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The Year in Review



**Only You
Can Do This**



**Forgotten
Children**



**Advice on Attention
Deficit Hyperactivity
Disorder (ADHD)**



**Documentation,
Documentation,
Documentation!**



Keeping Secrets

Plus:

News, FAQs, Ask
Angela, People Profile,
Full Resources

Head Office:

Tel: 0845 120 45 50
Fax: 0845 120 45 52
Email: info@ccpas.co.uk
PO Box 133, Swanley, Kent, BR8 7UQ.

Disclosure Department:

Tel: 0845 120 45 49
Email: disclosure@ccpas.co.uk
PO Box 133, Swanley, Kent, BR8 7UQ.

Finance Department:

Tel: 0845 120 45 53
Email: finance@ccpas.co.uk
PO Box 54, Blackburn, BB2 1LD

Web: www.ccpas.co.uk

Senior Staff:

Chief Executive: Simon Bass
Finance Manager: Christine Morris
Disclosure Manager: Barbara Ball
Business Manager: Steve Ball
Information Manager: Julia Stacey
Safeguarding/Policy Advisors:
Justin Humphreys / Claudia Bell

Trustees:

Carver Anderson
Mary Banks
Caroline Comrie-Sinclair
David Pearson (Company Secretary)
John Perkins (Honorary Treasurer)
John Price (Chair)
Ferzanna Riley

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Editorial: Be Still.

As I woke this morning knowing I was going to write the editorial for this Winter edition of Caring, these words came to mind: be still and know I am God (Psalm 46:10). The frost was laid thick and there was a sharpness to my breath as I de-iced my car but as I looked at the sun attempting to break through, I took the opportunity of marvelling at the seasonal landscape before me, and took time out to be still.

The demands for our services are ever increasing. In the pages of Caring through our news and the review of the past year for CCPAS, you may get a sense of the breadth of work we are involved in, and the different contacts we have during a typical week, which can be church leaders, child care and missionary organisations, charities, Police and Children's Social Care, denominational safeguarding officers, families and individuals. From contact with our disclosure team, our seminar and administration workers, those providing our professional services (helpline calls, policy development and review), our finance team and others within CCPAS you will get a sense of the oneness of purpose in safeguarding and promoting the

welfare of children and others who may be vulnerable.

In this issue Cerys Morgan shares about the effects of sexual abuse perpetrated against her and the courage needed to report her abuser to ensure other children are not harmed. Bill Stone looks at neglect, and Andrea Bilbow gives advice on ADHD. There are also articles on the importance of record keeping and confidentiality. Ask Angela looks at disability, and Justin Humpreys explains about the national training programme (CWDC) on safer recruitment.



Our work constantly evolves as we meet the needs presented before us - who would have thought five years ago the impact that the internet would have on our lives? Every week now we receive requests from churches wanting to know how to safeguard children in this space. One response is our national conference on internet safety next February for churches, bringing together experts in e-safety.

In all of the busyness and demands for our time I trust we will all get opportunity of being able to be still. I am thinking particularly of those safeguarding officers in their churches and organisations who really are 'champions'. And not just to be still, but to know the God that gives us the landscape I marvelled at today.

A handwritten signature in black ink that reads "Simon Bass". The signature is stylized and cursive.

Simon Bass

David and Pauline Pearson - Celebration

In July 2010 CCPAS held a celebration of the contribution David and Pauline Pearson have made towards safeguarding, upon David's retirement from the role of CEO. There were many highlights to the day, which included a church service of thanksgiving, performances from a children's choir, a steel band, and contributions from CCPAS members of staff. Numerous tributes were made by fellow professionals, national leaders, colleagues and family.

What was very evident was the high regard people have of David and Pauline, of the pioneering safeguarding work they have undertaken in churches for over three decades.



New Logo

You may have noticed something different about Caring – it's our new logo. Whilst we are the Churches' Child Protection Advisory Service, many people know us by our initials as CCPAS. We hope you like the modern design of our logo and, as importantly, one aspect of our mission, with our strap line, 'setting standards in safeguarding'.



Policy Development

Justin Humpreys and Claudia Bell, CCPAS Safeguarding and Policy Advisers have been assisting a number of denominations in producing bespoke policies and procedures. Building on our ten 'Safe and Secure' safeguarding standards they have reviewed the structures of the organisations, audited their existing policies and produced tailor made policies and procedures for not only their churches but for overseas (missionary) work.

A Day To Remember

On 1st September 2010, CCPAS hosted a major recruiter training event at Westminster Chapel, London. Attended by approximately 600 delegates, the training focussed on the process of applying for criminal records checks and the Independent Safeguarding Authority's Vetting and Barring Scheme. Delegates described the day as helpful and informative and were particularly responsive during the question and answer session.



CCPAS CEO, Simon Bass addressing delegates.

At A Glance...

CEO Simon Bass is particularly busy spreading the safeguarding message to both faith and non-faith based organisations, statutory bodies and voluntary groups. Below is a snapshot of some of Simon's recent speaking engagements:

- Interview on Revelation TV
- AFRUCA (Africans Unite Against Child Abuse) conference
- ACAL (Association of Child Abuse Lawyers) conference
- CEOP (Child Exploitation and Online Protection Centre) conference

Safeguarding Down Under

To say former CEO, David Pearson and his wife, Pauline are thinking about retirement is a misnomer; their diary seems as busy as ever as they continue delivering safeguarding training and undertake consultancy work, most recently in Australia. On 16th October 2010 they presented a day's training in Sydney for the National Council of Churches in Australia. The conference was attended by those with lead responsibility for safeguarding in denominations plus clergy and pastors from across Australia. The training was extremely well received and although leaders in Australia do not enjoy the same co-operation with the authorities as in the UK the day was a big incentive to work for positive change.

In addition, David and Pauline were also able to meet up again with Patrick Parkinson, author of 'Child Sexual Abuse and the Churches' and barrister

Garth Blake. Garth chairs the Child Protection Committee of the General Synod of the Anglican Church in Australia and in 2003 presented his ground-breaking report on policy and practice in the church for dealing with child sexual abuse. His research for the report included a visit to the UK to look at the work of CCPAS.



Left to right: Rev Peter Barnett (National Coordinator Safe Church Training Agreement), Belinda Townsend (SCTA Unit Support Officer). DP, PP, Celia Irving(Training and Development Officer SCTA). Tara Curlewis (Gen Sec National Council of Churches in Australia)

Dispatches Programme 'Britain's Witch Children'

CCPAS has worked with the Evangelical Alliance (EA) and Churches Together in England (CTE) in responding to the Dispatches programme aired in July 2010, which showed the abusive practices of a number of rogue pastors in using their position of trust to seek sexual and financial gain from members of their congregations. This contrasts markedly with many African churches in London we work with who have engaged with child protection issues, including undertaking training and making positive changes to systems and worship to improve the general safety and well-being of children in their congregations.

As a result of the programme CCPAS addressed a meeting of senior church leaders organised jointly by EA and CTE on tackling safeguarding within BME communities and particularly within African churches.

CCPAS continues to work closely with AFRUCA (Africans Unite Against Child Abuse), the Victoria Climbié Foundation and other groups which are part of the Trust for London - Safeguarding Children's Rights Initiative, in promoting the welfare of children.

800 Trained in a Single Day

In October 2010 over 800 church leaders and workers attended a CCPAS safeguarding training event at one of the fastest growing international churches in the UK.



Bob Pull

CCPAS Communities Consultant, Bob Pull, and Simon Bass were the main speakers. One attendee from south London found an immediate benefit, saying:

"I feel more comfortable to speak about abuse I faced as a child having attended the course. I am now working as best I can to bring my abuser to justice after years of self-blame and fear because I have understood that it's not just about me. If I say nothing, he could be harming other children."

Ken Clarke

At the age of 84 Ken Clarke of Runcorn, Cheshire, has decided that it's time to step down as a CCPAS trustee.



As a former social worker and foster carer, Ken, ably assisted by his wife Pat, has given sterling service to the development of CCPAS over more than 20 years. The CCPAS Board at their meeting on the 18th November paid tribute to Ken and Pat. Ken's big shoes will not be easy ones to fill.

Only You Can Do This

By Cerys Morgan

It was Wednesday morning 16th May 2007. My husband John and I were standing outside the Crown Court clutching a large envelope of paperwork, waiting to enter the court to be declared bankrupt.

Suddenly a commotion erupted; there were police, paramedics and men with radios running around. The busy main road in front of us had suddenly been closed off and emergency vehicles, blue lights flashing, were everywhere. We turned to see what was happening and to our horror saw a woman on the roof of the multi-storey car park. Police officers were trying to coax her down. There was a gasp from the crowd as she climbed over the railings and swung back, holding on with one hand, the other arm flailing in the air.

The day was so surreal. Here I was, standing outside the court, about to be declared bankrupt on the same day as my abuse case hit the local press, watching someone trying to end it all. And yet I had an overwhelming sense of peace and tranquillity. My heart

went out to that lady and tears filled my eyes as I felt some of the emptiness and loneliness she must be feeling. John turned to me and said, 'That could have been you up there, but for the grace of God.' I remembered the words of my mother-in-law as she had said to me only a week before, 'Cerys, it's only your strong faith that has made you the woman you are today.'

After we were officially declared bankrupt I wondered where we would now live. What would happen to us? And yet I had complete peace and trust in the Lord and a full assurance that he was in control of our lives. On returning home I picked up a copy of the City Evening Post and there, splashed across the front page was the photo of the man who had abused me, taken on his arrest. My stomach turned and I felt so sad but I forced myself to look into his eyes and said aloud, 'You're not laughing now, are you!'

I was brought up in a family with a strong Christian faith. Every day

This is a taster of a story told by a remarkable and courageous woman who broke free from the effects of sexual abuse perpetrated for many years by a respected church member and bravely flew in the face of church leaders who tried to silence her.

my mother would play the piano in the front room while I sat on the floor nearby with my toys. My father also has a powerful singing voice and is passionate in his preaching and bible teaching. There were regular get-togethers with music and singing.

In 1974 Mam was invited to be the pianist at a church a few miles away and so on a sunny July day we moved to be near our new church. One of the men who helped us though, would haunt me for years to come. Cliff was in his thirties, married with three children, a respected church deacon and church treasurer. He was a very outgoing 'Jack the Lad' character, the life and soul of any event, always having a laugh but usually at someone else's expense.

From the age of twelve Cliff started paying me a lot of attention. He always had his arm around me saying that I was special. At first I loved all the attention because he'd make me laugh and feel that I mattered. As time went on however, I became aware of what seemed to be a lot



of 'accidental' touching. He would stand behind me holding my arms and brush against me with his crotch, as if trying to squeeze past me in a crowded room. Over a period of time this progressed to sexual assaults that became increasingly violent. Eventually Cliff raped me. His wife was completely unaware of what he was doing and the double life he was leading. I wasn't his only victim either; he also targeted other girls in the youth group. To make matters worse, when the church pastor was told about the rape he tried to cover it up and explained it away as a 'minor discrepancy.' He also warned me never to speak of it again.

Twenty years, a happy marriage and two beautiful children later, I was still hiding much of the truth about Cliff from my parents and desperately wanted to go back to my family church but Cliff was still there. During a telephone conversation with the pastor, he warned me again not to say anything about what had happened. 'It would be very wrong of you to bring that up again,' he said. I told him that I had no intention of doing that; I had buried the memories and was trying to get on with my life.

But the truth was I couldn't. I was still haunted by my experiences. Although I had been silenced for such a long time, I managed eventually to confide in a close friend who was also a deacon at the church. He was shocked and horrified, as was his wife. This simple confession started the wheels in motion to exposing Cliff for who he was – a devious and violent sexual predator.

What happened after that eventful day is recorded in my book. Following a long and drawn out criminal case Cliff was convicted and sentenced to ten years in prison. He was described by the Judge as extremely dangerous. Not only will his name be on the Sex Offenders Register for the

rest of his life, on release from prison his whereabouts will be monitored and restrictions placed on his movements.

To describe it as a rollercoaster experience is an understatement and you may be asking, 'Where is Cerys now in all this?' Although I have no regrets, both I and my family paid a high emotional price in bringing Cliff to justice. I was misunderstood by some of those closest and dearest to me and castigated at times by others. I lost friends but gained many more, and the support I received from many members of my church and the current leadership has been second to none.

I am also full of praise for the police who were brilliant, one of whom was a committed Christian and walked alongside me through the maze of the criminal justice system. Speaking of my faith, I have had many ups and downs but my relationship with God is stronger and deeper and I have received such healing from the effects of the abuse. After Cliff had been convicted I remember clearly the words I spoke to Mam; 'You know Mam,' I said, 'I didn't realise the full weight of the burden I have carried all these years. Now the burden has gone. I feel a different person.'

To describe it as a rollercoaster experience is an understatement and you may be asking, 'Where is Cerys now in all this?'

The Book Launch

After all the hard work of remembering, writing and editing her story Cerys wanted to celebrate her book's publication, using the opportunity to thank the many people involved. In September a book launch event was held and Cerys assembled her family and friends at an evening event celebrating the launch of her book. The room was packed with people who had come from far and wide to join with Cerys to enjoy a meal together and to congratulate Cerys on her hard won achievement. Most of the major characters who played a role in Cerys' story were there including police, victim support, church friends, work colleagues and, of course, Cerys's husband, children and other

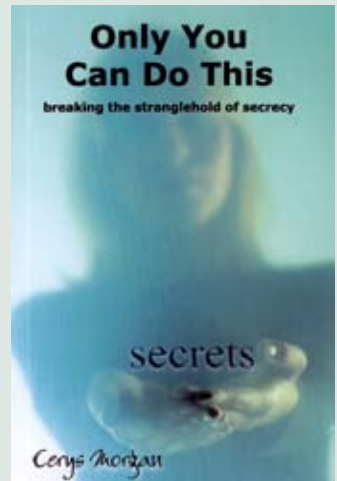
family members. CCPAS was represented by Bill Stone and Justin Humphries and speeches were made as we reflected on the lessons Cerys has learned that can be of benefit to other survivors of abuse. Cerys herself made a moving speech in which she individually thanked the many people who had helped and supported her along the way. Cerys' book has the title "Only you can do this" but it is equally true, as Cerys acknowledged, that without the support of family and friends, Cerys's book would never have seen the light of day. All those who were privileged to be present that evening were united in the hope that, out of the pain of abuse, something precious and valuable can be salvaged.

Cerys' book is already creating a stir. As well as friends, relatives and other individuals, church leaders, the police and probation services can't speak highly enough of the impact Cerys' story is having. Former CCPAS CEO David Pearson says, 'Cerys' actions not only prevented further abuse but enabled the church to face the unthinkable and put their house in order. There are important lessons for church leaders within this book. No-one can afford to think abuse couldn't happen within their congregation. How you deal with safeguarding issues can make all the difference to the outcome – and to the lives of those affected by it.'

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Available from CCPAS via the website shop – www.ccpas.co.uk
or by debit/credit card over the telephone: 0845 120 45 50.



Forgotten Children

by Bill Stone (CCPAS Social Work Consultant)

Those of us who work with children tend to focus on the dangers children face that are obvious and dramatic. We are easily moved by stories of childhood trauma and we worry about children being abused. When faced with a traumatised child we react in an instinctive way; their obvious distress calls forth a response of compassion. Child neglect however, presents a challenge of a different order. It is a chronic problem rather than an acute one and there may not be a particular incident that acts as a trigger for us to intervene.

Whereas abused children are likely to act out in ways that demand our attention, neglected children are all too easy to ignore. It is often the child sitting at the back of the classroom who rarely makes his presence felt (and whose absence passes unremarked) who is most at risk of neglect. When it comes to neglect we don't know who to blame because the harm is usually not deliberate. Neglect, after all, is the absence of something good rather than the presence

of something bad. Common sense tells us that having bad experiences is worse than not having good experiences but new research in developmental psychology and neuroscience tells a different story.

The tragic state of the Romanian orphans discovered some twenty years ago following the collapse of the corrupt Ceausesco regime shocked the world. These desolate children, who had been placed in soulless orphanages, mostly within the first month of their lives, showed the effects of extreme and chronic neglect. They were listless and unresponsive, so unused to human interaction that they appeared to have lost the capacity to react to other human beings and the world around them. Rather than seeking proximity to others they seemed lost in their own worlds, engaging in repetitive, autistic-like actions.

This group of children however became a source of important scientific information. Their development could be compared with that of their more fortunate peers, and the long term damage

Bill Stone is a CCPAS consultant and helpline worker. His background is as a social worker and university lecturer for social work students. He has written key research documents on neglect whilst working for the NSPCC and writes for CCPAS as well as for professional magazines and journals.

done by early neglect could be clearly demonstrated. Studies following up the progress of Romanian orphans adopted in the UK showed that whereas many areas of their physical development caught up with that of their peers, their social and emotional development was more severely impaired. This confirms the conclusions of neuroscientific research that has demonstrated stark differences between the brains of healthy children as compared with neglected children. There are certain areas of the brain and certain neural pathways that simply don't develop without a rich sensory environment.

Children who have been chronically neglected may have a poor capacity for social engagement, their language may be delayed and they frequently have poor cognitive skills. They tend to be self contained and passive with little capacity for pleasure and no curiosity about the world around them. They find it very difficult to talk about their lives and they don't appear to care



what happens to them. It is almost as though they have become possessed by an overwhelming sense of hopelessness. These children show little pleasure and do not easily inspire affection. Small wonder then that neglected children are easily forgotten.

Attachment theory offers some telling insights into how the damage is done. A vicious cycle is set up whereby the unresponsiveness of the parent or caregiver to the infant's distress leads to a passivity on the part of

the child, which then magnifies the emotional and psychological distance between the two parties to what should be an intimate and mutually enjoyable relationship. Scientists have closely observed the interaction between mothers and babies and have shown how mothers typically respond, within milliseconds, to the merest hint of a gesture by the baby and the baby, in turn, reacts only fractionally slower to the mother's communication.

When a normally responsive mother keeps a still face the baby's gestures and facial expression first betrays bafflement before moving to anger and distress as the baby makes more and more desperate attempts to provoke a response. In the "still face experiment" the mother swiftly reverts to her usual attentiveness and the baby forgets its anxiety and distress. One can only imagine what it must feel like for the baby whose mother cannot, for whatever reason, respond in a consistent and caring way. The passivity of the neglected child is, it seems, simply a survival mechanism, a way of coping with the acute disparity between what we now believe is a genetically programmed expectation of care and their actual experience of neglect.

The passivity of the neglected child is, it seems, simply a survival mechanism, a way of coping with the acute disparity between what we now believe is a genetically programmed expectation of care and their actual experience of neglect.

This way of understanding the dynamics of neglect gives us some clues as to how professionals can, unwittingly, find themselves colluding in neglect. The forlorn child, standing apart from his peers, without a story to tell is hard to engage and even harder to like. His separateness and apparent lack of interest in others makes him hard to work with. To meet his lack of passion with a passionate engagement is exhausting rather than rewarding. It is much easier and less demanding to allow him to slip from our minds.

As a practicing social worker I know that there are children and families that have this effect on me. I visit them at home and feel overwhelmed by a sense of hopelessness. On a practical level there is so much to be done that I don't know where to start but, emotionally, I sense mostly vacancy: a huge void-tiredness, numbness and ennui. Thankfully, with good supervision and support from colleagues, this feeling of ineffectiveness can be overcome, but I have no doubt that the emotionally draining nature of working with child neglect is a primary reason why these cases often fail to receive the attention they deserve.

Serious case reviews of children who have died or been subjected to severe maltreatment by their parents or carers repeatedly show professionals either underestimating the impact of neglect or feeling powerless to do anything about it. Less serious cases of neglect are even more likely to be met by professional indecisiveness or inertia. Recent research¹ by academics at Bristol University has clearly demonstrated that these cases tend to be managed in a passive way as practitioners and managers take an 'over optimistic' view of the parents' capacity to change 'in the face of long histories suggesting the contrary'. Elaine Farmer and Eleanor Lutman, who coordinated this research, argue persuasively that the way forward is early intervention, intensive work with parents and, where necessary, more decisive intervention to remove children where pervasive neglect has been identified. The challenge for all of us concerned about children's welfare is to steadfastly refuse to avert our gaze from these forgotten children and to intervene confidently in the knowledge that they deserve better.

References.

¹ Farmer E & Lutman E (2010) *Case Management and Outcomes for Neglected Children returned to their parents: A five year follow-up study*. Department for Education, www.publications.education.gov.org

Advice on Attention Deficit Hyperactivity Disorder (ADHD)

by Andrea Bilbow

What is ADHD?

ADHD stands for Attention Deficit Hyperactivity Disorder. People who have ADHD will have one or all of these behaviours: poor attention span, hyperactivity such as being fidgety, acting impulsively.

The person who has ADHD will display disruptive behaviours that cannot be explained by any other psychiatric condition and are not in keeping with people of a similar age. Their poor attention span often leads to poor organisation and an inability to remember. These problems often lead to under achievement and low self esteem.

People with ADHD are often also very creative and adults show particular flair in setting up and running their own businesses. Their restlessness makes them energetic and less prone to tiredness.

How many people are affected by ADHD?

ADHD is thought to affect between three and seven per cent

of young people. The condition affects four times as many boys as girls. Research suggests eighty percent of children diagnosed with ADHD continue to experience symptoms during adolescence and sixty seven per cent continue to have symptoms into adulthood.

What Causes ADHD?

ADHD is a biological disorder that affects the function of the brain. It is treatable but not curable. It is not caused by poor parenting or diet.

What should youth workers do if someone with ADHD joins their youth club?

Young people with ADHD are often very impatient and get bored quickly. They can quickly give up on tasks and lose their temper easily. They also need support in getting organised if their memory is poor. Keeping a diary and using reminders can be very helpful here. Some top tips are:

- Keep activities varied
- Be encouraging and give

Andrea is Chief Executive of the national Attention Deficit Disorder and Support Service (ADDISS). In this article she explains how to spot the signs of ADHD and how to engage young sufferers in activities.

- praise
- Avoid confrontation
- Give frequent reminders to keep their behaviour in check
- Rewards and sanctions should be immediate
- Keep a sense of humour

Young people with ADHD usually have a thirty per cent maturity lag and you may find the gap between their intellectual maturity and their emotional maturity. This means their responses to social situations may not be age appropriate. Youth workers should ensure they are included in activities that display their creative talents.

People with ADHD often love taking risks. This can make them successful in business and sport but there is a risk of problems in personal relationships and their financial affairs. It makes them especially vulnerable to accidents.

What should youth workers do if they suspect a young person has ADHD?

It is advisable to alert their parent or carer, so that the young person



can be referred and the condition be diagnosed. There is no specific test for ADHD but it is important that a professional examines the young person.

What treatments can help young people with ADHD?

The first and most important step is to get a proper diagnosis by a psychiatrist or paediatrician. Treatment can then include behavioural therapy and educational support and medication.

Most experts agree that the most effective way to treat ADHD is with several complimentary approaches. An effective treatment plan will involve a combination of treatments such as psychiatry, psychology, appropriate educational interventions, behavioural therapy and medications. Sport can also help young sufferers.

This article originally appeared in Youth Work Now (August 2009) and has been reproduced with permission.

Documentation, Documentation, Documentation!

At the end of May 2010 a telephone call was made to CCPAS enquiring whether CEO David Pearson, who had advised on serious allegations of sexual assault against a young girl in 1998, was still working for CCPAS! This in and of itself isn't that unusual. From time to time we are contacted by the police and lawyers with requests to provide information from many years previously.

The call on this occasion however, came from a hospital chaplain though in 1998 he was a local Baptist minister. He wanted to bring David up to date and share the following in the hope that it would be of benefit to others, particularly in relation to dealing with allegations from adults who, at the time, might not want any action to be taken.

The minister had been meticulous in writing down everything that had happened and this, along with CCPAS' own record keeping, was crucial in securing a conviction against the person found guilty of the offences.

Dear David

Further to our recent conversation, I would like to thank you and all your colleagues and Trustees at CCPAS for the excellent support and advice you provided back in 1998 in relation to a serious child protection issue in my first Church. I would not only like to thank you, but also highlight a number of key points as I reflect on my journey:

As I mentioned, a serious child abuse allegation was brought to my attention during my first pastorate in the mid-late 1990s. It was alleged that a church member who also led the youth work had sexually abused a child. As I'm sure you can imagine, this was a very difficult issue for me, as a recently qualified minister, to have to address.

Although the local support was basically non-existent, the support I received from the Baptist Union Ministry Department and the Churches' Child Protection Advisory Service was nothing less than excellent. This does not mean it was easy, for on many occasions, when I thought I had

understood and handled issues correctly, I had to take onboard significant and uncomfortable challenges from CCPAS. On reflection, it has confirmed to me the importance of making oneself professionally accountable to, and taking advice from, not only the denomination, but also a specialist service like CCPAS.

With this support, I was able to ensure the victim of the abuse not only received the right level of pastoral support, but also to understand the options available to her through Social Services (as it was then) and the Police. Further, the excellent support enabled me to ensure the correct safeguards were in place in relation to the wider Church and, of course, the perpetrator.

The case was complicated by the fact, that although the victim was a minor when the abuse occurred, she was an adult when the issues were brought to my attention. Although we supported her for about 2 years, she remained unwilling to make a Police statement. (The Minister did though follow CCPAS advice



and inform the police of the allegation).

If there is one point I would like to emphasise above all others, it is documentation. **Documentation, documentation, documentation!** Prior to ordination I came from a business management background and I was used to documenting accurately. Thank you for ensuring that you were clear in ensuring I understood the importance of full and accurate documentation. The importance of this will become unquestionably clear.

As it turned out, when I left the Church in 1999, the victim had still not wanted to pursue this

case with the Police. It would have been so easy to leave my notes with the Church Secretary or to have taken them with me. Again, I received the excellent advice to deposit the whole file in a sealed envelope in a safe place. This I did, personally taking the file and depositing it in the Ministry Dept. at Didcot.

It transpired, that in 2008 (some 10 years later!) the victim of the abuse found the strength and courage to actively address the issues through the Police and legal system. Not only have I been commended by the Police for excellent documentation, I became a prosecution witness at the trial and, as sadly Social Services had 'mislaidd' their file, if it had not been for my documentation, it would have been the victim's word against the perpetrator's word. But much worse, I do not like to think of the professional criticism and embarrassment I would have rightly received, had I not documented accurately and ensured the file was stored securely.

At court the perpetrator was recently found guilty and has commenced a custodial sentence. More importantly, the victim has received the justice and vindication in a court of law, for

More importantly, the victim has received the justice and vindication in a court of law, for what happened to her all those years before.

what happened to her all those years before. After the court case she phoned and thanked me personally. In this conversation she also thanked me for acting professionally and documenting the events accurately back in the 1990s. She acknowledged that my attention to detail and professional practice had been key in her securing the justice she sought.

Once again, David, I cannot thank you and CCPAS enough for the excellent support you provided all those years ago. If you feel others can be encouraged, thanked or even challenged through what I have experienced, please feel free to share my reflections on this journey.

Facing the Unthinkable

Presented by David and Pauline Pearson

Safeguarding children in places of worship and organisations

A specially designed seminar for leaders and workers in places of worship and children's/ youth organisations.

This seminar covers many areas, including:

- How to deal with concerns/ allegations of abuse
- Signs and symptoms
- Sexual offenders and grooming
- Developing good practice in work with children and young people
- Supporting victims of abuse
- Working with offenders
- Safe recruitment of workers and volunteers
- Working with social workers, police, Local Authority Designated Officers, the ISA and Charity Commission.

Facing the Unthinkable



Safeguarding children in church & the community

Sat 5th Feb	BRACKNELL
Sat 12th Feb	FOLKESTONE (CHERITON)
Sat 19th Feb	WINCHESTER
Sat 12th Mar	CAERPHILLY, WALES
Sat 19th Mar	WARRINGTON, CHESHIRE
Sun 20th Mar	SHREWSBURY
Sat 26th Mar	SWANLEY
Sat 9th Apr	BIRMINGHAM
Sat 7th May	ROTHERHAM

Seminar Programme 2011

Churches from all four nations of the UK wishing to host an event next year are invited to apply now. Seminars can be held on Saturdays, Sunday afternoon/ evening, or two consecutive evenings.

Full details in the training area on CCPAS website.

See web site for times, prices, booking forms and for any new venues.

www.ccpas.co.uk

Early booking is recommended as some venues become fully booked.

The Year in Review

by David Pearson, CCPAS Company Secretary

The CCPAS AGM was held in Swanley over 17 & 18 November 2010 and began with an event for Trustees, staff and others associated with CCPAS. This included a talk from Paul Martin, CCPAS Solicitor, on aspects related to charity law.

CCPAS again had an active year in all four nations of the UK and assisting missions and organisations across the world. There has been an unprecedented demand for CCPAS 'Facing the Unthinkable' safeguarding training courses as well as specialised seminars; these included nine at St Paul's Cathedral and seven at Canterbury Cathedral plus courses run by CCPAS Community Consultant, Bob Pull, in Black and Minority Ethnic Churches. We will be running a similar training event at Westminster Abbey in December.

There has been similar growth in demand across the range of CCPAS services, including our DVD and other training resources, advice and guidance. This includes support in relation to safeguarding issues that arise via

both our helpline and the CCPAS Disclosure Service (criminal records checks).

Highlights

- On average more than one live training event was provided in a church, faith group or organisation each week
- An additional two hundred places of worship commenced the CCPAS Facing the Unthinkable distance learning safeguarding programme
- The weekly demand on CCPAS key frontline services rose to more than five hundred requests for help and advice via the internet and/or our 24 hour helpline
- The Spring edition of Caring topped nineteen thousand copies for distribution
- New members joining CCPAS rose by nearly thirty per cent with a total close to five thousand
- The number of criminal records checks rose to thirty one thousand and continues to increase sharply as organisations join the service.

Supporters, members and those we serve (who provide 88% of CCPAS's income) will see in this article another successful year of growth. The work of CCPAS is quite unique – we know of no other faith organisation providing this range of services anywhere in the world.

Other developments

During the year CCPAS worked in partnership with influential national bodies such as the Child Exploitation and On-line Protection Centre (CEOP), the UK Council for Child Internet Safety (UKCCIS) and the Children's Workforce Development Council (CWDC) as well as other governmental committees, policy groups and departments.

In addition, CCPAS continued to forge relationships with other notable organisations such as a project sponsored by Trust for London that focuses on tackling abuse in African communities based on a belief in spirit possession. Our work is also being evaluated in a three year study (ending December 2010) by the Centre for Social Work Research (CSWR) based at the Tavistock Clinic in London.

The 1 January 2010 saw Sanctuary (Careful Grace Ministries) become part of CCPAS. Sanctuary's aims are to provide training and support to churches that are attended by people who have committed sexual offences against children. This merger



brings additional specialist skills to CCPAS' work with places of worship.

Since 2003, CCPAS has regularly commissioned and published research to establish levels of safeguarding and to explore issues within the Christian church in England. The research was conducted again in 2009, to which there was an extremely positive response. Most significantly the research highlighted the increased number of churches from all denominations using CCPAS services (37%) and

that safeguarding policies are commonplace. However, it also showed the need for significant improvements in areas such as training and safer recruitment.

CCPAS produced four policy papers for Community Care 'Inform', the specialist area of the 'Community Care' website (for social workers and police officers). The papers covered safeguarding, physical chastisement, spirit possession and domestic violence in places of worship.

Over the past year, retiring CEO David Pearson and his successor, CCPAS Deputy CEO, Simon Bass, have been working together towards a final handover which took effect from August 2010. Justin Humphreys and Claudia Bell have recently been appointed Safeguarding and Policy Advisers.

New resources

Amongst several new publications, CCPAS launched its new and unique web-based safeguarding manual for children and adults (some 300 pages) in its 'Safe and Secure' range of resources. This followed two years of research, consultation, rewriting and redesign. It is based around 10 safeguarding standards and relates to all nations of the UK. A 16 page summary 'Safe

Our supporters and members enable CCPAS to provide a comprehensive service, meeting a wide range of needs.

and Secure – Key Facts' was also produced for wide distribution to churches, faith groups, Local Safeguarding Children Boards and other organisations. The third and final resource in the series 'Safe and Secure – the DVD' was completed after the end of the financial year. Funded by the former Department for Children, Schools and Families it is a docu-drama, again based around the 10 safeguarding standards and is available in 16 languages with British Sign Language and subtitles.

Finance

Despite the economic downturn CCPAS is in a good place to meet the increasing demands on our services. These include seeking a long term solution to the existing office accommodation that CCPAS is fast outgrowing, substantial investments in IT, and the additional safeguarding appointments mentioned above. Once again some 88% of CCPAS income came from members and supporters, with the remaining 12% from grants and trusts.

Future plans

As well as continuing to maintain and expand existing services, CCPAS plans include:

- Developing a new computerised system to

provide for on-line criminal records checks

- Developing new data and information systems which will result in a much improved service to our helpline workers as well as benefiting all our operations
- In early 2011, to organise and host a major conference on child internet safety for faith groups – the first of its kind for places of worship in the UK
- Developing new e-learning facilities as an extension to our face-to-face events, distance-learning courses and specialist material in relation to risk assessment and safer recruitment.

The Trustees (pictured below) again thank supporters and members for their continued support and partnering with CCPAS in the raising of safeguarding standards in the UK and beyond. We recognise that we would not be able to provide such a comprehensive service, meeting such a wide range of needs, without you.

The Annual Report and Accounts are available to members of organisations, on request, by sending an SAE (90p) cheque to CCPAS. Alternatively, the report is available for viewing on the Charity Commission website – www.charity-commission.gov.uk CCPAS is registered as a charity in England and Wales and also separately in Scotland.



David Pearson, Trustee and Company Secretary, Ferzanna Riley, Trustee, John Perkins, Trustee and Honorary Treasurer, John Price, Chair of Trustees, Ken Clarke, Trustee, Carver Anderson, Trustee, Simon Bass, CEO. Missing: Mary Banks, Trustee, Caroline Comrie-Sinclair, Trustee

FAQs

by Simon Bass

On the subject of keeping records, we have included this statement: 'All documents related to those working with children in the church must be kept securely and for an indefinite period.' The deacons have expressed concern about this. How long is 'indefinite'?

Much of the advice about keeping records for an indefinite period originates from insurance company policies. The reason is that many allegations of abuse are of an 'historic' nature. It can be years after an alleged incident that an adult makes a police statement. A church can be asked for information about something that may have occurred even thirty years previously.

There is no time limitation on the investigation and prosecution of criminal matters. For a civil claim, any action will generally have to be brought within three years of the alleged incident and where a child is concerned, by the age of twenty one. Having said this, courts can and do waive this requirement.

Records from that time could be helpful to a police/social services investigation. The possibility of a negligence claim can never be ruled out, and it follows that any records maintained by the

church could also be an important part of a defence. In particular, records need to be kept concerning allegations of abuse and the action that was taken by the workers involved. It will be helpful to retain old copies of the church's child protection policy, training, details about workers etc, in existence at the time because these could be evidence of good intentions, even if it might have fallen short in practice.

It is important not to try to cover up inadequacies. If a church is found to be culpable then the due process of law must run its course, but in exercising good sense child protection and complying with insurance policies, this offers the best protection for both a child and the church/organisation involved.

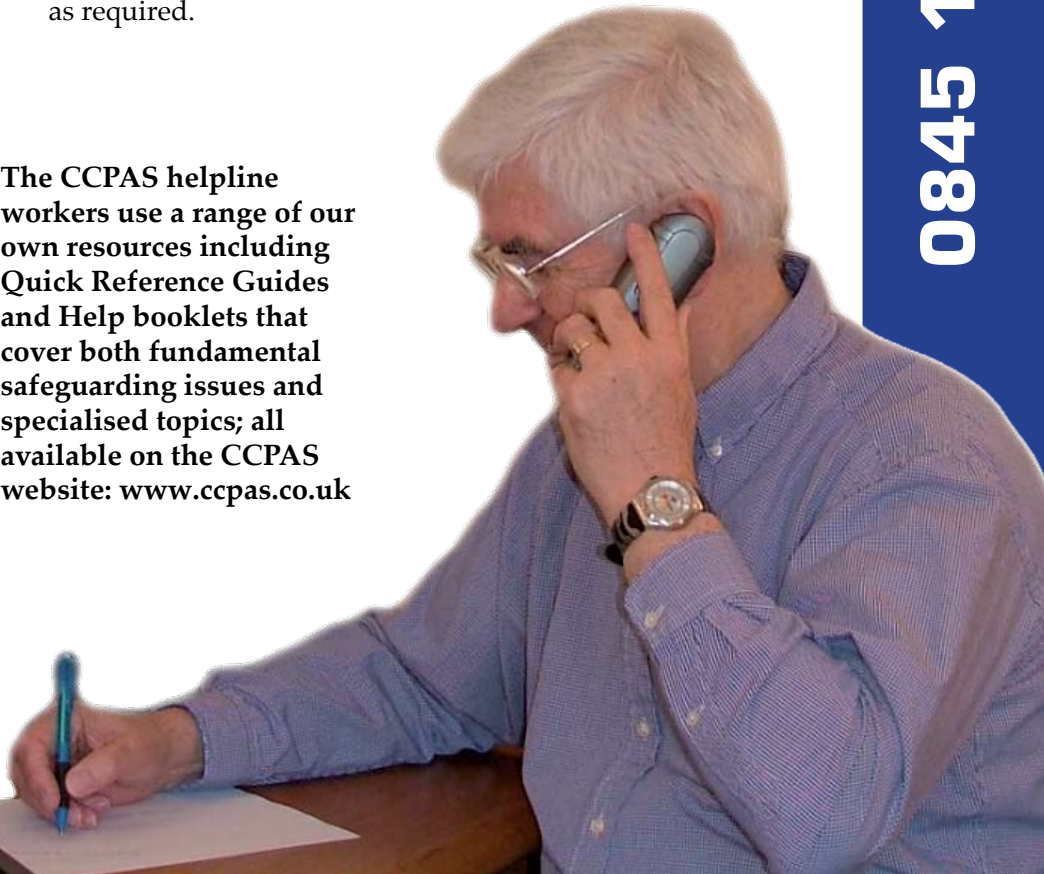
If you were to ask a lawyer how long you should keep information, then in all probability they would tell you for the lifetime of the child. In fact, so far as statutory bodies providing services for children are concerned, they are required to maintain certain information for 70 years.

It can be years after an alleged incident that an adult makes a police statement. A church can be asked for information about something that may have occurred even thirty years previously.

CCPAS Helpline Facts...

- lo-cost helpline operating 24/7, 365 days a year
- staffed by social workers and counsellors with many years collective experience who are knowledgeable, professional and approachable
- available for individuals, church leaders, organisations, social workers, local safeguarding children boards and other professional bodies
- advice and support provided on policy and good practice, allegations of abuse, management of sex offenders attending places of worship and individuals seeking help on personal issues such as past abuse or concerns about reoffending.
- as a professional service, all advice is confirmed in writing and on-going follow-up and support is provided for as long as required.

The CCPAS helpline workers use a range of our own resources including Quick Reference Guides and Help booklets that cover both fundamental safeguarding issues and specialised topics; all available on the CCPAS website: www.ccpas.co.uk



0845 120 45 50

Recruiting Safely - National Training Programme

by Justin Humphreys

The 'Recruiting Safely National Training Programme' (RSNTP) has recently been launched by the Children's Workforce Development Council (CWDC) in partnership with Action for Children. It is aimed at managers and those with a role in the recruitment of staff and volunteers working with children and young people in the public, private and voluntary sectors in England.

The training has been developed by CWDC to ensure safer recruitment practices are understood and implemented following the murders of Holly Wells and Jessica Chapman by School Caretaker Ian Huntley. 'Recruiting Safely' is a one day course of interactive learning divided into four key areas; Understanding the wider context of safer recruitment, Planning a recruitment process, Making the right decision and Developing a safer culture. Participants who complete the course will receive a

recognised certificate from CWDC demonstrating awareness and competence in safer recruitment practices.

Justin Humphreys, CCPAS Safeguarding & Policy Advisor and Programme Director for RSNTP said, 'This is a very exciting time to be launching such a valuable training programme that spans the wider children's workforce. Our aim is to ensure that the training is accessible to as many people as possible. We are especially hoping that smaller voluntary organisations will be able to attend so that we can support them in this crucial task.' Over 200 courses will be run in over 60 locations across England between November 2010 and March 2012. The course fee is £60 (plus VAT) though there are a limited number of free places available to small voluntary sector organisations (including churches).

For further details, booking and locations of the 'Recruiting Safely

Justin Humphreys is CCPAS Policy Adviser. He has fifteen years experience in children's services within the public and voluntary sectors including the Children's Workforce Development Council and Action for Children.



National Training Programme', see www.actionforchildren.org.uk/recruiting Safely or email recruiting.safely@actionforchildren.org.uk. For information about CWDC other resources, visit www.cwdcouncil.org.uk/safeguarding/safer-recruitment.

Check list for safe recruitment

- There is a written job description / person specification for the post
- The position is advertised
- Those applying have completed an application form and a self declaration form
- Short-listed candidates have been interviewed
- Safeguarding has been discussed at interview
- Written references have been obtained, and followed up where appropriate
- A criminal records application form has been completed
- Qualifications have been verified
- A suitable training programme is provided for the successful applicant
- The applicant has completed a probationary period
- The applicant has been given a copy of the organisation's safeguarding policy and knows how to report concerns.

The above checklist comes from our 'Help... I Want to Recruit Workers Safely' booklet, which is available to download from our website: www.ccpas.co.uk

We also have a complete chapter on Safer Recruitment in our Safe and Secure Manual - available free to members and on disk for non-members (see page 54).

4 easy ways to donate to CCPAS...

Standing Order

To the Manager (name & address of your bank) _____

Please pay: Barclays Bank plc., 8 - 14 Darwen Street, Blackburn. Sort Code 20-09-72
A/C No. 40041998 A/C name: Churches Child Protection Advisory Service

The sum of £ _____ (_____ pounds)

Starting on ___ / ___ / ___ and payable at monthly intervals

Account name: _____

Account number: _____ Sort Code: _____

Signature: _____ Date: ___ / ___ / ___

Remember to Gift Aid it!

Gift Aid

I want CCPAS to treat all donations I have made for this tax year and the four years prior to the year of this declaration, and all donations I make from the date of this declaration until I notify you otherwise, as Gift Aid donations.

You must pay an amount of Income Tax and/or Capital Gains Tax at least equal to the tax that the charity reclaims on your donations in the appropriate tax year (currently 28p for each £1 you give).

Taxpayer's Full Name:

Address: _____

Taxpayer's Signature:

Date: _____

Credit/Debit Card

Name and address of cardholder: _____

Phone (landline) _____

Card No:

Expires: Security Number:

(Last 3 digits on signature strip)

Maestro Issue No: _____ Start date: _____

Cardholder's Signature: _____

Remember to Gift Aid it!

Online/Phone

Visit our online shop at www.ccpas.co.uk or phone us on 0845 120 45 50 with your credit card details.

By Cheque

Send a cheque payable to 'CCPAS' to PO Box 133, Swanley, Kent, BR8 7UQ.

giftaid it

**Please return
this form
to CCPAS,
PO Box 133,
Swanley,
Kent,
BR8 7UQ.**

CCPAS Internet Safety Conference

Thursday 10th February 2011 - Central London

A National One Day Conference on e-safety for churches and organisations working with children and young people.



Do you have safeguarding responsibility for your church or organisation, at a national or local level?

Are you communicating with children and young people using messaging services, texts and social networking sites?

Do you understand the technologies used in social media, and the benefits and dangers?

This conference will address how churches can safely work with children using social media, and brings together organisations working in this field.

Confirmed speakers and organisations attending include: Childnet International, the Scottish Qualifications Authority (SQA), and Beat Bullying (Cyber Mentors).

Also at the conference we will be launching an e-learning national qualification course on Internet Safety:

The qualification is intended for anyone who regularly uses the internet and wants to protect themselves while they're online. It's particularly suitable to church leaders, youth and children's workers.

£30 per person including buffet lunch.

Contact Karen Ledger on 0845 120 4550 Option 2 or email: training@ccpas.co.uk for further details or to pay by credit/debit card. Alternatively book online (www.ccpas.co.uk) now to avoid disappointment!

CCPAS is a partner agency with Child Exploitation and Online Protection Centre (CEOP), and a member of the UKCCIS. The UK Council for Child Internet Safety brings together organisations from industry, charities and the public sector to work with the Government to deliver the recommendations from Dr Tanya Byron's report - Safer Children in a Digital World.

People Profile

Justin Humphreys is CCPAS' Safeguarding Policy Advisor. Since joining CCPAS in June 2010 he has been engaging and working with numerous organisations and groups up and down the country in promoting the safeguarding message. One of the hallmarks of Justin's personality is not only his enthusiasm for the job but his idiosyncratic love of all things marmite. Apparently not a day goes by when he doesn't consume it in some shape or form. 'Love it or hate it' as the advert goes, this may explain how Justin maintains his energy levels but I suspect it's probably more about his passion for keeping children safe.

1. What is your earliest memory?

My first holiday to Norfolk at the age of three. We were staying in a holiday cottage with some family friends. I had a rather terrifying experience when I managed to get myself upside-down in the bed and couldn't find my way out – very scary!!

2. Who do you admire and why?

Bono (U2 front man), who is a tireless though often misunderstood campaigner for justice. He has incredible passion and vision for the poor and suffering and uses his profile to influence people in the highest places to change attitudes and practices. He also writes and plays great music!

3. What do you like doing in your spare time?

I enjoy good food, exploring the Devon countryside (where we have lived for almost 4 years), City breaks, photography, listening to all sorts of music and trying to improve my golf!!

4. Name your favourite food

Impossible!! If it tastes good, I'm happy. Among my favourites would have to be Indian and Italian cuisine.

5. What makes you angry?

Poverty and injustice.

6. Describe your most embarrassing experience

First day of my honeymoon when Hayley (my wife) sent me up to the hotel reception to enquire where our honeymooner's welcome gift of flowers and



Justin Humphries

champagne were as we had arrived to an empty room. Having made my way to the front of the reception queue, I politely asked the question gesticulating with the holiday brochure for added confidence only to be told by the receptionist that I was confused and that I had been reading the details of a hotel down the road. I must be very gullible as I have come to realise that this was to be something of a new pattern for my life!!!

7. Given the choice, what would you like to change

Poverty and injustice.

8. How would you like to be remembered?

As someone who strived (and sometimes succeeded) to demonstrate some of Jesus' character and compassion in life.

Keeping Secrets

by Vanessa Rogers

Secrets come in many forms, the nice and not so nice.

Here Vanessa offers a selection of activity ideas to spark discussion about secrets, lies and when to pass on information.

SECRETS

Aim: The aim of this activity is to encourage young people to consider the differences between 'good' and 'bad' secrets.

Ensure that everyone is clear about your boundaries around confidentiality and that you are clear what guidelines you need to follow should they disclose confidential information.

You will need:

- 2 pieces of paper marked 'Good Secret' and 'Bad Secret'
- Post it notes with secrets on – see below
- Pen
- Spare post-it notes

Secrets

- Your brother smashed a window at home and told

you not to tell anyone

- Your friend has stolen money from school- she says she will go halves with you if you don't tell
- Your friend says she was playing at your house last night – but she really went to town
- You see your dad kiss another woman at Christmas – he insists you don't tell anyone
- Your sister tells you she is really worried she might be pregnant
- You arrive home late and tell your dad that the bus was cancelled
- A boy from school phones you but you don't want to speak to him – you get your sister to say you are out
- It's your mates birthday and her mum is going to throw a surprise party
- School send home a letter 'Urgent'- for attention of parent only.' You opened it, do you tell anyone?

Vanessa Rogers is a full time youth work consultant, author and trainer. She is currently the National Youth Agency's leading author, has written for magazines and been involved in projects sponsored by the BBC.

- You tell your mum you came top in a maths test when you didn't
- You want to send a valentines card to someone at school
- Someone is trying to make you do something you don't want to
- You haven't done your homework so you tell your teacher you have lost your book
- At youth club someone breaks into the tuck shop and steals the sweets. You are offered cheap chocolate at school.
- You have caught your little sister smoking- she begs you not to tell your dad
- Your friend went shoplifting and gave you loads of stuff to hide
- Your mum locks you in your room if you behave badly – she tells you not to tell your dad
- You have hidden all your family's Christmas presents under your bed



- You are spending your dinner money on chocolate and crisps – your mum thinks you are eating lunch
- You have a secret diary that you write all your thoughts in
- You and your sister plan a treat for your mum for Mothers Day

How to do it

Before the young people arrive, set up the room or wall you plan to use so that one side becomes the 'Good Secret' are and the other the 'Bad Secret' zone.

Introduce the session by talking about secrets. Make sure that you

clear are what their understanding of a secret is. Then introduce the idea of different kinds of secrets. Are they aware of any differences?

Now explain that you are going to play a sorting game. Show the young people the post-it notes and show them that there is a different secret on each. Some are gender-specific so you will need to need to change them as appropriate. Hand the pile over and ask the group to take turns to stick the secrets in different zones. If they are unsure of where one should go, invite the young people to stick the note somewhere in the middle.

Keep a dialogue going throughout the process asking them to explain their decision and talk about any issues raised. Once they have finished the task, review what has happened together.

You may want to invite the group to write down their own examples on the spare notes and stick them in the appropriate areas. Record any concerns that need to be raised in the next session.

SHARE/NOT SHARE

Aim: This introduces the idea that there are parts of ourselves that we share with different people and bits that we choose

Keep a dialogue going throughout the process asking them to explain their decision and talk about any issues raised.

to withhold. The aim is for the cards to promote discussion about what is appropriate to share, how we select and how this differs depending on our own comfort zones.

You will need:

- A piece of flipchart divided into three and headed with 'share with the family', 'share with friends', 'keep to self'
- A copy of the Share/Not Share cards (see below)

Share/Not share cards

- I want to see my real dad
- I hate meeting new people
- I am worried that my body is changing
- My mum hits me
- I am scared to go to school
- I am frightened of the dark
- I think I am ugly
- I wish I was taller
- I wish I was thinner
- My mum drinks too much
- I don't know about sex and my friends do
- I can't read very well
- When I go to town I often want to shoplift
- I have been chosen for the

hockey team

- Sometimes I make myself sick after I've eaten
- I want to be good at maths
- I'm not always allowed to go out
- I have head lice
- I don't want to live at home anymore
- I told my sister a lie
- I borrowed something and lost it
- I am not sure what a French kiss is
- I have inherited £5,000
- I often feel that I can't cope

How to do it

Explain to the young people that this is a sorting game. There is no wrong or right because it is up to them how they feel about sharing personal information. Suggest that it may be that information is shared at different points in relationships. For example, you may choose to share things with a friend that you have known for years but not with a member of your own class.

Hand out the cards. Make the proviso that any cards they are unsure of can be placed to one side to return to when they have

had time to think. Start this process by asking questions. Challenge any decisions, where appropriate, and encourage the young people to think about the consequences of sharing or withholding information, both positive and negative. Close by revisiting confidentiality rules and make sure the group are aware of the support available.

THE TRUTH, THE WHOLE TRUTH

Aim: This worksheet explores the sensitive issue of telling the truth and honesty and provokes discussion about the consequences of telling the truth or choosing to lie. It is shown as a one-to-one exercise but can be adapted for group work easily. Once again, refer to your group contract to ensure boundaries are maintained.

You will need

- A copy of the worksheet (see over)
- Pens

Challenge any decisions, where appropriate, and encourage the young people to think about the consequences.

Truth or lie	That's me	That's sometimes me	That's not me
Sometimes I tell a lie to get out of trouble			
I don't always tell my parent/carer where I've been			
At school I say I am ill to get out of lessons			
I know it is important to tell the truth			
If a police officer asked me questions I would tell them the truth			
I sometimes lie about my age to get into the cinema			
If a teacher asked about my friend, I wouldn't tell on them			
I often tell people I have got things I haven't			
If my sister asks if I like her new clothes, I say 'yes' even if I don't			
Sometimes I pretend I can't hear my mum when she tells me to do something			
If I found £20 at school I would pretend it was mine			

How to do it

Start the session with a brief discussion about the difference between telling the truth and lying. Be prepared to explore any issue raised such as adults not telling the truth to the young person in the past.

Hand out a copy of the worksheet and a pen. Consider the young person's literacy abilities and decide if you are going to support them by reading out each statement or leave them to do this alone. Once the young person has decided which box to tick, look through the worksheet together.

Explore the consequences of each statement. For example, if they have ticked 'That's me' next to one of the statements about withholding information ask them to consider what the possible negative outcomes of that action might be. Similarly, encourage empathy for other people's feelings in the examples given. How does this parent feel if they don't come home late and lie about where they've been? How do they feel if someone lies to them? Finish by thinking of three examples where it is vital to tell the truth.

This article originally appeared in Youth Work Now magazine (June 2010) and has been reproduced with permission. All Vanessa's books are available from Jessica Kingsley Publishers and her website is www.vanessarogers.co.uk

Ask Angela

'I am about to foster a child with a disability. What are my priorities and are there any specific psychological issues of which I should be aware?'

'Disability' covers such a huge area that my advice in this column will be very general. For the looked-after child with a disability, you will need to ask the social worker to provide information on the child's history and background so you can understand any problems that might arise with the foster placement. You will also need full details of the child's disability and how this affects them, their strengths and their needs. This will both prepare and equip you for the placement before it begins.

Specialist help

It is vital that throughout the placement you are able to access the specialist help that your child needs, through, for example, occupational therapy, physiotherapy, psychology and the paediatric medical team. Attend all these appointments yourself, to understand first-hand what is going on for your child.

Safety, security and attachment
As for any looked-after child, all the usual advice about providing a place of safety and

security where a child can grow and develop emotionally and physically is relevant. Applying it may be more difficult. While it is important to see the child first, rather than the disability, the disability cannot be ignored because you will have to be more creative in how you help them.

Forming a good attachment when a child cannot physically (or mentally) respond to you requires observation of your child to establish how they communicate their needs. Experimentation is good too, in the loose sense of the word. Maybe trying to give your child a gentle hug or perhaps stroking their back to calm them down. Of course this will depend entirely on the level of disability. Touching needs to be done very carefully, or hardly at all with a child who has sensory difficulties (for example, on the autistic spectrum) or when a child has a particular physical frailty or sensitivity (for example, rheumatoid arthritis or certain skin disorders).

Angela Hobday is an Independent Consultant Clinical Psychologist with many years experience working with 'looked after' children and is the author of several books.

Imagining how your child may be experiencing the world will help you to begin to reach them and become more attuned to their needs. This is far more difficult with children who have severe learning difficulties, but over time you will be able to develop enough understanding of them as individuals to appreciate how they think, feel and express their intentions and feelings.



Be prepared for progress to be slow and look for small steps that signify change. Watch out for signs that your child is reciprocating the love and care that you are able to give them. Even children with severe learning difficulties can begin to show signs of affection and empathy.

Self-esteem

As with all children, try to build your foster child's self-esteem. Friendships are important and a child with a disability may need help in developing these. Try to have friends in to play, or spend time on a shared activity. This is likely to require more

organisation and forethought than for a child without disabilities because you will need to find something that will also appeal to the friend. It is possible! I can remember my own daughter helping her blind friend to make button collages by sewing them through prepared polystyrene trays. Both children became totally immersed in choosing and describing the buttons to each other, and both were delighted with the results.

See if you can find other outside activities that suit your child where they can not only make

friends but also gain a sense of achievement. This may be joining a club, or taking part in a sporting activity if it is within their capabilities. Help your child to recognise and accept even the smallest of achievements, especially when they are trying something new. Always give lots of praise and celebrate these occasions, perhaps with a favourite something – maybe a special family meal, a book or DVD. It is important for your child's self-esteem that they develop a life that is not wholly based at home and being looked after by you. It will help them gain self assurance and a little bit of independence.

Choices are important too. See if your child has preferences and encourage them to choose between two options whenever possible. Because dependency is often part of disability, this may be very challenging for them. You can help them learn not to be anxious when making decisions by encouraging them to go with their choice even if, for example, they decide to wear clothes that do not match. You will get better at being able to offer two appropriate choices!

Once you have begun to understand what your child can and cannot do, don't be afraid to set your own targets and mini-goals. These may be for reducing problem behaviours, for helping them gain a little more independence or simply for trying something new.

Mood and behaviour

It is to be expected that your child will show signs of frustration. Some of this may be connected to past experiences and is likely to lessen as they begin to feel more secure. Some mood difficulties may be part of the particular disability or syndrome, while others may be due to an inability to do what is perceived to be 'normal'. Writing down what happens before, during and after particularly difficult episodes may give you clues as to why your child is angry or upset. Allow yourself time to think up ways to help them reduce the tension involved in their emotional outbursts. It may be through an external source such as introducing music that has a calming effect or perhaps helping them to focus on what can be achieved. If your child is able to talk through difficulties or would like a hug, then try to respond to this straight away. This cooling down time is excellent for reaching children, for discovering what triggered their reaction, how they think and feel and then helping them find ways to safely and healthily express their emotions. It is also a good time to build attachment.

Once you have begun to understand what your child can and cannot do, don't be afraid to set your own targets and mini-goals. These may be for reducing problem behaviours, for helping them gain a little more independence or simply for trying something new. Make sure all goals are realistic and keep a written record so that you can see where you have come from and not miss a small, but maybe significant, change. Whether or not you share the goals with your child will depend on your child's ability and understanding. If you wish to reward progress, then appropriate small prizes or stars and stickers can be given for any move towards the goal.

Finally – being included

Always be as inclusive as you can. Children with disabilities can feel excluded in many areas of life, so be on the lookout for outings and occasions that your family can enjoy together without too much adaptation for your looked-after child. This will help them feel part of the family. For example, let them accompany you to church and help others in the church family to include them. This has the hidden advantage in that it could lead to more support from

your Christian friends. You may well need this as you embark on becoming a very specialised carer of a very special child!

Independent Safeguarding Authority Update

by CCPAS

The Vetting and Barring Scheme (VBS) was introduced by the previous Labour government (with cross-party support) as a way of the Independent Safeguarding Authority both identifying and registering those with no known record of offences relating to vulnerable people and ‘barring’ those whom records show may pose a risk to such people and should not work with them.

The ISA operates two lists of ‘barred’ individuals; one relating to children and young people, the other to vulnerable adults. Information on these lists comes from either lists now closed or from employers and others who report concerns about individuals directly to the ISA. The ISA makes decisions about who is suitable/not suitable to work with vulnerable people. Employers and employees have legal duties in preventing unsuitable individuals from working with vulnerable people.

What’s happening now?

When the new coalition government took office in May 2010, a decision was taken to halt the VBS in order to ‘review the criminal records and vetting and barring regime and scale it back to common sense levels’. Whilst this review is still ongoing (as at November 2010) and the VBS is not fully functioning, other aspects of the ISA’s role and the legislation it operates under are still in operation.

There are three key aspects of the ISA and its role that came into force in October 2009 of which employers and employees must be aware. These include:

- A person who is barred from working with children or vulnerable adults will be breaking the law (punishable by a fine and/or imprisonment) if they work or volunteer, or try to work or volunteer with those groups.

There needs to be good communication between the church, the workers, young people and parents in agreeing a protocol and this will help everyone in looking at safety in the digital world.

- An organisation which knowingly employs someone who is barred, to work with those groups will also be breaking the law (punishable by a fine and/or imprisonment).
- If your organisation works with children or vulnerable adults and you dismiss a member of staff or a volunteer because they have harmed a child or vulnerable adult, or you would have done so if they had not left, you must tell the Independent Safeguarding Authority.

If in the meantime you have questions or concerns, you can phone the CCPAS 24 hour helpline on 0845 120 45 50 and/ or visit the ISA website www.isa.gov.org.uk which provides full details about your duties under law and how to apply them within your workplace.



ISA Update Stop Press

In November 2010 the government announced the terms of reference for the VBS review and alongside this a review of the criminal records regime. The consultation ran till the end of November with the expectation that a report to Ministers will be early in the New Year.

The consultation asked fundamental questions about the role and scope of the CRB and included: How should the content of a 'criminal record' be defined and should police intelligence form part of CRB disclosures?

The consultation on the VBS similarly considered the fundamental principles and objectives behind the vetting & barring regime, including evaluating the scope of the scheme's coverage.

CCPAS Resources

Pocket Guides



The **Worker's Pocket Guide** is designed to be carried in a wallet, purse or pocket and is an on-the-spot reference for any youth/children's worker. Contains the essentials on good working practice, responding to children where there are concerns/allegations of abuse,

important telephone numbers and contacts. Can be personalised with specific logos/details (bulk orders only). (Also available in French)

All Pocket Guides 10 for £1.00

'stay safe on the net' Internet Pocket Guide



Specifically for children and young people. It contains important

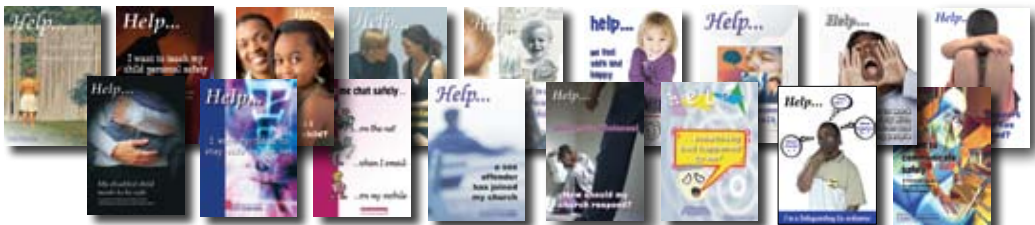
Internet safety do's and don'ts including the non-divulging of personal information, chat rooms, conduct on the Internet and what to do if someone writes something that is threatening or worrying. Schools, youth clubs and police are using these guides in quantity.

'Help' Booklets

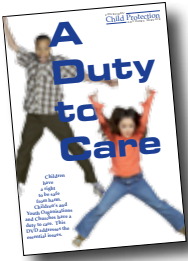
These booklets sensitively tackle many of the issues and dilemmas and include comments from people known to CCPAS.

See page 28 - 29 for full details.

All 'Help' booklets 25p each - or £5.00 for the full set of 20 (including wallet). (Contact us for bulk orders over 50)



DVDs



A Duty to Care (CCPAS DVD) An updated half hour overview of child protection suitable for management committees and church councils.

£5.00 inc VAT
JUST REDUCED

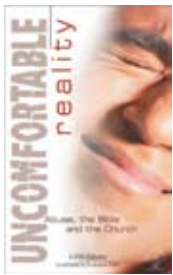


If your church takes safeguarding children and vulnerable adults seriously, how do you get this message across?

This six minute DVD is designed to inform members of your congregation and visitors about your procedures - you really can't afford to do without it.

Cost is £10

Books



Uncomfortable Reality - Abuse, the Bible and the Church (CCPAS)

Co-ordinated by Dr Marlene Hickin, the

book looks at the church's track record in facing reality and offers positive steps to forgiveness, healing and wholeness.

Comes free with Sharing The Load and SOS - Supporting Offenders Safely DVD. A5 92pp
£5.95

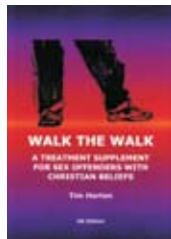


Can Anybody Hear Me Crying?

by Catherine Hope (CCPAS)

A moving account of a woman who suffered appalling abuse throughout her childhood at the hands of those who should have been caring for her.

A5 103pp **£5.00**

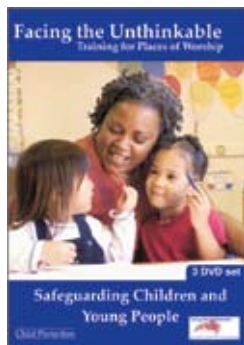


Walk the Walk

Tim Horton (Sanctuary) A treatment supplement for sex offenders with Christian beliefs.

A4 80pp **£6.00**

Facing the Unthinkable DVD Workpack



'Facing the Unthinkable' is a comprehensive child protection distance learning course presented by David and Pauline Pearson for individuals and group study. As well as instruction in the essential areas, there are several in-depth sessions (specialist tracks) on topics covered within the basic

training, plus group tasks and exercises. The pack has been specially designed for flexibility so that tailor-made courses of anything between four and fifteen hours can be run over a number of evenings or days. Full support available from CCPAS website, email and telephone. Certificates available on successful completion. The DVD includes PowerPoint slides and the approximate running time is 7 hours. The pack comes with a seminar handbook, Kids Are Safe Here DVD and Uncomfortable Reality. The online CCPAS manual 'Safe and Secure' is available in the members area of CCPAS website, plus trainee's notes.

DVDs INCLUDE:

- What is Abuse?
- Signs, Symptoms and Effects
- Taking Action
- Safe Practice
- PowerPoint Slides

SPECIALIST TRACKS:

- Emotional abuse and neglect
- Good practice - African led church
- Children with special needs
- Implementing a child protection policy
- Working overseas

**Users of the first edition can upgrade the three original
DVDs to the 2009 edition - cost £15.**

Cost for DVD pack:

Non-members £110.00 (includes a year's CCPAS membership)

Members £80.00

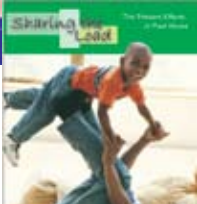
Now split into chapters for easy navigation.

Training DVDs



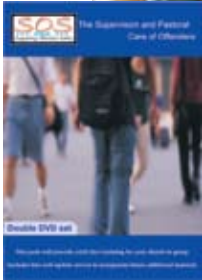
Special Children, Special Needs

This DVD will help churches respond to children with disabilities and special needs in practical and inclusive ways.



Sharing the Load

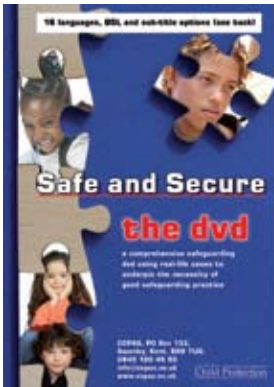
A pastoral care programme to enable churches and organisations offer help and support to all those affected by abuse.



SOS - Supporting Offenders Safely

This DVD examines the issues and includes understanding patterns of sex offending behaviour, risk assessment and written contracts plus the treatment, pastoral care and counselling of sex offenders in a church setting.

NB. Each of these DVDs will provide a day's training. Follow up support and certificates on successful completion.



Safe and Secure - The DVD

In this ground breaking docu-drama style presentation, our story follows two cases of abuse one of which was handled badly and the other handled well. It presents the ten CCPAS faith group principles of safeguarding in clear, logical steps which can be understood by any audience.

It is available in 16 languages, British Sign Language and also English sub-titles - split over three DVDs.

Never before has a clear safeguarding message been accessible to so many.

**All of the DVDs above:
Members price: £10 per disk Non-members: £15 per disk**

CCPAS Membership

Join CCPAS and support our work.

Become a member of CCPAS and you will receive monthly email Updates, keeping you informed of changes in legislation/government guidelines, CCPAS recommended good practice etc. Email subscribers will also benefit from CCPAS special offers and be able to access the CCPAS online manual, 'Safe and Secure' updated monthly.

For England, Wales and Northern Ireland, we don't charge for the first 20 volunteer criminal records checks during the first year of membership. In Scotland applications need to be made locally, but CCPAS offer free consultation on issues arising from disclosures.

Those who join are asked to make a voluntary annual donation. The suggested

donation for a single church or group is £80.00 per annum. If you are a larger church/group with branches and/or a central headquarters, could you consider donating more?

If you, your church or group already supports CCPAS regularly, let us know if you wish to be regarded as a member and we will ensure you receive the updates.

Whatever you can contribute, we would ask, if at all possible, that you make the donation by direct debit to keep our administration costs to a minimum. Our finance office will notify you 15 working days before deducting any amount from your account. You can also send your donation by credit/debit card using the form opposite.

What you get with your membership:

- Access to 'Safe and Secure' the new online safeguarding manual
- Access to a model safeguarding policy for you to adapt
- Monthly email Updates
- 20 free volunteer CRB checks in the first year of membership
- Kids Are Safe Here DVD
- Full set of Help leaflets and any new ones on publication
- Special offers on resources including our DVD workpack
- All the advice and support you need

Now that's an offer hard to refuse!

Membership Application Form

You can use this form by cutting out of the magazine, or print one out from our web site at: www.ccpas.co.uk/Documents/CCPASMembership.doc

Name _____

Organisation _____

Address _____

Post Code _____

Email _____

Phone _____ Fax _____

I/We wish to donate £ _____ per annum (Suggested £80)

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Other Recommended Reading



Can We Have a Chat? - Jon Langford (Grove Youth Series) A guide on working one to one with young people. A5 28pp £3.95



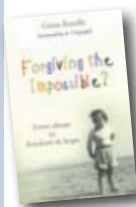
Celebrating Children - Glen Miles & Dr Josephine-Joy Wright (Paternoster Press). Equipping those working with young people living in difficult circumstances around the world. An excellent book! A5 439pp £24.99



Christian Charities Handbook - Paul Martin - (Inter-Varsity Press) An invaluable guide to the legal and practical responsibilities associated with the governance and management of charities. 320pp Special Offer £19.99



Eating Disorders - Dr Kate Middleton (Lion) An accessible and practical guide that will help anyone come to a full understanding of eating disorders and the various stages involved in recovery. A5 144pp £7.99



Forgiving the Impossible? - Greta Randle (Inter-Varsity Press). Greta's story – a childhood of abuse and secrecy followed by years of depression as an adult is sadly not uncommon. She learned to forgive what seemed impossible. A5 144pp £7.99



God's Wheels - John Price. This book draws on John's passion for vehicles, ranging from his first bike, motor scooters and a 'passable' black and white mini with red seats, and asks the question, 'Can a man love 'God' and 'wheels'?' A5 162pp £7.99



Helping Adolescents and Adults to Build Self Esteem - Deborah Plummer (Jessica Kingsley Publishing) A photocopiable resource book filled with simple, practical and innovative ideas for the development and maintenance of a healthy self-esteem. A4 268pp £18.95

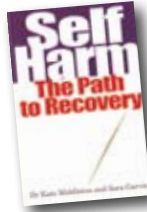


Helping Children to Build Self Esteem - Deborah Plummer (Jessica Kingsley Publishing) This photocopiable resource is invaluable for anyone looking for creative, practical ways of nurturing self-esteem in children. A4 284pp £19.99



No More Hurting - Life Beyond Sexual Abuse - Gwen Purdie (Christian Focus) An excellent resource book for counsellors and pastoral carers.

A5 176pp £7.99



Self Harm - The Path to Recovery - Dr Kate Middleton and Sara Garvie (Lion) This practical and accessible book is suitable for carer and self harmer alike, it offers an encouraging companion along

the path to recovery. A5 142pp £7.99



Public Image or Real Me - Pauline Pearson (CCPAS) A sensitively written collection of poems that express many of the emotions and challenges faced by people

who have been abused. A5

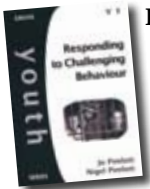
24pp £1.50



Shame - John Watson (Grove Pastoral Series) This booklet reflects on the roots and reality of shame and how good pastoral practice can bring healing and wholeness. A5 28pp £3.95



Surviving Child Sexual Abuse - Supporting adults in the church - Jeanette Gosney (Grove Pastoral Series) A practical approach to caring for adult survivors. A5 28pp £3.95



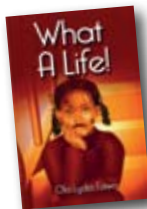
Responding to Challenging Behaviour

- Jo & Nigel Pimlott. (Grove Youth Series)

A clear and practical approach for those

working with young people. A5

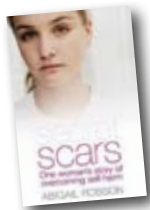
28pp £3.95



What A Life! - Ola Lydia Taiwo (Strategic Board Publishing)

A moving account of the physical and emotional abuse experienced by this Nigerian woman, who has nevertheless found it possible to forgive

her parents and encourage others in their parenting. A5 70pp £6.00



Secret Scars - Abigail

Robson (Authentic Media) A moving and starkly honest

account of her journey through a troubled

childhood and adolescence that is marred by her urge for control

through self harm. A5 194pp

£8.99

Free Resources*



Safeguarding Children in the Church.

This booklet is a summary of the 2009 survey of all churches in England relating to safeguarding policies and working practices.

The full, detailed research report is also available at a cost of £25 plus p&p.



Who are we?

A leaflet introducing you to what we provide and who we serve. Available in English and French.



Key Facts

A summary of the ten standards detailed in the CCPAS online manual. It acts as an introduction to good safeguarding practice and procedures for any organisation.

**These resources are free, but we would appreciate a contribution for postage.*

Safe and Secure Manual

The web based manual - 'Safe and Secure' is available free to all members. A disk version is available for non-members - **Price £10.**

Listed are some key features of the manual:

- **fully searchable**
- **fully printable**
- **fully updatable**
- **model policy and forms downloadable**
- **easier to understand**
- **check-lists for each standard**
- **free to all members**
- **three manuals in one**



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- Hosting a 'Facing the Unthinkable' seminar
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