Pastures CBS, then the report should be made to the Chief Executive or Chairman:

Chief Executive	Andrew Cunningham
Phone Number:	07961 815190
Email Address:	andrew@greenpastures.co.uk

Chairman:	Ian Poree
Phone Number:	07854 500986
Email Address:	ian.poree@greenpastures.co.uk

Should a formal enquiry be required following reporting to the relevant Safeguarding Coordinator, one of the above will take responsibility.

If the suspicions implicate the Chief Executive and/or the Chairman, then the report should be made in the first instance to:

Thirtyone:eight, PO Box 133, Swanley, Kent, BR8 7UQ	
Phone Number:	0303 003 1111 – Option 2

Alternatively, contact Social Services or the police.

The Safeguarding Leads should contact the appropriate agency, or they may first ring the Thirtyone:eight helplines for advice. They should then contact social services in the area the child or vulnerable adult lives.

Head Office and Green Pastures Southport

Name of Local Authority:	Sefton Metropolitan Borough Council
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Children's Social Services	
Phone Number:	0151 934 4013

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Out of Hours Phone Number:	0151 934 3555
Website Address:	https://www.sefton.gov.uk/childrens-services/

Adult Social Services	
Phone Number:	0345 140 0845
Out of Hours Phone Number:	0345 140 0845
Website Address:	https://www.sefton.gov.uk/social-care-and-health/adult-social-care/

Green Pastures Derby

Name of Local Authority:	Derby City Council
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Children's Social Services	
Phone Number:	01332 641 172
Out of Hours Phone Number:	01332 956 606
Website Address:	https://www.derby.gov.uk/health-and-social-care/safeguarding-children/

Adult Social Services	
Phone Number:	01332 640777
Out of Hours Phone Number:	01332 956 606
Website Address:	https://www.derby.gov.uk/health-and-social-care/your-life-your-choice/

Green Pastures Flintshire

Name of Local Authority:	Flintshire County Council
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Children's Social Services	
Phone Number:	01352 701000
Out of Hours Phone Number:	0345 053 3116
Website Address:	https://www.flintshire.gov.uk/en/Resident/Social-Services/Home.aspx

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Adult Social Services	
Phone Number:	03000 858858
Out of Hours Phone Number:	101
Website Address:	https://www.flintshire.gov.uk/en/Resident/Social-Services/Home.aspx

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Name of Local Authority:	Nottinghamshire County Council
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Children's Social Services	
Phone Number:	0300 500 8080
Out of Hours Phone Number:	0300 456 4546
Website Address:	https://www.nottinghamshire.gov.uk/care/childrens-social-care

Adult Social Services	
Phone Number:	0300 500 8080
Out of Hours Phone Number:	0300 456 4546
Website Address:	https://www.nottinghamshire.gov.uk/care/adult-social-care

Green Pastures Merseyside

Name of Local Authority:	Liverpool City Council
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Children's Social Services	
Phone Number:	0151 459 2606
Out of Hours Phone Number:	0151 706 6010
Website Address:	https://liverpool.gov.uk/children-and-families/childrens-social-care/

Adult Social Services	
Phone Number:	0151 459 2606
Out of Hours Phone Number:	0151 706 6010

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Website Address:	https://liverpool.gov.uk/adult-social-care/
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Remote Workers

Any remote workers should look up the details of the appropriate agency in their immediate locality.

The Safeguarding Lead may need to inform others depending on the circumstances and/or nature of the concern including:

- GPCBS Chair or Chief Executive
- May need to liaise with the insurance company to report a serious incident.

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

Whilst allegations or suspicions of abuse will normally be reported to the Safeguarding Lead the absence of the Safeguarding Lead or Deputy should not delay referral to Social Services, the Police or taking advice from Thirtyone:eight.

GPCBS Board will support the Safeguarding Lead and Deputy in their role and accept that any information they may have in their possession will be shared in a strictly limited way on a need to know basis.

It is, of course, the right of any individual as a citizen to make a direct referral to the safeguarding agencies or seek advice from Thirtyone:eight. However, the GPCBS Board and SLT hope that employees of GPCBS and its volunteers, tenants, students and partners together with all users of its services will use this procedure. If, however, the individual with the concern feels that the Safeguarding Lead or Deputy or Chief Executive or Chair has not responded appropriately, or where they have a disagreement with the Safeguarding Lead as to the appropriateness of a referral, they are free to contact an outside agency direct. We hope by making this statement that the GPCBS Board and SLT demonstrate their commitment to effective safeguarding and the protection of all those who are vulnerable.

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

Detailed procedures where there is a concern about a child:

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Allegations of physical injury, neglect or emotional abuse.

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

- Contact the relevant Social Services responsible for children in your region or local area (or Thirtyone: eight) for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home.
- Not tell the parents or carers unless advised to do so, having contacted Children's Social Services.
- Seek medical help if needed urgently, informing the doctor of any suspicions.
- For lesser concerns (e.g. poor parenting), encourage the parent/carer to seek help, but not if this places the child at risk of significant harm.
- Where the parent/carer is unwilling to seek help, offer to accompany them. In cases of real concern, if they still fail to act, contact Children's Social Services direct for advice.
- Seek and follow advice given by Thirtyone: eight (who will confirm their advice in writing) if unsure whether or not to refer a case to Children's Social Services.

Allegations of sexual abuse

In the event of allegations or suspicions of sexual abuse, the Safeguarding Lead or Deputy will:

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

Detailed procedures where there is a concern that a vulneralbe adult needs protection:

Suspicious or allegations of abuse or harm

including; physical, sexual, organisational, financial, discriminatory, neglect, self-neglect, forced marriage, modern slavery, and domestic abuse.

If there is concern about any of the above, Safeguarding Lead or Deputy will:

- Contact the relevant Social Care team responsible for vulnerbale adults in your nation/local area, who have responsibility under the Care Act 2014, to investigate allegations of abuse. Alternatively, Thirtyone: eight can be contacted for advice.

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

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the Safeguarding Lead, in accordance with Local Safeguarding Children Board (LSCB) procedures will:

- Liaise with Children's Social Services regarding the suspension of the worker
- Liaise with Thirtyone:eight
- Make a referral to a designated officer, (formerly called a Local Authority Designated Officer (LADO) in Wales and England) in Northern Ireland to their Gateway Services and in Scotland to a Senior Person in Social Services whose function is to handle all allegations against adults who work with children and young people, whether in a paid or voluntary capacity.
- Make a referral to Disclosure and Barring Service for consideration of the person being placed on the barred list for working with children or vulnerable adults. This decision should be informed by the LADO if they are involved.

Allegations of abuse against a person who works with vulnerable adults

The safeguarding Lead will:

- Liaise with Adult Social Services regarding the suspension of the worker
- Make a referral to the DBS following the advice of Adult Social Services
- Liaise with Thirtyone:eight

The Care Act (and equivalent legislation in Wales, Scotland and Northern Ireland) places the duty upon Adult Services to investigate situations of harm to vulnerable adults. This may result in a range of options, including action against the person or organisation causing the harm, increasing the support for the carers or no further action if the 'victim' chooses for no further action and they have the capacity to communicate their decision. However, this is a decision for Adult Services to decide.

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Section 6: Pastoral Care

Supporting those affected by abuse

The GPCBS Board and SLT is committed to offering pastoral care, working with statutory agencies as appropriate, and support to all those who have been affected by abuse who have contact with or are part of GPCBS.

Working with offenders and those who may pose a risk

When someone attending the organisation is known to have abused children, is under investigation, or is known to be a risk to vulnerable adults with care and support needs, the GPCBS Executive Board will supervise the individual concerned, but in its safeguarding commitment to the protection of children and vulnerable adults, set boundaries for that person, which they will be expected to keep. These boundaries will be based on a risk assessment and through consultation with appropriate parties.

There may be instances where risks cannot be mitigated, and in this instance, the person will not be allowed to attend.

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Section 7: Safeguarding in Different Housing Types

Our Starting Point

Our approach is the same in every home we provide:

- We love the person in front of us.
- We want every resident to live safely, free from abuse and neglect.
- We will never ignore risk.

Safeguarding is about protecting children and adults at risk from abuse or neglect. It applies to how we behave, how we notice concerns, and how we respond.

Where Responsibility Differs

There is an undeniable difference between Supported Housing and General Needs (private rental) residents.

We must understand that difference so we neither overstep our role nor underplay our responsibility

Supported Housing

- Residents have identified care and support needs by definition.
- We provide structured support to residents and their residency is contingent upon them engaging with this support.
- The likelihood of developing positions of trust is higher.

Because of this, our responsibility is higher. We must:

- Be proactive in recognising signs of abuse or neglect.
- Escalate concerns promptly.
- Cooperate fully with safeguarding enquiries.
- Ensure safe working practices.
- Maintain clear records.
- Participate in multi-agency discussions where required.

We are not investigators – but we are safeguarding partners.

General Needs



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- Our primary role is landlord.
- We do not provide structured support.
- Residents may still be vulnerable – but this does not automatically place us in a support role.

Our responsibility is therefore narrower. We must:

- Provide safe accommodation.
- Avoid causing harm.
- Recognise and report safeguarding concerns.
- Act appropriately if we become aware of risk.

We are not responsible for:

- Monitoring wellbeing.
- Managing care needs.
- Acting as case workers.
- Investigating abuse.

However, we should still be driven by loving the person in front of us. Likewise, if we become aware of serious risk, we must not ignore it.

Principles for Decision-Making

When unsure how to act, ask:

- Is someone at risk of harm?
- Is this about abuse or neglect?
- Are we the right people to intervene – or to escalate?
- Are we acting within our role?
- Have we documented and informed the right person?

Each case should be weighed carefully within the project team. Do not decide in isolation where risk may be significant.

What Does Not Change

Regardless of housing type:

- We never promise secrecy.
- We do not investigate.



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- We report concerns promptly.
- We document factually.
- We maintain boundaries.
- We protect both residents and staff.


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Section 8: Adoption of the policy

This policy was agreed by the GPCBS Full Board and will be reviewed annually.

Signed by:	A Cunningham 	Position:	CEO
Date:	4.6.26		

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Appendix I: Safeguarding Statement

Safeguarding Statement

Name of Organisation:	Green Pastures CBS Limited
The following statement was agreed by the leadership on:	08/05/2026

Safeguarding relates to children and vulnerable adults, who are, by nature, at greater risk of harm, and involves creating environments for everyone to live in safety, free from abuse and neglect.

Vulnerable adults at risk of harm are defined as being an adult who:

- Has needs for care and support
- As a result of those needs is less able to protect themselves against abuse or neglect

Statement of intent:

- This organisation is committed to safeguarding children and vulnerable adults.
- We recognise that we all have a responsibility to help prevent harm or abuse to children and vulnerable adults in all their recognised forms.
- We recognise the personal dignity and rights of all people and will ensure all our policies and procedures will reflect this.
- We believe all people should enjoy and have access to every aspect of the life of the place of worship/organisation.
- We undertake to exercise proper care in the appointment and selection of those who will work with children and vulnerable adults.
- We believe every child and vulnerable adult should be valued, safe and happy. We want to make sure that all those we have contact with know this and are empowered to tell us if they are experiencing significant harm.

We are committed to:

- Following statutory denominational and specialist guidelines in relation to safeguarding children and vulnerable adults and will ensure that all workers will work within the agreed procedure of our safeguarding policy.
- Supporting, resourcing and training those who undertake this work.
- Ensuring that we are keeping up to date with national and local developments relating to safeguarding.
- Ensuring that everyone agrees to abide by these recommendations and the guidelines established by this organisation.

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- Supporting all in the organisation affected by abuse.
- Implementing the requirements of all relevant legislation including, but not limited to,

England

- Working Together to Safeguard Children 2018 (England and Wales)
- Children Act 1989 and 2004
- The Care Act 2014 (For adults in England and Wales)

Scotland

- Children and Young People (Scotland) Act 2014
- Protection of Vulnerable Groups (Scotland) Act 2007
- National Guidance for Child Protection in Scotland 2014
- Adult Support and Protection (Scotland) Act 2007 and the Code of Practice 2014

Northern Ireland

- Co-operating to Safeguard Children and Young People in Northern Ireland 2017
- Children (Northern Ireland) Order 1995
- Children's Services Co-operation Act (Northern Ireland) 2015
- Safeguarding Board Act (NI) 2011
- Adult Safeguarding: Prevention and Protection in Partnership key documents 2015

Wales

- Children (Scotland) Act 1995 and the Protecting Vulnerable Groups Scheme etc.
- Working Together to Safeguard Children 2018 (England)
- Working Together to Safeguard People 2018 (Wales)
- The Care Act 2014 (For adults in England and Wales)
- Social Services and Wellbeing (Wales) Act 2014

We recognise:

- Children's Social Services has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a child. Adult Social Care has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a vulnerable adult.
- Where an allegation suggests that a criminal offence may have been committed, then the police should be contacted as a matter of urgency.

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- Safeguarding is everyone's responsibility.

We will review this statement and our policy annually.

If you have any concerns for a child or vulnerable adult, then speak to one of the following :

Board of Directors Safeguarding Lead	Andrew Cunningham
Safeguarding Lead	Dan Feeny

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Appendix 2: Categories & Indicators of Abuse

Children	
Category	Definition
Physical abuse	A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm or pain to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.
Sexual abuse	Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.
Emotional abuse	The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children.

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	<p>Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.</p>
Neglect	<p>The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:</p> <ul style="list-style-type: none"> • provide adequate food, clothing and shelter (including exclusion from home or abandonment) • protect a child from physical and emotional harm or danger • ensure adequate supervision (including the use of inadequate care-givers) • ensure access to appropriate medical care or treatment <p>It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.</p>
Financial abuse (Wales)	<p>Includes:</p> <ul style="list-style-type: none"> • Having money or other property stolen; • Being defrauded; • Being put under pressure in relation to money or other property • Having money or other property misused <p>Financial abuse in relation to children and young people could include:</p> <ul style="list-style-type: none"> • Child workers without pay • Educational Maintenance Allowance taken by family without child's consent • Child's belongings sold or missing • Benefit claims for the child, which are not real and fabricated illness • Misusing allowances/grants for children's care • Inappropriate cars that have been supported by allowances and motability • Children looked after payments being spent, but not to the benefit of the child, by foster carer or kinship carer.

For more detail on categories and indicators of abuse in children, [please click here](#).

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Adults	
Category	Definition
Physical abuse	A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical pain or harm.
Sexual abuse	Any behaviour perceived to be of a sexual nature which is unwanted or takes place without consent or understanding.
Emotional abuse	Any persistent emotional ill-treatment that causes severe and long-lasting adverse effects on someone's emotional development.
Neglect	The failure to meet a person's basic physical or emotional needs which is likely to have a serious negative impact on their health or development.
Self-neglect	When a vulnerable adult lives in a way that puts their own health, safety or well-being at risk.
Financial/material abuse	The attempted or actual misappropriation or misuse of a person's money, property, benefits, material goods, or other assets by another person, by means of intimidation, coercion, deception, or other ways to which the person does not or cannot consent to.
Modern slavery	The recruitment, movement, and holding of a person by improper means, such as force, threat or deception, for the purposes of exploitation or abuse.
Domestic abuse	Any threatening behaviour, violence, or abuse by one person against another where they are or have been intimate partners or family members.
Discriminatory abuse	When a person is treated unfairly, bullied, or abused because of a particular characteristic.

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Organisational abuse	When a person is abused or mistreated within an institution such as a care home or hospital, or by an organisation providing care in the person's own home.
Criminal Exploitation	<p>Criminal Exploitation includes gang crime and county lines. A gang may claim control over territory in a community, and engage either individually or collectively in violent behaviour or other types of criminal activity. Criminal exploitation and may take the form of a number of types of abuse listed above</p> <p>County lines is when gangs and organised crime networks groom and exploit children or adults to sell drugs. They may make them travel across counties.</p> <p>Organised crime gangs create a base in their chosen target area, usually by taking over the homes of local adults whom gang members have identified as vulnerable. They do this either by force or coercion (known as 'cuckooing').</p> <p>Modern Slavery and Trafficking where a person is moved from one location to another to exploit them.</p>

For more information on definitions of common safeguarding terms, [please click here](#) (requires Thirtyone:eight login).

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Appendix 3: Training Matrix

Level of Competency, Understanding, Skill	All staff	A. Staff and volunteers who work regularly with Children or vulnerable adults	B. Safeguarding Lead and deputy.	C. Designated Safeguarding Leads (scheme specific)	D. Management and Directors	E. Safeguarding Director
<p>Children - Understanding the safeguarding landscape in the context of working with children, young people and young adults in a group/ residential/camp setting.</p> <p>Adults - Understanding the safeguarding landscape in the context of working with adults/adults at risk of harm and the key principles of adult safeguarding.</p>	x	x	x	x	x	x
Sound awareness of the signs and indicators of abuse.	x	x	x	x	x	
Children - Grooming and the unique role afforded through a position of trust.		x	x	x	x	x
Understanding the difference between blurry boundaries, a welfare concern, and a safeguarding matter.		x	x	x	x	
Online Safety, including the impact of social media and the challenges of electronic communication.		x	x	x	x	x
Principles of Safer Recruitment – the broad picture.		x	x	x	x	x
Attitudes and beliefs – how to create an inclusive culture.	x	x	x	x	x	x
Implementing effective policies and procedures		x	x	x	x	x

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<p>Children – Understanding youth culture.</p> <p>Adults – Understanding of the six principles of safeguarding.</p>		x	x	x	x	x
<p>Children – Awareness of current issues such as gender identity, peer on peer abuse and self-harm.</p> <p>Adults – Awareness of current issues such as domestic abuse, mental health, and financial abuse.</p>		x	x	x	x	x
<p>Children – Working with disabled children and young people with additional and complex needs.</p> <p>Adults – Working with adults where mental capacity may need to be considered and issues around consent.</p>		x	x	x	x	
<p>Understanding the role of the statutory authorities and the duty to refer.</p>		x	x	x	x	x
<p>Information sharing and record keeping.</p>		x	x	x	x	x
<p>Risk assessment</p>			x	x		x
<p>Understanding of current influences on the safeguarding landscape.</p>					x	x
<p>Understanding of the key safeguarding priorities for Trustees.</p>					x	x
<p>Understanding of relevant regulator (Charity Commission (England/Wales), Charity Commission Northern Ireland or Office of the Scottish Charity Regulator)</p>					x	x

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guidance.						
Understanding of what comprises a "serious incident" and the role of the organisation in reporting serious incident concerns.					x	x
How to promote and create a culture of transparency, learning and review.					x	x



Appendix 4: Role Profiles

Safeguarding Lead Role Profile

Role purpose

Everyone has a responsibility to help safeguard children and vulnerable adults. Charities and other organisations are often open to all, therefore potentially more vulnerable. It follows, therefore, that care is taken within organisations to appoint at least one person to undertake the safeguarding role. As the safeguarding Lead you act as the main source of support, advice and expertise for safeguarding in your organisation.

Duties and Responsibilities

- Advise and support the leadership team in developing and establishing your organisation's approach to safeguarding.
- Play a lead role in maintaining and reviewing your organisation's plan for safeguarding.
- Creating, reviewing (annually) and distributing the safeguarding policy, procedures and safeguarding resources throughout your organisation.
- Advise on training needs and development, providing or sourcing training where appropriate.
- Provide safeguarding advice and support to staff and volunteers. Ensuring all staff are aware of who the safeguarding co-ordinator and deputy safeguarding co-ordinator are and how and when to contact them.
- Manage safeguarding concerns, allegations or incidents relating to the organisation and support scheme Safeguarding Lead and Deputies with managing safeguarding concerns in their specific contexts (where required).
- Manage referrals to key safeguarding agencies (e.g. social services or police) of any incidents or allegations of abuse and harm and support scheme Safeguarding Leads and Deputies with this in their specific contexts (where required).
- Maintain accurate and secure records.
- Ensuring your organisation has sufficient safer recruitment policies and procedures.
- Completing children and vulnerable adult's safeguarding training, and safeguarding leads training at regular intervals.

Skills and Abilities

You don't need to have previous experience or qualifications in safeguarding to be the Safeguarding Lead. Knowledge of safeguarding guidance and procedures is helpful, but you can learn this through training. You do need to be confident to lead and influence others and be prepared to deal with



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difficult situations and people. You also need to be organised and able to create clear systems and processes, as managing safeguarding concerns and tracking actions is the main part of your role.

Attributes include:

- Ability to build effective working relationships with staff, volunteers and others.
- Ability to advise and support individuals at all levels within your organisation.
- Act with integrity and respect when working with others.

Administration management skills.

Good communication skills and ability to influence others.

Ability to work with conflict and emotionally distressing matters.

Ability to produce and develop guidance and resources.

Good knowledge of types of abuse and harm

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Designated Safeguarding Lead Role Profile

Role purpose

Everyone has a responsibility to help safeguard children and vulnerable adults. Charities and other organisations are often open to all, therefore potentially more vulnerable. It follows, therefore, that care is taken within organisations to appoint people to undertake the safeguarding duties in specific schemes. As a Designated Safeguarding lead part of an organisational wide team of safeguarding leads and your specific role is to be the main source of support, advice and expertise for safeguarding at your scheme.

Duties and Responsibilities

- Supporting the Safeguarding Lead, and deputy, in developing and establishing your organisation's approach to safeguarding.
- Assisting with reviewing (annually) the safeguarding policy, procedures and safeguarding resources throughout your organisation.
- In conjunction with the Safeguarding Lead assist in identifying training needs and development.
- Provide scheme-based safeguarding advice and support to staff and volunteers. Ensuring all staff are aware of key safeguarding personnel, their roles and how and when to contact them.
- Manage safeguarding concerns, allegations or incidents reported to you.
- Manage referrals to key safeguarding agencies (e.g. social services or police) of any incidents or allegations of abuse and harm.
- Maintain accurate and secure records.
- Completing children's and vulnerable adult's safeguarding training, and safeguarding Leads' training at regular intervals.

Skills and Abilities

You don't need to have previous experience or qualifications in safeguarding to be the safeguarding lead. Knowledge of safeguarding guidance and procedures is helpful, but you can learn this through training. You do need to be confident to manage safeguarding incidents, participate in policy reviews and be prepared to deal with difficult situations and people. You also need to be organised and as managing safeguarding concerns and tracking actions is the main part of your role.

- Ability to build effective working relationships with staff, volunteers and others.
- Ability to advise and support individuals at all levels within your scheme
- Act with integrity and respect when working with others.
- Administration management skills.
- Good communication skills and ability to influence others.



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- Ability to work with conflict and emotionally distressing matters.
- Good knowledge of types of abuse and harm.

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Deputy Safeguarding Lead Role Profile

Role purpose

Everyone has a responsibility to help safeguard children and vulnerable adults. Charities and other organisations are often open to all, therefore potentially more vulnerable. As the safeguarding deputy you will be, alongside the Safeguarding Lead, a source of support, advice and expertise for safeguarding in your organisation.

Duties and Responsibilities

- Assist in maintaining and reviewing your organisation's plan for safeguarding.
- Assisting the safeguarding Lead in creating, reviewing (annually) and distributing the safeguarding policy, procedures and safeguarding resources throughout your organisation.
- Advise on training needs and development, providing or sourcing training where appropriate.
- Provide safeguarding advice and support to staff and volunteers. Ensuring all staff are aware of who the safeguarding co-ordinator and deputy safeguarding co-ordinator are and how and when to contact them.
- Manage safeguarding concerns, allegations or incidents reported to your organisation.
- Manage referrals to key safeguarding agencies (e.g. social services or police) of any incidents or allegations of abuse and harm.
- Maintain accurate and secure records.
- Completing children and vulnerable adult's safeguarding training, and safeguarding leads training at regular intervals.

Skills and Abilities

You don't need to have previous experience or qualifications in safeguarding to be the safeguarding lead. Knowledge of safeguarding guidance and procedures is helpful, but you can learn this through training. You do need to be confident to lead and influence others and be prepared to deal with difficult situations and people. You also need to be organised and able to create clear systems and processes, as managing safeguarding concerns and tracking actions is the main part of your role.

- Ability to build effective working relationships with staff, volunteers and others.
- Ability to advise and support individuals at all levels within your organisation.
- Act with integrity and respect when working with others.
- Administration management skills.
- Good communication skills and ability to influence others.
- Ability to work with conflict and emotionally distressing matters.
- Ability to produce and develop guidance and resources/

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- Good knowledge of types of abuse and harm.

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Appendix 5: Occupation Document Templates

For copies of our Occupancy documents, including lease templates, please visit the links below:

1. [England Occupancy Documents](#)
2. [Wales Occupancy Documents](#)
3. [Scotland Occupancy Documents](#)
4. [Northern Ireland Occupancy Documents](#)



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