



Safeguarding Policy

Reviewed & Approved by Scargill Council - 21st May 2026

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Section 1: Details of the organisation

Name of Organisation: Scargill Movement

Address: Scargill House, Kettlewell, North Yorkshire BD23 5HU

Tel No: 01756 760500

General Email address: info@scargillmovement.org

Director: Rev Phil Stone

Director Contact Telephone 01756 760510 / Email: phil.stone@scargillmovement.org

Safeguarding Lead Name: Phil Goodacre

Safeguarding Lead Contact Telephone 01756 760518 / Email: phil.goodacre@scargillmovement.org

Charity Number: 1127838

Company Number: 6778628

Website www.scargillmovement.org

Insurance Company: Ecclesiastical for Public Liability

The following is a brief description of Scargill Movement and the type of activities we undertake with children and adults with care and support needs.

Scargill is a Christian Community which is international, ecumenical, and intergenerational. At the heart of Community life is 'lives shared lives transformed with Jesus at the centre'. The Community offers a warm welcome and hospitality to all. Prayer, food and laughter are hallmarks of our life together. The Community run a busy programme of events including quiet retreats, exuberant family holidays, teaching from some amazing visiting speakers and our own team, musical, creative and craft-based events, walking weeks, environmental and working holidays, house parties celebrating Easter and New Year and much more besides. In between our programmed events we host many church weekends, youth events and gatherings large and small, as well as individuals who make themselves at home with us for a few days.

Our Community

The Scargill Community is made up of people from all over the world who have committed to live, serve and pray together for an extended period of time. We live in community accommodation at Scargill House and work to deliver our vision and offer hospitality to our guests in an atmosphere of "love, laughter and life".

Community consists of families, couples and single people. Some are on gap years, some are taking a career break to consider where God is leading them next, some are retired, and others have made a longer-term commitment to raise their family with us. Members of community receive accommodation, all meals and a monthly personal allowance. There are between 25 and 35 members of community at any one time living at Scargill House.

Working Friends

Volunteers at Scargill are known as 'Working Friends'. Working Friends form an essential role in enabling Scargill to welcome guests. They usually come and help for a weekend or for a week (Monday to Friday), once a month or just a couple of times a year. Some working friends who live locally come for the day once a week. In a typical month between 40 and 60 different people volunteer at Scargill from a total of over 200 on our records.

Sabbatical Stays

Scargill offers a sabbatical stay for an initial period from 2 weeks to 3 months, to experience life at Scargill and can connect with the rhythm of life of the community. Those on a Working Sabbatical will work with the Community on one of our teams. Scargill also offers a sabbatical stay as a personal retreat. For the purposes of this policy, those here on a sabbatical stay will be considered as Working Friends, unless otherwise stated.

Guests

Scargill offers a programme of events for guests. These are mainly directed at adults although some events are specifically aimed at families with children, in school half terms and holidays. We do not currently run events specifically for adults with care and support needs, although some adults with care and support needs may come as part of a larger group or as individuals. We offer accessible rooms to cater for adults with disabilities, but do not provide any personal care.

In addition, we host groups from churches and other organisations such as choirs, youth groups, schools. This may involve them running their own activities for those who come as part of these groups. These groups may include adults at risk.

Other visitors

Scargill also welcomes occasional visitors, including but not limited to external contractors. Where possible the visits of contractors will be restricted to times when guests are not present in the house. There are certain times, for example when we have groups of children and young people in the house, when we are unable to welcome occasional visitors.

Section 2: Governance and leadership

Our commitment

Every person has a value and dignity which comes directly from being created in God's own image and likeness. Christians see this potential as fulfilled by God's re-creation of us in Christ. Among other things this implies a duty to value all people as bearing the image of God and therefore to protect them from harm.

At the heart of our ministry at Scargill Movement is a desire to care deeply for those who walk through our doors, as well as those who are part of our community and who regularly give their time as working friends. Within that care we take very seriously our responsibility for protecting and safeguarding the children, young people and adults at risk in our midst.

Scargill Movement recognises 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 and 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." Scargill Movement has therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance.

We commit to adhere to the guidelines and procedures laid out in this Safeguarding Policy. We will review statutory requirements regularly, in order to ensure that the Safeguarding Policy is kept up to date. We are committed to build constructive links with statutory and voluntary agencies involved in safeguarding. We communicate our Safeguarding Policy as appropriate to all guests, community members and working friends.

Our safeguarding statement can be found in **APPENDIX 1**.

This policy, and practice guidelines included in the appendices, are based on the ten safeguarding standards published by Thirtyone:eight ([Our Ten standards | Thirtyone:eight](#)).

Governance

The Council of Scargill Movement is our board of trustees and is appointed to have independent authority and legal responsibility. This includes having a critical role in decision making and compliance as well as setting the values, standards and behaviours of the organisation.

The standards and behaviours may be referred to as the culture of the organisation or “the way we do things around here”. Culture can be shaped in both negative and positive ways.

“The culture of a charity goes beyond mere compliance with legal and regulatory demands. Charity governance is most effective when it provides assurances not just that legal requirements are met, but that the behaviour of people working for the charity, and those who come into contact with it, is proper and ethical. Culture, alongside good governance, can be pivotal to whether a charity achieves its stated object” (IICSA The Governance Institute, 2017).

The Council has overarching responsibility for safeguarding within the organisation, including referring to the Charity Commission as charity regulator.

The Council takes responsibility for reporting all serious incidents to the Charity Commission. The Council may delegate this to the Vice-Chair or another trustee. A prompt, full disclosure will be made, including a report of what happened and how Scargill Movement has responded, even if it has been reported to the police or other statutory bodies.

Further guidance from the Charity Commission can be found [here](#)

The following Safeguarding Policy and Statement aims, to not only meet the requirements of ensuring a safe environment for those accessing activities in our organisation but to also build an open culture where:

- those who lead do so by example, and
- are committed to the safeguarding of all
- those that work or volunteer are safely recruited and trained for their roles,
- there are accountability structures
- with codes of conduct,
- the values of the organisation are embedded in its day-to-day actions and behaviours of its people
- and there is open communication.

Section 3: Prevention

Understanding abuse and neglect

Defining child abuse or abuse against an adult is a difficult and complex issue. A person may abuse by inflicting harm or failing to prevent harm. Children and adults with care and support needs 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 adult.

For the purposes of this policy, a child will be referred to as someone under 18 years old,

An adult at risk of harm will be defined in this policy as the following:

The Care Act 2014 states that adult safeguarding duties apply to any person aged 18 years or older who:

- Has care and support needs
- Is experiencing, or is at risk of, abuse or neglect
- Is unable to protect themselves because of their care and support needs

To safeguard those in our organisation we adhere to the UN Convention on the Rights of the Child and have as our starting point as a definition of abuse, Article 19:

1. States 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 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.

Also, for 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.

This policy is in line with the following legislation:

- The Children Act (1989 & 2004)
- Working Together to Safeguard Children (2025)
- The Care Act (2014)
- Safeguarding Vulnerable Groups Act (2006)
- Mental Capacity Act (2005)

In England the following categories of abuse are recognised in legislation

Children

- Physical
- Sexual
- Emotional
- Neglect

Adults

- Physical
- Sexual
- Emotional
- Financial
- Organisational
- Domestic
- Modern slavery
- Discriminatory
- Neglect
- Self-neglect

Detailed definitions and signs and indicators, as well as how to respond to a disclosure of abuse, are included here in our Safeguarding Policy. All types of abuse are listed for completeness (**APPENDIX 2**). Spiritual abuse is also included. While this category of abuse has not currently been recognised in legislation, as a Christian community we recognise it is important to be aware of spiritual abuse and to be able to respond appropriately. In serious cases, it may fall under other categories of abuse identified in legislation.

Positions of Trust

All adults working with children, young people and adults at risk are in a position of trust. All those in positions of trust need to understand the power this can give them over those they care for and the responsibility they have because of this relationship.

It is vital that all workers ensure they do not, even unknowingly, use their position of power and authority inappropriately. They should always maintain professional boundaries and avoid behaviour which could be misinterpreted.

As of April 2022, it is illegal in England and Wales and Northern Ireland for those in Positions of Trust in a faith setting to engage in sexual activity with a 16- or 17-year-old under their care or supervision.

Safer recruitment

Scargill Movement ensures all Community members and Working Friends are appointed, trained, supported and supervised in accordance with government guidance on safe recruitment. This includes ensuring that:

- There is a written job description and person specification for the post
- Those applying have completed an application form
- Those short listed have been interviewed
- Safeguarding has been discussed at interview
- Written references have been obtained, and followed up where appropriate
- All applicants complete a self-declaration or declaration of suitability form before arriving to work at the Scargill Movement.
- All UK applicants complete the relevant Disclosure and Barring Service check before appointment. All those applying via UK Borders or from EU are required to provide a police check, or the equivalent of DBS by their country of origin, before arriving to work at the Scargill Movement. 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 and induction is provided for the successful applicant
- The applicant has completed a probationary period.
- The applicant has been given a copy of the Scargill Movement's safeguarding policy and knows how to report concerns.

Further details of our safer recruitment practices, including the different processes for Community Members and Working Friends, are included in **APPENDIX 10**.

Safeguarding training

Scargill Movement is committed to on-going safeguarding training and development opportunities for all Community Members and Working Friends, developing a culture of awareness of safeguarding issues to help protect everyone. All our Community Members and Working Friends receive induction training. This includes receiving a copy of our Safeguarding Leaflet, which can be found in **APPENDIX 5**.

All our Community Members and Working Friends undertake recognised safeguarding training on a regular basis. For Community Members this training is provided or facilitated by Scargill Movement, and renewed every three years. For Working Friends this is facilitated by Scargill Movement when required. Further details are outlined in **APPENDIX 3**.

Details of the training requirements for different roles, including Safeguarding Team, Chaplains, Personnel Team and Leadership Team are outlined in **APPENDIX 3**.

Scargill Movement provides or facilitates specialist safeguarding training for the members of Scargill Council.

Scargill Movement also ensures that children and adults with care and support needs are provided with information on where to get help and advice in relation to abuse, discrimination and bullying or any other matter where they have a concern. To enable this, safeguarding information is available on our website, and posters are displayed around Scargill House. See **APPENDIX 6**.

Practice Guidelines

As an organisation working with children, young people and adults with care and support needs we wish to operate and promote good working practice. This enables workers to run activities safely, develop good relationships and minimise the risk of potential harm or abuse and false or unfounded accusations.

We have specific good practice guidelines for working with children and young people, online events, and pastoral ministry. These can be found in **APPENDIX 4**

We have online registration forms for programmed activities for children and young people. A link to these can be found in **APPENDIX 4**.

Codes of Conduct

Scargill Movement is committed to supporting all Community and Working Friends and ensuring they receive support and supervision. All have been issued with the Scargill Safeguarding Leaflet. This leaflet includes:

- Code of conduct for working with children, young people, and adults with care and support needs
- Clear expectations around the use of mobile communication and social media with children and young people
- Guidance on how to respond to disclosures of abuse, or causes for concern.

Community Members and Working Friends will be given further training as necessary.

The Scargill Safeguarding leaflet can be found in **APPENDIX 5**.

Internet Availability

Children and young people under 18 are able to access the Guest (Open) network, which does not require login details. This network is turned off between 10pm and 7am. It allows filtered access to the internet. Scargill Movement does not give login details to under 18s for other networks, which have fewer restrictions concerning available content and time of use.

While the Guest (Open) network has some content restrictions in place, the responsibility of internet use by those aged under 18, remains with the parents or carers at all times.

Section 4: Partnership working

At Scargill we host a range of different groups and organisations. The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children, young people and adults with care and support needs. This can be because of cultural tradition, belief and religious practice or understanding, for example, of what constitutes abuse.

It is our expectation that any organisation using our premises, will have their own policy that meets our safeguarding standards. If they do not have such a policy, we expect that they will abide by our safeguarding policy.

We have posters in the building promoting safeguarding, providing contact details of our safeguarding team and information on reporting safeguarding concerns.

We believe good communication is essential in promoting safeguarding, both to those we wish to protect, to everyone involved in working with children and adults with care and support needs and to all those with whom we work in partnership. The Scargill Safeguarding Policy is just one means of promoting safeguarding.

Section 5: Responding to allegations of abuse

Procedures for responding allegations of abuse

Under no circumstances should a Community Member or Working Friend carry out their own investigation into an allegation or suspicion of abuse.

The person in receipt of a disclosure, allegation or concern of abuse should report this as soon as possible to one of the three locals contacts listed below.

Phil Goodacre (hereafter the “Safeguarding Lead”)

Tel: 01756 760518

Email: phil.goodacre@scargillmovement.org

The Safeguarding Lead is nominated by the Leadership to act on their behalf in dealing with the disclosure, allegation or concern, including referring matters on to the statutory authorities. In the absence of the Safeguarding Lead, then the report should be made to either of our Deputy Safeguarding Leads:

Hannah Davies (hereafter “Deputy Safeguarding Lead”)

Tel: 01756 760500

Email: hannah.davies@scargillmovement.org

Annie Naish (hereafter “Deputy Safeguarding Lead”)

Tel: 01756 760514

Email: annie.naish@scargillmovement.org

Together, these three make up our Safeguarding Team.

If the concerns implicate any of the above or the Scargill Movement Director, then the report should be made in the first instance to the Safeguarding Trustee.

Safeguarding Trustee: Alison Roche

Tel: 07901 621250

Email: alison.roche@scargillmovement.org

The Community Member or Working Friend can also contact Thirtyone:eight (formerly Churches Child Protection Advisory Service) to get further advice if required: Tel: 0303 003 1111 Option 2.

Further practical guidance as to how to respond to a disclose of abuse are detailed in the ‘Scargill House Safeguarding Leaflet, which can be found in **APPENDIX 5**.

These contacts and following flowchart are displayed on the posters in **APPENDIX 6**.

The Community Member or Working Friend should record this the disclosure, allegation or concern onto the Cause for Concern form and share this with the Safeguarding Lead/a Deputy Safeguarding Lead or Safeguarding Trustee as soon as possible. A copy of the Cause for Concern form can be found in **APPENDIX 9.**

Recognising that the round-the-clock nature of operations of Scargill Movement, and to ensure accountability and continuity of care, all disclosures, allegations or concerns will be considered by two members of the Safeguarding Team, one of which will be the Safeguarding Lead if available.

The Safeguarding Lead may first ring the Thirtyone:eight helpline for advice. Based on the nature of the issue and advice received, they may then contact the relevant statutory services.

The Safeguarding Lead or their deputy may need to inform others depending on the circumstances and/or nature of the concern, such as:

- The Safeguarding Trustee may need to liaise with the insurance company or the Charity Commission to report a serious incident.
- Local Authority Designated Officer – LADO if the allegation concerns a Community Member or Working Friend working with someone under 18.

Concerns 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. The storing of this record of concerns is the responsibility of the Safeguarding Lead.

Whilst disclosures, allegations or concerns of abuse will normally be reported to the Safeguarding Lead, the absence of the Safeguarding Lead or Deputy Safeguarding Leads should not delay referral to statutory services, the police, or taking advice from Thirtyone:eight.

Scargill Movement will support the Safeguarding Lead or their Deputies 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, although Scargill Movement hopes that Community members and Working Friends will use the procedure laid out in this policy. If, however, the individual with the concern feels that the Safeguarding Lead or their Deputy has not responded appropriately, or where they have a disagreement with the Safeguarding Lead(s) as to the appropriateness of a referral they are free to contact an outside agency direct. We hope by making this statement that Scargill Movement demonstrates its commitment to effective safeguarding and the protection of all those who are vulnerable.

The role of the Safeguarding Lead or their 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:

Allegations of physical injury, neglect or emotional abuse:

- If the child requires immediate medical attention, contact the relevant medical services, informing the Doctor of any concerns.
- If a child has a physical injury, a symptom of neglect or where there are concerns about emotional abuse, the Safeguarding Lead or their deputy will: seek and follow advice given by Thirtyone:eight (who will confirm their advice in writing). This may involve referring a case to Children's Social Care.
- If concerned about a child's safety or if a child is afraid to return home, the Safeguarding Lead or their deputy will seek and follow advice given by Thirtyone:eight (who will confirm their advice in writing). This may involve referring a case to Children's Social Care.
- If the disclosure, allegation or concern is directly about the parents, then do not tell the parents or carers unless advised to do so, having contacted Thirtyone:eight, who may advise contacting the relevant authority of Children's Social Care
- For lower-level concerns, (e.g., poor parenting), encourage parent/carer to seek help, but not if this places the child at risk of 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 Care direct for advice.

Allegations of sexual abuse:

In the event of allegations or concerns of sexual abuse, the Safeguarding Lead or their deputy will:

- Seek and follow the advice given by Thirtyone:eight who will confirm its advice in writing for future reference.
- Where advised by Thirtyone:eight, contact the Children's Social Care for children and families and police on 101.
- Depending on the circumstances, they will need to consider whether it is appropriate to speak to the parents of the child. If they are not sure about this, then they will contact Thirtyone:eight.

Detailed procedures where there is a concern about an adult at risk:

Concerns or allegations of abuse or harm including; physical, sexual, organisational, financial, discriminatory, neglect, self-neglect, forced marriage, modern slavery, domestic abuse.

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

- If the adult is in immediate danger or has sustained a serious injury contact the Emergency Services on 999, informing them of any suspicions.
- Contact Adult Social Care who will be able to advise whether this reaches the safeguarding threshold and actions required. Alternatively, Thirtyone:eight can be contacted for advice.

Procedures where there is a concern regarding spiritual abuse

The Safeguarding Lead or their deputy will:

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

Allegations made against Community Members and Working Friends

All allegations of abuse should be brought to the notice of one of the three local contacts immediately. They will then confer with Safeguarding Lead if available or another local contact.

The Safeguarding Lead or their deputy will:

- Inform the Director, or in their absence inform the Operations Manager.
- In cases where the allegation is made against the Director, Operations Manager, or a member of the Safeguarding Team, the Safeguarding Trustee will be contacted.
- Ensure that the child or adult in question is safe and away from the person alleged to have abused them. The alleged person will either be removed from the Main House or from all public areas where there are guests.
- Refer to external agencies (as described below) depending on whether the incident involved an adult or a child.

During both an internal and external process (where outside agencies are used) the alleged person should be suspended from duty at Scargill House and should remain away from the main House or away from all public areas where there are guests. Irrespective of any external processes, the appropriate disciplinary procedure should be followed.

All instances of allegations of abuse made against a member of Scargill Community or Working Friend, should be reviewed within the organisation, looking at practice and if need be, reviewing this policy. When an external investigation is being carried out, this should be completed before the internal review.

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 or their deputy will:

- Seek and follow advice from Thirtyone:eight (who will confirm their advice in writing). This may involve making a referral to the Local Authority Designated Officer (LADO) whose function is to handle all allegations against adults who work with children and young people whether in a paid or voluntary capacity.

- If advised, take a referral to the relevant Disclosure and Barring Service for consideration of the person being placed on the barred list for working with children or adults with care and support needs. This decision should be informed by the LADO if they are involved.
- If advised, share information about the concern with the police.

Allegations of abuse against a person who works with adults with care and support needs:

The safeguarding Lead or their deputy will:

- Seek and follow advice from Thirtyone:eight (who will confirm their advice in writing). This may involve liaising with Adult Social Care to establish whether this can be investigated under their safeguarding processes.
- If advised, make a referral to the relevant Disclosure and Barring Service DBS following the advice of Adult Social Services.
- If advised, share information about the concern with the police.
- The legislation across all four UK nations (The Care Act 2014) places the duty upon Adult Social Care to investigate situations of harm to adults with care and support needs. 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 Social Care to decide not the organisation.

Allegations of non-recent sexual abuse from an adult:

If an accusation is made of non-recent sexual abuse from a child, the procedure in relation to sexual abuse will be followed (please see above).

If an accusation is made of non-recent sexual abuse from an adult, the Safeguarding Lead, or in their absence a Deputy Safeguarding Lead will:

- Seek and follow advice from Thirtyone:eight (who will confirm their advice in writing).
- Give the adult the option to report this to the Police. If the adult does not wish to report this to the police, then the Safeguarding Lead, or their deputy, can pass on the information relating to the alleged Perpetrator, however, must not share details of the Survivor. If there is likely to be a risk to others, then it should be reported to the police.
- If the alleged Perpetrator is in a role working or volunteering with children or young people, make a referral to the Local Authority Designated Officer -LADO whose function is to handle all allegations against adults who work with children and young people whether in a paid or voluntary capacity.
- If the alleged Perpetrator is in a role working with adults with care and support needs, liaise with Adult Social Care to establish whether this can be investigated under their safeguarding processes.
- If the alleged Perpetrator is in a role within your organisation, contact Thirtyone:eight and in discussion with them will consider appropriate action with regards to the scale of the concern.

Section 6: Wellbeing Support and Pastoral Care

Supporting those affected by abuse

Scargill Movement is committed to offering wellbeing support and 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 the organisation.

Pastoral support for Community member, Working Friends and guests is provided by the Chaplains and other members of the pastoral team.

It is crucial that survivors:

- are accepted as they are, no matter what emotions or thoughts they are experiencing in response to their abuse.
- are offered time and space to consider how and when forgiveness is a part of their response. Forgiving their abuser can be a complex process, and considerable damage can be done by treating forgiveness as something that they must do unreservedly and now.
- are given a sense that community and working friends of Scargill Movement who know about the abuse are 'with them' along the road to recovery. The journey can be very long and supporters are essential.
- are assured that any abuse towards them was not their fault, they have no need to feel guilt and shame, and that God loves them unconditionally.


Working with those who may pose a risk

It is entirely possible that those who have behaved in such a way to cause harm to children, young people or adults at risk in the past could come to stay at Scargill House. Whilst genuinely wishing to create a safe place for **all** people, we take seriously the potential risk that welcoming someone who might have such a history creates.

Where someone declares such a history, we will put in place strategies described in **APPENDIX 7**.

Adoption of the policy

This policy was agreed by the Council of Scargill Movement and will be reviewed annually in May.

Signed by: 

Date: 21/5/2026

Name: Andy Arnold

Position: Chair of trustees

Signed by: 

Date: 21/5/2026

Name: Phil Stone

Position: Director

APPENDIX 1: Safeguarding Policy Statement

Safeguarding Policy Statement



To be displayed in a prominent place

Scargill Movement: Protection of children and adults policy statement

The following statement was agreed by Scargill Council on: 21/5/2026

- Scargill Movement is committed the safeguarding of all children and adults and ensuring their well-being, with particular attention to those who may be vulnerable or have care and support needs.
- We recognise that we all have a responsibility to help prevent harm or abuse to children and adults with care and support needs in all their recognised forms.
- We recognise that the personal dignity and rights of adults and children 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 Scargill.
- We undertake to exercise proper care in the appointment and selection of those who will work with children and adults with care and support needs.
- We believe every child and 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 guidelines in relation to safeguarding children and adults and will ensure that as an organisation all Community and volunteers will work within the agreed procedure of our safeguarding policy.
- Implementing the requirements of all relevant legislation including, but not limited to; Working Together to Safeguard Children 2023, the Disability Discrimination Acts 1995 and 2005, Equality Act 2010 and referring concerns about adults with care and support needs to the local authority under the Care Act 2014.
- 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 the organisation.
- Supporting all in the organisation affected by abuse.

We recognise:

- Children's Social Care 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 an adult with care and support needs.
- Where an allegation suggests that a criminal offence may have been committed then the police, should be contacted as a matter of urgency.
- Safeguarding is everyone's responsibility.

We will review this statement and our policy annually.

If you have any concerns for a child or adult, then speak to one of the following who have been approved as safeguarding Leads for this organisation.

Phil Goodacre - Safeguarding Lead


Hannah Davies - Deputy Safeguarding Lead

Annie Naish - Deputy Safeguarding Lead

A copy of this organisation's policy can be seen:

<https://scargillmovement.org>

Signed on behalf of Scargill Movement

Signed: 

Date: 21/5/2026

Andy Arnold, Chair of Council

Signed: 

Date: 21/5/2026

Phil Stone, Director

APPENDIX 2: Definitions and Types of Abuse

Types of abuse

The following definitions are taken from Thirtyone;eight website accessed June 2025.

Abuse is a single or repeated act, or lack of action, that happens within any relationship where there is an expectation of trust, which causes harm or distress to another person or violates their human or civil rights. It is the misuse of power and control and can be perpetrated by a wide range of people, including those who are close to the person or those who have no previous connection to them.

Physical abuse

Physical abuse is the deliberate use of physical force by one person against another to cause harm.

It may result in physical harm or injury to the other person, or it may not, and may be a one-off act or ongoing.

Physical abuse can include:

- Hitting, slapping, biting or pinching.
- Rough handling, shaking, pushing, or throwing.
- Burning or scalding.
- Drowning, or suffocating
- Poisoning, misuse of medication or the denial of treatment.
- Intentional exposure to extreme heat or cold, or force feeding.
- Misuse or illegal restraint, inappropriate physical punishment, or depriving someone of their liberty.

Physical harm may also be caused when a child's Parent/Carer fakes the symptoms of, or deliberately causes illness or ill health in a child.

Injuries caused by accidents such as trips and falls are not uncommon, especially in children, but these usually occur on bony or prominent areas such as knees, shins and elbows.

Abusive injuries tend to involve softer areas that are harder to damage accidentally e.g. upper arms, forearms, chest, back, abdomen and thighs.

Possible signs and indicators of physical abuse:

- Visible injuries and bruising.
- Unexplained cuts, marks or scars.
- Injuries that don't match the explanation given.
- Getting injured often
- Unexplained falls
- Subdued or changed behaviour
- Changes in weight, being excessively under or overweight or malnourished.
- Failing to get medical treatment or changing Doctors often.

Sexual abuse

Sexual abuse (or Sexual violence) is any behaviour perceived to be of a sexual nature which is unwanted or takes place without consent or understanding.

The abuse may involve physical contact and touching or non-contact activities.

Sexual abuse is found across all sections of society, irrelevant of gender, age, ability, religion, race, ethnicity, personal circumstances, financial background or sexual orientation. It can be perpetrated by family or non-family members, women, men and other children.

Children and young people

The sexual abuse of children or young people - also called **Child Sexual Abuse (CSA)** - is involving a child or young person in an activity for the sexual gratification or gain of another person, whether or not it is claimed they have consented or agreed.

Sexual abuse of a child can include:

- Forcing or enticing a child or young person to take part in sexual activities, including penetrative or non-penetrative acts, whether they are aware of what is happening or not.
- Including children in looking at adult sexual content or activities, or having their photo taken or being filmed for the production of indecent images.
- Using sexual language towards a child or encouraging them to behave in sexually inappropriate ways.
- Grooming a child in preparation for abuse, either in person or online.

Child sexual exploitation is a form of child sexual abuse where a child is sexually exploited for money, power or status.

Sexual abuse may awaken premature sexual feelings in a child that they find hard to deal with and feel guilty about and they may need reassurance that they are not to blame for the abuse.

Penetrative sex with a child under 13 years by an adult or another child is classed as rape.

One of the ongoing effects of childhood sexual abuse may be that adult survivors experience difficulties forming meaningful relationships with other adults.

Adults

The sexual abuse of adults involves sexual acts to which the person has not consented or has been pressured into consenting to.

Sexual abuse of adults can include:

- Penetrative or non-penetrative sexual acts, whether they aware of what is happening or not e.g. sexual assault, oral sex, rape, attempted rape, and date rape.
- Indecent exposure, sexual harassment, inappropriate looking or touching, groping, sexual teasing or innuendo,

- Being made to look at or be involved in the production of sexually abusive material, or being made to watch sexual activities.
- Stalking and grooming.

Possible signs and indicators of sexual abuse in children or adults:

- Physical injuries and bruising, particularly to the thighs, buttocks, upper arms and neck.
- Bleeding, pain or itching in the genital area when walking or sitting.
- Sexually transmitted diseases or infections.
- Pregnancy in a woman who is unable to consent to sex.
- Uncharacteristic or age-inappropriate use of sexual language or significant changes in sexual behaviour or attitude.
- Self-harming.
- Poor concentration, withdrawal, sleep disturbance.
- Excessive fear/apprehension of, or withdrawal from, relationships or being alone with a particular person.

Emotional abuse

Emotional abuse (or psychological abuse) involves harming a person emotionally and includes any persistent emotional ill-treatment that causes severe and long-lasting adverse effects on a person's emotional development.

Some level of emotional abuse is present in all types of abuse and ill treatment of one person by another, but it can also occur on its own.

Emotional abuse can include:

- Consistently telling someone that they are worthless, unloved or inadequate.
- Using intimidation, coercion, and harassment.
- Having inappropriate expectations for a person's age or development.
- Seeing or hearing another person being mistreated, such as in domestic abuse.
- Not giving someone opportunity to express their views or to take part in normal social interaction.
- Bullying, including online bullying.
- Causing someone to frequently feel frightened or in danger

Possible signs and indicators of emotional abuse:

- Low self-esteem, attachment issues, depression, self-harm, and eating disorders.
- Signs of distress, tearfulness or anger
- Reluctance to be alone with a particular person

Neglect

Neglect (or acts of omission) is 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.

It happens when a person deliberately withholds or fails to provide an appropriate level of care and support which is needed by another person.

It can involve a Parent/Carer and can also happen during pregnancy e.g. as a result of maternal substance abuse.

Neglect may happen because of a lack of knowledge or awareness, or through a failure to take reasonable action whether deliberate or not.

In its extreme form, neglect can be a significant risk as it can lead to serious long-term effects and even be life-threatening.

Neglect is the most common form of child abuse in the UK.

Neglect can include:

- Not providing adequate food, clothing, or assistance with personal hygiene.
- Not providing adequate shelter and heating.
- Failing to protect someone from harm or danger.
- Not ensuring appropriate supervision (including the use of inadequate care-givers)
- Failing to give prescribed medication or provide access to appropriate health care or treatment.
- Failing to provide access to educational services.
- Ignoring a person's basic emotional needs.
- Failing to take action when a person is taking unnecessary risk (especially when the person lacks capacity to properly assess risk).

Possible signs and indicators of neglect:

- Poor appearance or hygiene e.g. being smelly or dirty
- Living in an unsuitable home environment e.g. having no heating
- Inappropriate or inadequate clothing
- Signs of malnutrition or not being given enough food
- Having frequent and untreated medical issues or an accumulation of untaken medication.
- Body issues such as sores, skin complaints, poor muscle tone or prominent joints.
- Poor language or social skills
- Being left alone for a long time
- Being withdrawn, depressed or anxious
- Tiredness or finding it hard to concentrate or take part in activities
- Self-soothing behaviours such as drug or alcohol misuse and self-harm.
- Poor school attendance or performance

Self-neglect

Self-neglect is when an adult lives in a way that puts their own health, safety or well-being at risk.

It is an extreme lack of self-care that is often related to deteriorating health and ability in older age, poor mental health, or other issues such as addictions, however not everyone who self-neglects needs to be safeguarded.

Incidents of abuse may be one-off or multiple, and affect one person or more. People who self-neglect will often decline help from others.

There are limitations to what help can be offered if the adult has mental capacity to make their own decisions about how they live, even if they may suffer significant harm or death as a result of their own action or inaction.

Any action taken should seek to minimise any risks while respecting the person's choices, trying to engage with the person to offer as much support as possible without causing distress.

It is important to all efforts to engage with and support the person are clearly recorded.

Self-neglect can include:

- Neglecting to care for personal hygiene, health or surroundings to the extent that it threatens personal health and safety.
- Inability to avoid self-harm
- Failure to seek help or access services to meet health and social care needs
- Inability or unwillingness to manage one's personal affairs
- Behaviours such as hoarding.

Possible signs and indicators:

- Very poor personal hygiene
- Unkempt appearance
- Lack of essential food, clothing or shelter
- Malnutrition and/or dehydration
- Living in squalid or unsanitary conditions
- Neglecting household maintenance
- Hoarding
- Collecting a large number of animals in inappropriate conditions
- Non-compliance with health or care services
- Inability or unwillingness to take medication or treat illness or injury

Domestic abuse

Domestic abuse (or Domestic Violence) is any incident, or pattern of incidents, of controlling coercive or threatening behaviour, violence, or abuse by one adult against another where they are or have been intimate partners or family members.

It can include violence by a son, daughter, mother, father, husband, wife, life-partner, sibling, grandparent or by an extended family member, whether they are directly related, in-laws or step-family. It happens across all sections of society, regardless of gender, age, ability, religion, race, ethnicity, financial background or sexual orientation.

Both men and women can be victims, although a greater number of women experience domestic abuse and are more likely to be seriously injured or killed because of it.

Children and Young People can suffer this form of abuse and are considered victims if they see, hear or experience the effects of abuse and they are related to the victim or the offender.

It is usually frequent and persistent, can happen inside and outside the home, and can continue even after a relationship has ended.

Coercive control

Coercive control is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse used to harm, punish, or frighten another person. It is designed to make a person subordinate or dependent by isolating them from sources of support, exploiting them and their resources, depriving them of the means needed for independence, resistance and escape, and regulating their everyday behaviour.

Domestic abuse can include:

- Emotional abuse
- Physical abuse
- Sexual abuse
- Financial abuse
- Forced marriage,
- Female Genital Mutilation and 'honour crimes'.

Possible signs and indicators of domestic abuse:

- Low self-esteem, attachment issues, depression, self-harm, and eating disorders.
- Signs of distress, tearfulness or anger
- Reluctance to be alone with a particular person
- Visible injuries and bruising.
- Injuries that don't match the explanation given.
- Unexplained falls
- Subdued or changed behaviour
- Changes in weight, being excessively under or overweight or malnourished.
- Signs of coercive control
- Feeling that the abuse is their fault when it is not
- Isolation – not seeing friends and family
- Limited access to money

Financial abuse

Financial abuse (or Material abuse) is the attempted or actual misappropriation or misuse of a person's money, property, benefits, or other assets, by means of intimidation, coercion, deception, or other ways to which the person does not, or cannot consent to.

Financial abuse includes having money or other property stolen, being defrauded or put under pressure in relation to money or other property, and having money or other property misused.

Financial abuse can include:

- Theft, burglary, or fraud (including internet scamming).
- Exploitation and embezzlement.
- Coercion or being put under pressure concerning a person's finances (including wills, property, inheritance or financial transactions).
- Misuse or misappropriation of property, possessions or benefits.
- Withholding pension or other benefits.

Possible signs and indicators of financial abuse:

- Unusual financial activity such as making an unexpected change to a will, a sudden sale or transfer of a property, or unusual activity in a bank account.
- Sudden inclusion of additional names on a bank account or where a signature does not resemble the person's normal signature.
- Reluctance or anxiety by a person when discussing their finances.
- A substantial gift to a carer or other third party.
- A sudden interest by a relative or other third party in the welfare of the person.
- Bills remaining unpaid.
- Complaints that personal property is missing.
- Signs of coercive control or neglect.

Organisational abuse

Organisational abuse (or Institutional abuse) is 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.

It can include one-off incidents or long-term mistreatment and can be through neglect or poor professional practice as a result of inadequate resources, structures, policies, processes and practices within an organisation.

The abuse may happen because of a culture that denies or restricts privacy, dignity, choice and independence, and involves the collective failure of a service provider or an organisation to provide safe and appropriate services, and to ensure that the necessary preventative and protective measures are in place.

Organisational abuse can include:

- A run-down or overcrowded environment
- Insufficient staff or high staff turnover resulting in poor quality care
- Abusive and disrespectful attitudes towards people using the service
- Not offering choice or promoting independence.

Possible signs and indicators of organisational abuse:

- Signs of neglect
- Inadequate staffing levels
- Poor standards of care
- Lack of adequate procedures
- Absence of visitors
- Few social, recreational and educational activities
- Unnecessary exposure during bathing or using the toilet
- Lack of management overview and support
- Signs of physical abuse or emotional abuse

Modern slavery

Modern slavery (or Human Trafficking) is the recruitment, movement, and holding of a person by improper means, such as force, threat or deception, for the purposes of exploitation or abuse.

Victims of human trafficking can be male or female, children or adults, and may come from migrant or indigenous communities.

Modern slavery is different from illegal immigration as people who are trafficked are tricked, coerced, lured or forced by criminals to work for them or others in their criminal networks around the world.

People are forced into and held by threats of violence and intimidation against them or their family, fear, debt bondage, isolation and the removal of identification or travel documents, or imprisonment and torture.

Children living in the UK can also be targeted and trafficked internally.

Modern slavery can include:

- Forced labour
- Domestic servitude
- Sexual exploitation such as prostitution and pornography
- Bonded labour (forcing someone to pay a debt that can't be paid).
- Criminal activity
- Private fostering
- Forced marriage

Possible signs and indicators of modern slavery:

- Signs of physical abuse or emotional abuse
- Signs of neglect
- Isolation from the community
- Seeming under the control or influence of others
- Lack of personal effects or identification documents
- Avoidance of eye contact, appearing frightened or hesitant to talk to strangers
- Fear of law enforcers

Discriminatory abuse

Discriminatory abuse is when a person is treated unfairly, bullied, or abused because of a particular characteristic.

It is against the law to discriminate against someone because of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

These are called protected characteristics.

Discriminatory abuse links to other forms of abuse and may have similar effects e.g. Physical abuse motivated by racism would be classified as Discriminatory abuse.

Discriminatory abuse can include:

- Unequal treatment
- Verbal abuse, derogatory remarks or inappropriate use of language related to a protected characteristic
- Physical abuse and emotional abuse
- Denying access to communication aids, not allowing access to an interpreter, signer or lip-reader
- Harassment or deliberate exclusion on the grounds of a protected characteristic
- Denying basic rights to healthcare, education, employment and criminal justice relating to a protected characteristic
- Substandard service provision relating to a protected characteristic

Hate crime is any incident which constitutes a criminal offence perceived by the victim or any other person as being motivated by prejudice, discrimination or hate towards a person's actual or perceived race, religious belief, sexual orientation, disability, political opinion or gender identity.

Possible signs and indicators of discriminatory abuse:

- Low self-esteem, attachment issues, depression, self-harm, and eating disorders.
- Signs of distress, tearfulness, anger or anxiety
- The person appears withdrawn and isolated
- The support on offer does not take account of the person's individual needs in terms of a protected characteristic

Spiritual Abuse

Christian communities must be particularly vigilant to identify the inappropriate use of any religious belief or practice which may harm somebody spiritually, emotionally or physically.

Spiritual abuse is coercion and control of a person by another in a spiritual context.

The victim experiences the abuse as a deeply emotional personal attack.

Spiritual abuse may include:

- Manipulation and exploitation
- Enforced accountability
- Censorship of decision making
- Requirements for secrecy and silence
- Pressure to conform
- Misuse of scripture or the pulpit to control behaviour
- Requirement of obedience to the abuser
- The suggestion that the abuser has a 'divine' position
- Isolation from others, especially those external to the abusive context

Linked with emotional abuse, spiritual abuse could be defined as an abuse of power, often done in the name of God or religion, which involves manipulating or coercing someone into thinking, saying or doing things without respecting their right to choose for themselves.

Some indicators of spiritual abuse might be a leader who is intimidating and imposes his/her will on other people, perhaps threatening dire consequences or the wrath of God if disobeyed.

The leader may say that God has revealed certain things to them and so they know what is right. Those under their leadership are fearful to challenge or disagree, believing they will lose the leader's (or God's) acceptance and approval.

APPENDIX 3: Safeguarding Training Procedures

Community Members

Scargill Movement facilitates all Community Members undertaking Church of England Basic Awareness and Foundation modules, or an equivalent level of training from another UK denomination or Thirtyone:eight.

Scargill Movement facilitates all Chaplains undertaking Church of England Leadership training or training to an equivalent level if belonging to a different denomination.

Scargill Movement facilitates all Chaplains undertaking Church of England Domestic Abuse training and Modern Slavery and Human Trafficking training, or training to an equivalent level if belonging to a different denomination.

Scargill Movement facilitates all members of the Personnel Team, Leadership Team, and other key members of the Community who are involved in recruitment, undertaking Safer Recruitment Training.

Scargill Movement facilitates the Safeguarding Lead, and Deputy Safeguarding Leads, undertaking advanced safeguarding training specific to the requirement of their roles.

Scargill Movement facilitates this training by allowing work time and covering any costs incurred.

All formal training will be renewed every 3 years.

In addition to formal training, Scargill Movement provides in-house training and discussion around the implementation of good practice. At key times during the year when groups of children, young people or adults at risk of harm are visiting, the Safeguarding Team distributes the Scargill Safeguarding leaflet (**APPENDIX 5**) to all Community members, and reminds the Community to check the safeguarding posters, including up to date contact information, displayed in the building (**APPENDIX 6**).

Working Friends

Scargill Movement recognises that many of our Working Friends belong to churches where they will have already received Church of England Basic Awareness and Foundation Safeguarding training (or higher e.g. Leadership or PTO) in the last 3 years, or equivalent if belonging to a different denomination (e.g. Baptist Church Level 2 or higher). Our Safeguarding Policy seeks to build on this training and ensure that everyone is appropriately trained while avoiding unnecessary duplication.

All Working Friends and those on sabbatical are required to undertake the Church of England Basic Awareness and Foundation modules, or an equivalent level of training from another UK denomination or via Thirtyone:eight. This training is renewed every 3 years. Where necessary, Scargill Movement facilitates this training.

All Pastoral Working Friends are encouraged to undertake Church of England Domestic Abuse training and Modern Slavery and Human Trafficking training, or training to an equivalent level if belonging to a different denomination.

In addition to formal training, all Working Friends receive a copy of the Safeguarding Policy and are informed about where to find the latest contact information.

Trustees

Scargill Movement provides or facilitates specialist safeguarding training for the members of Scargill Council. Key members of the Council who are involved in recruitment undertake Safer Recruitment Training.

APPENDIX 4: Practice Guidelines for working with children and young people, on-line events and pastoral ministry

Working with children and young people under 18

Programmed Children & Youth Sessions

Typically, programmed sessions at Scargill take place at:

10am - 11am

11.30am - 12.30pm

These sessions are usually based in The Peaks Room, Art Room, and The Den. At the end of the sessions primary-aged children will usually be brought to the Sun Lounge (or elsewhere as advised) to be collected by parents/carers.

Parental Obligations

During programmed events members of the allocated Children & Youth Team have responsibility for the children and young people in their care. At all other times, it will be made very clear that parents, guardians or nominated adults will be responsible for their child/children.

Parents are required to register their children and give consent for activities when booking for their stay.

The registration form can be found online here:

<https://scargillmovement.org/visit/youth-and-children/youth-children-registration-form/>

Health and Safety

When working with children and young people Community Members and Working Friends will be aware of the Scargill Movement Health and Safety Policy.

Adult: Child ratios for each group

There will always be a minimum of 2 adults in each group.

We follow the NSPCC recommended adult to child ratios:

- under 2 years - one adult to three children*
- 2 - 3 years - one adult to four children*
- 4 - 8 years - one adult to six children
- 9 - 12 years - one adult to eight children
- 13 - 18 years - one adult to ten children

*In our context our preferred ratio for under 4s is one adult to two children.

The age range in each group may have to be adjusted to cater for individual needs, in which case ratios will be worked out on a pro-rata basis and rounded up. Depending on the needs and abilities of the children, and the nature of the activity, we may have more adults than the minimum.

Workshops

Workshops are typically offered during the afternoon, for example at 5-6pm. They often take place in the Art Room, but may be held elsewhere depending on the nature of the activity.

Young people aged 11-17 may be permitted to attend unaccompanied. Younger children should be accompanied by a parent/carer.

When any under 18s are attending workshops, there are always a minimum of 2 safely recruited adults in the room. The aforementioned Adult: Child ratios will be adhered to.

Touch

Touch is an important part of human relationships: for example, it can be necessary to stop a young child from hurting herself or himself; it can also be a natural way of responding to someone in distress. However, Scargill Movement Community and Working Friends who are around and working with children should be sensitive to what is appropriate and inappropriate physical contact, both in general terms, and in relation to a specific individual. Touch should be age appropriate and ALWAYS initiated by the child rather than the worker unless it is carefully used to prevent a child hurting themselves or others.

Community members and Working Friends should be aware that touch can be misinterpreted when working with all ages. This is particularly the case when working with children and young people so extra care should be taken and common sense used. For example, when a child or young person initiates a hug then this could be reciprocated by a hug with one arm or a pat on the back ensuring that the child or young person is always in control.

Respect and Dignity

Treat all children and young people with respect and dignity befitting their age; watch language, tone of your voice and your body language. It is important that you don't engage in any of the following:

- rough, physical or sexually provocative games
- making sexually suggestive comments about or to a young person, even in fun
- inappropriate or intrusive touching
- any scapegoating, ridiculing, or rejecting a child or young person

At no point should any Community members or Working Friends be in a closed room with a child or young person. If you are asked by a child or young person for a confidential conversation, then this should take place in a quiet part of room where you are both visible.

Online Events

Our online events use Zoom for interactive video events or YouTube / Facebook Live for live-streamed events.

Zoom

- The links for our online events on Zoom are not made public on our website or on social media.
- The setup of the Zoom meetings does not allow participants to join unless the Scargill host is already connected and usually a waiting room is enabled so that participants have to be specifically allowed to join by the Scargill host. Also, participants do not have permission to screen share. The Scargill host will welcome people to the event and be involved with and monitor the text chat.
- For events for adults, an event ticket is ordered which then gives access to a password protected webpage with the Zoom link.

YouTube / Facebook Live

- A Scargill host will be involved with and monitor the text chat during the live stream. They can remove messages or block users if necessary. Also the option to hold potentially inappropriate messages for review is enabled.
- Comments are disabled on all our videos and on the discussion area on our YouTube Channel.

Practice Guidelines for those in positions of trust or exercising pastoral ministry

Scargill Movement will support our Pastoral Working Friends. If a Pastoral Working Friend has any concerns over any conversations they have had with guests, working friends or community and there is a personal need to talk through a conversation that has been distressing to them, the Pastoral Working friends are encouraged to speak to a Chaplain or other member of the pastoral team.

Pastoral Relationships

- Ensure that you treat those with whom you minister with respect, encouraging self-determination, independence and choice
- Be aware of the dangers of dependency in pastoral and professional relationships and always seek advice and support when these concerns arise
- Avoid behaviour that could give the impression of favouritism or the encouragement of inappropriate special relationships
- Understand and recognise your limits and don't undertake any ministry that is beyond your experience or competence
- Care should be taken when helping with physical needs. Always respect the choices of the individual concerned. We do not provide routine intimate care e.g. washing and toileting.
- Be aware of touch, both in initiating or receiving any physical contact. Gestures of comfort may be unwanted or misinterpreted

- Ensure that you do not undertake any pastoral ministry whilst under the influence of alcohol or non-prescribed drugs
- Always use positive language

APPENDIX 5 Scargill House safeguarding leaflet (example February 2026)

What to do if you receive a report of abuse

The following procedures are designed to support you in dealing with disclosures of abuse that may arise in the course of your work with children and young people.

DO make it clear that you cannot be asked to keep a secret
DO listen carefully to the child or young person; let them express their views and feelings without interruption.
DO reassure the child or young person that they have done the right thing in telling someone
DO explain that you must pass this information on
DO make notes of what was said using the child or young person's words whenever possible
DO speak, in the first instance to the Scargill Movement Safeguarding Officer - refer to flow chart

DO NOT panic, show shock or disbelief
DO NOT agree to keep the disclosure a secret
DO NOT make a promise or suggestion that you can stop the abuse
DO NOT ask questions seeking further detail and information as this can contaminate evidence
DO NOT make the child or young person repeat the story unnecessarily
DO NOT investigate this allegation
DO NOT contact the alleged perpetrator
DO NOT make a statement or comment of any kind to the press

Under no circumstances should any individual member of community or volunteer attempt to deal with the problem alone. The primary responsibility of the person who first suspects or is told of abuse is to report it and to ensure that their concern is taken seriously and that the procedure is followed immediately.

It is stressed that should you be the person who hears the disclosure you must not share the information with anyone other than those previously named. Pastoral support can be sought from the Director or the Chaplain, ensuring confidentiality.

SCARGILL HOUSE
SAFEGUARDING LEAFLET
February 2026

SAFEGUARDING CHILDREN, YOUNG PEOPLE & ADULTS

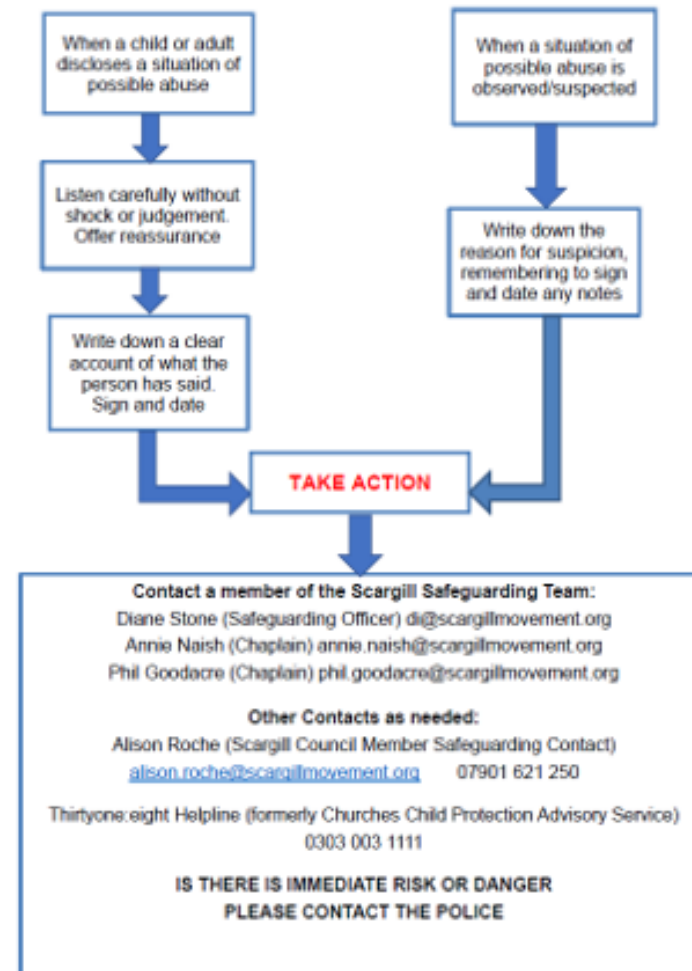
There is a copy of our Safeguarding Policy for children, young people and vulnerable adults available from Personnel.

Please read the abridged summaries below: Scargill Movement Community and volunteers who are around and working either directly or indirectly with children and young people should be sensitive to what is appropriate and inappropriate behaviour both in general terms, and in relation to a specific individual. For example community and volunteers should be aware that touch can be misinterpreted; when working with all ages and when working or interacting with children and young people care should be taken and common sense should prevail.

Good practice: Treat all children, young people and vulnerable adults with respect and dignity befitting their age – watch language, tone of your voice and your body language. It is important that you don't engage in any of the following:

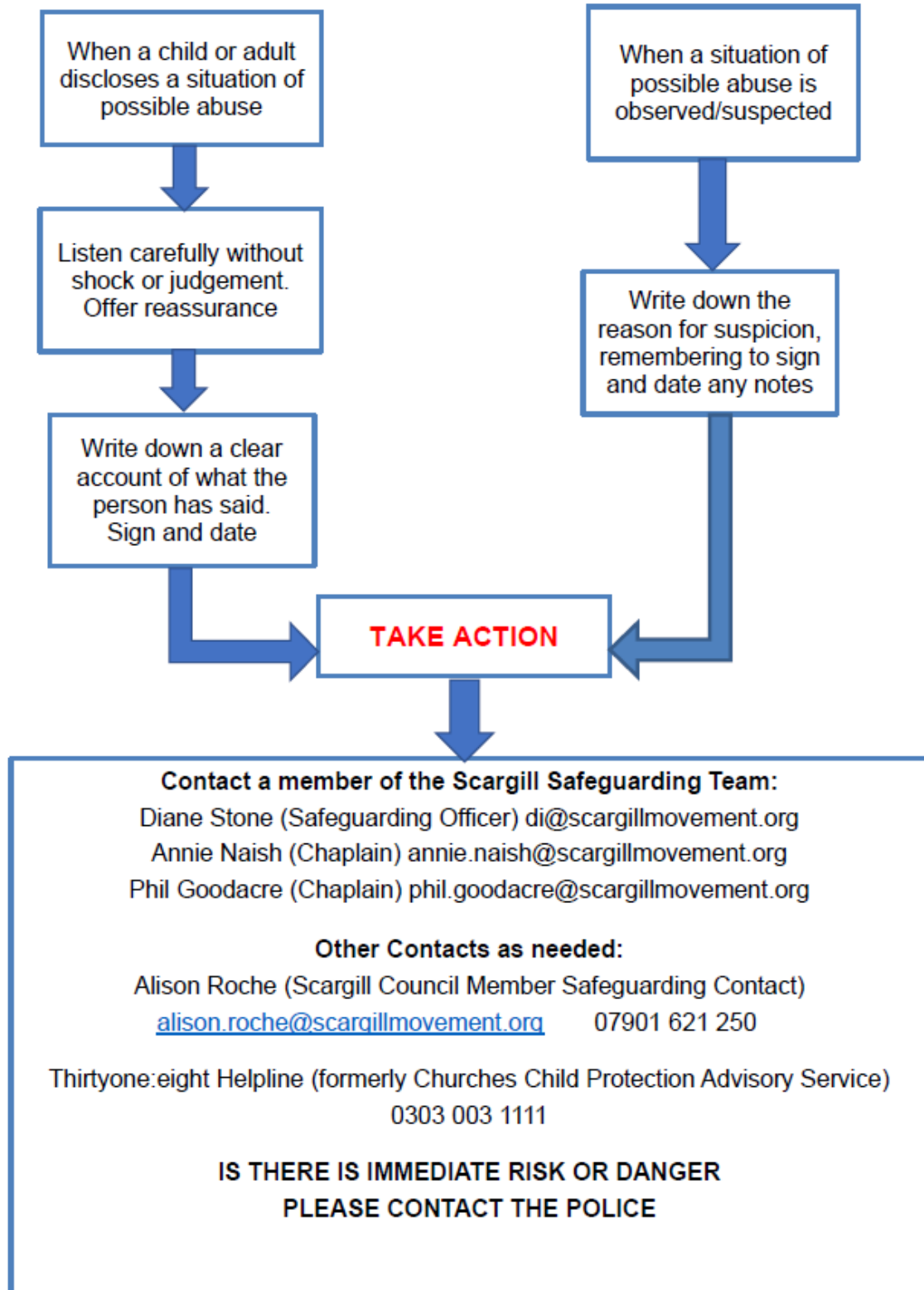
- * rough, physical or sexually provocative games
- * making sexually suggestive comments about or to a young person or vulnerable adult, even in fun
- * inappropriate or intrusive touching
- * any scapegoating, ridiculing or rejecting of a child, young person or vulnerable adult
- * At no point should you be in a closed room with a child or young person. If you are asked by a child or young person for a confidential conversation then this should take place in a quiet part of room where you are both visible.
- * You must not engage in online communication of any kind with children, young people & vulnerable adults.
- * You should not request a young person as a 'friend' on Facebook or accept a 'friend' request.
- * You should not give your mobile numbers to children and young people nor engage in text conversation.

Safeguarding Children & Young People - Referral Flow Chart



APPENDIX 6 Posters displayed in the House (example February 2026)

Safeguarding Children & Young People - Referral Flow Chart





Safeguarding at Scargill

The care and protection of children, young people and adults involved in the activities of the Scargill Movement is the responsibility of everyone who participates in the life of the Scargill Movement.

IF YOU ARE CONCERNED

that someone you know is at risk of, or is being abused, or presents a risk to others, please seek advice from one of the contacts listed below, or if necessary, report the matter to the Local Authority Social Care Services or the Police without delay.

Local contacts available to speak to if you have *any* concerns:



Diane Stone
Safeguarding Officer
di@scargillmovement.org



Dave Lucas
Operations Manager
dave.lucas@scargillmovement.org



Phil Goodacre
Chaplain
phil.goodacre@scargillmovement.org



Alison Roche
Member of Scargill Council with
responsibility for Safeguarding
07901 621 250
alison.roche@scargillmovement.org

Thirtyone:eight Safeguarding Helpline -
0303 003 1111
(formerly Churches Child Protection
Advisory Service)

**IF THERE IS IMMEDIATE
RISK OR DANGER PLEASE CONTACT
THE POLICE ON 101**

Appendix 7 Safeguarding agreements for those who may pose a risk.

It is entirely possible that those who have behaved in such a way to cause harm to children, young people or adults at risk in the past could come to stay as guests at Scargill House. If this is made known to us, this document describes strategies to be put in place to ensure the safety of all, reduce the opportunities of re-offending and the support of those who are vulnerable due to their previous behaviour.

There are two different scenarios that are possible:

1. A guest who is coming as part of a visiting group and where a written agreement is already in place
2. A guest coming on their own, or as part of a visiting group without a written agreement already in place

1. A guest who is part of a group with a written agreement already in place

- The Safeguarding Lead should be informed of the person's visit before their arrival with as much notice as possible.
- The Safeguarding Lead will designate two or more people from either the Community Safeguarding or Leadership teams who will then take responsibility for carrying out the process outlined below. If suitable people for this role are not available for the planned visit dates, then the visit would be postponed to a more suitable time.
- The designated people from community, and the Safeguarding Lead if available, will give careful consideration to the other groups or visitors at Scargill House at the same time, including children, young people and known adults at risk, whether guests or community. In the light of this, it may be deemed an unsuitable time for the visit, in which case the visit would be postponed to a more suitable time.
- The existing written agreement should be sent to the designated people from community by the responsible person for the agreement from the group. This agreement should be reviewed by the designated people from community that it is fit for purpose for the planned visit to Scargill. See the points below in section 2 of things to be considered for inclusion in a safeguarding agreement for a visit to Scargill.
- Any amendments or additions to the agreement that are needed will be sent to the responsible person from the group. A revised agreement will then be sent to the designated people from community.
- The parents of any children who are part of community will be informed in advance by the Safeguarding Lead of the dates when there will be a guest staying who has a safeguarding agreement.
- The designated people from community should meet with the guest on arrival together with the responsible person for the agreement from the group. This will allow for introductions and for the guests from the group to know who to see should any questions or concerns arise during their visit.

- The responsible person for the agreement from the group is to meet daily with at least one of the designated people from community. This meeting can be brief but is to check that the agreement is working and being followed through. Any wider concerns can be discussed including the wellbeing of the guest with the agreement.
- If at any point during the stay the guest breaks any part of the agreement, they will be asked to leave Scargill House immediately.
- Notes are made on the guest's Roommaster profile to flag information in advance of any future visits to Scargill

2. A guest on their own, or part of a group without a written agreement already in place

- The Safeguarding Lead should be informed of the person's visit before their arrival with as much notice as possible.
- The Safeguarding Lead will designate two or more people from either the Community Safeguarding or Leadership teams who will then take responsibility for carrying out the process outlined below. If suitable people for this role are not available for the planned visit dates, then the visit would be postponed to a more suitable time.
- The designated people from community, and the Safeguarding Lead if available, will give careful consideration to the other groups or visitors at Scargill House at the same time, including children, young people and known adults at risk, whether guests or community. In the light of this, it may be deemed an unsuitable time for the visit, in which case the visit would be postponed to a more suitable time.
- The parents of any children who are part of community will be informed in advance by the Safeguarding Lead of the dates when there will be a guest staying who has a safeguarding agreement.
- The designated people from community should then meet with the guest as soon as possible on arrival to put together a written agreement.
- It will be necessary to establish clear boundaries for both the protection of any young and vulnerable people and to lessen the possibility of the guest being wrongly accused of abuse. These boundaries should be outlined in an agreement which should include:
 - Areas of the house that are restricted to the guest at certain times
 - Attending designated meetings only
 - Sitting apart from children and young people during meals and meetings
 - Never being alone or working with children and young people
 - Other specific points that came up in the careful consideration process
 - Meet daily with at least one of the designated people from community
- These boundaries should be agreed by all at the meeting and a written agreement should be signed by all present. It would be ideal for this agreement to be drawn up in person prior to the actual visit but in most cases this is unlikely to be possible.

- It must be made clear that no one else should be informed of the facts without the guest's knowledge. The highest levels of confidentiality should be maintained.
- The daily meeting which is part of the written agreement should offer support and friendship as well as accountability and supervision. The intention is to endeavour to keep open channels of communication for the duration of the visit.
- If at any point during the stay the guest breaks any part of the agreement, they will be asked to leave Scargill House immediately.
- Notes are made on the guest's Roommaster profile to flag information in advance of any future visits to Scargill

Appendix 8 Safeguarding Trustee for Scargill Council

All trustees carry responsibility for Safeguarding but the Safeguarding Trustee takes the lead role in safeguarding matters for the trustees.

That lead will:

1. Be aware of the reporting structure for safeguarding concerns in the Scargill Movement.
2. Be the Trustee who is the primary link between Council and Community regarding safeguarding.
3. Be the Trustee who can be contacted if someone has a safeguarding concern that they do not want to raise with the community safeguarding team.
4. If there is a safeguarding incident of a serious nature, be informed by Scargill leadership as soon as possible, and ahead of the next Council meeting.
5. Ensure Scargill leadership report to Council on safeguarding matters at each Council meeting.
6. Know that they can contact and discuss safeguarding with 31:8 or another external agency if they desire.
7. Keep abreast of Charity Commission guidelines on Safeguarding.

Full Name of Reporting Person:	
Address of Reporting Person:	Phone no:
	DoB:
	Gender:
	Role (e.g. Community Member, Working Friend):
Signature of Reporting Person:	
Safeguarding Team Member initially responding to concern:	
Name:	Role:
Signature:	

In the box below, note details from the discussion between the two members of the Scargill Safeguarding Team responding to the concern. Include action points, including details of any advice to be sought from Thirtyone:eight, or referrals which need to be made. Use a continuation sheet as necessary.

If they absent from this discussion, please ensure this form is returned to the Scargill Safeguarding Lead.

Safeguarding Team Members responding to concern:	
Name:	Name:
Role:	Role:
Signature:	Signature:

Form filed by Scargill Safeguarding Lead	Date:
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Appendix 10: Safer Recruitment Procedures

Safer Recruitment Procedures for Community Members

1. There is a written role description and person specification for all Community positions. These describe the DBS checks and safeguarding training required for each role.
2. All applicants complete an application form
3. All shortlisted applicants living in the UK and applying to join community for more than 3 months are formally interviewed in person during a visit to Scargill. This visit usually lasts a couple of days. During the visit the interviewee will undertake supervised work experience. During the visit the interviewee will not work directly with children or young people.

All shortlisted applicants living in the UK and applying to join community for 3 months or less are either interviewed in person as described above or online (e.g., via Zoom).

All shortlisted applicants not living in the UK are interviewed online.

Returning community members who have previously been through the safer recruitment process have an interview to request re-joining. They need to complete a self-declaration form and have a valid Scargill DBS, i.e., no more than 3 years old.

Safeguarding is discussed at interview.

4. Written references are obtained for all applicants, and followed up where appropriate.
5. All short-listed applicants complete a self-declaration or declaration of suitability form before arriving to work at the Scargill Movement.
6. All short-listed UK applicants complete the relevant Disclosure and Barring Service check before appointment.

All those applying via UK Borders or from EU are required to provide a police check, or the equivalent of DBS by their country of origin, before arriving to work at the Scargill Movement. (We will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information).

7. Qualifications where relevant are verified.
8. Induction and safeguarding training are provided for the successful applicant.
9. All Community members complete a probationary period of three months, and subsequent regular reviews.

Safer Recruitment Procedures for Working Friends

1. There is a written role description and person specification for Working Friends. These describe the DBS checks and safeguarding training required for each role. Due to the nature of their roles, Working Friends who act as Caretakers, or as part of the Children and Youth Team will have enhanced DBS checks.
2. All applicants complete an application form.
3. Written references are obtained, and followed up where appropriate.
4. All applicants complete a self-declaration or declaration of suitability form before their trial visit.
5. Prospective Working Friends are invited to come for a trial visit. Prior to this trial visit they are asked to undertake safeguarding training (see APPENDIX 3) and are directed to our Safeguarding Policy and procedures for raising concerns.

During the visit they will have opportunity to ask questions and discover more about the role. During the visit they undertake supervised work experience. After the trial visit, feedback will be sought from those supervising them (e.g. Kitchen Team Leader, Host Team)

Working Friends can indicate if they wish to be involved in Pastoral Work. Following a period of volunteering at Scargill Movement, individual requests to become Pastoral Working Friends will be considered by the Chaplains and The Director. Interviews and specific pastoral training will then be arranged by Chaplains and/or The Director.

6. All applicants complete the relevant Disclosure and Barring Service check before appointment to the role.
7. Ongoing safeguarding training is facilitated as necessary - see **APPENDIX 3**. All Working Friends are given a copy of our Safeguarding Leaflet, and informed how to raise concerns.
8. Working Friends are offered ongoing support in their role by Team Leaders, members of the Pastoral Team, and the Personnel Team.

Safer Recruitment Procedures for those undertaking a Working Sabbatical

1. There is a written role description and person specification for those undertaking a Working Sabbatical. This describes the DBS check and safeguarding training required for the role.
2. All applicants complete an application form.
3. Those applying for a sabbatical are either interviewed in person or online.
4. Safeguarding is discussed at interview.
5. Written references are obtained, and followed up where appropriate.
6. All applicants complete a self-declaration or declaration of suitability form before the Working Sabbatical begins.
7. All applicants complete the relevant Disclosure and Barring Service check before the Working Sabbatical begins.
8. Ongoing safeguarding training is facilitated as necessary - see **APPENDIX 3**. All sabbatical guests are given a copy of our Safeguarding Leaflet, and informed how to raise concerns.
9. All sabbatical guests are offered ongoing support in their role by Team Leaders, or by members of the Pastoral Team, and the Personnel Team.

Appendix 11: Membership of the Scargill Safeguarding Team

In the interests of transparency and to avoid conflicts of interest:

- The Community Leader (currently known as the Scargill Movement Director) is not a member of the Safeguarding Team
- Any spouse of the Community Leader is not the Safeguarding Lead, though may be a Deputy Safeguarding Lead
- There will be at least one member of the Safeguarding Team who is not also a member of the Leadership Team.
- Members of the Safeguarding Team will not be married to one another, nor related to one another.

As referenced in Section 5: Responding to allegations of abuse, if any concerns implicate a member of the Safeguarding Team or the Community Leader, then the report should be made in the first instance to the Safeguarding Trustee.