



ISSUED: JULY 2025

SAFEGUARDING GUIDELINES

OVERVIEW FOR VOLUNTEERS

UKRAINIAN CATHOLIC EPARCHY OF THE HOLY FAMILY OF LONDON

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INTRODUCTION

WHAT IS SAFEGUARDING?

Every human being has a value and dignity which we as Catholics acknowledge as coming directly from God's creation of male and female in his own image and likeness. This implies a duty to value all people and therefore to support them and protect them from harm. This is done by implementing legislation through policies and procedures.

In the Catholic Church this is demonstrated by the provision of carefully planned activities for children, young people and adults; supporting families under stress, caring for those hurt by abuse in the past, ministering to those who have caused harm.

It is because of these varied ministries that we need to provide a safe environment for all which promotes and supports their wellbeing. This will include carefully selecting and appointing those who work with children, young people or adults at risk of harm and responding robustly where concerns arise.

Therefore, all clergy and volunteers working with vulnerable groups, including children, must adhere to the Catholic Church's national safeguarding policies before they can be appointed and will be supplied with a copy of this leaflet for reference. This is essential, basic safeguarding knowledge.

For more information please contact the Eparchial Safeguarding Office:
safeguarding@ucc-gb.com

HOW DO WE CREATE SAFE ENVIRONMENTS?

Many of these will be followed by our parishes routinely but this checklist should help to define the tasks which lead to sound safeguarding in our communities. In these ways we can firm up our practice and ensure that it is uniform across the Eparchy.

- ✓ Ensure that all new and existing volunteers in roles which have been defined nationally as requiring safe recruitment checks complete the three-stage process: Volunteer Application, Confidential Safeguarding Self Declaration and DBS Disclosure Application Form, which includes a Home Office requirement for your identity to be verified.
- ✓ Have a trial period of 3 months for all volunteers, at the end of which both parties review the situation. Inexperienced parish workers and/or inexperienced volunteers will benefit from clear guidance and supervision.
- ✓ Make everyone aware of the Church's safeguarding policies and procedures - young people, parents/carers, volunteers and visitors. Each parish should display information on the notice board giving contact information to anyone who has a concern.

- ✓ Always think and act carefully to avoid situations of embarrassment, accusations or temptations. An example of 'danger' is one leader/worker and one young person being together 'in private'. Remember that someone else may misinterpret your actions, no matter how well-intentioned. Do not just rely on your good name to protect you.
- ✓ Treat everyone with dignity and respect at all times, set an example you would wish others to follow and always behave appropriately, in accordance with the Code of Behaviour.
- ✓ Ensure that any premises used for parish groups and events are safe and well maintained.
- ✓ Know where the emergency exits, fire extinguishers and alarms are and be fully aware of the evacuation plan in the event of an emergency.
- ✓ Encourage all parish workers and volunteers to be involved in regular training (including First Aid). Ensure there is a first aid kit and that is checked frequently.
- ✓ Ensure that there is adequate insurance cover, especially for activities away from the normal meeting place. This applies to any minibuses and/or private cars which are used - insurance and any necessary permits must be obtained, and transport volunteers should always inform their private motor insurance companies.
- ✓ Ensure that external groups or private hirers for one-off arrangements who are using parish premises should always complete the required safeguarding agreement forms, taking responsibility for any vulnerable groups, including children, who may be present.

WHAT DO I NEED TO KNOW?

IN RELATION TO CHILDREN

Working Together to Safeguard Children (updated 2018) defines a child as anyone who has not yet reached their 18th birthday. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate, does not change their status or entitlements to services or protection.

The Church has a legal and moral duty of care to any child or young person placed in our charge and, quite rightly, parents or carers expect that anyone in a position of trust for children is fully aware of and adheres to the Church's national child protection policies.

If you have any doubts or concerns, always consult the Parish Priest or the Eparchial Safeguarding Coordinator.

The following checklist will help you;

- ✓ Keep an up-to-date register of group contact information; names of children, their address, telephone number, special medications, doctor's name and contact details and permission to be 'in loco parentis'. Ensure that there is always access to a parent/carer phone number in case of emergency.
- ✓ Ensure that a minimum of two leaders is always present, maintaining the gender balance of the group where possible and remember to maintain the necessary adult to children ratios which at present are:

Under 2	1 adult to 3 children	1:3
2 – 3	1 adult to 4 children	1:4
4 – 8	1 adult to 6 children	1:6
9 – 12	1 adult to 8 children	1:8
13 – 18	1 adult to 10 children	1:10

- ✓ Ensure that prior to any activities taken away from the normal meeting place, a risk assessment is be undertaken and the supervision ratios increased accordingly. Refer to the Eparchial Safeguarding Resource Pack for all forms and guidance.
- ✓ Ensure that for any activities away from the normal meeting place, parents/ guardians have signed a consent form. Ensure that someone knows where the group is working away from the usual meeting place.
- ✓ Ensure that any photographs or videos to be taken or displayed of parish or youth group events have parental consent. Never show a photograph of a child or young person with personal details (including their name) accompanying it. Be especially vigilant at youth events where young people may be prone to share images, without consent, on

social media such as Facebook, Instagram, Snapchat or Twitter and always warn young people in your risk assessments about the potential dangers of online predators and cyberbullying.

IN RELATION TO ADULTS

An adult at risk is any person aged 18 years or over who may need care services because of a mental, physical or learning disability, age or illness and who may be unable to take care of themselves or protect themselves from harm or being exploited. Personal circumstances and lifestyle may also cause adults to be vulnerable in some situations, either permanently or temporarily.

Characteristics to look out for:

- People who lack the mental capacity to make decisions about their own safety
- People who are physically dependent
- People who are bullied, discriminated against or are the focus of anti-social behaviour
- People who are socially isolated
- People who do not have access to information which could help them or the support they need to be independent
- People who have low self-esteem or who are gullible
- People who have communication difficulties — speech or cognitive impairment
- People who have been abused previously

What if a person lacks capacity? How will we know?

Someone lacks capacity if they cannot:

- Understand information given to them
- Weigh up the information to make a decision
- Retain that information long enough to be able to make a decision
- Communicate their decision

At all times you must act in their best interests.

What is our duty of care to adults at risk?

Section 41 of the Care Act 2014 states that if a local authority has reasonable cause to suspect that a vulnerable adult is experiencing, or is at risk of abuse or neglect and is unable to protect him or herself from harm, then the local authority must make whatever enquiries it thinks are necessary to decide whether any action should be taken in the adult's case. The Care Act 2014 recognises that local authorities can only safeguard vulnerable people by working together with the Police, NHS and other key organisations and the wider public.

What if a person does not want you to share their information?

The British Medical Association (BMA) adult safeguarding toolkit (2018) states that where a competent adult explicitly refuses any supporting intervention, this should normally be respected. Exceptions to this may be where a criminal offence may have taken place or where there may be a significant risk of harm to a third party.

Care Act Guidance states that frontline workers and volunteers should always share their safeguarding concerns with their line manager or safeguarding lead in the first instance, except in emergency situations. The safeguarding principle of proportionality should underpin decisions about sharing information without consent, and decisions should be on a case-by-case basis.

CHILD ABUSE

Child abuse involves the maltreatment of children - physically, emotionally, sexually or through neglect and can give major long-term effects on all aspects of a child's health, development and wellbeing. Here is a summary of the definitions of the different types of abuse a child may suffer, taken from Working Together to Safeguard Children (March 2023). Please familiarise yourself with these and be alert to signs and indicators that a child or a young person could be a victim of abuse and may turn to you, as someone they trust within the Church, for help.

Definitions:

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Emotional abuse is the persistent emotional maltreatment of a child, such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate or valued only in so far as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them, or making fun of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children.

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts, such as masturbation, kissing, rubbing, and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Child sexual exploitation is a form of sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to; provide adequate food, clothing, and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate caregivers); ensure access to appropriate medical care or treatment; provide suitable education. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Domestic abuse is something all children can experience and be adversely affected by in the context of their home life where domestic abuse occurs between family members, including where those being abusive do not live with the child. Experiencing domestic abuse can have a significant impact on children. Section 3 of the Domestic Abuse Act 2021 recognises the impact of domestic abuse on children (0 to 18), as victims in their own right, if they see, hear or experience the effects of abuse. Furthermore, young people can also experience domestic abuse within their own intimate relationships. This form of child-on-child abuse is sometimes referred to as teenage relationship abuse.

The immediate and longer-term impact of child abuse can include anxiety, depression, substance abuse, eating disorders and self-harm, offending and anti-social behaviour. Maltreatment is likely to have a deep impact upon the child's self-image and self-esteem and difficulties may extend into adulthood—in forming or sustaining close relationships, establishing oneself in work or in developing the skills for effective parenthood. It is important to be aware that domestic abuse taking place within a child's home can also have a serious impact on children's safety and welfare and that any concerns should always be reported.

ADULT ABUSE

The abuse or neglect of adults can happen anywhere and we all have a duty of care to protect those at risk of harm. All adults have a right to choose how they live, even if it appears to involve a degree of risk. We should support adults in making choices, to live as independently as possible, and to be treated with respect and dignity.

The Office of the Public Guardian states that abuse is a violation of an individual's human and civil rights by another person or persons. It may consist of a single act or repeated acts. It may occur when an adult at risk is persuaded to enter into an arrangement to which they have not consented or cannot consent to. Abuse can occur in any relationship and may result in significant harm to, or exploitation of, the person subjected to it. Any type of abuse may be perpetrated against an adult at risk as a result of deliberate intent, negligence or ignorance.

Who abuses adults?

Anyone can potentially be an abuser of an adult – whether another adult or a child. Abuse may be unintended, a consequence of ignorance, a lack of awareness, or a deliberate act. It could also arise through frustration or a lack of support. The list can include relatives; carers; workers in a place of worship; people who themselves are vulnerable / are users of care services; fraudsters / tricksters who prey on people in their homes.

In the case of relatives who are also main carers.

Carers can become stressed, exhausted, and frustrated without respite or adequate support. This can lead to unintended poor care or abuse. The relative carer could also be subject to abuse from the person they care for, which can be endured for long periods of time and not reported for many complex reasons.

Definitions:

Physical abuse includes hitting, slapping, pushing, kicking, withholding or misuse of medication or aids and inappropriate restraint, confinement or enforced isolation.

Sexual abuse includes sexual acts where an adult has not consented, could not consent to or was coerced into. It may also include non-contact sexual activities, such as voyeurism, viewing or making pornography, indecent exposure and serious or persistent sexual teasing, innuendo or harassment.

Psychological and emotional abuse is included in all other forms of abuse and may involve insults, verbal abuse, shouting and swearing. It arises from a power imbalance in a relationship and the adult at risk is controlled and manipulated, leaving them feeling unworthy, unwanted, unhappy, anxious, insecure, fearful, humiliated and devalued.

Financial or material abuse includes theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, and the misuse or misappropriation of property, possessions or benefits.

Discriminatory abuse is an abuser focussing upon an adult's disability (physical, mental health, learning or sensory impairment), race, gender, age, religion, cultural background, sexual orientation, political convictions, appearance, social situation, dependence upon drugs or alcohol.

Domestic abuse is defined as any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between those aged 16 and over who are, or who have been, intimate partners or family members regardless of gender or sexuality.

Institutional abuse can be understood as organisational practices or failings which may place the management or needs of a service above the needs and wishes of a service user. The term 'institution' includes the Church, hospitals, prisons, children's homes or schools, universities, nursing or care homes.

Spiritual abuse can be forcing one's religious beliefs onto a child or vulnerable person; telling someone that God hates them, preventing them from worship, using faith as a weapon to control or terrorize a person for pleasure or gain, using religious teaching to justify abuse (e.g. wives submit to your husbands) or to compel forgiveness.

Neglect and acts of omission include ignoring medical or physical care needs, failure to provide access to appropriate health, social care or educational services, and the withholding of the necessities of life, such as medication, adequate nutrition and heating.

Modern slavery, including human trafficking, forced labour, and domestic servitude, results in traffickers and slave masters using whatever means they have at their disposal to coerce, deceive, and force individuals into a life of abuse, servitude and inhumane treatment.

We should also be mindful of the increase in grooming and hate crime which can be perpetrated against adults (or children).

Any concerns should always be referred or reported.

DOMESTIC ABUSE

Domestic abuse affects so many people and parishes can provide support to victims and survivors by displaying and providing information.

The Domestic Abuse Act (2021) introduced the first ever statutory definition of domestic abuse (section 1 of the Act).

The statutory definition is clear that domestic abuse may be a single incident or a course of conduct which can encompass a wide range of abusive behaviours, including a) physical or sexual abuse; b) violent or threatening behaviour; c) controlling or coercive behaviour; d) economic abuse; and e) psychological, emotional, or other abuse.

Under the statutory definition, both the person who is carrying out the behaviour and the person to whom the behaviour is directed towards must be aged 16 or over and they must be “personally connected” (as defined in section 2 of the Domestic Abuse Act 2021). The definition ensures that different types of relationships are captured, including ex-partners and family members regardless of gender or sexuality.

Domestic abuse can take different forms, including:

- physical abuse
- sexual abuse
- financial abuse
- coercive or controlling behaviour, and gaslighting / emotional abuse
- digital / online abuse
- so-called ‘honour-based’ abuse
- forced marriage
- female genital mutilation (FGM)

CONDUCT

ADVICE IN RELATION TO VULNERABLE GROUPS

Everyone who comes to a Church service or activity is created in God's image and must be treated according to this Code of Behaviour. Any form of abuse is unacceptable.

A poster giving advice and contact details for anyone who has concerns must be displayed on the parish notice board. Copies are available from the Eparchial Safeguarding Office.

In keeping with this statement, all clergy, Eparchy representatives and volunteers working with vulnerable groups, including children, must adhere to the following Code of Behaviour.

CODE OF BEHAVIOUR

DO:

- Treat all people with dignity and respect.
- Provide an example you wish others to follow.
- Respect people's right to personal privacy.
- Plan activities so that more than one person is present, or at least within sight or hearing of others.
- Follow National Procedures and Guidance (summarised in this booklet and available in full online at www.csasprocedures.uk.net).
- Encourage children, young people and vulnerable adults to feel comfortable pointing out attitudes or behaviours they don't like.
- Remember that others might misinterpret your actions, no matter how well intentioned.
- Recognise that caution is required even in sensitive moments of counselling, such as when dealing with bullying, bereavement or abuse.
- Remember that we all have a responsibility to challenge unacceptable behaviour and report all allegations or suspicions of abuse.

DO NOT:

- Permit abusive peer activities (such as name calling, ridiculing, bullying).
- Play physical contact games with children and young people.
- Have any inappropriate physical or verbal contact with others.
- Jump to conclusions without checking facts.
- Show favouritism to any individual.
- Make suggestive remarks or gestures, even in fun.
- Render yourself unfit for duty through the consumption of excess alcohol, drugs, prescribed medication or lack of sleep.
- Let suspicion, disclosure or allegations of abuse go unrecorded or unreported.

This is a summarised version of the Responding to Disclosures section of the Eparchial Safeguarding Resource Pack (pages 35 to 38).

KEY PRINCIPLES

If you suspect that a child, young person or vulnerable adult is being, has been or is likely to be abused, you must take action. **To do nothing is not an option.** Do not investigate. The key principles to follow are **Listen—Record—Refer**.

Listen. Carefully and reassuringly, without making judgement or asking any leading questions. Refrain from asking probing questions and be encouraging. It may be difficult for someone to tell—be patient and go at their pace.

Do:

- take seriously what is being said
- remain calm
- offer reassurance that disclosing is the right thing to do
- check (if face-to-face) whether they mind you taking notes while they talk so you can make sure you capture the information accurately
- check with them that you have understood everything correctly
- establish only as much information as is needed to be able to tell the Group Leader / PSR / Eparchial Safeguarding Office / Statutory Authorities, what is believed to have happened, when, and where.

Do not:

- make promises that cannot be kept (for example, that you won't share the what has been disclosed)
- make assumptions
- offer alternative explanations
- perform a physical or medical examination
- under any circumstances alert the person about whom the allegations have been made either directly or indirectly, to what has happened.

Remember, it is not your responsibility to decide whether the allegation is true or not.

Record. Make, sign and date a written record as soon as possible of all the details which have been given to you, using the informant's exact words if you can. Record facts and observable things.

Do not:

- destroy your original notes in case they are required by the Eparchial Safeguarding Office or the Statutory Authorities.

- Speculate, jump to conclusions, or offer your interpretations or assumptions in your record.

Refer. If there is an immediate danger or the matter is urgent, you should report your suspicion without delay to the Police, or to Social Services (Children's or Adults' Services as appropriate) and then the Eparchial Safeguarding Office.

If there is no immediate danger, collect the fullest possible information at the time the concern or allegation reaches you. Then, at the first possible opportunity (and **within 24 hours**), report the matter to the Eparchial Safeguarding Office.

All information connected with a child, young person or vulnerable adult is strictly confidential. Do not share any information with any person who does not need to know.

Remember, to do nothing is not an option and if you are the first person to hear of the allegations or concerns, keep in mind that what you do may determine how effective a subsequent enquiry is.

Additionally, **non-recent allegations of abuse must be treated as seriously as recent abuse**. It can take an adult many years to disclose what happened to them as a child or young adult.

CONTACTS

There are many people who may be able to help, including:

EPARCHIAL SAFEGUARDING OFFICE

Coordinator: Myroslava Matwijiwskyj
Address: Eparchial Safeguarding Office, 21-22 Binney Street, London W1K 5BQ
Telephone: 020 7629 1073
Mobile: 0759 589 6781
Email: safeguarding@ucc-gb.com
Website: www.ucc-gb.com/safeguarding

CHARITIES/ORGANISATIONS

Catholic Safeguarding Standards Agency (CSSA)	Website: https://catholicsafeguarding.org.uk/
Safe Spaces (a free and independent support service that provides a confidential, personal & safe soace for anyone who has been abused through their relationship with either the Church of England, Church of Wales, or the Catholic Church in England & Wales)	Telephone: 0300 303 1056 Website: www.safespacesenglandandwales.org.uk
The Survivors Trust	Website: https://thesurvivorstrust.org/
NAPAC (offers support and advice to adult survivors of childhood abuse)	Telephone: 0808 801 0331 Website: https://napac.org.uk/
Victim Support (independent, free, and confidential advice to help anyone affected by crime)	Telephone: 0808 168 9111 Website: https://www.victimsupport.org.uk/
NSPCC	Telephone: 0808 800 5000 Website: www.nspcc.org.uk
Child Line	Telephone: 0800 1111 Website: www.childline.org.uk
Stop It Now (charity for the prevention of child sexual abuse)	Telephone: 0808 1000 900 Website: www.stopitnow.org.uk

Safeline	Telephone: 01926 402 498 Telephone: 0808 800 5005 (Male Survivor Helpline) Website: https://safeline.org.uk/
Action on Elder Abuse	Telephone: 0808 808 8141 Website: www.elderabuse.org.uk
Age UK	Telephone: 0800 169 6565 Website: www.ageuk.org.uk
National Domestic Violence (partnership between Refuge and Women's Aid)	Telephone: 0808 2000 247 Website: www.womensaid.org.uk
Mind (mental health charity)	Telephone: 0300 123 3393 Website: www.mind.org.uk
The Samaritans	Telephone: 116 123 Website: www.samaritans.org
Cruse Bereavement Support	Telephone: 0808 808 1677 Website: https://www.cruse.org.uk/
Grief to Grace (a specialised 5-day programme of spiritual and psychological healing for anyone who has suffered sexual, physical, emotional or spiritual abuse in childhood, adolescence or adulthood)	Telephone: 020 8154 2719 Website: https://www.griegtograceuk.org/
Men's Advice Line	Telephone: 0808 801 0327 Website: www.mensadvice.org.uk
Alcoholics Anonymous	Telephone: 0800 917 7650 Website: www.alcoholics-anonymous.org.uk
National Gambling Helpline	Telephone: 0808 8020 133 Website: www.gamcare.org.uk
BEAT (eating disorder charity)	Telephone: 0808 801 0677 Website: www.b-eat.co.uk

IN AN EMERGENCY CONTACT THE POLICE ON 999 & FOR NON-EMERGENCIES CALL 101