



SAFEGUARDING POLICY

ARBURY ROAD BAPTIST CHURCH

Arbury Road Baptist Church observes all the Baptist Union Guidelines in relation to safeguarding practices and protocols. You can find this information by clicking on their Safeguarding Tab at www.baptist.org.uk

At ARBC we wish to know God and make Him known. As we work together to fulfil this vision we

- Welcome children and adults at risk into the life of our community
- Run activities for children and adults at risk
- 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 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 such people. 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. All members are clear with children that they cannot promise to keep secrets. All members must not dismiss instances of peer on peer abuse, including sexual violence and sexual harassment as, "banter" or an inevitable part of growing up.

- **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. Safeguarding Training must be taken annually by all those who work with children and vulnerable adults. ARBC will accept accredited safeguarding training from other organisations which is within a 2-year time frame. All volunteers at ARBC must have a DBS Check which is within a 3-year time frame either from ARBC or another organisation. Adults not previously known to the membership of ARBC will be expected to provide a reference prior to engaging with direct work with children and vulnerable adults. All adults will understand the need to maintain appropriate boundaries in their relationships with children and vulnerable adults. The annual safeguarding training will provide guidance about how to create these appropriate boundaries. Workers will be expected to sign this Policy as evidence that it has been read, understood and will be observed.

- **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. Photo images of persons must not be made without the express permission of the individual, or, if the subject is under 18, a parent or carer. Physical contact must be kept to a minimum, respecting boundaries and personal space.

- **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. Lone working is strictly outside the scope of ARBC's Safeguarding protocols. 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. It is important for workers to think about their own safety and whether their behaviour may raise a concern or be misinterpreted by others. Behaviour that suggests favouritism or gives the impression of a special relationship should be avoided. Activities with children, young people or adults at risk which take place outside of ARBC's scheduled activities should be discussed with the Group Leader or Safeguarding Officer. Any allegation of abuse made against a volunteer or employee of ARBC will be reported straight away to a member of the Safeguarding Team. In such circumstances, it may be necessary to consult with the Local Authority Designated Officer (LADO). The Safeguarding Team will deal with any concerns no matter how small where an adult working on behalf of the church may have acted in a way that is inconsistent with our code of conduct

- **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.

Safeguarding contact points within our church

The church has appointed the following individuals to form part of the church safeguarding team: **All adults who work with children and vulnerable adults must be aware of the following information**

Ruth Kemp, Designated Person for Safeguarding (DPS) & Safeguarding Trustee

She 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. She will also 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.

Email address safeguarding@arburyroadbaptist.org

Kimberley Rayson, Deputy Designated Person for Safeguarding (DDPS)

She 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 07551 430277

Email address kimberley@arburyroadbaptist.org

When in post, our church minister 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. **Safeguarding is Everyone's Responsibility.**

The Designated Person for Safeguarding will keep clear, detailed, accurate, written records of concerns about children (noting the date, event and action taken), even where there is no need to refer the matter to Social Care immediately.

The Designated Person for Safeguarding will disclose information relating to a child on a, “need to know” basis.

The Safeguarding Team will aim to gain consent to share information and be mindful of situations where to do so would place a child at increased risk of harm. Information may be shared *without* consent if a person believes that there is good reason to do so and that the sharing of information will enhance the safeguarding of a child in a timely manner.

The Safeguarding Team will ensure all actions and decisions are led by what is considered to be in the best interests of the child.

Putting our policy into practice

- A copy of the safeguarding policy statement will be displayed permanently on the church noticeboard and church office, and is available on our church website.
- Each worker with children and/or adults at risk will be given a full copy of the safeguarding policy and procedures and will be asked to sign to confirm that they will follow them. All adults who work with children and vulnerable adults must know and understand the following:
 - *what to do if they suspect a child or vulnerable adult may be being abused.**
 - *what are the signs and symptoms of physical abuse, sexual abuse, emotional abuse and neglect.**
 - *they have a responsibility to provide a safe environment.**
 - * they recognise their duty and feel able to raise concerns about poor or unsafe practice in regard to children and that such concerns are addressed sensitively and effectively in a timely manner**
- 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 statement will be read annually at the church AGM.
- Members will have an opportunity of asking questions about any matters relating safeguarding.

Updated April 2026

I have read and understood ARBC's Safeguarding Policy

Name.....

Date.....