

Safeguarding Policy

Document Control:

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| Policy Owner | Safeguarding Trustee |
| Effective Date | 13/10/2025 |
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Amendment History:

| Version Number | Effective Date | Summary of Amendments |
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| 1.0 | 04/05/2022 | Policy adapted from BUGB template |
| 2.0 | 13/10/2025 | Policy adapted from updated BUGB template Procedures and guidance split out into separate documents |

1. Overview

- 1.1 Bidford Baptist Church ('theBarn') welcomes children¹ and adults at risk² into the life of our community. Everyone who participates in the life of the church has a role to play in safeguarding³ children and adults at risk involved in church activities.
- 1.2 The purpose of this policy is to set out theBarn's approach to safeguarding children and adults at risk.
- 1.3 It applies to everyone working and volunteering for theBarn and provides the framework to help us safeguard children and adults at risk with commitment and confidence.

2. Our safeguarding responsibilities

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

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

- **Prevention and reporting of abuse.** It is the duty of each church member to help prevent the abuse of children 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. 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 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 children and adults at risk and will adopt ways of working with them that promote their safety and well-being.
- **A safer community.** The church is committed to the prevention of bullying. The church will seek to ensure that the behaviour of any individuals who may pose a risk to children, young people and adults at risk in the community of the church is managed appropriately.

¹ A child refers to anyone under the age of 18 years.

² An adult at risk is *'any adult aged 18 or over who due to disability, mental function, age, illness or traumatic circumstances may not be able to take care or protect themselves against the risk of significant harm, abuse, bullying, harassment, mistreatment or exploitation'* (Thirtyone:eight).

³ Safeguarding is the action we take to promote the welfare of children and adults at risk, and protect them from harm.

3. Policies, procedures and guidance

In addition to this policy, all staff and volunteers are expected to read and understand the following safeguarding policies, procedures and guidance:

Procedure for Recognising, Responding to and Reporting Abuse

Safeguarding Incident Form

Safer Recruitment

Safer Behaviour

Working with Children

Working with Adults at Risk

Safer Practice and Safer Premises

Safer Community

Helpers

4. Roles and responsibilities

4.1 Trustees

- 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

It is the role of the Safeguarding Trustee to:

- Take a lead on safeguarding matters for the trustees
- Act as the point of contact with trustees for safeguarding issues
- Ensure that church policy and procedures are reviewed annually

4.2 Senior Pastor

- 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

4.3 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

4.4 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)

5. Contacts

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| Designated Person for Safeguarding (DPS) | Louise Perry | safeguarding@thebarn.org.uk |
| Designated Person for Safeguarding (DPS) | Adam Perry | safeguarding@thebarn.org.uk |
| Safeguarding Trustee | Simon Meek | 07954 417 754 safeguarding@thebarn.org.uk simon@thebarn.org.uk |

Our Senior Pastor is also an important part 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.