

Safeguarding Policy & Procedures

August 2026

Battle Baptist Church
Being Transformed Together



Battle Baptist Church
Mount Street
Battle, East Sussex TN33 0EG

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Definition of terms

For the purposes of this policy and procedures, the following terms are used:

Child: A child is anyone who is under 18 years of age.

Adult at risk: An adult at risk is 'any person who is aged 18 years or over and at risk of abuse or neglect because of their needs for care and support' (Care Act 2014 [England]). This definition is broadly consistent with definitions across the devolved nations. In Northern Ireland the definition is, helpfully, broken down to assist in understanding as follows:

Adult at risk of harm: is a person aged 18 or over, whose exposure to harm through abuse, exploitation or neglect may be increased by their:

- a) Personal characteristics which may include, but are not limited to, age, disability, special educational needs, illness, mental or physical frailty or impairment of, or disturbance in, the functioning of the mind or brain. and/or
- b) Life circumstances which may include, but are not limited to, isolation, socio-economic factors and environmental living conditions.

Adult in need of protection: is a person aged 18 or over, whose exposure to harm through abuse, exploitation or neglect may be increased by their: a) Personal characteristics and/or

- b) Life circumstances and
- c) Who is unable to protect their own well-being, property, assets, rights or other interests; and
- d) Where the action or inaction of another person or persons is causing, or is likely to cause, him/her to be harmed.*

*Definitions of 'adult at risk' are taken from the NSPCC's 'Adults at Risk' policy, published on their [website](#).

Battle Baptist Church: our Safeguarding Policy and Procedures

This document has been drawn up using the [model safeguarding policy and procedures](#) of the Baptist Union of Great Britain (BUGB) as a template. In addition, guidance has been sought from the following sources:

- BUGB's Guides on
 - [Employment](#),
 - [Using Social Media to Engage and Communicate with Young people in the Church](#)
 - [Recording and Livestreaming Services and Events: Safeguarding guidelines for churches](#);
- the [NSPCC Learning](#) website,
- the [safeguarding policy](#) of Willesborough Baptist Church, Ashford TN24 0QR (p12)
- the [E-safety policy](#) of All Saints' Church, Lindfield RH16 2HS.

SECTION 1 - SAFEGUARDING POLICY STATEMENT FOR BATTLE BAPTIST CHURCH

Our vision

Battle Baptist Church's vision of 'church' is one where we are all **being transformed together**. We believe that God's love can transform lives and communities, and we want to see this happening here in Battle – and beyond.

We are following Jesus. We call ourselves disciples because the most important thing in our lives is to learn how to do what Jesus said we should do.

We are family together – we are different kinds of people from different places who through the power of the Holy Spirit seek to make a difference as we live our lives.

In fulfilling this vision, we:

- Welcome children and adults at risk into the life of our community
- Run activities for children and adults which are inclusive
- Make our premises available to organisations working with children and adults at risk

Our safeguarding responsibilities

The church recognises its responsibilities in safeguarding all children, young people and adults at risk, regardless of age, gender, ethnicity, sexuality, ability, faith or no faith, or any personal characteristic which may indicate additional vulnerabilities.

As members of this church we commit ourselves to the nurturing, protection and safekeeping of all associated with the church, but especially those who are vulnerable. 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 and adults at risk, and the duty of each church member to respond to concerns about the well-being of children and adults at risk. 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.

- **Safer recruitment, support and supervision of workers**

The church will exercise proper care in the selection and appointment of those working with children and adults at risk, whether paid or voluntary. This includes those volunteering as part of a mission team travelling abroad – regardless of the safeguarding requirements of the country to be visited. All workers will be provided with appropriate training, support and supervision to promote the safekeeping of children and adults at risk.

- **Respecting children and adults at risk**

The church will adopt a code of behaviour (see pages 16 & 17) for all who are appointed to work with children and adults at risk so that all children and adults are shown the respect that is due to them.

- **Safer working practices**

The church is committed to providing an environment that is as safe as possible for all who are involved with our church whether they are children, adults at risk, adults who are not at risk, volunteers or paid employees. We will adopt ways of working that promote the safety and well-being of everyone.

- **A safer community**

Bullying and harassment

The church is committed to the prevention of bullying and harassment. The church will seek to ensure that the behaviour of any individuals who may pose a risk to others in the community of the church is managed appropriately (see pages 29 & 30).

Working with other bodies

The church will take reasonable steps to ensure that organisations with which it has a relationship will themselves uphold good safeguarding practices.

In line with Government guidance set out in 'Working together to Safeguard Children (2026)', the church will share information where appropriate with other organisations and agencies in order to improve outcomes for children and their families. We will play our part in multi-agency working when appropriate.

Preventing terrorist abuse

Trustees and staff employed by Battle Baptist Church are aware of the Government's 'Prevent Strategy' and will seek advice from professionals with experience in this area should a situation arise where a person connected to BBC seems at risk of radicalisation.

Safeguarding contact points within our church

The church has appointed the following individuals to form part of the church safeguarding team:

Jo Reeves (Church Administrator), Designated Person for Safeguarding (DPS)

She will advise the church on any matters related to the safeguarding of children and adults at risk and take the appropriate action when abuse is disclosed, discovered or suspected.

Phone number: 07975 502176

Email address: office@battlebaptistchurch.org.uk

Callum Hearne (Children & Youth Ministry Worker), Deputy Designated Person for Safeguarding (DDPS)

He will assist the Designated Person for Safeguarding (DPS) in helping the church on any matters related to the safeguarding of children and adults at risk and take the appropriate action when abuse is disclosed, discovered or suspected.

Phone number: 07871 902021

Email address: youngpeople@battlebaptistchurch.org.uk

Rob Hamilton, Safeguarding Trustee

He will raise the profile of safeguarding within the church and oversee and monitor the implementation of the safeguarding policy and procedures on behalf of the church trustees.

Phone number: 07983 666255
Email address: RobHamilton1954@aol.com

Our lead minister and the current Chair of Trustees are also members of the Church Safeguarding Team. Where possible, the Church Safeguarding Team will work together if and when issues arise. However, each person has a responsibility to report allegations of abuse as soon as they are raised.

Putting our policy into practice

- A statement setting out our commitment to safeguarding will be displayed permanently on the church noticeboard and church office and a full copy of our safeguarding policy is available on our church website.
- Safeguarding responsibilities will be discussed with all those working with children and/or adults at risk as part of the volunteer onboarding process. Workers will be signposted to the full Safeguarding Policy available via the website.
- A full copy of the policy and procedures will be made available on request to any member of, or other person associated with the church.
- The policy and procedures will be monitored and reviewed annually, and any necessary revisions adopted into the policy and implemented through our procedures.
- The policy and procedures will be considered annually at the church AGM following the annual safeguarding review, and any changes that have been made will be drawn to members' attention.

SECTION 2 - SAFEGUARDING PROCEDURES

INTRODUCTION

We will ensure that:

- Each trustee, church leader and worker (paid or voluntary) is familiar with the procedures set out in this policy;
- Church leaders (Trustees, Elders, Deacons) complete both Level 2 and Level 3 BUGB Excellence in Safeguarding training;
- All church workers (paid and voluntary) who work with children and/or adults at risk attend the BUGB Level 2 Excellence in Safeguarding training before they are able to work without supervision. Where there is a delay between starting in role and undertaking Level 2 training, we will ask church workers to read BUGB's ['Gateway to Level 2 Excellence in Safeguarding.'](#)

2.1 PROCEDURE FOR RECOGNISING, RESPONDING TO AND REPORTING ABUSE

2.1.1 What to do if Abuse is Suspected or Disclosed

Abuse and neglect are forms of maltreatment of a child or adult at risk. Somebody may abuse or neglect a child or adult by inflicting harm, or by failing to act to prevent harm. Children and adults at risk may be abused in a range of settings, by those known to them or, more rarely, by a stranger. There are many ways in which people suffer abuse. For more information, please see Appendix 1.

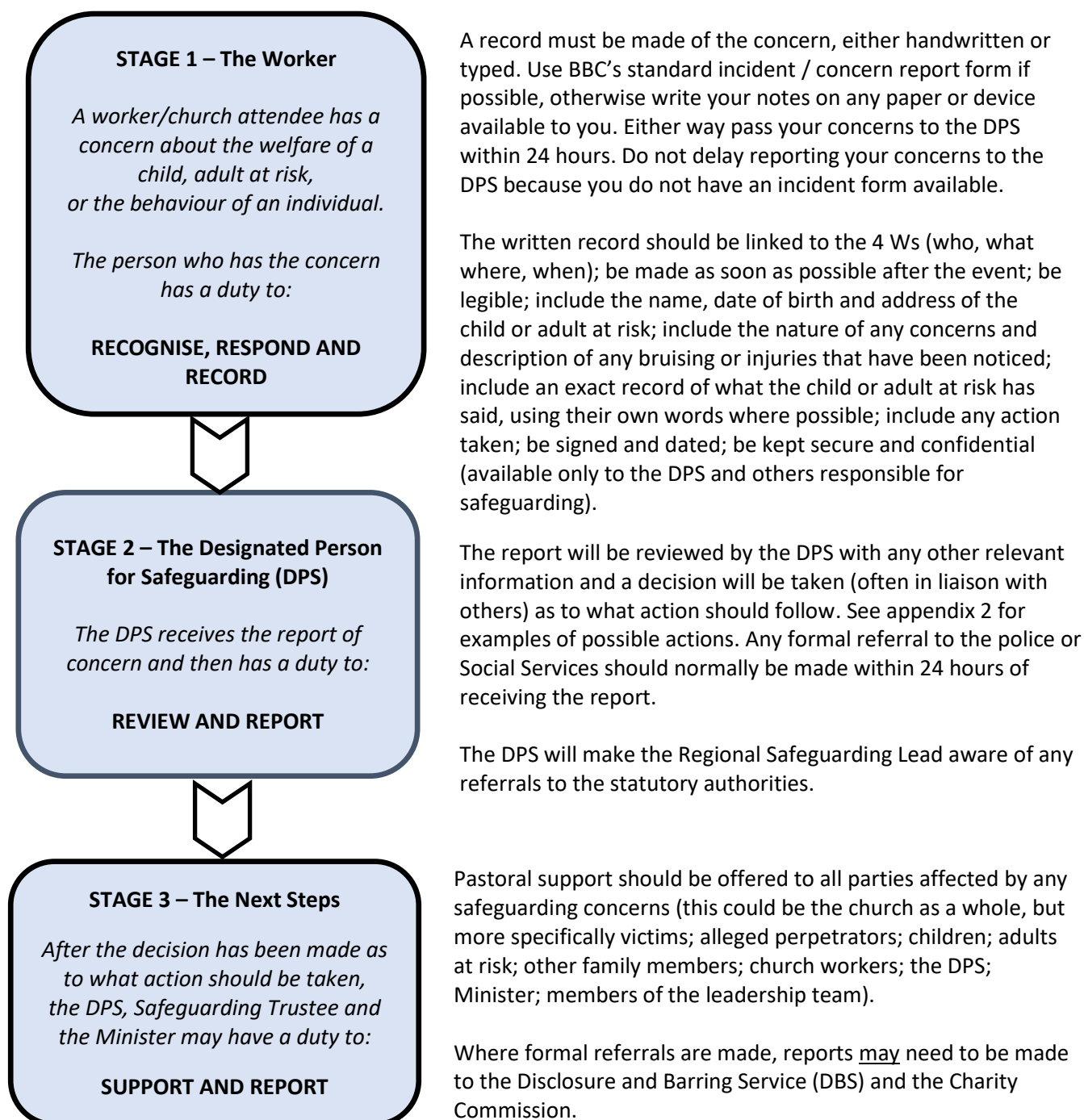
Everyone has his or her part to play in helping to safeguard children and adults at risk within the life of the church:

- If the behaviour of a child or adult at risk gives any cause for concern
- If an allegation is made in any context about a child or adult at risk being harmed
- If the behaviour of any individual towards children or adults at risk causes concern

WHAT TO DO	WHAT NOT TO DO
• Listen to and acknowledge what is being said. • Try to be reassuring & remain calm. • Explain clearly what you will do and what will happen next. • Try to give them a timescale for when and how you / the DPS will contact them again. • Take action – don't ignore the situation. • Be supportive. • Tell them that: - They were right to tell you; - You are taking what they have said seriously; - It was not their fault; - That you would like to pass this information on to the appropriate people. • Be open and honest. • Give contact details for them to report any further details or ask any questions that may arise.	• Do not promise confidentiality. • Do not show shock, alarm, disbelief or disapproval. • Do not minimise what is being said. • Do not ask probing or leading questions, or push for more information. • Do not offer false reassurance. • Do not delay in contacting the DPS. • Do not contact the alleged abuser. • Do not investigate the incident any further. • Never leave a child or adult at risk waiting to hear from someone without any idea of when or where that may be. • Do not pass on information to those who don't need to know; not even for prayer ministry.

2.1.2 Responding to Concerns

When there are concerns that a child, young person or adult is being abused, the following process must be followed. More detailed information can be found in Appendix 2.



If the DPS is not available, or is implicated in the situation, any reports or concerns should be passed to another member of the church Safeguarding Team.

If you think that anyone is in imminent danger of harm, a report should be made immediately to the police by calling 999.

2.1.3 Responding to Concerns Raised about Adults at Risk

When a concern is raised about an adult it should be treated in the same way as a concern about a child ie the church worker (paid or voluntary) should:

- 1) **Recognise** that abuse may be taking place
- 2) **Respond** to the concern
- 3) **Record** all the information they have received
- 4) **Report** the concern to the DPS who may, in turn, report it to the statutory authorities

The Care Act 2014 provides helpful guidance on these situations:

“If the adult has the mental capacity to make informed decisions about their safety and they do not want any action to be taken, this does not preclude the sharing of information with relevant professional colleagues. This is to enable professionals to assess the risk of harm and to be confident that the adult is not being unduly influenced, coerced or intimidated and is aware of all the options. This will also enable professionals to check the safety and validity of decisions made. It is good practice to inform the adult that this action is being taken unless doing so would increase the risk of harm”.

It is not your role to decide whether someone has mental capacity, and is therefore able to make decisions that impact on their safety and well-being. Decisions on mental capacity are best made by professionals with the relevant background information to hand. Always share your concerns with the DPS even if you do not have the consent of the adult to do so – in this instance, make sure the DPS knows that the person concerned has not given consent for the information to be passed on.

The DPS will consider all the information to hand and decide whether it is appropriate for the information to be reported to the statutory authorities (see appendix 2 for further information). If there are any concerns about an adult's mental capacity, the DPS will contact the Local Authority Adult Safeguarding Team for advice.

2.1.4 Responding to Concerns Raised about Adults not deemed to be ‘at risk’

If a potential safeguarding matter is disclosed to a member of the fellowship, the following criteria should be considered when judging whether or not to pass the matter on to the DPS:

- 1) Where the safeguarding incident has not occurred within the church fellowship or on church premises, there is no duty to report as it is of no direct relevance to the church. The matter should be reported to the police or Adult Social Services if this is deemed appropriate.
- 2) If someone discloses a matter that relates to a person or an event connected with the church then this should be referred to the DPS.
- 3) There is no duty to pass information on if someone requests confidentiality unless:
 - a. The action or behaviour disclosed has led to, or could lead to, a crime being committed;
 - b. There is a risk that the action or behaviour disclosed might harm, or pose a risk of harm, to others.

If there is uncertainty about how best to proceed, seek advice from the DPS, who can in turn seek advice from the Safeguarding expert at SEBA if necessary.

2.1.5 Allegations Against Workers

If you see another worker acting in ways which concern you or might be misconstrued, speak to the DPS about your concerns as soon as you can. This includes the actions or behaviours of those in leadership positions in the church.

Church workers should encourage an atmosphere of mutual accountability, holding each other to the highest standards of safeguarding practice. The following procedure should be followed:

- 1) When an allegation of abuse has been made do not approach the alleged perpetrator about it
- 2) Follow the usual safeguarding procedure: **Recognise, Respond, Record, Report**
- 3) Once the allegation has been reported to the DPS they can liaise with the relevant statutory authority and with the Regional Safeguarding Lead if they need further advice.
- 4) Whilst waiting for an outcome from the statutory authorities, the worker about whom concerns have been raised will be supervised as closely as possible, without raising suspicion
- 5) Once the statutory authorities are involved, the church will follow their advice with regard to the next steps to take (for example, suspension of worker, putting a contract in place)
- 6) A written record of all discussions with statutory authorities or other parties should be maintained by the DPS and stored securely and confidentially, where only those directly involved in safeguarding (DPS, Safeguarding Trustee, Minister) can access them.
- 7) No information about the allegation will be shared with people in the church other than those directly involved in safeguarding; not even for prayer purposes.

The suspension of a worker following an allegation is, by definition, a neutral act. Our priority as a church is to protect children and adults at risk from possible further abuse or from being influenced in any way by the alleged perpetrator. If the church is considering suspending a paid worker pending an investigation then it is best to seek support from the Regional Safeguarding Lead in the first instance.

It may be necessary, for the sake of the child / adult at risk or to satisfy the needs of an investigation, for the alleged perpetrator to worship elsewhere. In such cases the new church DPS will be informed of the reasons for this happening.

When concerns are expressed about the Minister

Any safeguarding concerns involving a Minister should always be reported immediately to the Regional Safeguarding Lead in addition to following the church's usual procedures. Do not tell the Minister that a concern has been raised about them.

When concerns are expressed about the church DPS / Safeguarding Trustee

Any safeguarding concerns involving the DPS or Safeguarding Trustee should be raised with the Minister, and they should in turn consult the Regional Safeguarding Lead. Do not tell the DPS / Safeguarding Trustee that a concern has been raised about them.

2.1.6 Abuse of Trust

Relationships between children and adults at risk and their church workers can be described as 'relationships of trust'. The worker is someone in whom the child or adult at risk has placed a degree of trust. This may be because the worker has an educational role, is a provider of activities, or is even a significant adult friend. It is not acceptable for a church worker to form a romantic relationship with a child or adult at risk with whom they have a relationship of trust.

While by no means restricted to young helpers, those who are in their early adult years will need to be particularly aware of the need not to abuse their position of trust in their relationships with other young people who are not much younger than themselves.

It is always wrong for a leader to enter into a sexual relationship with a young person. Whilst young people aged 16 and 17 can legally consent to some types of sexual activity, they may still be emotionally immature. It is also not acceptable for a leader to form a romantic relationship with a young person with whom they have a relationship of trust. The leader is always in a position of power over the young person and the imbalance of power makes it an abuse of trust and therefore wrong.

[The Police, Crime, Sentencing and Courts Act 2022](#) expanded the list of roles which are legally considered to be positions of trust to include anyone who is in a teaching, coaching, instructing, training or supervising role within sport or religion. This means that since May 2022 if an adult of any age is in a role where they are working directly with young people aged 16 and 17 and forms a romantic or sexual relationship with them, they could be charged with criminal offences. If you have concerns about a relationship forming between an adult helper and a young person then you should notify the DPS.

2.1.7 Allegations Made Against Children and Adults at Risk

Children and young people are by nature curious about sexual activities. However, where a child is in a position of power, has responsibility over another child (as in a babysitting arrangement) and abuses that trust through some sexual activity, then this is abusive. Where one child introduces another child to age-inappropriate sexual activity or forces themselves onto a child, this is abusive. This is sometimes referred to as Peer-on-Peer Abuse or Child on Child Abuse. Such situations will be taken as seriously as if an adult were involved, because the effects on the child victim can be as great.

When such an instance occurs, the child will be investigated by the statutory authorities in the same way as if an adult were involved, though it is likely that the perpetrator would also be regarded as a victim in their own right, as they may have also been abused. It cannot be assumed that young people will grow out of this type of behaviour, as most adult sex offenders started abusing in their teens or even younger.

Allegations against adults at risk will be investigated by the statutory authorities. If the alleged perpetrator is unable to understand the significance of questions put to them or their replies, they can access support from an 'appropriate adult' whilst they are being questioned. This role can be filled by a range of people, such as a family member, carer, social worker, etc. In court, adults at risk may be allowed to be assisted by an intermediary or give evidence through a live link.

When an allegation is made against a child or adult at risk the following procedure should be followed:

- 1) Do not approach the person about whom the allegation has been made or their parents / carers.
- 2) Follow the church's safeguarding procedure: **Recognise, Respond, Record, Report.**
- 3) Seek advice from the DPS, who will speak to the police or social services about when to inform a parent. The DPS will also seek advice about what steps need to be taken to ensure the needs of both the victim and alleged perpetrator are met; this may include placing the child or adult at risk on a Safeguarding Contract or equivalent (see section 3.4: Safer Community / Working with Alleged or Known Offenders).
- 4) Make sure there is pastoral support in place for the child or adult at risk throughout the process involved.

2.1.8 Pastoral Care

Following an allegation / suspicion

When an allegation/suspicion arises in the church, a period of investigation will follow, which is likely to be stressful for all involved. The church will ensure that one person is responsible for dealing with the authorities, another offers support to the victim/s and their family, and another gives pastoral care to the alleged perpetrator, without compromising the alleged victims or their families. It may be necessary to appoint other people to support the families involved.

Where a statutory investigation is under way, this support will be provided with the knowledge of the statutory authority involved.

Where the perpetrator accepts some responsibility, they will be encouraged to seek specialised interventions/treatment to reduce the risk of re-offending. This may only be appropriate once the investigation and legal processes have been completed.

Supporting those who have experienced abuse

As a church, we are committed to caring for those who have experienced abuse and refer to the Baptist Union of Great Britain ***Supporting Those who have Experienced Abuse*** guide to ensure that we adhere to a model of best practice.

We recognise it is important that those who have experienced abuse:

- Are accepted for who they are, without being made to forgive or being put into a position of feeling guilty and responsible for what happened to them.
- Know that God loves them unconditionally, and that nothing can or will change this truth.
- Can be confident that those in the church community who know about the abuse are with them on their journey – no matter how long or difficult that journey may be.

It may be necessary to signpost individuals to specialist support. The DPS has a list of relevant local information and contacts, ready for anyone who may need it.

Supporting those affected by a disclosure of abuse

We recognise that people who receive disclosures of abuse – in their position as workers, volunteers or as members of our fellowship – may feel burdened by responsibility that comes with such knowledge. Pastoral support will be offered to all those affected by a disclosure of abuse or safeguarding concern.

2.2 SAFER RECRUITMENT

2.2.1 Safer Recruitment Policy Statement

As part of our commitment to safeguarding and protecting children, young people and vulnerable adults, we implement robust safer recruitment practices. This means that we will:

- Ensure that our recruitment and selection processes are inclusive, fair, consistent and transparent;
- Work within all legislation that helps us to recruit safely.
- Take all reasonable steps to prevent the appointment of those who are unsuitable to work with children, young people and vulnerable adults;
- Respond to concerns about the suitability of applicants during the recruitment process;
- Respond to concerns about the suitability of employees and volunteers once they have begun their role;
- Ensure all new staff and volunteers participate in an induction which includes training in safeguarding.

We will carry out a range of checks to assess all candidates' suitability for their post, whether paid or voluntary, including checks on social media.

2.2.2 Safer Recruitment Procedures

Full details of our safer recruitment procedures can be found in BBC's 'Safer Recruitment Policy and Procedures' document.

When recruiting both paid and volunteer church workers, the following processes will be applied:

Paid posts

- 1) We will develop a clear job description and person specification;
- 2) When advertising a role which involves working with children or adults at risk, we will make it clear that any appointment is subject to a DBS check;
- 3) All applicants will be asked to complete an application form and include the names of two referees;
- 4) Shortlisting of applicants will be carried out by at least two people, including the line manager or group leader directly overseeing the role being recruited for;
- 5) Interviews will be carried out by at least two people, including the line manager or group leader;
- 6) References, a Self-Disclosure Form and an enhanced DBS check must be completed satisfactorily before the appointed person starts in their role.
- 7) An applicant's UK residency status and/ or right to work in the UK will be checked as part of the recruitment process.
- 8) A DBS recheck will be carried out every five years, in line with BUGB recommendations ([BUGB Guide to DBS Checks p8](#)).

Voluntary posts

- 1) The team leader will meet with the potential volunteer to set out the expectations of the role and to discuss what this entails.

- 2) All potential volunteers will be asked to complete an application form and a Self-Disclosure Form (if working with children or adults at risk), and to supply the names of two referees from whom BBC will seek references.
- 3) All volunteers who will be working with children, young people and / or adults at risk need to be aware that any appointment is subject to a DBS check and to them being willing to undertake safeguarding training.
- 4) Where appropriate, a DBS recheck will be carried out every five years, in line with BUGB recommendations ([BUGB Guide to DBS Checks p8](#)).

Note: Under the Criminal Justice and Court Services Act 2000, it is an offence for anyone disqualified from working with children or adults at risk to knowingly apply, accept or offer to work with children or adults at risk. It is also a criminal offence to knowingly offer work with children or adults at risk to an individual who is so disqualified or to knowingly allow such an individual to continue to work with children or adults at risk.

References

Formal written references will be requested, ideally in the form of at least one professional and one personal reference. **References should not be sought from family members.**

Appointment and Supervision

The church's safeguarding policy and procedures will be discussed with the applicant and they will be required to sign their agreement to adhere to them. All workers will have a role description and clear lines of accountability to a leader and the leadership team.

Paid workers will also have an assigned supervisor whom they will meet with regularly to discuss work and address any issues or areas of concern. There will be a probationary period of six months in the role before any paid appointment is confirmed.

There will also be regular team meetings to review procedures, share concerns and identify other matters that may need clarification and guidance.

Training

It is important that all workers understand our church's agreed safeguarding procedures and attend Excellence in Safeguarding training at least once every **four** years. Where a worker or volunteer is successfully recruited but has not yet been able to attend the training, they should be given a copy of the Baptist Union of Great Britain's **Gateway to Level 2 Excellence in Safeguarding** booklet and asked to complete the relevant sections. Additional specialist training will also be arranged where needed, for example, in First Aid.

Young helpers under 18 years of age

In law, young helpers under the age of 18 are children and cannot be treated as adult members of a team. Training and mentoring will be given to ensure that they are helped to develop and hone their skills, attitudes and experience. Young helpers must always be closely supervised by an adult leader and never given sole responsibility for a group of children. When considering ratios of staff to children, young helpers need to be counted as children, not leaders. The safeguarding procedures apply to a young helper just as they do to any other person. Parent / carer permission needs to be sought for young helpers just as for any other person under 18 years of age.

2.3 SAFER BEHAVIOUR

The church has a code of behaviour for all those working with children and/or adults at risk so that everyone is shown the respect that is due to them:

- Treat everyone with dignity and respect.
- Think about the language and tone of voice you are using when engaging with children, young people or adults at risk. Be aware of your body language and the effect you are having on those you are working with. This applies to both in-person and online interactions.
- Listen well to everyone. Be careful not to assume you know what a child or adult at risk is thinking or feeling. Listen to what is being spoken and how it is said. At the same time, observe the individual's body language to better understand what is being said.
- Be aware of any physical contact you may have with a child or adult at risk and record it when necessary. For instance, if you need to stop a fight, administer First Aid, give a hug to someone in distress, or protect yourself or others from danger.
- Do not make sexually suggestive comments about or to a child or adult at risk, even in 'fun'.
- Do not scapegoat, belittle, ridicule or reject a child or adult at risk.
- Keep a record of any significant incidents or concerns on an Accident Form, a Near-Miss Form or a Safeguarding Incident / Concern Form (see Appendix 3), whichever is the most appropriate. Enter the names of all those present and anything of note which you observe, e.g. details of any fights broken up by the workers, allegations made, etc. All workers who witnessed the incident, overheard it or responded in any way should record the details and sign and date the form.

Specific considerations when working with children:

- Do not invade the privacy of children when they are using the toilet or showering
- The level of assistance with personal care (eg. toileting) must be appropriate and related to the age of the child, whilst also accepting that some children have special needs.
- Avoid rough games involving physical contact between a worker and a child
- Avoid sexually provocative games
- When it is necessary to discipline children, this should be done without using physical punishment. There may, however, on the rare occasion be circumstances where a child needs to be restrained in order to protect them or a third person.
- Only invite children and young people to your home or on trips in groups and always make sure that another worker is present.
- Notify the DPS of any children's trips which take place in the name of the church. Parental permission must always be sought.
- Do not give lifts to children or young people on your own, unless exceptional circumstances make this the safest thing to do. See para 3.3.9 for more detailed guidance. Ensure that if transporting children as part of your church role, you have the correct insurance cover in place as well as parental permission.
- No person under 18 years of age should be left in sole charge of any children of any age. Nor should children or young people attending a group be left alone at any time.

No one should normally be left working alone with children, young people or adults at risk, but should instead work as part of a team. If there are insufficient leaders for groups:

- Internal doors should be left open.
- At least two people should be present before external doors are opened for an event.

- Consider whether you could combine groups together or rearrange planned activities.
- Reconsider whether you can run the group safely, carrying out a Risk Assessment to record your findings.

If workers do find themselves on their own with children or adults at risk, they should:

- Assess the risk of sending the child or adult at risk home.
- Phone another team member and let them know the situation.
- Train additional leaders as soon as possible.

If a child or adult at risk wants to talk on a one-to-one basis you should make sure that:

- You try to hold the conversation in a corner of a room where other people are present.
- You leave the door open if you are in a room on your own.
- Another team member knows where you are.
- You do not promise confidentiality.

Consideration should be given to how many workers should be involved with the group and whether they should be male or female workers, or both. See section 3.1.1 for recommended ratios. A couple or immediate family members should be considered to count as only one person when planning events or activities and the distribution of workers through different groups; for example if a couple or immediate family members want to work together then a third person will need to be assigned to that group. Wherever possible couples or people who are related to each other should work with separate groups.

The only adults allowed to participate in children's and adult at risk activities are those safely appointed and appropriately trained. The leader of the activity should be aware of any other adults who are in the building whilst the activity is running.

SECTION 3 - BEST PRACTICE GUIDELINES

Whilst this section is divided into adults and children, some aspects of good practice will overlap.

3.1 – WORKING WITH CHILDREN

3.1.1 Ratios

When working with children the following recommended minimum ratios of workers to children apply:

Age range	Recommended minimum ratio for INDOOR activities	Recommended minimum ratio for OUTDOOR activities
0 – 2 years	1:3 (minimum 2)	1:3 (minimum 2)
3 years	1:4 (minimum 2)	1:4 (minimum 2)
4 – 7 years	1:8 (minimum 2)	1:6 (minimum 2)
8 – 12 years	2 adults for up to 20 children (preferably one of each gender) with an extra adult for every 10 additional children	2 adults for up to 15 children (preferably one of each gender) with an extra adult for every 8 additional children
13 years and over	2 adults for up to 20 children (preferably one of each gender) with an extra adult for every 10 additional children	2 adults for up to 20 children (preferably one of each gender) with an extra adult for every 10 additional children

This does not take into account special circumstances such as behavioural issues, developmental issues, disability and so on, which may mean an increase to the recommended ratios. In calculating the ratios of workers to children, young helpers who are under the age of 18 should be counted as one of the children, not one of the workers.

3.1.2 Children with Additional Support Needs

Children and young people who have additional support needs can be at greater risk of abuse. They could require more help with personal care, such as washing, dressing, toileting, feeding, mobility, etc. Some children may have limited understanding and behave in a non-age-appropriate way. Please speak with the parents/carers of children/young people with additional support needs and find out from them how best to assist the child or young person. Older children will have their own views of how they can be best supported.

3.1.3 Visiting Children or Young People at Home

It is unlikely that workers will need to make pastoral visits to children and their families at home on behalf of the church. If a situation occurs where it is needed, then it should be done in pairs, with the prior agreement of the Minister, and BBC's Pastoral Care Policy should be followed. As stated previously, a married couple counts as one person in terms of ratios.

3.1.4 Children with no adult supervision

When children turn up to and want to join in with church activities without the knowledge of their parents/carers, workers will:

- Welcome the child and try to establish their name, age, address and telephone number.
- Record their visit in a register.
- Ask the child if a parent/carer is aware of where they are. Where possible, contact the parent/carer and obtain verbal consent. If this is not possible, the Session Leader will need to weigh up the risk of keeping the child on the premises as set against sending them away.
- Without interrogating the child, find out as soon as possible whether they have any specific needs (eg. medication) so that you can respond appropriately in an emergency.
- Give the child a consent form and explain it needs to be filled in and brought back next time.

3.1.5 Mentoring

Currently Battle Baptist Church does not have a mentoring programme in place.

3.1.6 Peer Group Activities for Young People

All youth activities will be overseen by named adults who have been selected in accordance with safer recruitment procedures. It is accepted that groups aged 16+ may benefit from being led and run by peers. In this situation, adult leaders will contribute to programme planning and reviews and will always be present to oversee any peer-led activities taking place.

3.1.7 Physical Contact

- Keep everything public. A hug within a group context is very different from one behind closed doors.
- Touch should be related to the child's needs, not the worker's.
- Touch should be age-appropriate and generally initiated by the child rather than the worker.
- Workers should avoid any physical activity that is, or may be thought to be, sexually stimulating to the adult or the child.
- Children are entitled to privacy to ensure their personal dignity.
- Children have the right to decide how much physical contact they have with others, except in exceptional circumstances such as when they need medical attention.
- When giving first aid (or applying sun cream, etc), workers should encourage the child to do what they can manage themselves, but consider the child's best interests and give appropriate help where necessary.
- Team members should monitor one another in the area of physical contact. They should help each other by constructively challenging anything which could be misunderstood or misconstrued.
- If a team member is unsure about whether the actions of another volunteer or worker constitutes a concern, they should raise this with the Designated Person for Safeguarding.

Whilst this section relates specifically to physical contact with children the same consideration should be given to interactions with adults in the church, especially those who might be considered Adults at Risk. Not everyone is comfortable with physical contact such as a hug and all those working and volunteering in the church should be mindful of this.

3.1.8 Digital Communication with Young People

To minimise the risk of harm, Battle Baptist Church asks that all adults connected with the church should consciously avoid using private forms of electronic communication (text message, email, direct messaging on social media) on a one-to-one basis with children and young people in our church family. This includes:

- paid employees or volunteers who are working directly with children and young people;
- church members;
- adults who are part of the wider church fellowship.

Private electronic communication between an adult and a child is as serious as face-to-face one-to-one contact without another responsible adult being present. It is always the responsibility of the adult to put appropriate boundaries in place in their relationships with children, in both the offline and online worlds.

Safe communication - general

It is not appropriate to communicate electronically with children aged 12 years and younger.

When adults from BBC communicate with young people electronically (for example when organising tech and worship rotas), there will always be at least two adults included in the thread.

Safe communication in BBC's youth ministry

Use of Language in Communication

In all communication, workers will use clear and unambiguous language to reduce the risk of misinterpretation. They will avoid the use of inappropriate terms such as 'love' when ending an email, or 'lol' (which could mean 'laugh out loud' or 'lots of love') when using instant messaging, for example.

Communication using email

BBC Youth has a dedicated email address which is used when communicating with families and young people. In line with our statement of principle, at least two adults will be included in any email thread.

Communicating using instant messaging (WhatsApp)

From Spring 2027, social media platforms will be banned from offering their services to under 16s. BBC will therefore communicate with young people primarily via the messaging service WhatsApp, and details of how to do this safely will be set out in BBC's Electronic Communication Procedure. Explicit parental consent will be required before a young person is added to the BBC Youth WhatsApp chat(s) or any other instant messaging platform.

The minimum age for WhatsApp is 13 years old. Where young people are not on WhatsApp, or where they are aged 11 or 12, electronic communication will be conducted via email to their parents or carers.

Young people will be made aware of the protocols that workers follow in relation to electronic communications. Young people have a right to decide whether they want a worker to have their contact details and are not obliged to share these.

In the WhatsApp chat, admin numbers will be visible to chat members and so circumstances may arise where a young person initiates one-to-one contact with a youth worker. Where the contact is purely

logistical (checking dates, times, what to bring etc), a brief factual reply may be given provided that the message is logged:

- 'disappearing messages' must be switched off; or
- a screenshot is taken of the exchange.

If the communication looks likely to result in a conversation or is emotional or to do with wellbeing, the youth worker should either redirect the conversation to a public WhatsApp chat or create a new chat to also include another DBS checked adult.

Communication via social media (Instagram, Facebook, TikTok)

It is legal for young people aged 17 and 18 to have access to social media platforms.

- As set out previously, BBC asks that all adults, whether employees, volunteers or members of our fellowship, should not send private one-to-one messages to young people on social networks.
- We also ask that all adults, whether employees, volunteers or members of our fellowship, should not accept 'friend' or 'following' requests from young people on their personal site, nor seek to be 'friends' or a 'follower' of any young person known to them in a church context.

Taking Videos and Photographs of Children

BBC will comply with the Data Protection Act 1998 and the General Data Protection Regulation (GDPR) 2018 by ensuring that:

- Permission is obtained, via the consent form, from the parents /carers of all children who will appear in a photograph or video before the photograph is taken or footage recorded.
- It is made clear why that person's image is being used, what you will be using it for, and who might want to look at the pictures.
- Children and young people under the age of 18 are not identified by surname or other personal details, including email, postal address or telephone number.
- Workers do not take photos of children, young people or adults at risk unless permission is sought in advance and should not store such photos on personal phones.

We understand that:

- when using photographs of children and young people, it is preferable to use group pictures.
- If images are being taken at an event attended by large crowds, such as a sports event, this is regarded as a public area and permission from a crowd is not necessary.

Livestreaming – see also para 3.2.7

Services at Battle Baptist Church are livestreamed via our YouTube channel and can be viewed live or at the viewer's convenience. Potential safeguarding issues connected with the filming of services will be considered as part of our risk assessment.

The participation of children in a service will not be livestreamed or recorded and later broadcast without the explicit, signed permission of parents or carers.

This is in line with the guidance as set out in the Baptist Union of Great Britain guide: [Recording and Livestreaming Services: Safeguarding Guidelines for Churches](#).

Our approach to managing children in livestreams is as follows:

- In principle, we do not film children as part of our livestreams.
- Parents are responsible for managing their children whilst they are in the chapel where livestreaming takes place.
- If a child is filmed by accident, the livestream can be edited after 24 hours to remove the section where the child appears.
- If necessary, the whole broadcast can be taken down after the event.

3.2 WORKING WITH ADULTS AT RISK

3.2.1 Premises

The church building will be made as accessible as possible to all people. Any restrictions to access, visibility, audibility, toilet facilities, lighting or heating will be addressed wherever possible, and where necessary, aids and adaptations put in place.

3.2.2 Language

Every effort will be taken to use appropriate language and suitable vocabulary, enabling the greatest level of inclusivity and accessibility. We will be mindful of the language used within worship and the language used to describe people (such as derogatory words focusing on aspects of someone's disability, race or sexuality rather than the person themselves).

3.2.3 Worship

In all worship services, we will consider the varied requirements of our congregation and try to be as inclusive as possible, by:

- Providing some copies of large print type for all printed materials
- Speakers always facing the congregation and not covering their mouths when talking, enabling those who rely on lip-reading
- Describing what is being presented on a screen for those who cannot see it clearly
- Using inclusive language
- Using a variety of liturgy and resources to cater for different levels of understanding
- Using a microphone during times of open prayer so that all can hear
- Considering holding a service which specifically caters for certain groups of adults at risk, such as those with learning disabilities, the deaf or the visually impaired.

3.2.4 Insurance

We will take reasonable steps to safeguard adults at risk and will follow any specific safeguarding requirements as laid out by our insurance company.

3.2.5 Financial integrity

Arrangements are in place for dealing with money, financial transactions and gifts, as outlined below. These relate to both paid staff and volunteers:

- If workers become involved in supporting adults at risk with some aspects of personal finance eg collecting pensions or benefits, shopping or banking etc, this is regulated activity and as such workers need to have a DBS check (including the barred list). If handling money for someone else, workers should always obtain receipts or other evidence of what has been done.

- Workers should not seek personal financial gain from their position beyond any salary or recognised allowances or expenses.
- Workers should not be influenced by offers of money.
- Any gifts received should be reported to the church trustees, who should decide whether or not the gift can be accepted.
- Any money received by the church should be handled by two unrelated church workers.
- Care should be taken not to canvass for church donations from those adults who may be at risk, such as the recently bereaved.
- Workers should ensure that church and personal finances are kept apart to avoid any conflict of interest.
- If someone alters their will in favour of an individual known to them because of their church work or pastoral relationship, it should be reported to the trustees. Workers should not act as Executors for someone they know through their work or pastoral role, as this may lead to a conflict of interests.
- Expert legal advice should be sought on matters such as Power of Attorney and Appointeeship to ensure that the situation is clearly understood and is the most appropriate course of action for the adult at risk.

3.2.6 Photographs

Workers should make sure that they have the person's permission to take a picture, and that the subject is happy with the intended use of the pictures. When taking group pictures, workers should remember to get permission from everyone who will be photographed.

3.2.7 Live Streaming Services (see also section on Livestreaming on p21)

Services at Battle Baptist Church are livestreamed via our YouTube channel and can be viewed live or at the viewer's convenience. Potential safeguarding issues connected with the filming of services will be considered as part of our risk assessment. We will ensure that people attending church are aware that services are being broadcast and recorded by means of:

- An explanatory slide to be included in the opening PowerPoint display; and
- Occasional reminders from service hosts that the gathering is being filmed and an explanation of areas covered by the cameras (eg for weddings or funerals when there may be a large number of visitors who are unfamiliar with BBC's routines).

This will enable adults to have a choice about whether they are seen on camera or not. Appropriate consent will be sought from those who participate in the service, or who may be visible to the camera.

This is in line with the guidance as set out in the Baptist Union of Great Britain guide: [Recording and Livestreaming Services: Safeguarding Guidelines for Churches](#).

3.2.8 Computers

All church computers will have suitable parental controls and blocks put on. Although this is not failsafe, it will make using the computers for inappropriate behaviour more difficult, whilst also protecting any vulnerable users. Church computers should be used in line with the guidelines set out in the Staff Handbook (page 7). **[May need to strengthen this: cf safeguarding audit]**

3.2.9 Record keeping

In line with our Pastoral Care Policy, workers should keep a record of all interactions with adults at risk, noting the date, time, location, subject and any actions which are to be taken. The record of these meetings should stick to facts and try to avoid opinion.

3.2.10 Pastoral Relationships

All those involved in pastoral ministry should work in line with the best practice guidelines set out below. These aim to define boundaries to protect those carrying out the pastoral ministry as well as those receiving it (see BBC's Pastoral Care Policy for full details).

1. Respect and affirm the rights and dignity of every person as a unique individual, equal with them in the sight of God and regardless of any personal characteristic or lifestyle choice (past or present).
2. Ensure that a person is safeguarded as far as is reasonably practicable and that appropriate steps are taken to seek suitable medical, legal or other professional assistance where required.
3. Be aware of the innate power imbalance within pastoral relationships and the potential for abuse of trust.
4. Seek to accept a person without critical judgement and to allow them the safety, freedom and space to express themselves and to make their own decisions without force or manipulation, even when they disagree with the person's thinking, actions or lifestyle.
5. Be aware of the dangers of 'dependency' or 'co-dependency'¹ developing within a pastoral relationship for either the Pastoral Carer or the person to whom they are offering support. The Association of Christian Counselling recommends that Pastoral Carers 'develop compassionate self-awareness in order to avoid patterns where eg a carer meets their own needs through the needs of others or, alternatively, feels that other people's needs always outweigh their own.' (Guidelines for Good Practice in Pastoral Care, p10)
6. Understand the limits of one's own competencies and abilities: recognise when people receiving pastoral care need to be signposted to organisations with specialist expertise and experience.
7. Listen carefully and act honestly, openly, justly, compassionately, courageously, mercifully and with integrity.
8. Maintain confidentiality, understanding that confidentiality does not necessarily mean secrecy. Exercise discretion.
9. Be mindful of any physical contact or greeting within a pastoral relationship: for example, seek consent before using touch as a means of offering comfort.

Conversely:

1. Pastoral Carers will avoid behaviour that suggests favouritism or gives the impression of a 'special relationship'.

¹ For definitions of these terms and other potential risks in pastoral relationships refer to BUGB's 'Mental Health and Safeguarding' guide pp7-9

2. Pastoral Carers will never take advantage of their role and engage in sexual activity with someone with whom they have a pastoral relationship.
3. Pastoral Carers will not subject any person to physical, psychological, verbal or spiritual harassment (see safeguarding policy p29)
4. Pastoral Carers should not pastorally minister to anyone whilst under the influence of alcohol or drugs.

3.3 HEALTH AND SAFETY - Safer Practice and Safer Premises

3.3.1 Consent forms

It is essential that we have important information about all children and young people involved in any activities at the church, and this should be recorded on our consent forms. The first week someone attends, workers must record the child's name, medical emergency information and a contact name and number of a parent / carer. Parents will be given a QR code which links to our Parent Consent Form and this should be completed before the child attends again. Similar details will be gathered for adults at risk.

Whenever someone is asked to participate in a service which is to be livestreamed or recorded and shown at a later date written consent for them to be on screen will need to be acquired in line with the guidance set out in the BUGB Guide: [Recording and Live Streaming Services and Events: Safeguarding Guidance](#).

3.3.2 Health and Safety

All activities for children, young people and adults at risk will be risk-assessed and will comply with our Health and Safety policy ~~paying particular attention paid to the sections on Fire Action, First Aid, Health and Safety and Kitchen and Food Hygiene~~. Buildings being used for children's and adult at risk groups will be properly maintained, in line with our Health and Safety policy.

3.3.3 Fire

It is the responsibility of all group leaders/responsible persons within the building to ensure the safety of themselves and those who are in their care. In addition, it is a legal requirement that all group leaders/responsible persons are familiar with the emergency procedures in the event of a fire.

3.3.4 First Aid

Our church has a number of trained First Aiders and there are signs displaying their names around the premises. Best efforts will be made to have a trained first aider present at all events and activities.

We have two first aid kits on site. We have an Accident Book and a Near Miss Book and, depending on the nature of any accident or incident that occurs on our premises, a form from one of these should be completed – whichever is the most appropriate. Completed accident forms should be passed on to the Church Administrator.

There is also an additional first aid kit for external events. A nominated individual will ensure that the contents of the first aid kits are checked on a regular basis.

3.3.5 Supervision of Groups

The person responsible for a group/activity must sign in at the start and sign out at end of that activity so that it is apparent who is the Session Lead for that activity – even if person was already in the building or is staying on afterwards. This will be done using ChurchSuite – and all children and young people will be registered using the same system.

3.3.6 Food Hygiene

The Food Hygiene (England) Regulations 2013 state that anyone who handles food or whose actions could affect its safety must comply with the regulations. Whenever possible, we will ensure that where events include food preparation, at least one worker who holds a valid Level 2 Food Hygiene Certificate will be present.

3.3.7 Risk Assessment

Before undertaking any activity with children or adults at risk, the leader will ensure that a risk assessment is carried out.

3.3.8 Insurance

Residential activity organisers will check that there is adequate insurance cover for any activities planned. If the trip is at a centre, it is also important to establish that there is appropriate public liability insurance in place.

3.3.9 Transport

These guidelines apply to all drivers involved in the transportation of children, young people and adults at risk on behalf of the church. They do not apply to private arrangements, for example, transport arrangements made between friends.

- Only those who have gone through the church safer recruitment procedures for workers will transport children and adults at risk.
- All drivers will have read the church's Safeguarding Policy and agree to abide by it.
- Drivers will be aged 21 or over and have held a full driving licence for at least two years.
- Drivers must ensure that they have adequate insurance cover and that the vehicle being used is road worthy.
- All hired minibuses will have a small bus permit, the necessary insurance and a driver with a valid driving licence that entitles them to drive a minibus.

Our practice specifically for transporting children is as follows:

- Parental consent will be given for all journeys.
- All children and young people should be returned to an agreed drop off point. At collection or drop off points, children should never be left on their own; make sure they are collected by an appropriate adult.
- Ideally, at least two workers (unrelated to each other) should be present when transporting children as part of a church role.
- In the event of an emergency or communication breakdown with parents, a worker will make sure that children are taken home (or to an alternative place of safety), having first alerted another colleague or volunteer about the situation.

3.3.10 Outings and Overnight Events involving Children

There are some specific considerations which need to be made for outings and overnight events involving children:

- A risk assessment must be carried out beforehand.
- Parents will be informed in writing of all the arrangements.
- Consent forms will be obtained for the specific activities involved.

- There will be workers with first aid and food hygiene certificates within the group.

Sleeping Arrangements

Sleeping arrangements for overnight events will be carefully considered. It is not acceptable for workers to share sleeping accommodation with young people. Instead, workers should be situated in close proximity and ensure that the young people know where to go if they need help. There should be at least two workers on duty until all young people are asleep.

Where a young person is questioning their gender identity or considering, progressing or has completed gender reassignment we will consult with them and their parents about arrangements for residential trips and sleepovers. If needed, the DPS will seek advice from the Regional Safeguarding Lead.

Adventurous Activities

No child will participate in adventurous activities without the written consent of the parent /carer. The activity leader will ensure that the staff engaged in such activities are properly trained and qualified and that the correct ratio of staff to children is met. At an activity centre or for an organisation whose own staff undertake such activities, if the activities come within the scope of the Adventure Activities Licensing Regulations 2004, the activity leader needs to ensure that the premises are licensed.

Fire Safety

The event leader will have a fire safety procedure in place, which will include the following:

- Everyone will be warned of the danger of fire. If the overnight event is in a building, then everyone must be made aware of the fire exits.
- When using a building as a residential facility, ensure that the fire alarm is audible throughout the accommodation and that all signs and exits are clearly visible. The building will also need to comply with fire regulations.
- In the case of an emergency, ensure measures are in place to alert children and young people with disabilities (e.g. a child who is hard of hearing).

Safety

It is the responsibility of the workers to always know the whereabouts of every child/young person participating in an overnight event, and this may include monitoring access on and off the site. General safety rules will be applied as appropriate (e.g. no running around tents due to the risk of injury from tripping over guy lines).

Swimming Trips

Recognising that children are likely to be dispersed around the swimming area with additional requirements for oversight as they get changed or visit the toilets there will be an increased adult to child ratio for swimming trips. Prior to the trip, workers will establish the swimming ability of the children attending and obtain specific consent. Workers should never change in front of the children.

Named person for safeguarding on the trip

There will be a named person for safeguarding on all outings and residential trips. This person will not necessarily be the Church Designated Person for Safeguarding, but they will be someone trained to Level 3 Excellence in Safeguarding. A discussion with the DPS will be held to identify who this person is and agree how information will be communicated to the DPS if a concern is raised during the event.

3.3.11 Outings and Overnight Events involving Adults at Risk

As with outings and events for children, there are additional considerations for a group taking adults with additional needs, such as learning difficulties or mental health needs, on outings or overnight events:

- A risk assessment must be carried out beforehand.
- Planning for the trip should take into account specific medical, physical and support needs of each group member, bearing in mind that there may be people in the group who have individual care needs that will have to be met (including personal care).
- Adults at risk should be included in the planning of trips and events.
- Consideration should be given to the suitability and accessibility of the venue and accommodation, travel time and mode of transport, and the affordability of the event.
- Adults at risk should be given all the information about the trip beforehand so that they know where they are going, how long it will take to get there and what type of activities they will be taking part in.
- There should be a minimum of two leaders with each group; the individual needs of those attending may determine the additional number of people required.

Sleeping Arrangements

Consideration should be given to the individual needs of those staying overnight. If there is a need for personal care or additional support during the night, it would be better that the person's usual caregiver also attends the event and therefore shares a room with them.

Personal Care

It is not appropriate for church workers to perform personal care for adults at risk unless this is their usual task (ie if they have come along to help generally, but also have a caring role for a member of the group, they can provide personal care for that person).

Activities

Leaders should consider the mobility needs of the group when deciding on activities or events. For example, if members of the group have difficulty walking, then including a walking tour around a town may be inaccessible to some who are attending. If you have members of the group who use wheelchairs then consideration needs to be given as to whether you have sufficient workers to support those who may need pushing.

Safety

It is the responsibility of the workers to always know the whereabouts of every person in the group; this may include monitoring access on and off the site. General safety rules will be applied as appropriate and advice sought from the event organiser / venue about the fire evacuation procedures. A copy of the event / venue risk assessment should be included with the group leader's risk assessment.

Consent and Medical Information

It is important to recognise that adults at risk are mostly able to give consent for their own involvement in activities, inclusion in photographs and medical treatment. However, in some situations the question of capacity may arise. The guidelines clearly state that an adult at risk should have a say in their care and any arrangements made for them, however, there may be occasions when you need to involve others in decision making. In these situations, seek advice from the DPS with regard to who should be involved.

A medical consent form should be completed by each member of the group and held by the leader. This will include any health concerns, emergency contact information and contact details for their GP. This will allow emergency medical personnel to have access to information should the need arise.

Holding and Dispensing of Medication

Church workers should never agree to hold or dispense medication for those on an event. If someone is unable to manage their own medication then consideration should be given as to whether their usual carer could attend with them or whether they will not be able to attend the event.

Named person for safeguarding on the trip

As with trips arranged for Children and young people there will be a named person for safeguarding for all outings and residential trips involving adults at risk. This person will not necessarily be the Church Designated Person for Safeguarding but they will be someone trained to Level 3 Excellence in Safeguarding. A discussion with the DPS will be held to identify who this person is and agree how information will be communicated to the DPS if a concern is raised during the event.

3.3.12 Hiring of Church Premises

As a rule, BBC does not hire out its premises to outside organisations. However, in seeking to support its local community, BBC will from time to time make our premises available to community groups for no charge. On such occasions we will:

- Ask the organisation to read our 'Use of Premises by Community Groups' statement and to complete a 'Request to use the premises of BBC' form.
- Ask the organisation to provide a risk assessment for the event (or to contribute to a BBC RA) and evidence of public liability insurance where appropriate.
- Meet with a person from the organisation before the event to discuss issues raised on the form such as safeguarding, health & safety and security matters; and show them around the premises to discuss practical matters.

3.4 SAFER COMMUNITY

3.4.1 Bullying and Harassment

Harassment and bullying **both** involve behaviour which harms, intimidates, threatens, victimises, undermines, offends, degrades or humiliates. Often organisations use these terms interchangeably.

Harassment is where perpetrators tend to focus on a person's perceived individual 'difference' for example in connection with their gender, race, sexuality, disability, or religion. ACAS defines harassment as 'unwanted conduct that violates people's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment'. Harassment is unlawful under the Equality Act of 2010.

There is no legal definition of bullying, but it is usually defined as a repeated pattern of behaviour intended to cause emotional or physical harm to another person, or to exert power over them. The effect of bullying on the victim can be profound, both emotionally and physically, regardless of their age, ability or status.

For the rest of this section, the term 'bullying' will be used.

It is important to recognise that bullying happens within churches, and it is not isolated to children and young people. Anyone in the church can be a victim of bullying, just as anyone in the church can be the bully, including those in leadership.

Some examples of bullying that could arise in the church context are:

- Being verbally or physically abusive towards another person
- Isolating or deliberately ignoring someone, or excluding them from group activities
- Spreading rumours and malicious untruths about another person in the church
- Use of email, phone or social media to publicly challenge or undermine someone
- Name calling and personal insults
- Making false accusations
- Sending abusive messages or degrading images via phone, email or social media

Bullying will always cause a great deal of pain and harm for those on the receiving end. Many people affected by bullying, both children and adults, believe they have nowhere to turn. They are scared to speak out and often blame themselves. They can become fearful and reclusive. It is important that churches are able to recognise when bullying is occurring and are prepared to take action to resolve the situation.

Some signs that can indicate a person is being bullied are as follows:

- Withdrawal from group or church activities; appearing anxious, tearful or more reticent than usual, particularly in a certain context; development of mental health difficulties, such as depression or anxiety disorders; drop in performance relating to any church roles; physical injuries.

In order to help prevent bullying, the following procedures will be adopted within the church:

- Young people will be involved in agreeing a code of behaviour for their groups, which makes it clear that bullying is unacceptable. Leaders will explain clear expectations concerning behaviour to children.
- Everyone in the church, whether children or adults, should know how they can report any incidents of bullying.
- All allegations of bullying will be treated seriously and details will be carefully checked before action is taken.
- The bullying behaviour will be investigated and bullying will be stopped as quickly as possible.
- An attempt will be made to help bullies change their behaviour.
- All allegations and incidents of bullying will be recorded, together with the actions that are taken.
- Where an allegation of bullying is made against a church or group leader, advice will be sought from the Regional Safeguarding Lead.
- Incidents of bullying may be reported to the statutory authorities in line with the church safeguarding procedures.

It is important to distinguish bullying from other behaviour, such as respectfully challenging or disagreeing with someone else's beliefs or behaviours, setting reasonable expectations with regard to work deadlines and activities or taking legitimate disciplinary action.

Online safety – Bullying online and on social media is as serious as physical, in-person bullying. In contrast to in-person bullying there is often no escape from bullying online in a world where people, especially young people, are accessing their online world from wherever they are; there is no “safe space” and the emotional impact of online bullying can be significant as a result. With this in mind, the same procedures apply to disclosures of online bullying as in-person incidents.

3.4.2 Working with Alleged or Known Offenders

When it is known that a person who has been convicted of abusing children, young people or adults is attending our church, it is important that their behaviour within the church community is properly managed and that a contract is put in place. There are also times when it will be appropriate to take such measures with a person who has faced allegations of abuse but hasn't been convicted.

In determining the details of the contract:

- The DPS will inform and take advice from the Regional Safeguarding Lead.
- A risk assessment will be undertaken with the help of the Regional Safeguarding Lead to determine the contents of the Safeguarding Contract using the BUGB safeguarding risk assessment tool.
- There will be a discussion about who should be informed about the nature of the offence and the details of the contract.
- The rights of the offender to re-build their life without people knowing the details of their past offence should be balanced against the need to protect children, young people and adults at risk.
- The members of the church Safeguarding Team will always be informed.
- The DPS should determine whether the person is subject to supervision or is on the Sex Offenders' Register. If so, the DPS should make contact with the offender's specialist probation officer (SPO) who will inform the church of any relevant information or restrictions that they should be aware of.

An open discussion will be held with the person concerned which will contribute to the risk assessment and which will establish clear boundaries for their involvement in the life of the church. A written contract will be drawn up which identifies appropriate behaviour. The person will be required to sign the contract and it will be monitored and enforced. If the contract is broken certain sanctions will be discussed and considered with the Regional Safeguarding Lead.

3.4.3 Alleged or known offenders who are themselves adults at risk

A risk assessment and formal contract may be quite a daunting process for someone with learning difficulties or a young person, yet having safeguards in place is still necessary. Therefore, an alternative may be to arrange a meeting with the individual in question where they can be taken through the main elements of a formal contract in a way that is non-threatening and easy to understand. Notes would be taken and the individual would need to verbally agree to the requirements laid out in the meeting.

Rather than signing a formal 'contract', the individual would instead sign to say that they agree with the minutes or meeting notes, and that they will stick to what has been agreed during the meeting. This will result in the same outcome as a contract, but is a more informal and appropriate approach for an adult at risk. The agreed requirements will need to be reviewed regularly to make sure that the individual is complying, exactly as a formal contract would be. The church will work with the Regional Safeguarding Lead throughout this process.

SECTION 4 - USEFUL CONTACTS

If you have a safeguarding concern about a child (anyone under 18 years of age):

If you have a serious concern, call the **Police** (101 or 999 in an emergency).

Children's Services

Contact the [Single Point of Advice](#) team:

01323 464 222 Monday to Thursday 8.30am to 5pm and Friday 8.30am – 4.30pm

0-19SPOA@eastsussex.gov.uk

Alternatively, you can report a child protection concern using a form via the [website](#).

Out of hours:

01273 335 905

If you have serious concerns that cannot wait until the next working day, call the Emergency Duty Service on the above number.

edschildren@eastsussex.gov.uk

Contact the **Local Authority Designated Officer (LADO)** to make any referrals regarding allegations about adults who work or volunteer with children at BBC. This is BBC's duty as an organisation.

LADO: Donna Davis

Asst LADOs: Susanne Giles, Lauraine Smith

Submit a referral to the LADO via forms on ESCC [website](#).

<https://www.eastsussex.gov.uk/children-families/professional-resources/lado/form-lado-referral>

If you have a safeguarding concern about an adult:

'Health and Social Care Connect' is ESCC's contact centre for Adult Social Care.

HSCC@eastsussex.gov.uk

Contact Adult Social Care and Health:

8am – 8pm: Call **0345 60 80 191** 7 days a week (including Bank Holidays)

Out of hours: Call **0345 60 80 191** and select option 2 to connect with the Emergency Duty Service.

Regional Safeguarding Lead

Jo Hayes

07545 686143

safeguarding@seba-baptist.org.uk

APPENDIX 1 - DEFINITIONS OF ABUSE

Understanding, Recognising and Responding to Abuse

Abuse and neglect are forms of maltreatment of a child or adult at risk. Somebody may abuse or neglect a child or adult by inflicting harm, or by failing to act to prevent harm. Children and adults at risk may be abused in a family, or in an institutional or community setting; by those known to them or, more rarely, by a stranger. They may be abused by an adult or adults or a child or children. There are many different ways in which people suffer abuse. The list below is, sadly, not exhaustive.

Type of abuse	Child	Adult at risk
<i>Physical</i>	Actual or likely physical injury to a child, or failure to prevent physical injury to a child.	To inflict pain, physical injury or suffering to an adult at risk.
<i>Emotional</i>	The persistent, emotional, ill treatment of a child that affects their emotional and behavioural development. It may involve conveying to the child that they are worthless and unloved, inadequate, or that they are given responsibilities beyond their years.	The use of threats, fear or power gained by another adult's position, to invalidate the person's independent wishes. Such behaviour can create very real emotional and psychological distress. All forms of abuse have an emotional component.
<i>Sexual</i>	Involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. This includes non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.	Any non-consenting sexual act or behaviour. No one should enter into a sexual relationship with someone for whom they have pastoral responsibility or hold a position of trust.
<i>Neglect</i>	Where adults fail to care for children and protect them from danger, seriously impairing health and development.	A person's wellbeing is impaired and their care needs are not met. Neglect can be deliberate or can occur as a result of not understanding what someone's needs are.

Type of Abuse	Additional Definitions
<i>Financial</i>	The inappropriate use, misappropriation, embezzlement or theft of money, property or possessions.
<i>Spiritual</i>	The inappropriate use of religious belief or practice; coercion and control of one individual by another in a spiritual context; the abuse of trust by someone in a position of spiritual authority (e.g. minister). The person experiences spiritual abuse as a deeply emotional personal attack.
<i>Discrimination</i>	The inappropriate treatment of a person because of their age, gender, race, religion, cultural background, sexuality or disability.

<i>Institutional</i>	The mistreatment or abuse of a person by a regime or individuals within an institution. It can occur through repeated acts of poor or inadequate care and neglect, or poor professional practice or ill-treatment. The church as an institution is not exempt from perpetrating institutional abuse.
<i>Domestic Abuse</i>	Domestic abuse is any threatening behaviour, violence or abuse between persons aged 16 or above who are or have been in a relationship, or between family members. It can affect anybody regardless of their age, gender, sexuality or social status. Domestic abuse can be physical, sexual or psychological, and whatever form it takes, it is rarely a one-off incident. Usually there is a pattern of abusive, coercive and controlling behaviour where an abuser seeks to exert power over their family member or partner. The Domestic Abuse Act 2021 identifies children who see, hear or experience the effects of domestic abuse as victims in their own right.
<i>Online abuse</i>	The use of information technology (email, mobile phones, websites, social media, instant messaging, chatrooms, etc.) to repeatedly harm or harass other people in a deliberate manner. The Online Safety Bill, 2021, introduces new rules for internet search engines and firms who host user-generated content, i.e. those which allow users to post their own content online or interact with each other. Those platforms which fail to comply with the rules could face penalties of up to 10% of their revenue, and in the most serious cases some may even be barred from operating.
<i>Self-harm</i>	Self-Harm is the intentional damage or injury to a person's own body. It is used as a way of coping with or expressing overwhelming emotional distress. An individual may also be neglecting themselves, which can result in harm to themselves.
<i>Mate crime</i>	'Mate crime' is when people (particularly those with learning disabilities) are befriended by members of the community, who go on to exploit and take advantage of them.
<i>Cuckooing</i>	Cuckooing is the term used to describe occasions where the homes of adults at risk are taken over and used to distribute drugs or as a base for gang or criminal activities. The tenant may believe that the people who are in their home are their friends.
<i>Modern Slavery</i>	Modern slavery is the practice of treating people as property; it includes bonded labour, child labour, sex slavery and trafficking. In the UK we see examples of this through County Lines, Child Sexual Exploitation and forced labour.
<i>Human Trafficking</i>	Human trafficking is when people are bought and sold for financial gain and/or abuse. Men, women and children can be trafficked, both within their own countries and over international borders. The traffickers will trick, coerce, lure or force these vulnerable individuals into sexual exploitation, forced labour, street crime, domestic servitude or even the sale of organs and human sacrifice.
<i>Radicalisation</i>	The radicalisation of individuals is the process by which people come to support any form of extremism and, in some cases, join terrorist groups. Some individuals are more vulnerable to the risk of being groomed into terrorism than others.
<i>Honour / Forced Marriage</i>	An honour marriage / forced marriage is when one or both of the spouses do not, or cannot, consent to the marriage. There may be physical, psychological, financial, sexual and emotional pressure exerted in order to make the marriage go ahead. The motivation may include the desire to control unwanted behaviour or sexuality.

<i>Female Genital Mutilation</i>	Female genital mutilation (FGM) comprises all procedures involving partial or total removal of the female external genitalia or other injury to the female genital organs for non-medical reasons as defined by the World Health Organisation (WHO). FGM is a cultural practice common around the world and is largely performed on girls aged between 10 and 18. Performing acts of FGM is illegal in the UK as is arranging for a child to travel abroad for FGM to be carried out.
<i>Peer-on-Peer Abuse</i>	Peer-on-peer abuse is where sexual abuse takes place between children of a similar age or stage of development. Examples include sexual harassment (including online), up-skirting, sexting, sending (or being pressured to send) nude / semi-nude photos or videos. ²
<i>Child on Child Abuse</i>	Child on Child abuse is when a child abuses another child of any age or stage of development. Examples include same as Peer-on-Peer above and also bullying, initiation / hazing type violence or rituals. ³
<i>Historic Abuse</i>	Historic abuse is the term used to describe disclosures of abuse that were perpetrated in the past. Many people who have experienced abuse don't tell anyone what happened until years later, with around one third of people abused in childhood waiting until adulthood before they share their experience.

Whilst it is not possible to be prescriptive about the signs and symptoms of abuse and neglect, the following list sets out some of the indicators which might be suggestive of abuse:

- unexplained injuries on areas of the body not usually prone to such injuries
- an injury that has not been treated/received medical attention
- an injury for which the explanation seems inconsistent
- a child or adult at risk discloses behaviour that is harmful to them
- unexplained changes in behaviour or mood (e.g. becoming very quiet, withdrawn or displaying sudden bursts of temper)
- inappropriate sexual awareness in children
- signs of neglect, such as under-nourished, untreated illnesses, inadequate care.

It should be recognised that this list is not exhaustive and the presence of one or more indicators is not in itself proof that abuse is actually taking place.

It is also important to remember that there might be other reasons why most of the above are occurring

² Extra detail taken from SEBA Level 2 training document

³ Extra detail taken from SEBA Level 2 training document

APPENDIX 2 – DETAILED GUIDANCE ON REPORTING REQUIREMENTS

STAGE 1 – THE WORKER

The duty of the person who receives information or who has a concern about the welfare of a child, young person or adult at risk is to **RECOGNISE** the concerns, make a **RECORD** in writing and **RESPOND** by passing on their concerns to the DPS. If he/she is not contactable, or they are implicated in the situation, another member of the church Safeguarding Team should be contacted instead.

Concerns should be passed on to the DPS within 24 hours of the concern being raised. If anyone is considered to be in imminent danger of harm, a report should be made immediately to the police by calling 999. If such a report is made without reference to the DPS, they should be informed as soon as possible afterwards.

A written record using the standard incident report form should be made as soon as possible after a child or adult at risk tells you about harmful behaviour, or an incident takes place that gives cause for concern.

The record should:

- be hand-written as soon as possible after the event
- be legible and state the facts accurately (when hand-written notes are typed up later the original hand-written notes should be retained)
- include the child or adult at risk's name, address, date of birth (or age if the date of birth is not known)
- include the nature of the concerns/allegation/disclosure
- include a description of any bruising or other injuries that you may have noticed
- include an exact record of what the child or adult at risk has said, using their own words where possible
- include what was said by the person to whom the concerns were reported
- include any action taken as a result of the concerns
- be signed and dated
- be kept secure and confidential and made available only to the church Safeguarding Team (including the church minister), representatives of any statutory authorities involved and the local Baptist association.

If concerns arise in the context of children's or adult at risk work, the worker who has the concern may in the first instance wish to talk it through with their group leader, where appropriate. However, such conversations should not delay concerns being passed on to the DPS. It should be clear that the duty remains with the worker to record and pass on their concerns to the DPS.

If an issue concerns an adult at risk who does not give permission to pass on the information to anyone else, the worker should explain that they will need to speak with the DPS, who will have greater expertise in dealing with the issue at hand.

If a concern is brought to the attention of a group leader by one of the workers, the leader should remind the worker of their duty to record and report, and will also themselves have a duty to pass on the concern to the DPS.

STAGE 2 – THE DESIGNATED PERSON FOR SAFEGUARDING (DPS)

The duty of the DPS on receiving a report is to REVIEW the concern that they have received and REPORT the concern on to the appropriate people, where necessary.

The duty to REVIEW

In reviewing the report that is received, the DPS:

- should take into account their level of experience and expertise in assessing risk to children or adults at risk.
- must take into account any other reports that have been received concerning the same individual or family.
- may speak with others in the church where appropriate (including the Minister and church Safeguarding Team, unless allegations involve them) who may have relevant information and knowledge that would impact on any decision being made. Such conversations should not lead to undue delay in taking any necessary action.
- may consult with other agencies to seek guidance and advice in knowing how to respond appropriately to the concerns that have been raised.

The duty to REPORT

The DPS will decide who the report should be referred on to, working in conjunction with the church Safeguarding Team where appropriate. They may:

- refer back to the worker who made the initial report if there is little evidence that a child or adult at risk is being harmed, asking for appropriate continued observation.
- refer the concern to others who work with the child or adult at risk in question, asking for continued observation where appropriate.
- Inform parents / carers under certain circumstances, where doing so would not present any further risk of harm.
- Make a formal referral to the police or local Social Services team. With adults at risk, confidentiality means that someone's personal business is not discussed with others, except with their permission. This is not always possible when considering passing relevant information about abuse or concerns to the statutory authorities, however, it is possible to keep the information confidential to the relevant parties. This means not telling or hinting to others what has been disclosed, not even for prayer ministry purposes. For adults at risk, concerns will only be referred to the police or Social Services without consent where:
 - the person lacks the mental capacity to make such a choice
 - there is a risk of harm to others
 - in order to prevent a crime
- If an allegation is made against someone who works with children* the allegation should be reported to the Local Authority Designated Officer (LADO) or equivalent. The LADO is located within Children's Services and should be alerted to all cases in which it is alleged that a person who works with children has:
 - behaved in a way that has harmed, or may have harmed, a child
 - possibly committed a criminal offence against children, or related to a child
 - behaved towards a child or children in a way that indicates s/he is unsuitable to work with children.

- If an allegation is made against someone who works with adults at risk*, it should be reported to the police or Adult Social Services.

**If a worker has an allegation made against them, they should step down from all church duties until the incident has been investigated by the statutory authorities. It may also be appropriate to put a Safeguarding Contract in place; this should be discussed with the Regional Safeguarding Lead.*

- Whenever a formal referral is made to the police, Social Services or LADO, the DPS should report the referral to:
 - The Safeguarding Trustee
 - The Minister
 - The Regional Safeguarding Lead

A record should be kept of all safeguarding incidents and should be considered in the annual review of the church's safeguarding policy. All original reports should be retained safely and securely by the DPS and a written record should be made of the actions taken.

STAGE 3 – THE NEXT STEPS

Responsibilities to **REPORT** and **SUPPORT** in stage 3 of the process are shared by the church Safeguarding Team and the Minister.

The duty to SUPPORT

Once concerns, suspicions and disclosures of abuse have been addressed, the church continues to have a responsibility to offer support to all those who have been affected, including:

Victims; Alleged perpetrators; Children; Adults at risk; Other family members; Church workers; Church Safeguarding Team; Minister; Leadership Team.

The duty to REPORT

If a church worker has been accused of causing harm to children, young people or adults at risk this would be classed as a serious incident that should be reported to the Charity Commission by those churches that are registered with the Charity Commission.

If a worker has been removed from their post or would have been removed from their post because of the risk of harm that they pose to children, young people or adults at risk, there is also a statutory duty to report the incident to the Disclosure and Barring Service (DBS).

APPENDIX 3 – SAFEGUARDING INCIDENT / CONCERN FORM

PERSON REPORTING THE INCIDENT OR CONCERN:

Name:

Address:

Phone number:

Email:

Role in Church:

DETAILS OF CHILD / ADULT AT RISK YOU ARE CONCERNED ABOUT:

Name:

Date of Birth / Approximate Age:

Address:

Phone number:

Email:

Do they know that you are sharing concerns about them?

If not, please explain why:

IF UNDER 18 PLEASE INCLUDE DETAILS OF THE PARENT OR CARER:

Name:

Address:

Phone number:

Email:

Relationship to the child/ young person:

Do they know that you have concerns that you are sharing?

If not, please explain why:

DETAILS OF ALLEGED PERPETRATOR (IF RELEVANT)

Name:

Address:

Phone Number:

Email:

Are they an adult or a child (under 18):

Relationship to the child/adult at risk:

Does the child / adult at risk live with the alleged perpetrator?

DETAILS OF INCIDENT OR CONCERN:

- Remember to include the 4 W's – Who, What, Where, When.
- Be clear whether this is something you have been told about or something that you have observed directly.
- Include names of anyone else who witnessed the incident or is aware of the concern.
- Refer to the church safeguarding policy if you are unsure what to include.

Please continue on a separate sheet if necessary

HAVE YOU CONTACTED ANYONE ELSE (SOCIAL SERVICES, POLICE, LADO, REGIONAL SAFEGUARDING LEAD, MINISTER)?

Please give details of who and when below:

Organisation: _____

Name of contact: _____

Date of contact: _____

This Incident Form should be passed to the Designated Person for Safeguarding (DPS) within 24 hours of any incident or concern arising. Do not delay reporting your concerns to the DPS because you do not have all the information requested in this form. Where there is an immediate risk of harm, please call the DPS straight away and use this form to follow up on that call. Remember if they are not available call the police or social services, do not wait for the DPS to be available.

Remember: Treat this information confidentially. Do not discuss the contents of this form with anyone other than the DPS, not even for prayer purposes.

Signed

Date

APPENDIX 4 - Safeguarding Roles and Responsibilities

Each church needs to identify and fill several important posts that underpin effective safeguarding in the church. These notes outline the main responsibilities relating to safeguarding connected with key leadership roles.

Trustees / Deacons

- Ultimately responsible for safeguarding
- Responsible for the implementation of policy and procedures
- Responsible for supporting the church workers
- Responsible for raising awareness about best practice within the church
- Responsible for ensuring that the relevant people have received the appropriate training

Safeguarding Trustee / Deacon

Not necessarily the person who heads up safeguarding in the church – could be a trustee / deacon with an interest and willingness to learn.

- Takes a lead on safeguarding matters for the trustees / deacons
- Is the point of contact with trustees / deacons for safeguarding issues
- Ensures church policy and procedures are reviewed annually

Designated Person for Safeguarding

- Receives all reports of concerns regarding the safeguarding of children, young people and adults at risk
- Listens, observes and passes on those concerns appropriately, having taken advice from the relevant people
- Acts as a link between the church and other agencies or bodies on safeguarding matters

Disclosure and Barring Service (DBS) Verifier

- Responsible for all aspects of processing DBS checks for church staff and volunteers (with the exception of the accredited minister who is checked by the regional association)

The Minister

- Shares with the trustees the general responsibility for the adoption and implementation of the church's safeguarding policy
- Takes responsibility for ensuring that the pastoral needs of all are being met
- May need to be made aware of safeguarding issues in line with the guidance on page 6

For more information:

Please see www.baptist.org.uk for more information about safeguarding in Baptist churches, including a range of specialist guides and a library of free downloadable resources.

BUGB Excellence in Safeguarding training for your church:

Information and booking arrangements for the BUGB Levels 2 and Level 3 Excellence in Safeguarding training can be made through your local Baptist association team. Please see their website for details of nearby courses or the opportunity to host safeguarding training at your church.

In an emergency:

If you find yourself facing an emergency situation, where you believe that someone attending your church is being harmed or is at imminent risk of harm, please ring the police on 999 and ask to speak to an officer in the child or adult protection teams. Always keep records and let your DPS know that you have made this call.



**This policy has been produced for use in Baptist churches in England and Wales.
Policy last updated: May 2023**

Safeguarding Team, Baptist Union of Great Britain, Baptist House, PO Box 44, 129 Broadway, Didcot OX11 8RT
Tel: 01235 517700 Email: safeguarding@baptist.org.uk Website: www.baptist.org.uk
BUGB operates as a CIO with registered charity number 1181392

Revisions from August 2023

Manuscript records of drafting amendments have been kept on file until this date.

1. Drafting amendments to reflect revised wording of BUGB's model safeguarding policy document most notably on pages 9, 11, 12, 17, 18, 19, 22, 23, 24, 25, 26, 27, 28, 31, 32.
2. Insertion of new paragraphs to deal with points raised by Charity Commission to Trustees in relation to
 - a. Bullying and Harassment (pp 6, 30)
 - b. 'Working with other agencies' (p6)
 - c. The Government's 'Prevent' agenda (p6)
3. Drafting amendments to reflect our current practices (pp7, 29)
4. Under 'Safer Recruitment Procedures' (pp14 & 15) points about carrying out new DBS checks for paid staff and volunteers amended to reflect latest BUGB guidance (ie recheck every five years, not new DBS every three). (23.01.24)
5. WhatsApp minimum age reduced from 16 to 13 (amendment made 10.04.24).
6. Minor drafting amendments for factual accuracy and to keep in line with BUGB model policy where appropriate (13.08.24)
7. Replace 'Safeguarding Incident Form' with 'an Accident Form, a Near-Miss Form or a Safeguarding Concern Form, whichever is the most appropriate' (p16) (13.08.24).
8. Insert 'For example should the worker be contacting children and young people directly or through parents? Are they allowed to email/text/ call a young person? How will this contact be recorded?' on para on Safe Communication (p20). I must have missed this last year (13.08.24).
9. Para 3.3.12 revised to reflect new policy for community groups using BBC premises (introduced June 2024) (13.08.24)
10. Updating of Appendix 1 to incorporate additional definitions (13.08.24).
11. Review of section 3.1.8 (now entitled 'Digital Communication with Young People') taking account of BU model policy amendments but also BBC practices in discussion with Youth Workers Caroline Dyer and Tim Fudge. I realised that some of the text was describing what best practice should be rather than stating our policy of what we actually do in practice. Removal of text cited at point 8 above and significant editing to the rest of the section (18.10.24).

Revisions August 2025

1. Inclusion of Appendix 3 of BU model policy. The revised SG concern form is a vast improvement on the old one and I am happy to replace our bespoke form with it.
2. Inclusion of Appendix 4 of BU model policy – a new section in the big 2023 revision which I missed. Nothing earth shattering – but no reason to exclude it from our policy.
3. Drafting amendments reflecting changes in BU model policy: replace 'young leader/s' with 'young helper/s'; and at 2.1.2 para 3; 2.3 (bullet point #2 in blue box); 3.1.2; 3.3;
4. Drafting amendments to highlight reflect BBC practices: pg 6 bottom para; pg 7 bullet point #5; 3.1.8; 3.2.10 (to ensure cohesion between SG and Pastoral Care policies); 3.3.4;

Revisions August 2026

1. Minor drafting tweaks throughout.
2. Inclusion of reference to safer recruitment of those volunteering to serve on overseas mission trips on p5 to reflect strengthening of our Safer Recruitment Policy.
3. New paragraph under 'working with other bodies' on p6 reflecting latest guidance from government (shared by Jo Hayes July 2026).
4. Removal of para 2.1.5. This was not in the BU model policy. I added it to help us address a point in the SG self-assessment tool (standard 7.7). This standard no longer exists (the document has been streamlined) and this para added little to the policy overall.
5. Inclusion of bullet point 2 on page 14 ('Safer Recruitment Policy Statement') to ensure consistency with Safer Recruitment Policy.
6. Inclusion of 'and to them being willing to undertake safeguarding training' in point 3 on p 15 (recruitment of volunteers).
7. Complete revision and reorganisation of 3.1.8 Digital Communication with Young People in response to social media ban for under 16s from Spring 2027.
8. Strengthening of first bullet point under 3.2.5. to reflect boundaries highlighted in Pastoral Care policy.
9. Inclusion of 'and evidence of public liability insurance where appropriate' in second bullet point under 3.3.12 Hiring of Church Premises.
10. Reorganisation of Section 4 ('Useful Contacts') to suit our needs better.
11. Removal of ref to our cause for concern form being a separate document on page 39 as this is now included at Appendix 3.

Revisions September 2026

1. Rewording of second bullet point on p7 to reflect current practices.
2. Removal of first bullet point under 3.2.7 (the posters are no longer in place).