

TURKEY STREET COMMUNITY CHURCH

Safeguarding Policy and Procedures

Church details

Charity number: 1214011

Church address: 5 Elsing Road, Enfield EN1 4PG

Main contact / Designated Safeguarding Lead: Gareth Skyrme

Email: safeguarding@turkeystreetcommunitychurch.com

Phone: 07915 382818

This policy first adopted / last reviewed September 2025 /

This policy should be reviewed annually. The next review is due: September 2026

Context

Turkey Street Community Church is an independent charity (CIO) registered with the Charity Commission of England and Wales. The church has a formal membership and is led by Gareth Skyrme as Pastor/Elder alongside any other appointed elders and the Charity is governed by Trustees as detailed on the Charity Commission Website. Deacons will also be appointed.

The church was established in April 2024. Our beliefs are outlined in our Statement of Faith which is available on our website www.turkeystreetcommunitychurch.com and is run in accordance with our constitution which is available on request by emailing info@turkeystreetcommunitychurch.com

Turkey Street Community Church is affiliated to the Fellowship of Independent Evangelical Churches (FIEC). FIEC is a membership organisation and does not exercise any authority over the church.

The church is a group of Christians who meet for Sunday services and at various other times midweek, including for Bible Study, prayer, and for a community hub. A Sunday morning children's work runs during the Sunday service, and it is likely that our children's work will continue to grow.

Turkey Street Community Church exists to share the good news of God's salvation through Jesus Christ to people in and around the Elsing Estate. The good news speaks of welcome for all, with a particular regard for those who are most vulnerable, into a community where the value and dignity of every human being is affirmed and those in positions of responsibility and authority are truly trustworthy. We recognise that during the course of the Church's activities we may come into contact with vulnerable people. Being faithful to our call to share the gospel therefore compels us to take with the utmost seriousness the challenge of preventing abuse from happening and responding well where it has.

Our responsibilities

We recognise that both as a Charity and as Christians, we have a responsibility to:

- Protect and promote the wellbeing of those who attend the church; paying particular attention to those who may be more vulnerable than others.
- Ensure that we have suitable systems and processes in place to manage safeguarding risks, including the appointment of a Designated Safeguarding Lead (DSL).
- Ensure that those who act on our behalf are competent and safe to do so.
- Identify non-safeguarding risks and manage them effectively.
- Report any safeguarding concerns that meet the threshold to the appropriate statutory services as soon as possible and certainly within 24 hours. Where immediate action is required to ensure safety, an urgent report to the Police (999) or the appropriate Social Services department will be made without delay.
 - If we are unsure whether a statutory threshold has been met, we will seek advice from either the relevant statutory services or from Christian Safeguarding Services (thecss.co.uk).
- Ensure that our conduct and practice is accountable and transparent and that we care well for those to whom we minister.

- Ensure that if problems occur or dissatisfaction is expressed, we examine these in an impartial and careful way and manage any conflict of interest effectively.

Our commitments

- We will treat all who engage with the church through its ministries with courtesy and respect and will seek to uphold their inherent dignity and worth.
- We will seek to support and care well for anyone who discloses to us that they have been a victim of abuse or neglect and report this to statutory services in line with local procedures where required.
- We will seek to listen well to any concerns, complaints, or other expressions of dissatisfaction and to respond in a proportionate, impartial, transparent, and accountable manner.
- We will carefully examine any allegations made or concerns raised about any member or leader and respond appropriately.
- We will ensure that our staff and volunteers are competent to fulfil their roles and the legal duties associated with safeguarding.

Governance, Oversight and Management of Safeguarding

The Trustees will include a statement on safeguarding in their annual return as required by the Charity Commission. The Designated Safeguarding Lead will be trained in the role and will update their safeguarding training every two years in line with best practice standards and Local Authority requirements. The Trustees will ensure that those who act on behalf of the church are competent and appropriately trained.

Any allegations that may require a Serious Incident Report to the Charity Commission will be passed to the Trustees as a matter of urgency and certainly within 48 hours. The Trustees will file the Serious Incident Report with the Charity Commission in accordance with their legal responsibilities. If the Trustees require advice or support in this duty, they will seek such from suitably qualified and experienced sources.

Photography and Videography

Photos or videos of children may only be taken and posted on social media by assigned persons (such as the Elders) and with the permission of the child/children's parents/carers. The storage and use of images by TSCC is subject to the legal requirements of the Data Protection Act.

Handling safeguarding concerns

If a child or adult is in immediate danger or requires urgent medical attention, the emergency services will be called on 999.

Any concerns that are identified or disclosures that are made must be reported to the Designated Safeguarding Lead.

If the concern involves the DSL, or if the DSL is unavailable, the report should be made to the Safeguarding Officer (SO).

The details of the concern will be clearly and accurately recorded and stored securely on a designated Google Drive folder.

The DSL or SO will ascertain whether any action needs to be taken. If required, support and advice will be sought from either the relevant statutory services or from Christian Safeguarding Services.

They will make any necessary referrals according to local procedures.

The DSL or SO will cooperate with statutory services and provide the link between the church and those professionals involved in responding to the situation.

Records of all discussions, advice sought, decisions made, and actions taken will be retained in the confidential file.

Safer Recruitment

The church will ensure that the leaders are DBS checked in accordance with national guidance.

Although the church does not engage in regulated activity with either children or adults, reasonable and proportionate assessment of the suitability and competence of staff and volunteers will be made and decisions recorded. The church will provide training for formal roles where required.

Treatment of Potential Employees who are Ex-Offenders

- We will only seek information that we are legally entitled to by asking for the correct level DBS check.
- We will treat with dignity and equality anyone who is an ex-offender.
- If the candidate is an appropriate match for the job a formal risk assessment will be made and discussed by the Trustees, which may include input from statutory services if required. Advice and support may also be sought from Christian Safeguarding Services, as well as legal advice, where appropriate.
- A formal contract will be drawn up that outlines the Church's commitments to the individual and any control measures required.
- The contract will be formally reviewed and monitored on a regular basis.

Any confidential information will not be shared with anyone outside of this process.

Handling Allegations Against Staff or Volunteers

If the child or adult is in immediate danger or requires urgent medical attention, the emergency services will be called on 999.

Allegations against staff or volunteers will be passed to the DSL and the Safeguarding Officer unless it concerns one of them.

If the allegation concerns the DSL it will be passed to the Safeguarding Officer

Upon receipt of an allegation, advice will be sought to ascertain whether a statutory threshold for reporting has been reached:

If a statutory threshold has been reached, the matter will be handed to the responsible statutory authority, and the church will fully cooperate with the process of investigating the allegation.

If the person handling the allegation on behalf of the church is unsure whether the statutory threshold has been met, they will consult with either the statutory services or with Christian Safeguarding Services to establish this.

If the statutory threshold has not been met, a proportionate response will be developed and implemented. Where necessary (including for the avoidance of conflict of interest) advice and support will be sought from Christian Safeguarding Services, who will support in developing a plan to address the concerns raised.

Handling of Complaints, Grievances or Any Other Expression of Dissatisfaction

Any concern, complaint or other expression of dissatisfaction that is not related to Safeguarding will be passed to the Elders:

The person to whom these should be reported is David Burrowes.

He can be contacted by phone on 07841 181870 or email at complaints@turkeystreetcommunitychurch.com.

The matter will be examined impartially and proportionately, and once conclusions have been reached, the church will respond to the complainant.

Managing Ex-Offenders, Those Who Are on a Barred List, or Others Who Pose a Risk to Vulnerable People

A formal risk assessment will be made which may include input from statutory services. Advice and support may need to be sought from Christian Safeguarding Services where required.

A formal contract may need to be drawn up that outlines the church's commitments to the individual and any control measures required.

The contract will be formally reviewed and monitored on a regular basis.

Appendix 1: Key Contact Details

The Church's Designated Safeguarding Lead is Gareth Skyrme.

He can be contacted on 07915 382818 or email at safeguarding@turkeystreetcommunitychurch.com . This address goes to both the DSL and the Safeguarding Officer.

The Church's Safeguarding Officer is Janet Burrowes.

She can be contacted on 17952 286818 or email at safeguarding@turkeystreetcommunitychurch.com.

If raising a concern about the DSL please email the Safeguarding Officer on burrowes.jrose@gmail.com .

The Local Authority is London Borough of Enfield.

They can be contacted on 020 8379 1001 or email at enquiry@enfield.gov.uk

The Local Authority Designated Officer (LADO) can be contacted on 020 8379 1001 or email at lado@enfield.gov.uk

Children's Social Care can be contacted on 020 8379 1001 or childrensocialcare@enfield.gov.uk

Adult Social Care can be contacted on 020 8379 1001 or email at adultsocialcare@enfield.gov.uk

The Church's Safeguarding Advisors are Christian Safeguarding Services.

They can be contacted on 0116 218 4420 or by e-mail at contact@thecss.co.uk

Appendix 2: Definitions

Abuse

Abuse is a general term that is used to cover a wide range of harm caused to people. It always involves a violation of the person's rights. It can take various forms as described under "Categories of Abuse" later in this appendix.

Adult at risk of abuse (sometimes referred to as adult in need of protection)

These are adults who have care and support needs, however, in addition, they are at risk of abuse, and because of their support need, are unable to protect themselves.

Since these adults are unable to protect themselves, we have a legal duty to protect them.

Adult with care and support needs

An adult who requires help or support with basic and essential day-to-day tasks such as:

- Getting up, washing, or dressing
- Cooking meals
- Cleaning the house
- Shopping
- Managing their finances
- etc.

Adults with care and support needs, who legally are deemed to have mental capacity have the right to choose whether they want support or not.

Allegation (against a member of staff or volunteer)

An allegation is a claim that a person who has a role that provides access to a vulnerable person has used their position to exploit, abuse, or otherwise harm the person they should have been caring for.

Categories of abuse

This term is used to refer to the legally recognised forms of abuse.

When considering the safeguarding of children, abuse is categorised under four headings:

- Physical
- Sexual
- Emotional
- Neglect

It is also important to consider abuse such as:

- Bullying and Cyber Bullying
- Child Sexual Exploitation
- Discriminatory
- Female Genital Mutilation
- Financial or material
- Gangs / Criminal Exploitation
- Grooming
- Institutional
- Modern Slavery
- Non-recent abuse
- Online abuse
- Self-neglect
- Spiritual abuse
- Trafficking

See Appendix 3 for more details.

Child

A person (including an unborn child) who has not yet reached the age of 18 years.

Child protection

Child protection is defined as the protection of children who have suffered, or are at risk of suffering, “significant harm”. It is our legal duty to report all Child Protection concerns to either Children’s Social Care or the Police as per local procedures.

Designated Safeguarding Lead

Frequently abbreviated to DSL, this is the person appointed by the church to take responsibility for many aspects of safeguarding, including, receiving safeguarding concerns from Staff or Volunteers, and passing them on to the local authority where their threshold is met.

Early Help / Child in Need

Early Help and Child in Need are the areas of safeguarding where a child who has additional needs is receiving targeted support to meet their needs. Support is consent based and so the parents (or the young person if deemed competent to make decisions for themselves) can choose whether to access the support.

Neglect

Neglect is one of the categories of abuse that is characterised by the failure to provide the basic necessities for life where we have a responsibility to do so.

Safeguarding

Safeguarding is a broad range of activities that range from the general duty of care that we have for everyone who comes into contact with the charity, through early intervention and targeted support to protection from significant harm. It relates to both children and adults.

Spiritual Abuse

This term has become widely used, although remains ill-defined and is not a legally recognised category of abuse. We understand this to be a term referring to emotional, psychological or spiritual harm caused within the context of a religious community, often, but not always involving the misuse of power, authority, position or scripture to manipulate, control and abuse others. This policy does not refer specifically to the different categories of abuse since it covers all forms of abuse and harm.

Staff

This includes both paid employees and those working for Turkey Street Community Church on a voluntary basis. (This might include Trustees, interns, the treasurer, or anyone on the Safeguarding Team.)

Statutory thresholds

Throughout this document “meeting the statutory threshold” refers to anything that reaches the local or national requirements for reporting to adult or children’s services, the policy, the Charity Commission, the DBS or any other statutory service. We recognise this is not always clear cut and if necessary, professional advice will be sought to discern this.

Universal safeguarding

This refers to the general duty of care that we must provide for everyone who comes into contact with the church.

Volunteers

This includes anyone volunteering at any activity organised by Turkey Street Community Church that is not counted as Staff.

Vulnerable adults

This term is only used as a generic term. It is no longer used as a technical descriptor for a specific group of people. A vulnerable adult is less able to protect themselves and meet their own needs than an adult who has no vulnerabilities.

Appendix 3: Abuse Definition and Signs

Type of Abuse	What it is	Signs you may notice
Physical	Intentional cause of trauma through bodily contact	Bruises, cuts, burns, bite marks, swelling, scarring
Emotional/psychological	Pattern of behaviour seeking to control someone's emotions negatively	Anxiety, withdrawal, low self esteem, self harm, inability to control emotions
Sexual	Non consensual sexual behaviour including harassment	Inappropriate sexual knowledge for age, fear of touch, STI's, anxiety, anger
Domestic Abuse	Pattern of abuse towards a partner	Always with partner, not allowed out, money controlled, change in behaviour around partner
Financial	Non consensual control over money/possessions	Unexplained lack of money/ personal possessions
Modern Slavery	Trafficking or forced labour, illegal working conditions	Tiredness, infrequently seen out, insufficient finances, rarely speaks about work
Discriminatory	Unequal treatment based on categories of people e.g. faith, gender, ethnicity etc	Withdrawal, isolation, depression
Organisational/Institutional	Poor treatment in a particular setting	Avoidance of particular place, change in mood around particular place
Spiritual	The abuse of power by spiritual leaders including manipulation	Anxiety in the spiritual setting, unhealthy relationship with leader

Neglect	Failure to provide basic care needs	Unkempt, malnourished, frequent illness, poor hygiene
Self Neglect	Failure to provide basic care needs for self as adult	Unkempt, malnourished, frequent illness, poor hygiene
Bullying	Targeted behaviour seeking to harm	Withdrawal, anxiety, truancy
Cyber Bullying/Online Abuse	Targeted behaviour seeking to harm through a device	Withdrawal, anxiety, truancy, increased/decreased device use
Child Sexual exploitation (CSE)	Umbrella term for crimes around sexual abuse of children	Time spent with unknown adults, reports of older partner, frequently missing, unexplained money/gifts
Child Trafficking	Illegally taking children to another area for CSE/ work	Unexplained background, parents not around, poor communication
Criminal exploitation/gangs	Children in crime or with gang involvement	Out frequently, aggressive, spends time with older people, secretive
Grooming	Building a relationship for exploitation	Receiving money/gifts, spends time with older people, secretive
Female Genital Mutilation	Female circumcision	Long periods in the toilet, difficulty sitting
Non-recent abuse	Report by an adult of abuse that happened as a child	Emotional/ triggered by talk of abuse, verbal report of abuse
Fabricated/Induced Illness	Caregiver causing or exaggerating illness	Signs don't match report of symptoms, frequent illness, implausible illness