

# Safeguarding Policy

Approved by the Ministry Team (Church Charity Trustees) on 24 January 2021.

## Our Vision

The vision of Frimley Baptist Church is to 'Know, Love, Serve God and our Neighbours'.

We:

- Believe that all children, young people and adults at risk should know that they are valued within the church and can safely enjoy and have access to every aspect of the life of our church.
- Run activities for children, young people and adults at risk.

## Our safeguarding responsibilities

The church recognises its responsibilities in safeguarding all children, young people and adults at risk, regardless of gender, ethnicity or ability.

*(Appendix 1: Definitions and Types of Abuse)*

As members of this church we commit ourselves to the nurturing, protection and safekeeping of all associated with the church and will pray for them regularly. In pursuit of this, we commit ourselves to this policy and to the development of sound procedures to ensure we implement our policy well.

## Prevention and reporting of abuse

It is the duty of each church member to help prevent the abuse of children, young people and adults at risk, and to respond to concerns about the well-being of such individuals.

Any abuse disclosed, discovered or suspected will be reported in accordance with our procedures. The church will fully co-operate with any statutory investigation into any suspected abuse linked with the church.

*(Appendix 2: Responding to Abuse or Concerns)*

*(Appendix 3: Safeguarding Contact Details)*

## Pastoral Care and Support

We are dedicated to providing pastoral care and support, working with statutory agencies as appropriate, to those who have experienced abuse. We will also provide appropriate support to those who are accused and others who are affected by any allegations of abuse.

*(Appendix 4 – Supporting Those Who are Accused of Abuse or Have Experienced Abuse)*

Given the capacity of Frimley Baptist Church, we may not be in a position to provide what we would consider to be appropriate safeguarding arrangements for people who are known or alleged offenders, and who seek to become part of the worshipping community here.

This would be decided alongside the Southern Counties Baptist Association safeguarding team and in accordance with joint risk assessments on a case by case basis.

*(Appendix 5: Working with Alleged or Known Offenders)*

## **Safe recruitment, support and supervision of workers**

The church will exercise proper care in the selection and appointment of those working with children, young people and adults at risk, whether paid or voluntary. All workers will be provided with appropriate training, support and supervision to promote the safeguarding of children, young people and adults at risk.

*(Appendix 6: Safe Recruitment, Support and Supervision)*

## **Respecting children, young people and adults at risk**

The church will adopt a code of behaviour for all who are appointed to work with children, young people and adults at risk so that all are shown the respect that is due to them.

The church is committed to the prevention of bullying. It will seek to ensure that the behaviour of any individuals who may pose a risk to children, young people and adults at risk in the community of the church is managed appropriately.

*(Appendix 7: Code of Behaviour/Guidelines)*

## **Safer working practices**

The church is committed to providing an environment that is as safe as possible for children, young people and adults at risk and will adopt ways of working with them that promote their safety and well-being.

*(Appendix 8: Safe Practice and Safe Premises)*

## **Church Safeguarding Team**

The Ministry Team (Charity Trustees) will appoint a Safeguarding Deacon who will oversee and monitor safeguarding within the church. Two Designated Persons for Safeguarding Children and Young People, and two for Safeguarding Adults at Risk will be appointed. All concerns or allegations should be reported immediately to the relevant Designated Persons for action in accordance with the defined procedures (see Appendix 3 – Safeguarding Contact Details).

*(Appendix 9: Roles and Responsibilities of those at FBC in charge of Safeguarding)*

## **Putting the policy into practice**

- A copy of the safeguarding policy statement will be displayed permanently in the church and church office and is available on our church website.
- Each worker with children and young people and/or adults at risk will be given a copy of the safeguarding policy and relevant appendices and will be asked to sign to confirm that they have read them and will act in accordance with their provisions.
- A full copy of the policy and appendices will be made available on request to any member of, or other person associated with, the church.

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- The policy and appendices will be monitored and reviewed annually by the Safeguarding Team and any necessary revisions adopted into the policy and implemented through our procedures in the appendices. The policy and appendices will then be endorsed by the Ministry Team.
- The policy statement will be read annually at the Annual Church Members' Meeting
- Any annual safeguarding review will be reported to the Ministry Team whilst protecting the names of those involved.

Next review: .....February 2021

## Appendices

1. **Definitions and Types of Abuse**
2. **Responding to Abuse or Concerns**
3. **Safeguarding Contacts**
4. **Supporting Those Who are Accused of Abuse or Have Experienced Abuse**
5. **Working with Alleged or Known Offenders**
6. **Safe Recruitment, Support and Supervision**
7. **Code of Behaviour/Guidelines (for Workers with Children/Young People/ Adults at Risk)**
8. **Safe Premises and Safe Practice**
9. **Roles and Responsibilities of those at FBC in charge of Safeguarding**
10. **Incident Report and Follow-Up Forms**
11. **Useful Resources and Contacts**
12. **Glossary**
13. **Retentions Schedule For Safeguarding Records**

### **Volunteer Agreement Form**