

Kathryn's Mercy Home Trust (UK) Charity no. 1129711

Safeguarding Policy for KMH(UK)

(reviewed 29 February 2024)



1. The Safeguarding Principle and Policy

KMH(UK) ('the charity') is committed to safeguarding as an integral part of its life and work.

Principles:

We are committed to promote:

- The care and nurture of all children, young people and adults connected to the charity
- The safeguarding of all children, young people and adults when they are vulnerable
- The establishing of safe, caring communities which provide a loving environment where there is informed vigilance as to the dangers of abuse

We believe that everyone has the right to protection from abuse and to be treated no less favourably than others, regardless of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; or sexual orientation.

2. Outline of work of the charity:

KMH(UK) supports the work of KMH(India) through fundraising, education and support. KMH(UK) has a board of Trustees ('the Trustees'), and no employees. One or two trustees visit the project in India on a regular basis for support and oversight.

The project in India consists of two key elements:

1: Joan's Grace Home:

This is a hostel for up to 100 Dalit girls from the ages of 5–18, to enable them to live in a place with access to secondary education that is denied them in their Dalit villages.

2: Kathryn's Nursery and Primary School:

An independent Tamil Government-approved school up to 300 pupils in the poorest slum area of Devakottai, offering English language education.

3. In addition there is outreach work done in certain remote rural villages by teachers who are sent out to run homework clubs for village children.

4. Medical camps and other training sessions are organised at Joan's Grace Home from time to time.

All these projects are managed in India, are staffed by Indian nationals and are regularly inspected for welfare and child protection by the Indian authorities. The Trustees will work with the project to ensure all safeguarding procedures.

3. Processes

The Trustees shall receive regular reports from the project director which will include reports of meetings with the Indian District Child Protection officers.

Joan's Grace Home receives regular visits from the Indian District Child Protection officers, which include an inspection of the property and the records, and all girls have access to a phone to the national Child Protection service with a publicly displayed number. The visit also includes a meeting with the home management committee, consisting of representatives of the girls, the staff and the local trustees of KMH(India). If there are any concerns they are reported to the Trustees of KMH(UK).

The role of the Trustees of KMH(UK) is to ensure that the procedures in Joan's Grace Home are acceptable to the Indian District Child Protection officers.

Any serious incidents should be reported to the Trustees by the management of Joan's Grace Home, and the Trustees will if necessary be in contact with the Indian District Child Protection officers to ensure that they have been properly dealt with, and a record of them and their outcomes will be kept by the charity secretary and the charity safeguarding officer.

Kathryn's Nursery and Primary School is an authorised school under the Tamil Nadu Government, and as such is subject to the inspections for education and welfare of all authorised schools in that state.

Any major safeguarding issue and the way it is dealt with shall be reported to the Trustees, who will be in contact with the Tamil Nadu authorities to ensure proper care for those who are vulnerable.

The Trustees will ensure that project staff are instructed and equipped to record and keep securely all information relating to incidents or concerns, including written records and any photographic or other evidence, and to ensure that personal information remains confidential and secure.

In the event of a Safeguarding issue being reported directly to a Trustee, they shall report to the other Trustees, and the Trustees of KMH(India), and to the Indian District Child Protection Officers. The designated Safeguarding Officer of the Trustees will deal with the issue according to the procedures and report the outcome to the Trustees of KMH (UK).

The Trustees are required to decide whether a serious incident should be considered reportable to the Charity Commission of England and Wales. The Trustees shall make themselves aware of the Commission's Guidance on reporting serious incidents.

4. Complaints and whistleblowing

KMH(UK) will ensure that all those who hold office are aware, are familiar with and have a copy of the safeguarding policy, including the document on types of abuse, their signs and symptoms (Appendix 1). They will ensure that the procedures for reporting complaints are displayed at the project along with guidelines as to what to do if a complaint is made or how to report any situation of abuse and who report it to; this will also include guidelines as to who to refer to if someone wants to report a situation of abuse occurring in the project. The trustees will promote and publicise the policy and will ensure that all concerns and allegations of abuse will be taken seriously and responded to appropriately.

5. Support

KMH(UK) will seek to offer support for anyone in the project who has been abused in the most appropriate way for each situation.

6. Safe premises

KMH(UK) will seek to ensure that safe premises are provided for all those involved, including an annual risk assessment, clear fire procedures, first aid provision and accident recording procedures.

7. Internet and photography

Photographs: Children and young people under the age of 18 should not be identified by name or other personal details. It is preferable to use group pictures. Consent should be given for the taking of photographs as well as clear information as to how the images are to be used.

Internet: The project will ensure that access to the internet is monitored and carefully and appropriately allowed by staff and students at the project. Warning about the dangers of the internet should be included when the internet is to be used by students at the project.

The project will not allow direct communication between the children/young people and sponsors or other adults through the internet or other means except short written communications approved by the project directors.

8. Monitoring

All Trustees are trained in Safeguarding at Advanced level within either the Methodist or Anglican Church or similar body.

When a Trustee visits either project they shall monitor its Safeguarding procedures, and check that they match the written reports. They will check for awareness among staff of safeguarding issues, including knowledge of signs of abuse (see Appendix 1) and knowledge of reporting procedures to the Indian authorities.

Any volunteers visiting the project and having contact with children or vulnerable adults will be accompanied at all times unless they have current enhanced DBS clearance.

The Trustees are committed to promoting appropriate standards of behaviour. Examples:

- Wait for appropriate physical contact to be initiated by the child (e.g. holding hands)
- Ask permission from children, parents and guardians before taking photographs
- Be aware of the power balance between an adult and child, and avoid taking any advantage this may provide
- Try and ensure that a second adult is present

The Trustees will work with the authorities in India to ensure that inappropriate behaviour is prevented and dealt with appropriately should it occur. Examples:

- hit or physically assault a child
- use language that will mentally and emotionally abuse a child
- spend excessive time alone with a child away from others
- have a child to stay overnight at home unsupervised
- sleep in the same room or bed as a child
- develop a physical or sexual relationship with a child
- develop relationships with children which could be deemed exploitative or abusive
- act in any way that embarrasses, shames, humiliates or degrades a child
- initiate physical contact (e.g. holding hands unless initiated by the child)
- stand aside when inappropriate action is being inflicted by children on other children e.g. sexually provocative games
- show discrimination of race, culture, age, gender, disability, religion, sexual persuasion or any other status

9. Recruitment

All paid staff are recruited in India, work in India and are Indian nationals. They are recruited according to local procedures. Criminal Record checks are not required in India, but notifications of appointments of those working with children and vulnerable adults must be given to the police, and those appointed should be supported by references from an appropriate person which will include questions on suitability and the requirement to disclose any knowledge of anything that calls into question their safety.

UK Trustees will have a current enhanced DBS clearance, a reference from an appropriate person, and undergo foundation and advanced safeguarding training from either the Methodist or the Anglican Church or similar body.

10. Work in Britain

When members of the management of the charity visit Britain for fundraising projects, they will always work in partnership with the UK Trustees, who have been trained in Safeguarding. They will abide by the Safeguarding policies of the institutions they visit.

11. Named Safeguarding officers and date of appointment

For UK	Revd Ian Howarth	22 November 2019
For India	Rev. J. Jeyapaul	22 November 2019
Date policy was accepted:		22 November 2019
Date policy is due to be reviewed:		22 November 2020

Signed for KMH(UK)*William Allberry*..... Date22 November 2019
Signed for KMHT (India)*J. Jeyapaul*..... Date24 November 2019

APPENDIX 1

Types of Abuse and Signs and Symptoms of Abuse

Domestic Abuse:

Domestic abuse is any type of controlling, bullying, threatening or violent behaviour between people in a relationship. But it isn't just physical violence – domestic abuse includes emotional, physical, sexual, financial or psychological abuse.

Abusive behaviour can occur in any relationship. It can continue even after the relationship has ended. Both men and women can be abused or abusers.

Domestic abuse can seriously harm children and young people, as well as vulnerable adults. Witnessing domestic abuse is child abuse, and teenagers can suffer domestic abuse in their relationships.

Signs and Symptoms:

- withdrawn
- suddenly behaves differently
- anxious
- clingy
- depressed
- aggressive
- problems sleeping
- eating disorders
- wets the bed
- soils clothes
- takes risks
- misses school
- changes in eating habits
- obsessive behaviour
- nightmares
- drugs
- alcohol
- self-harm
- thoughts about suicide

Sexual Abuse

A child or vulnerable adult is sexually abused when they are forced or persuaded to take part in sexual activities.

This doesn't have to be physical contact and it can happen online. Sometimes the child or vulnerable adult won't understand that what's happening to them is abuse.

They may not even understand that it's wrong. Or they may be afraid to speak out.

Signs and Symptoms:

- they might avoid being alone with people, such as family members or friends
- they could seem frightened of a person or reluctant to socialise with them
- a child might become sexually active at a young age
- they might be promiscuous

- they could use sexual language or know information that you wouldn't expect them to
- anal or vaginal soreness
- an unusual discharge
- sexually transmitted infection (STI)
- pregnancy.

Child Neglect:

Neglect is the ongoing failure to meet a child's or vulnerable adult's basic needs. It's dangerous, and victims can suffer serious and long-term harm.

Signs and Symptoms:

- be smelly or dirty
- have unwashed clothes
- have inadequate clothing, e.g. not having a winter coat
- seem hungry or turn up to school without having breakfast or any lunch money
- have frequent and untreated nappy rash in infants
- untreated injuries, medical and dental issues
- repeated accidental injuries caused by lack of supervision
- recurring illnesses or infections
- not been given appropriate medicines
- missed medical appointments such as vaccinations
- poor muscle tone or prominent joints
- skin sores, rashes, flea bites, scabies or ringworm
- thin or swollen tummy
- anaemia
- tiredness
- faltering weight or growth and not reaching developmental milestones (known as failure to thrive)
- poor language, communication or social skills
- living in an unsuitable home environment for example dog mess being left or not having any heating
- left alone for a long time
- taking on the role of carer for other family members.

Physical Abuse:

Physical abuse is deliberately hurting a child or vulnerable adult causing injuries such as bruises, broken bones, burns or cuts.

It isn't accidental – children or vulnerable adults who are physically abused suffer violence such as being hit, kicked, poisoned, burned, slapped or having objects thrown at them. Shaking or hitting babies can cause non-accidental head injuries (NAHI). Sometimes parents or carers will make up or cause the symptoms of illness in their child or vulnerable adult, perhaps giving them medicine they don't need and making them unwell – this is known as fabricated or induced illness (FII).

Signs and Symptoms:

- bruises
- burns and scalds
- bite marks
- fractures or broken bones
- other injuries or health problems like scarring
- effects of poisoning such as vomiting, drowsiness or seizures
- respiratory problems from drowning, suffocation or poisoning

Emotional Abuse

Emotional abuse is the ongoing emotional maltreatment of a child or vulnerable adult. It's sometimes called psychological abuse and can seriously damage their emotional health and development.

Emotional abuse can involve deliberately trying to scare or humiliate a child or vulnerable adult or isolating or ignoring them.

Signs and Symptoms:

Babies and pre-school children who are being emotionally abused or neglected may:

- be overly-affectionate towards strangers or people they haven't known for very long
- lack confidence or become wary or anxious
- not appear to have a close relationship with their parent, e.g. when being taken to or collected from nursery etc.
- be aggressive or nasty towards other children and animals.

Older children may:

- use language, act in a way or know about things that you wouldn't expect them to know for their age
- struggle to control strong emotions or have extreme outbursts
- seem isolated from their parents
- lack social skills or have few, if any, friends.

Child Sexual Exploitation

Child sexual exploitation (CSE) is a type of sexual abuse. Children in exploitative situations and relationships receive something such as gifts, money or affection as a result of performing sexual activities or others performing sexual activities on them.

Children or young people may be tricked into believing they're in a loving, consensual relationship. They might be invited to parties and given drugs and alcohol. They may also be groomed and exploited online.

Some children and young people are trafficked into or within the UK for the purpose of sexual exploitation. Sexual exploitation can also happen to young people in gangs.

When sexual exploitation happens online, young people may be persuaded, or forced, to:

- send or post sexually explicit images of themselves
- take part in sexual activities via a webcam or smartphone
- have sexual conversations by text or online.

Abusers may threaten to send images, video or copies of conversations to the young person's friends and family unless they take part in other sexual activity.

Images or videos may continue to be shared long after the sexual abuse has stopped.

Sexual exploitation is used in gangs to:

- exert power and control over members
- initiate young people into the gang
- exchange sexual activity for status or protection
- entrap rival gang members by exploiting girls and young women
- inflict sexual assault as a weapon in conflict.

Girls and young women are frequently forced into sexual activity by gang members

Signs and symptoms:

Young people who are being sexually exploited may:

- go missing from home, care or education.
- be involved in abusive relationships, intimidated and fearful of certain people or situations
- hang out with groups of older people, or antisocial groups, or with other vulnerable peers
- associate with other young people involved in sexual exploitation

- get involved in gangs, gang fights, gang membership
- have older boyfriends or girlfriends
- spend time at places of concern, such as hotels or known brothels
- not know where they are, because they have been moved around the country
- be involved in petty crime such as shoplifting
- have unexplained physical injuries
- have a changed physical appearance, for example lost weight.

They may also show signs of sexual abuse or grooming

Child Trafficking

Child trafficking and modern slavery are child abuse. Children are recruited, moved or transported and then exploited, forced to work or sold.

Children are trafficked for:

- child sexual exploitation
- benefit fraud
- forced marriage
- domestic servitude such as cleaning, childcare, cooking
- forced labour in factories or agriculture
- criminal activity such as pickpocketing, begging, transporting drugs, working on cannabis farms, selling pirated DVDs and bag theft.

Signs and Symptoms:

- spends a lot of time doing household chores
- rarely leaves their house, has no freedom of movement and no time for playing
- is orphaned or living apart from their family, often in unregulated private foster care
- lives in substandard accommodation
- isn't sure which country, city or town they're in
- is unable or reluctant to give details of accommodation or personal details
- might not be registered with a school or a GP practice
- has no documents or has falsified documents
- has no access to their parents or guardians
- is seen in inappropriate places such as brothels or factories
- possesses unaccounted for money or goods
- is permanently deprived of a large part of their earnings, required to earn a minimum amount of money every day or pay off an exorbitant debt
- has injuries from workplace accidents
- gives a prepared story which is very similar to stories given by other children.

Grooming

Grooming is when someone builds an emotional connection with a child to gain their trust for the purposes of sexual abuse, sexual exploitation or trafficking.

Children and young people can be groomed online or face-to-face, by a stranger or by someone they know - for example a family member, friend or professional.

Groomers may be male or female. They could be any age.

Many children and young people don't understand that they have been groomed or that what has happened is abuse.

Signs and Symptoms:

- be very secretive, including about what they are doing online
- have older boyfriends or girlfriends
- go to unusual places to meet friends
- have new things such as clothes or mobile phones that they can't or won't explain
- have access to drugs and alcohol.

Online Abuse:

Online abuse is any type of abuse that happens on the web, whether through social networks, playing online games or using mobile phones. Children and young people may experience cyberbullying, grooming, sexual abuse, sexual exploitation or emotional abuse.

Children can be at risk of online abuse from people they know, as well as from strangers. Online abuse may be part of abuse that is taking place in the real world (for example bullying or grooming). Or it may be that the abuse only happens online (for example persuading children to take part in sexual activity online).

Children can feel like there is no escape from online abuse – abusers can contact them at any time of the day or night, the abuse can come into safe places like their bedrooms, and images and videos can be stored and shared with other people.

Signs and Symptoms:

- spend lots, much more or much less time online, texting, gaming or using social media
- are withdrawn, upset or outraged after using the internet or texting
- are secretive about who they're talking to and what they're doing online or on their mobile phone
- have lots of new phone numbers, texts or e-mail addresses on their mobile phone, laptop or tablet.