



## Littleover Baptist Church

### Safeguarding Policy

Approved by Church Meeting on: 21/09/2025

Review Date: Annually at the Church AGM

#### 1. Policy Statement

Littleover Baptist Church is committed to the safeguarding and protection of all children, young people, and adults at risk. We believe that safeguarding is everyone's responsibility and that all people have the right to protection from abuse, neglect, exploitation, and discrimination.

We aim to create a safe environment where all individuals feel valued, respected, and secure.

#### 2. Legal Framework

This policy has been drawn up based on legislation, policy, and guidance that seeks to protect children and adults at risk in England, including:

- Children Act 1989 and 2004
- Care Act 2014
- Working Together to Safeguard Children (2023)
- Keeping Children Safe in Education (2024 update)
- Safeguarding Vulnerable Groups Act 2006
- Human Rights Act 1998
- Data Protection Act 2018 and UK GDPR
- Domestic Abuse Act 2021
- Equality Act 2010

It also takes into account guidance from the Baptist Union of Great Britain (BUGB), namely Model Safeguarding Policy and Procedure (2023)

#### 3. Scope

This policy applies to:

- All members, volunteers, and paid staff of Littleover Baptist Church
- Anyone working on behalf of the church, including youth workers, children's workers, and pastoral care visitors
- Church-based activities and events involving children or adults at risk, both on and off site

## 4. Safeguarding Responsibilities

### **Our Designated Safeguarding Person (DSP) is:**

Name: Graham Falgate

Deputy DSP Maggie Archer

Contact: [safeguarding@littleverbaptist.org](mailto:safeguarding@littleverbaptist.org) and/or 01332 770969

**The Church Trustees have overall responsibility for safeguarding.** They ensure policies are in place, reviewed regularly, and implemented effectively.

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 ensure that all those working with children and adults in the church and on the church's behalf in the community are familiar with this Safeguarding policy.

### **Safer working practices**

The church is committed to providing an environment that is as safe as possible for children and adults at risk.

### **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.

## 5. Safer Recruitment

Littleover Baptist Church follows safer recruitment practices by:

- Conducting DBS checks at the appropriate level for all relevant roles

- Providing safeguarding induction and regular training
- Reviewing roles and responsibilities annually

## **6. Code of Conduct**

All workers and volunteers must:

- Treat everyone with dignity and respect
- Avoid being alone in private with a child or adult at risk whenever possible
- Avoid inappropriate language, behaviour, or physical contact
- Never promise confidentiality where abuse is disclosed
- Report all safeguarding concerns immediately to the DSP

## **7. Recognising and Responding to Abuse**

Abuse may include physical, emotional, sexual, financial abuse, neglect, spiritual abuse, or exploitation.

If anyone suspects abuse or receives a disclosure, they must:

- Listen carefully, without judgement
- Avoid asking leading questions
- Reassure the person they are being taken seriously
- Not promise to keep the information secret
- Report the concern to the DSP immediately
- Record the concern in writing, including date, time, and details

In the absence of the DSP, concerns should be reported to local authority social services or the police if a person is at immediate risk.

## **8. Confidentiality and Data**

Safeguarding records are stored securely and confidentially, in line with UK GDPR and the Data Protection Act 2018

Information will only be shared on a need-to-know basis with appropriate authorities

## **9. Training and Support**

All volunteers and staff working with children and adults at risk will receive regular safeguarding training (minimum every 4 years) and support appropriate to their role.

The DSP will undergo specialist training at least every 4 years.

## **10. Pastoral Care**

We will ensure that pastoral care is available for:

- Those who have been affected by abuse
- Anyone who is the subject of safeguarding concerns
- Members of the church who are supporting someone through a safeguarding process.

If someone attending the church is known to pose a risk, a Safeguarding Agreement will be put in place and monitored.

## 11. Review

This policy will be reviewed annually or in response to changes in legislation or guidance. The review will be conducted by the Trustees and DSP and approved by the church meeting.

## 12. Contact Details

### Littleover Baptist Church Designated Safeguarding Person (DSP) is:

Name: Graham Falgate

Deputy DSP Maggie Archer

Contact: [safeguarding@littleoverbaptist.org](mailto:safeguarding@littleoverbaptist.org) and/or 01332 770969

### East Midlands Baptist Association representative

Kenny Henry Tel 07498189205 or email [kenny.henry@embaptists.org.uk](mailto:kenny.henry@embaptists.org.uk)

### Local Authority Contact:

#### Adult Social Care

Office hours are Monday to Friday from 9am to 5pm. Contact details to Derby City Multi-Agency Safeguarding Hub (MASH):

- Telephone: [01332 642855](tel:01332642855)
- Text: 07774 333 412
- Email: [AdultsMASH@derby.gov.uk](mailto:AdultsMASH@derby.gov.uk)

### Children and Young People

Derby City Council's First Contact team deals with all concerns about children and young people across the city. Office hours Monday to Friday from 9.00am to 5pm.

- Telephone: [01332 641172](tel:01332641172)

Out of office hours contact Careline (Derby's out of hours emergency social care service for both Adults and Children and Young People)

- Telephone: [01332 956606](tel:01332956606)
- Text: 07812 300177

Emergency Services: Telephone 999

## Approval

This policy was approved by the church meeting on September 21 2025

Signed: \_\_\_\_\_ (Chair of Trustees)

Signed: \_\_\_\_\_ (Designated Safeguarding Person)