

Frimley Baptist Church Safeguarding Policy

Approved by the FBC Charity Trustees on 4 May 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 and For Those Impacted by an Incident of 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's Safeguarding Team and in accordance with joint Risk Assessments conducted 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 Premises and Safe Practice)

Church Safeguarding Team

The Trustees will appoint a Safeguarding Trustee who will oversee and monitor Safeguarding within the Church.

The Church Meeting will approve two Designated Persons for Children and Young People, and two Designated Persons for Adults at Risk who, together with the Safeguarding Trustee, will oversee and monitor Safeguarding within the Church.

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)

Incident Report and Follow-Up Forms

Forms to be used when people observe something of concern to them, or a child, young person, or adult at risk discloses something to them, can be accessed from the FBC Website for those who have a Login and Password issued to them by the Office Administrator.

(Appendix 10 – Incident Report and Follow-Up Forms)

Organisations that may be contacted for specific issues or concerns

A list of organisations (including phone, website, and email contact details where applicable) that offer services to support those facing life challenges, issues, and concerns that span both Safeguarding and wider concerns is maintained.

(Appendix 11 – Useful Resources and Contacts)

Glossary

A glossary of terms that support and underpin the work of Safeguarding at FBC is also available.

(Appendix 12 – Glossary)

Safeguarding Records

In accordance with Baptist Union and related guidance, a clear approach to the storage and retention of Safeguarding Records (both on paper where necessary and / or in electronic format) has been developed.

(Appendix 13 - Safeguarding Records, Record Keeping, and Retention Schedule)

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 this 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 and may be downloaded from the website by those who have been issued with a Login and Password.
- 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 FBC Trustees.
- The Policy Statement will be read annually at the Annual Church Members' Meeting.
- Any annual Safeguarding Review will be reported to the FBC Trustees whilst protecting the names of those involved.

Next review:April 2022