

# Safeguarding Policy, Procedures, and Codes of Conduct

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## Introduction:

As trustees and staff of St Joseph's Benwell, and its pioneer church plant, Christ Church Morpeth, we believe that every individual is created in the image of God and worthy of respect. We take our safeguarding responsibilities very seriously and will lead the church in ensuring that we promote safety for all – and especially children and vulnerable adults.

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To be reviewed on March 2027

# St Joseph's Church Benwell and Christ Church Morpeth

## Safeguarding Policy and procedures:

Safeguarding children, young people, and vulnerable adults  
Version 3.4

### 1. Purpose

This policy with its procedures and appendices outlines how we will seek to:

- 1.1. Ensure that we provide a healthy and spiritually nurturing environment for everyone who engages with our church community.
- 1.2. Ensure that every member of our church community is protected from harm, including harassment, abuse, and exploitation.
- 1.3. Ensure that any harm that is identified, regardless of where it occurred is handled effectively, promptly, and proportionately.
- 1.4. Ensure that when supporting people who have experienced harm:
  - We treat them with dignity, respect, and compassion;
  - That their views and wishes are given full consideration;
  - That we act in their best interest;
  - That we ensure they are appropriately involved in and informed of decisions that affect them.
- 1.5. Ensure that where concerns or support needs that fall below the threshold for reporting to statutory services are identified, responses are made that are appropriate, proportionate, and consent based.
- 1.6. Ensure that appropriate, confidential safeguarding records, that allow us to fulfil our duty of care to protect and promote the wellbeing of those to whom we minister, are securely kept, and disposed of in line with our legal duties and best practice under both safeguarding and data-protection legislation and guidance. **DATA PROTECTION and PRIVACY policy** <https://www.stjosephsbenwell.org.uk/data-privacy-notice/>
- 1.7. Ensure that our trustees, staff, and volunteers are clear about their responsibilities and duties and are supported to fulfil them competently and confidently.
- 1.8. Support the development of an open and transparent culture that listens to the views and wishes of every member of our church community and encourages and supports the raising of concerns, complaints, and allegations.
- 1.9. Provide leadership and accountability for every member of our church community, including our most senior leaders, in relation to safeguarding.

- 1.10. Ensure that all our ministry is provided in a manner that is consistent with our biblical beliefs, and that where challenge, or even formal church discipline are required, that Christian love, grace and mercy, gentleness and kindness characterise our interactions.
- 1.11. Ensure that our leaders model biblical and Christlike servant leadership: valuing, caring for and nurturing those that God brings under their authority with meekness and humility, as those who will give an account in the final judgement.
- 1.12. Ensure that all church members have a basic understanding of safeguarding and that they understand their responsibility to raise and challenge any abusive behaviours.

## 2. Scope

- 2.1. This policy applies, in particular, to staff or volunteers who work on our behalf with vulnerable people (children, young people, their parents / carers, adults at risk of abuse or adults with care and support needs) and to those who have leadership and oversight of the church's activities. This includes trustees and wardens, senior leaders, group / ministry leaders, paid staff, volunteers, or others working on our behalf.
- 2.2. The policy also outlines the general responsibilities of every member of our church community to raise concerns about individuals, or practice in the church, with the appropriate officers.

## 3. Context

St Joseph's Benwell is an Anglican church affiliated to the Anglican Mission in England. As a church it is made up of people from many different walks of life, ages and nationalities. It runs Sunday services every week, as well as small groups, weekly kids and youth groups and clubs, a Christians Against Poverty Debt Centre, a Farsi speaking ministry and regular community events.

The area served includes populations with high level of socioeconomic need, and is highly diverse, with people from many different cultural backgrounds and includes people seeking asylum and refugees, for whom English is not their first language, as well as people whose family have lived in the area for many generations. There are also premises in the vicinity in which rehabilitation is taking place.

The organisation is led by Ministers, Ken Matthews, and Ben Pryke with support of Churchwardens, Tom Smyth and Chris Tasker, a board of Trustees which is chaired by Tom Smyth, and an advisory Church Voice group, made up of diverse congregation members.

Christ Church Morpeth is an AMIE (Anglican Mission in England) pioneer church plant, licenced by the Anglican Mission in England, under the umbrella of St Joseph's Benwell Church Trust, and is led by Rev David Milnes.

Morpeth is a county town of Northumberland, and has a growing population with new housing estates and many young families. The church is at an early stage of development and comes under the policy and procedures of St Josephs, for Safeguarding and finance.

**St Joseph's Benwell is a Charitable Incorporated Organisation, charity number 120195**

## 4. Definitions

**Additional needs:** is a term most often applied to children who require support beyond what we would usually expect to provide to a child of that age or development stage, in order to participate fully in regular activities.

**Adult:** a person who is at least 18 years of age

**Adult at risk of abuse / in need of protection:** refers to adults who have care and support needs, are at risk of abuse, and due to their support needs are unable to protect themselves from the abuse.

**Adult with care and / or support needs:** refers to an adult who requires help with day-to-day tasks that most people would be able to perform for themselves.

**Child:** A child is a person who has not yet attained their 18<sup>th</sup> birthday, which aligns with the United Nations Convention of the Rights of the Child. Unborn children are included within the scope of Child Protection.

**Child in Need:** Similar to targeted safeguarding, this refers to care and support that is offered to a child or family with more complex needs such that if effective support is not provided, the child is unlikely to achieve or maintain a satisfactory level of health, development, or wellbeing.

**Child Protection:** refers to safeguarding activity that has met the statutory threshold for referral to the Police or Social Care and involves the prevention of, or response to “significant harm”.

**Officers:** refers to all those who hold formal office in the church including staff, wardens, church council, and Trustees.

**Regulated activity:** refers to activity that a barred person must not do. In simple terms, it is activity that requires a DBS check.

**Safeguarding arrangements:** is used in this policy, procedures and related documents as a generic term that includes all aspects of the church’s approach to safeguarding, including matters related to policy, process, culture and practice.

**Single Central Record:** is the master record of all pre-appointment checks and processes that were completed prior to appointment to a role.

**Spectrum of safeguarding:** is the whole range of safeguarding activities that includes universal safeguarding, consent-based care and support (i.e.support that falls below the statutory threshold), and the statutory responsibility to protect children, young people, and adults at risk of abuse from significant harm.

**Staff:** refers to any paid employee or office holder.

**Statutory threshold:** the point at which the church has a duty to report a concern to report a matter to one of the statutory bodies such as the Police, Social Care, or the Charity Commission.

**Sub-threshold (or consent based) safeguarding:** matters or concerns which do not meet the criteria for referral to statutory authorities. These issues may still be serious and require a response from the church, however, internal processes will be followed.

**Targeted Safeguarding:** care or support that is offered to a child or their family, based on consent to prevent harm and promote wellbeing, where there is a risk of poor outcomes for the individual if their support needs are not met.

**Trustee(s)** refers to those who are legally responsible for the governance and oversight of the charity.

**Universal safeguarding:** activity that is required to keep everyone safe. This includes those who have no additional needs and includes the interface with other aspects of safety such as Health and Safety and employer responsibilities.

**Volunteer(s):** refers to anyone who is appointed by the church to a role, or who performs identified tasks on behalf of the church, for which they receive no payment (other than out-of-pocket expenses that are appropriately authorised).

**Vulnerable people:** is a generic term that can be used to mean different things and so care is needed. In the context of this policy, the term is used in a generic sense to include anyone who has a support or care need, or whose ability to protect themselves against harm or abuse is limited. This includes children, young people, adults with support needs and adults at risk of abuse. It also includes those who, due to specific individual circumstances find themselves, either for a short time or over defined time, requiring additional care, support, or protection, but who would not otherwise be regarded as needing support.

## 5. Values and beliefs

**OUR PURPOSE**

**1 Loving God**  
"Love the Lord your God with all your heart and with all your soul and with all your mind." This is the first and greatest commandment."

**2 Loving Our Neighbour**  
And the second is like it:  
'Love your neighbour as yourself.'

**3 Making Disciples**  
Therefore go and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you.

*In Benwell and Beyond*

**We believe that:**

- 5.1. Everyone who engages with our church community, including staff, volunteers, and beneficiaries, has the right to be protected from any form of bullying, harassment, exploitation or abuse and we will seek to ensure that we provide a caring and nurturing environment that is open and transparent, and that promotes the raising of concerns with senior leaders.
- 5.2. We have a particular responsibility to protect and promote the wellbeing of those who have care and support needs and those at risk of abuse including children, young people, and adults at risk of abuse; ensuring they are safe while in our care and that we respond appropriately to disclosures or indicators that they may be experiencing abuse or neglect while in our care or elsewhere.
- 5.3. Every member of both our church communities has a responsibility to act to support the values and commitments outlined in this policy.
- 5.4. Everyone who engages with our church communities has the right to be treated with dignity and respect.
- 5.5. Our approach to safeguarding is rooted in, and is a practical outworking and expression of, our biblically based values, see website, [What we believe - St Joseph's Benwell \(stjosephsbenwell.org.uk\)](http://stjosephsbenwell.org.uk) and supports and confirms our gospel witness, and is aligned with the [Constitution and Canons - Anglican Mission in England](#).

**Our approach to safeguarding is shaped by our belief as Christians that:**

- 5.6. God is holy, loving, merciful and just and he requires his people to live in accordance with his character; acting justly, loving mercy, and living humbly before our God who will ultimately judge all people for the deeds performed in this life.
- 5.7. The church, as the body of Christ on earth should uphold truth and justice with grace, without fear or favour, prejudice, or privilege.
- 5.8. Those in authority within the church are accountable to and will be judged by the God who sees all things and judges impartially:
  - Higher standards are expected of leaders, who will be judged more severely than those who do not teach;
  - Leaders are to follow the example of Christ, leading with sacrificial, servant-hearted humility.
- 5.9. Sin in the church should be identified, confronted, and dealt with through confession and repentance:
  - Where such sin involves criminal activity, it should be reported to the civil authorities who are appointed by God to uphold justice and order in society.
- 5.10. The church is not a gathering of sinless and perfect people, but rather a community of grace where we seek to encourage one another to grow in faith and obedience to God:
  - We are called to encourage and challenge each other lovingly and to spur one another on to greater holiness and obedience to God in an attitude of humility, grace, and forgiveness;
  - Where necessary, the church may impose formal discipline on its members in accord with its governing documents and rules of church order;
  - We are to honour those that God has set in authority over us and to live as responsible and good citizens in the time and place that God has set us;

- Every human life, including that of the unborn, is valuable to God and each person bears his image;
- We live in a fallen and sinful world, where there are many risks and dangers and we must seek to protect everyone, but particularly the vulnerable in our midst, from those dangers;
- God cares for the widow, the orphan, and the stranger; he calls us to protect and care for those who are vulnerable in our society and to oppose exploitation, oppression, abuse, and the inflicting of harm due to negligence;
- Jesus' example was one of valuing and caring about those with whom he came into contact; even when delivering difficult and challenging messages;
- We are to love those around us as God loves them and to seek to bring healing, restoration, and reconciliation to broken and damaged lives by the manifestation of the love of God through us;
- The church is a place of grace, forgiveness and transformation, justice, truth, and holiness;
- The gospel offers forgiveness by grace, through faith, but does not negate justice or remove the temporal consequences of the sin that has been forgiven;
- In this present time, the kingdom of God on earth is a spiritual kingdom that resides in the lives of God's people, and it can only be advanced by proclamation and the work of the Holy Spirit in convicting and convincing;
- The kingdom of God cannot be advanced by coercion or force.

## **6. Our responsibilities and commitments**

### **Our responsibilities**

- 6.1 To ensure that the protection of all members of our community, but particularly children, young people, and adults at risk of abuse, and the promotion of their welfare is of paramount importance to us and that best practice in safeguarding is embedded into the culture of our churches.
- 6.2 To treat each person as equal in the sight of God, showing no favour or partiality.
- 6.3 To seek to minister to the church and wider community, and to encourage growth in obedience to God and his word with equity, transparency, and sensitivity, in accordance with our fundamental beliefs as laid out in our statement of faith, charitable aims and governing documents.
- 6.4 To value, respect and listen to the wishes of every member of our community, including those who are vulnerable or find it difficult to make their voice heard.
- 6.5 To ensure that as a church we are alert to the risks within society, including risks associated with grooming, online abuse, radicalisation, gender-based violence, exploitation, domestic abuse etc., and to report to public authorities appropriately.
- 6.6 To work in partnership with children, young people, their parents / carers, adults at risk of abuse and local and national partner agencies and organisations as appropriate, to promote the welfare of, and to protect, each member of our community; particularly those who are more vulnerable.
- 6.7 To work to develop and maintain an environment that is protective, caring and nurturing for all who engage with our community, in accordance with our doctrines and beliefs as outlined in our governing documents.

- 6.8 To ensure that everyone who ministers or serves within the life of each church is suitable and competent to do so and that they understand the responsibilities of their role.
- 6.9 To ensure that we will support victims of past and present abuse and trauma recognising our limitations and referring to specialist services where necessary.
- 6.10 How we will seek to fulfil these responsibilities:
- We aim to visibly demonstrate our commitment to safeguarding throughout our churches and our most senior leaders will support the development of best practice and provide accountability to everyone who works (whether paid or voluntarily) on our behalf; including providing accountability and challenge to each other.
  - We will ensure that those who are responsible for safeguarding at the various levels of the churches are appropriately trained and supported to fulfil their role competently and confidently.
  - We will actively seek to create and maintain a culture that is consistent with our biblical beliefs and best practice in safeguarding.
  - We will ensure that we have robust and relevant policies, procedures and systems that support the culture of our organisation and the work of all those involved in safeguarding, and that these are reviewed for effectiveness annually.
  - We will ensure that we have an overall Designated Safeguarding Lead and at least two deputies, including one with particular responsibility and involvement with Christ Church Morpeth. They will together take responsibility for leading the safeguarding of children and adults across the organisation.
  - Safeguarding will be promoted and overseen by our senior leaders. We have an appointed safeguarding trustee who will provide safeguarding supervision 3 times a year to the Designated Safeguarding Lead and Deputies, with the support of Christian Safeguarding Services.
  - Delegation of tasks and responsibilities will be clearly outlined in the relevant role descriptions and the organisation's safeguarding structures, see [appendix A and B](#) complete with contact details, will be included in our procedures, and made publicly available.
  - We will practise proportionate safer recruitment best-practice in the recruitment and selection of staff and volunteers, following our safer recruitment policy.
  - We will provide effective leadership, management and support to the staff and volunteers who deliver services on our behalf including:
    - Ongoing training and skills development;
    - Supervision and pastoral support;
    - Quality and performance management measures.
  - We will ensure that we consider safety in all areas of our work and ministry by:
    - Developing a positive safeguarding culture;
    - Managing health and safety through effective policies and procedures; using risk assessment processes and proportionate systems.
    - Creating a positive and nurturing environment in all aspects of the community, including physical, social, emotional, psychological, spiritual etc environments.

- Considering the online as well as the physical environments; including our use of social media and technology.

- 6.11 We will ensure that we monitor the conduct of our staff and that we have policies, procedures, and systems for managing allegations against staff or volunteers, supported by a culture of listening to allegations and responding with rigor, fairness, and transparency.
- 6.12 We will ensure that our expectations in relation to the conduct of members of our community are clear through values and beliefs, codes of conduct, policies and procedures including:
- Anti-bullying and zero-tolerance approach to bullying, including cyber-bullying and the bullying of volunteers, staff, and leaders, in accordance with our antibullying and harassment policy
  - Dealing with peer-abuse (including domestic abuse) and harassment (including sexual harassment).

#### Pastoral care policies and procedures

- 6.13 We will:
- Have clear accountability processes and sanctions for infringements of the code of conduct
  - Promote equality and diversity and a culture of zero-tolerance of discriminatory or abusive attitudes, language, or behaviours.
- 6.14 We will seek to clearly identify concerns about the safety or wellbeing of those who are part of our community and to respond appropriately and proportionately:
- To signpost or refer them to local or national services that can help them;
  - To provide information, guidance, and support as we are able;
  - To share information appropriately with partner agencies where we have concerns about the safety of an individual and statutory thresholds and / or criteria are met;
- 6.15 We will record and store information accurately, keeping it securely in line with our legal duties, information sharing policies, and national and local guidance and agreements. This will include records such as:
- Consent forms
  - Attendance data for work with children, young people, and Adults at Risk of Abuse
  - Recording of accident and incidents using the central accident book, and that there are lessons learnt from serious health and safety incidents
  - Confidential recording of safeguarding concerns
  - Emergency contact details for children and young people attending meetings where their parent/guardian is not present
- 6.16 We will involve children, young people, their parents or carers and adults at risk of abuse in our safeguarding processes wherever possible; making reasonable adjustments where necessary to enable them to participate in the decisions that affect them (whilst upholding clarity that the needs of the child are paramount).
- 6.17 We will ensure that we have a culture and policies and procedures for raising concerns or complaints by any member of our community including children, young people, adults at risk of abuse and their parents / carers and for dealing with those concerns in an efficient, open, honest, and fair manner, including clear appeals processes.
- 6.18 We will also ensure that our leaders are competent and confident in handling complaints, concerns, and allegations.

- 6.19 We will develop a culture that encourages every member of our community to identify and raise concerns and will support this with our whistleblowing policy.
- 6.20 We will ensure that relevant policies, procedures, codes of conduct etc are publicly available.

## Safeguarding Procedures

### 7. Purpose

These procedures aim to provide staff and volunteers with clear and simple instructions as to how safeguarding is promoted and how concerns should be handled. They are not provided for training purposes and will not be used as a substitute for training.

### 8. Scope

These procedures apply to all staff and volunteers and others who act on behalf of the church.

### 9. Governance and oversight

The Trustees will provide effective oversight of safeguarding across the church by:

- 9.1. Ensuring that they appoint from amongst their number a nominated Safeguarding Trustee who will act on their behalf to provide leadership and guidance on matters related to safeguarding.
- 9.2. Ensuring that the church leadership promote the importance of safeguarding and lead the development of a culture that is biblically faithful, healthy, transparent and accountable and that safeguarding is appropriately prioritised, and its profile maintained.
- 9.3. Ensuring that a suitably knowledgeable and appropriately trained and skilled Designated Safeguarding Lead (DSL) and Deputies are appointed and that they are adequately supported and resourced.
- 9.4. Ensuring that a proportionate and legally compliant safeguarding policy is implemented and that it is reviewed by the trustees with input and support from the DSL and Deputy DSLs at least annually, but more frequently as required.
- 9.5. Ensuring that clearly defined safeguarding procedures and systems are in place, that they are understood and implemented by all staff, volunteers, and anyone else who acts on our behalf.
- 9.6. Ensuring that the DSL provides an update to all trustee meetings (which will be conveyed by the Safeguarding Trustee) and that a written annual report is provided to the trustees by the Safeguarding Trustee, the DSL, and Deputy DSLs, at the trustees meeting following the annual Safeguarding Policy update.
- 9.7. Ensuring that the effectiveness of the safeguarding arrangements is monitored on an ongoing basis and reviewed annually in line with the review of the policy and procedures.
- 9.8. Ensuring that safeguarding roles and responsibilities are clearly defined, and that appropriate accountability is provided (see [appendix A](#)).
- 9.9. Ensuring that a clear statement in relation to safeguarding is included in the annual Charity Commission submission, and that any "Serious Incidents" (as defined in the Charity Commission Guidance - <https://www.gov.uk/guidance/how-to-report-a-serious-incident-in-your-charity>) are reported accurately and in a timely manner.

## **10. Recruitment and ongoing support of staff and volunteers**

*The recruitment / appointment and support of staff and volunteers is of critical importance to our work and ministry. To fulfil our legal duties and to ensure we meet the still higher standards dictated by scripture, all staff and volunteers will be subject to appropriate recruitment processes.*

### **Management of recruitment processes**

- 10.1. At least one person who is involved in the process of recruitment of staff or appointment of volunteers working with children/ vulnerable adults will be trained in Safer Recruitment.
- 10.2. Staff will be provided with appropriate Office Holder remit and memorandum of understanding and volunteers with a volunteer agreement prior to deciding whether to take up the position / role.
- 10.3. Roles that involve regulated activity and which consequently are subject to a DBS check will be clearly identified as exempt from the Rehabilitation of Offenders Act.
- 10.4. Appropriate records will be kept of all recruitment processes and decisions.
- 10.5. A "Single Central Record" of recruitment checks and a training log will be maintained.

### **Recruitment process**

- 10.6. Prior to appointment, all staff and volunteer roles with children and youth or vulnerable adults will be required to submit an application form, including a self-declaration of fitness and suitability for the role (see [appendix E](#)). References will be needed including e.g. from bible study group leader, for all teaching roles. References will be collected on form ([appendix F](#)). Where necessary and appropriate (e.g., lack of literacy skills, English as a second language etc) support can be provided for completion of the forms.

### **Paid staff positions**

- 10.7. Prior to appointment all paid staff will be required to attend a formal interview, regardless of whether a competitive process is in operation.
- 10.8. Prior to appointment of staff, references will be sought, including, where possible, a reference from the current or previous employer.
- 10.9. Upon commencement of their position, all staff will be required to complete a formal induction process as outlined in their role description and including any matters identified during the recruitment process, including clarification regarding how to manage a safeguarding concern, and safeguarding training as appropriate to their role.
- 10.10. The Single Central Record, training Log and Personnel file will be updated as appropriate throughout the process, with Safeguarding Lead updating the record.

### **Volunteer role positions with children, youth and vulnerable adults.**

- 10.11. Prior to appointment, all volunteers will be required to attend an informal discussion to ensure their suitability and clarity of understanding of the role and its requirements in line with our volunteering agreement.
- 10.12. Prior to appointment, references will be sought. Internal references are acceptable. This should include a reference from their small group leader.

- 10.13. Following appointment and prior to commencement of the role, volunteers will be required to complete an informal induction process as defined in the volunteer agreement, which will include safeguarding training at a level appropriate to the role.
- 10.14. The Single Central Record, Training Log and Personnel file will be updated as appropriate throughout the process

#### **DBS Checks**

- 10.15. Following appointment and prior to commencement of the role, staff and volunteers involved in regulated activity will be required to complete a DBS check.
- 10.16. Under normal circumstances, the individual will not commence their role until the result of the DBS check has been received.
- 10.17. Under exceptional circumstances and where it is necessary for the person to commence prior to receipt of the DBS check result, a formal risk assessment will be completed (which might include reference to completed DBS certification of that individual for other organisations).
- 10.18. A formal agreement that outlines the duties that are permitted, and all measures implemented to prevent the individual having unsupervised access to vulnerable people will be drawn up and signed by the appointee and the DSL or the Safeguarding Trustee.
- 10.19. Once formal notification of a clear DBS check has been received, the Single Central Record will be updated with the relevant information.

#### **Blemished DBS Checks**

- 10.20. The applicant will be asked to present the DBS certificate to the Lead Recruiter.
- 10.21. The applicant may, if they wish to, withdraw their application.
- 10.22. If the application is withdrawn, consideration should be given to whether this requires the triggering of the “Management of ex-offenders or those who pose an actual or potential risk to others; particularly to vulnerable people” (*see section 14 of this policy*) process.
- 10.23. If the applicant self-declared the blemish and it has been discussed previously, the recruiter will check to ensure that the detail provided in the self-disclosure is consistent with the information on the DBS certificate.
- 10.24. If the applicant did not self-disclose, an open conversation about the circumstances of the blemish will be discussed with the applicant.
- 10.25. Whether the discussion arises from self-disclosure or examination of the certificate, a formal assessment will be conducted to ascertain the applicant’s suitability for the role and the outcome will be recorded.
- 10.26. Advice can be sought from CSS if required.
- 10.27. The applicant will be given every opportunity to provide input to the assessment and the outcome will be explained to them.
- 10.28. A blemished DBS check does not necessarily prevent the individual from engaging in regulated activity. The risk assessment may conclude:
  - That the individual is unsuitable for the role;
  - That further investigation is required;
  - That the person is suitable for the role with restrictions;
  - That the blemish does not indicate unsuitability;
- 10.29. If the risk assessment concludes that the individual is unsuitable for the role, consideration will be given to whether the “Management of ex-offenders or those

who pose an actual or potential risk to others; particularly to vulnerable people” (see *section 14 of this policy*) process needs to be triggered.

- 10.30. Once the details of the certificate have been recorded in the Single Central Record, the certificate will be returned to the applicant and no copies will be retained.

### **Probationary periods**

- 10.31. The precise nature and expectations of probationary periods will vary from role-to-role as described in the role description, however, they are intended to be supportive of the volunteer / office holder and to provide a framework that provides accountability to both the individual and the organisation. Probationary periods will not be used for punitive purposes.
- 10.32. All staff will be subject to a formal probationary period.
- 10.33. Prior to commencement of the role, a clear statement of the criteria for successful completion of the probationary period will be provided.
- 10.34. Regular support, guidance and review will be provided throughout the probationary period and the outcome (passed, extended, failed) will be communicated to the office holder prior to the end of the probationary period and records will be retained of all discussions.

### **Ongoing support and supervision**

- 10.35. All staff and volunteers will receive proportionate supervision and pastoral care. Youth and Children’s lead will meet with Ministry leads and encourage them to meet with volunteers including a prompt to consider safeguarding involvement/ concerns/ additional training or support needs.
- 10.36. Supervision will include both personal wellbeing and performance management.
- 10.37. Where DBS checks are required, these will be updated at least every three years.

### **Training**

- 10.38. All staff and volunteers in roles that involve regulated activity or those who manage such staff will be required to attend regular safeguarding training.
- 10.39. Church leaders will refresh their training at least every three years.
- 10.40. Trustees will receive initial training. While there is no legal requirement for formal update training, the trustees will ensure that they are competent in their roles and that their knowledge of compliance with legislation and Charity Commission guidance up to date.
- 10.41. Volunteers and staff involved in working with children, young people, or adults at risk of abuse are required to update their training at least every three years.
- 10.42. The Designated Safeguarding Lead and the Deputy DSLs are required to attend formal update training at least every two years.
- 10.43. All staff, volunteers and trustees will undergo some informal update activity annually.
- 10.44. Training should include themes on domestic abuse and trauma and the impact on victims including children.
- 10.45. Children are now regarded by law (Domestic Abuse Act 2021) as victims of domestic abuse if they are living in a home where they are exposed to domestic abuse of their parents or relational care givers.
- 10.46. A log of training alongside DBS checks will be maintained by the church.

## **11. Ensuring a safe and healthy environment**

- 11.1. *St Joseph's Benwell and Christ Church Morpeth fully recognises that there are many factors that impact on and contribute to the safety of the environment for everyone; some of these being procedural and others cultural. Here we describe only the procedural aspects.*

### **Health and Safety**

- 11.2. The trustees aim to ensure that the health and safety of everyone who enters or uses our church buildings/premises where we meet. We have a separate Health and Safety Policy.
- 11.3. The Health and Safety policy highlights the need for adequate First Aid cover and that qualified First Aiders administer First Aid, if available.
- 11.4. The Health and Safety policy also covers the need for appropriate and accessible safety equipment such as First Aid kits, Fire Extinguishers etc to be available and maintained on an ongoing basis. Any incidents requiring medical intervention should be recorded in the accident book, with notification email sent to first aiders, Dave Dowling ([dave.dowling@stjosephsbenwell.org.uk](mailto:dave.dowling@stjosephsbenwell.org.uk)) and Lydia Cochrane ([lydia.cochrane@stjosephsbenwell.org.uk](mailto:lydia.cochrane@stjosephsbenwell.org.uk)) or, in the case of Christ Church Morpeth, Josh Michie and David Milnes [david.milnes@stjosephsbenwell.org.uk](mailto:david.milnes@stjosephsbenwell.org.uk)

### **Awareness raising**

- 11.5. St Joseph's Benwell and its church plant, Christ Church Morpeth recognise that any member of our church community could discover or receive a disclosure of abuse, and therefore all members need a basic awareness and competence, regardless of whether they engage directly in ministry to children, young people, or vulnerable adults. We will raise awareness by ensuring that:
- Information about our policies, procedures and codes of conduct are publicly available and promoted by our leaders;
  - Details of our safeguarding team are prominently displayed;
  - We set clear expectations of conduct and that clear processes for identifying, challenging, investigating, and dealing with inappropriate conduct are implemented;
  - We implement and promote clear and transparent processes for the raising of concerns or complaints, supported by a culture that encourages and welcomes these as opportunities to learn and improve.

### **When engaging in ministry to children and / or young people we will:**

- 11.6. Ensure that registers of children attending and leaders present are maintained
- 11.7. Ensure that those involved in such ministries have been appointed in accordance with our Safe Recruitment procedures.
- 11.8. Ensure that those with parental or carer responsibility are aware that children are attending, and consent is obtained, where appropriate. Also contact details and information about any additional or specific needs will be recorded, and available for those running the group.

- 11.9. Ensure that appropriate child: adult ratios are maintained (though even small groups require at least 2 adults). We currently are guided by NSPCC recommendations:
- ✓ 0 – 2<sup>nd</sup> birthday: one adult to three children
  - ✓ From 2<sup>nd</sup> – 4th birthday: one adult to four children
  - ✓ 4 - 8 years: one adult to 6 children
  - ✓ 9 - 12 years: one adult to eight children
  - ✓ 13 - 18 years: one adult to ten children.
- 11.10. Ensure that appropriate accident / incident reporting is in place and that any accidents or incidents are reported to parents / carers in a timely manner.
- 11.11. Ensure that appropriate order and discipline are maintained.
- 11.12. Ensure that children are encouraged and empowered to raise any concerns that they may have with leaders or their parents as appropriate.

**When children or young people are present at meetings that are primarily aimed at adults and childcare is not provided and their parents are present**

- 11.13. During these times, children remain the responsibility of their parents who are responsible for their safety and care.
- 11.14. Any concerns or support needs identified will be recorded and reported to the DSL in the usual way.

**When young people are present at meetings that are primarily aimed at adults and participating in that meeting in their own right**

- 11.15. Although there are not specific procedures for such meetings, the normal principles of safeguarding will apply.
- 11.16. If the young person is not believed to be competent to consent to attendance, consent will be sought from their parents / carers.
- 11.17. If the young person is believed to be competent to consent to attendance, they will be encouraged to be open and transparent with their parents / carers and consent will be sought for the church to contact the parents and establish open communication and transparency.
- 11.18. Leaders of the church or of the meeting in question will be vigilant to ensure that the young person is adequately protected.
- 11.19. Any concerns or support needs identified will be recorded and reported to the DSL in the usual way.

**When ministering to Adults at Risk of Abuse or Adults with additional support needs**

- 11.20. If the individual is not believed to be competent to consent to attendance, consent will be sought from their carer(s).
- 11.21. If the individual is believed to be competent to consent to attendance, they will be encouraged to be open and transparent with their carers, and consent will be sought for the church to contact them with a view to establishing open communication and transparency.
- 11.22. Leaders of the church or of the meeting in question will be vigilant to ensure that the individual is adequately protected.
- 11.23. Any concerns or support needs identified will be recorded and reported to the DSL in the usual way.

### **General provisions**

- 11.24. The church will ensure that information relating to safeguarding, including contact details and other relevant information, is prominently displayed in the building and online.
- 11.25. Leaders will promote the need for every member to be vigilant to safeguarding concerns through the processes, teaching and culture of the church and by personal example.

## **12. Responding to and reporting safeguarding concerns and disclosures**

### **Managing immediate risk**

- 12.1. Upon identification of a concern or receipt of a disclosure, the worker involved should make an assessment as to whether any immediate action is necessary to protect the individual.
- 12.2. The worker may seek advice from the team leader or from the DSL, however, the seeking of advice should not unnecessarily delay or prevent the protective action or place the individual at risk of further or increased harm.
- 12.3. In such urgent situations and if the DSL cannot be immediately contacted, the worker should contact either the police on 999 or Social Care to obtain support. See [appendix C](#). Under such circumstances, the DSL should be notified at the earliest possible opportunity.

### **Reporting concerns to the Designated Safeguarding Lead (DSL)**

- 12.4. Once it has been established that the individual is not, or is no longer in imminent danger, the concern will be reported to the DSL ( either by phone 0191 337 1490) or email [safeguarding@stjosephsbenwell.org.uk](mailto:safeguarding@stjosephsbenwell.org.uk), if not available in person)
- 12.5. The concerns will be discussed with the DSL at the earliest opportunity, to ensure clarity of understanding.
- 12.6. Details of the concern must be recorded on the “Incidents and concerns reporting form” (See appendix I) either before, during, or immediately after the discussion with the DSL.

### **Managing the risks: the role of the DSL**

- 12.7. In discussion with the worker reporting the concern, the DSL will review any immediate actions taken and will be responsible for follow-up or further action that may be required.
- 12.8. Upon receipt of the completed form, the DSL will establish a “Confidential File” in relation to the person at risk:
  - A Chronology (See appendix D) will be established and inserted at the front of the confidential file;
  - The confidential file will be updated with any further discussions or actions, including any advice sought or referrals made, and updating will continue on an ongoing basis;
  - The DSL will confirm to the person raising the concern that the matter has been actioned. The DSL will not provide any unnecessary information. Information is only shared on a “need to know” basis.

- 12.9. Where the concern meets the statutory threshold, the DSL will notify the parent or carer of the individual concerned (or the individual themselves if they are a competent adult) that a referral is being made to Social Care. (For St Joseph this will be Newcastle Local Authority and for Christ Church Morpeth this will be Northumberland Local Authority).
- 12.10. Information will not be shared with the parent / carer in situations where:
- To do so would place a child at increased risk of harm or neglect;
  - To do so would place an adult at increased risk of harm or abuse;
  - The concern relates to Fabricated or Induced Illness;
- 12.11. The referral will be made to the appropriate Social Care service (See appendix B for contact details);
- If the referral has not been acknowledged within 3 working days, the DSL will follow up with Social Care.
  - The DSL will work with the Local Authority and other partners on behalf of the churches to ensure that we fully participate in the safeguarding process.
  - All conversations, correspondence, and documentation etc will be placed into the confidential file and the "Record of action" and Chronology will be maintained on an ongoing basis
- 12.12. Confidential files will be stored in the Safeguarding Incidents file within the Safeguarding Folder of the secure Trust drive.
- 12.13. The DSL will share information as necessary with other individuals in that church to facilitate effective safeguarding.

### **13. Allegations against or concerns of a Safeguarding nature, about staff and volunteers**

- 13.1. St Joseph's Benwell and Christ Church Morpeth take allegations against our staff and volunteers very seriously and will ensure that they are investigated thoroughly, via a transparent process that expedites the matter in a timely manner. We recognise that that we have a responsibility to take the allegation seriously, to manage the situation effectively while the investigation takes place and to and to support the potential victim and the person accused throughout the process.
- 13.2. Allegations against **volunteers** within the church should be reported to Lydia Cochrane, Deputy Designated Safeguarding Lead (St Joseph's), Kathryn Bell, Deputy Designated Safeguarding Lead (Christ Church Morpeth), or Chris Tasker, Designated Safeguarding Lead on **0191 337 1490**, or [safeguarding@stjosephsbenwell.org.uk](mailto:safeguarding@stjosephsbenwell.org.uk). If concerns are regarding any of the above, report to Safeguarding Trustee, Anna Redfearn, via church office (**0191 337 1490**) or contact Christian Safeguarding Services (CSS) on **0116 218 4420**. This telephone line for safeguarding concerns is able to take a message at all times and the service will respond within 3 days, or sooner if matter is urgent. If immediate response is needed ring Social Care or the police.
- 13.3. Allegations against **staff** within the church should be reported to Ken Matthews, Senior minister, or contact Christian Safeguarding Services on **0116 218 4420**
- 13.4. If the allegation is against Ken Matthews, Senior Minister, it should be reported to Christian Safeguarding Services (CSS) on **0116 218 4420, AMiE Safeguarding**

Trustee <https://www.anglicanmissioninengland.org/about/safeguarding/> or to the Bishop via his representative, Chris Tasker, Warden or to the St Joseph's Safeguarding trustee (Anna Redfearn).

- 13.5. Full details of the allegation will be recorded
- 13.6. The church's investigating officer will assess whether any immediate action is required to ensure the safety of everyone involved:
  - Dependent upon circumstances and the immediate action required, notifying the individual that an allegation has been received may be unavoidable;
  - If so, care will be taken not to compromise the gathering of evidence;
  - If it is necessary to notify the individual at this stage, details of the allegation will not be divulged;
  - Support must be offered to the subject of the allegation as well as any potential victims.
- 13.7. At the earliest opportunity, the LADO (Local Authority Designated Officer) should be consulted. (see Appendix C). If the LADO cannot be contacted due to working hours, initial advice can be sought from Social Services.
- 13.8. If the allegation meets the threshold for LADO consultation, the church's Safeguarding Lead dealing the case will work with the LADO to ensure that the allegation is thoroughly investigated, and all issues raised are addressed.
- 13.9. If the allegation does not meet the threshold for LADO, the investigating officer will consult with CSS, who will provide independent support and advice to ensure transparency.
- 13.10. Thorough records of all aspects of the handling of the allegation will be retained throughout the process.
- 13.11. These records will be held confidentially in the Safeguarding Incident folder of the Safeguarding folder. The DSL will seek and follow specialist advice throughout the process.

#### **14. Proportionate Management of ex-offenders or those who pose an actual or potential risk to others; particularly to vulnerable people**

- 14.1. As churches, we believe in the power of God to forgive and transform individuals. We also believe that every individual is valuable to God and should be protected; particularly those who are vulnerable.
- 14.2. Where either church becomes aware that an individual is an ex-offender or that they may pose a risk to other vulnerable people, the church leaders will enter into an open and frank discourse with that individual to understand the context and the risks.
- 14.3. With the consent of the individual (if required), the church will seek to work in partnership with probation services or other agencies supporting the individual where this is appropriate.
- 14.4. The leaders will assess the risk posed by the individual and a formal risk assessment will be formulated.
- 14.5. A formal agreement with the individual will be drawn up and will be signed by the senior minister, the safeguarding lead and the ex-offender. The agreement will include:
  - The church's commitments to the individual who poses the risk;
  - The steps the church will take to support the individual while simultaneously protecting everyone in the church community;

<ul style="list-style-type: none"> <li>○ The restrictions and conditions that will be applied to the individual's involvement in the life of the church;</li> <li>○ The consequences of failure to comply with the agreement;</li> <li>○ When and how the risk assessment and formal contract will be reviewed</li> </ul> <p>14.6. All decisions and agreements will be formally recorded and securely stored in the folder marked Safeguarding Risks in the Safeguarding folder on the secure drive, and will be retained, even if the ex-offender ceases to be monitored by probationary services.</p> <p>14.7. The individual who poses a risk will be fully involved in the planning process and information will only be shared with church members by the leaders either:</p> <ul style="list-style-type: none"> <li>○ With the agreement of the individual who poses a risk;</li> <li>○ Where information needs to be shared to protect vulnerable people and then, only the minimum information that is essential will be shared and the individual will be informed in advance what information will be shared.</li> </ul> <p>14.8. If the individual chooses to leave the church to avoid the management of the risk and starts to attend elsewhere, the church leaders will take specialist advice, but this will be passed on, in normal circumstances.</p>		
<p><b>15. Complaints and concerns.</b>                  If a complaint relates to Safeguarding, it will be managed under the Safeguarding policy. Otherwise it will be managed under Complaints policy, or Whistleblowing policy</p>		
<p><b>16. Concerns about practice and whistleblowing – These will be processed in line with Whistleblowing policy</b></p>		
<p><b>Basis of policy and legal framework</b></p> <p>This policy is consistent with:</p> <ul style="list-style-type: none"> <li>● Current legislation</li> <li>● National guidance</li> <li>● Local arrangements</li> <li>● Our charitable objectives, governing documents, and doctrinal statements</li> </ul> <p>Details of the relevant legislation and guidance is available in appendix B</p>		
<p>Related policies and procedures</p> <p>This policy should be read in conjunction with:</p> <ul style="list-style-type: none"> <li>● Our statement of Faith</li> <li>● Our governing documents</li> </ul>		
<p>Policy due for review: <b>March 2027</b></p>	<p>Policy previously reviewed June 24 but review June 25 delayed with agreement of: St Joseph's Trustees</p>	<p>Last review March 26</p>



Appendix A - Safeguarding statement

## **St Joseph's, Benwell (including Christ Church Morpeth) safeguarding statement**

We want everyone who comes into contact with us to feel safe, valued and cared for. We believe that each person is made in the image of God, and as a result have an inherent dignity and worth.

We also recognise that we live in a sinful world, where human beings rebel against God and his ways for us, and harm one another in innumerable ways. We believe that the human heart is wicked and deceitful and that we are all capable of falling into sin.

We believe in the good news that God offers us forgiveness and new life if we will receive Jesus Christ as our saviour and Lord. We believe that when we submit to God and allow him to work in us by his Holy Spirit, we will grow in our faith and gradually become more like Jesus. Our greatest purpose and joy is to be in relationship with God, and to know his transforming work within us that gives us the power to change and become more Christlike; living lives that glorify God.

The church is a place where the love of God for each person is displayed and where we live, learn, and grow together in our faith. This involves supporting, encouraging, and even challenging and rebuking one another when we sin; all for the glory of God and for our individual and mutual good. We believe that God sees everything and that he knows even our secret and hidden sins and that one day each of us will stand before him as our judge.

As we journey and grow together in this life of faith, we recognise that we are not perfect and that at various times we will all have to both offer and seek forgiveness from others. We do, however recognise that within church there is the opportunity for individuals or groups to harm, abuse, or exploit others. We, as churches, wish to stand against any misuse of power, abuse, or exploitation. We all have a responsibility to care for and protect each member of our church communities, but particularly those who are weaker or more vulnerable.

If you have any concerns about the way that you, or anyone else has been treated, or about anything that we do as a church, please speak to one of the Ministers (Ken Matthews or Ben Pryke or David Milnes) or Church Wardens (Chris Tasker or Tom Smyth) or to one of our Safeguarding Team (Lydia Cochrane or Chris Tasker or Kathryn Bell). You can find out who they are from the posters on the notice boards. The Safeguarding Trustee is Anna Redfearn. Our safeguarding policy and procedures are available on our website.

As a church we take safeguarding seriously and we work with local and national organisation to help us to do all we can to keep everyone safe. We will fulfil all our legal duties to protect both children and Adults at Risk of Abuse, but we aim to go above and beyond and to discharge our safeguarding duties in a way that is biblically faithful and pleasing to our loving heavenly father, who calls us to do justice, love kindness and to walk humbly before him.

We commit to speaking to you openly and honestly if we have any concerns that you need to know about. If you have any concerns or require any support of help, please do not hesitate to speak to someone that you trust within the church.

## Appendix B

### Safeguarding responsibilities

#### Governance of safeguarding

The trustees will ensure that they provide leadership of safeguarding across the organisation by:

- Ensuring that legally compliant policies, procedures, codes of conduct and systems are implemented
- Ensuring that a suitably skilled and knowledgeable Safeguarding Officer (Designated Safeguarding Lead) and at least one deputy is appointed, supported, and resourced
- Providing accountability to those responsible for various aspects of safeguarding
- Reviewing the safeguarding arrangements to ensure that an effective and proportionate approach is thoroughly implemented and consistently enacted across each church
- Ensuring that the Safeguarding Officer and deputy provide regular updates to the Trustees
- Ensuring that Charity commission requirements, including the responsibility to report any serious incidents are fully met

#### Leadership and management of safeguarding

The Designated Safeguarding Lead and their deputy, will ensure that:

- The Safeguarding Policy is regularly reviewed, and updated in conjunction with the Safeguarding Trustee, and any changes signed off by the trustees
- Safeguarding concerns are managed in a timely and proportionate manner, including making referrals to statutory agencies as required, working with partner agencies such as the Local Authority and the Police and the maintenance of accurate records and systems
- In the event of any uncertainty, CSS or Safeguarding trustee will be consulted.
- They lead the implementation of the safeguarding policies and procedures
- Ensuring that those engaged in ministry on behalf of St Joseph's, Benwell, and Christ Church Morpeth are provided with proportionate and appropriate training and that they are competent to discharge their safeguarding responsibilities
- Ensuring that regular reports are provided to the trustees and that any urgent issues are communicated to the chair of trustees in a timely manner
- Raising awareness of safeguarding and promoting its importance across the organisation

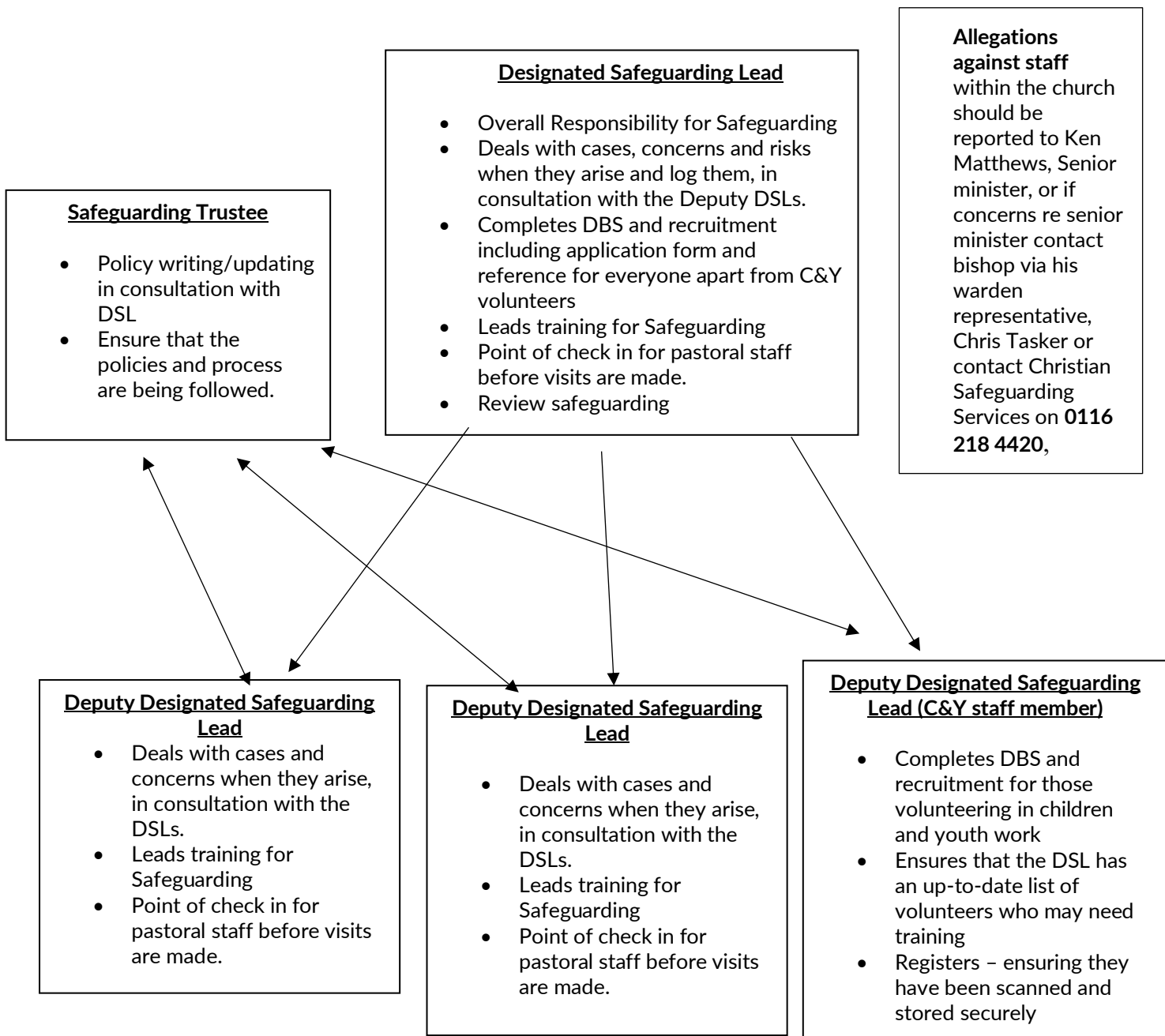
The Safeguarding Trustee will meet regularly with the Safeguarding Officer and Deputies, provide support and ensure that procedures are being followed, involving Christian Safeguarding services, and Statutory Services whenever needed. Safeguarding Trustee to be made aware that CSS has been consulted, in relation to matters not deemed to meet threshold

**Individual responsibilities**

Everyone working on behalf of St Joseph’s, Benwell or Christ Church Morpeth is required to:

- Act in accordance with the policies, procedures and codes of conduct provided
- Adhere to local legislation, guidance, and procedures
- Ensure that they remain vigilant to the risks of harm

**Safeguarding at St Joseph’s Trust (including Christchurch Morpeth)**



Appendix C	
Key safeguarding contacts	
<p style="text-align: center;"><b>Organisational</b></p> <p style="text-align: center;">St Joseph's Benwell Church</p> <p style="text-align: center;">Phone: 0191 3371490</p> <p style="text-align: center;">E-mail: via the church website</p> <p style="text-align: center;">Leadership</p> <p style="text-align: center;">Rev Ken Matthews</p> <p style="text-align: center;">Designated Safeguarding Lead</p> <p style="text-align: center;">Dr Chris Tasker</p> <p style="text-align: center;">Deputy Designated Safeguarding Leads</p> <p style="text-align: center;">Lydia Cochrane</p> <p style="text-align: center;">Dr Kathryn Bell (Morpeth)</p> <p style="text-align: center;">Contactable via church office on 01913371490 and request safeguarding or</p> <p style="text-align: center;">Email safeguarding@stjosephsbenwell.org.uk</p> <p style="text-align: center;">Our policies and other useful information about safeguarding can be found at:</p> <p style="text-align: center;">www.stjosephsbenwell.org.uk</p> <p style="text-align: center;">The roles and responsibilities of those involved in safeguarding can be found in appendix A and B</p> <p style="text-align: center;">Christian Safeguarding Services line</p> <p style="text-align: center;">0116 2184420</p> <p style="text-align: center;">Email contact@thecsss.co.uk</p>	<p style="text-align: center;"><b>Statutory services</b></p> <p style="text-align: center;">Local Authority details</p> <p style="text-align: center;">Newcastle Local Authority for St Joseph's, Benwell</p> <p style="text-align: center;">Northumberland for Christ Church Morpeth</p> <p><b>Newcastle</b>      <b>Safeguarding children</b></p> <p style="text-align: center;">In hours 0191 2772500</p> <p style="text-align: center;">Emergency out-of-hours: 01912787878</p> <p style="text-align: center;">Local interagency referral forms can be found here:</p> <p style="text-align: center;"><a href="https://newcastle.gov.uk/services/care-and-support/children/keeping-children-safe/report-concern-about-child-or-young-person">https://newcastle.gov.uk/services/care-and-support/children/keeping-children-safe/report-concern-about-child-or-young-person</a></p> <p style="text-align: center;"><b>Adult Social Care</b></p> <p style="text-align: center;">Phone: Adults in hours 0191 2788377</p> <p style="text-align: center;">Out of Hours : 0191 2787878</p> <p style="text-align: center;">Online referral form <a href="https://new.newcastle.gov.uk/adult-social-care/contact-adult-social-care/report-adult-abuse-or-safeguarding-concerns">https://new.newcastle.gov.uk/adult-social-care/contact-adult-social-care/report-adult-abuse-or-safeguarding-concerns</a></p> <p><b>Northumberland</b>      Report concerns 01670536400</p> <p style="text-align: center;">Or use online form for Children at <a href="https://www.northumberland.gov.uk/children-young-people-and-families/safeguarding-children">https://www.northumberland.gov.uk/children-young-people-and-families/safeguarding-children</a></p> <p style="text-align: center;">Adults use <a href="https://www.northumberland.gov.uk/adult-social-care/adults-safeguarding">https://www.northumberland.gov.uk/adult-social-care/adults-safeguarding</a></p> <p style="text-align: center;">Allegations against staff or volunteers should be reported to Safeguarding Team or Christian Safeguarding Services or to the Local authority</p> <p style="text-align: center;">(Please remember that e-mail is NOT secure so confidential or sensitive data should not be included)</p> <p style="text-align: center;">LADO (Local Authority Designated Officer) via relevant authority Children Social Care as above</p>

<b>Appendix D - Basis of the policies and procedures and the legal framework</b>	
<ul style="list-style-type: none"> <li>○ Our statement of faith                             <ul style="list-style-type: none"> <li>▪ This policy reflects the organisation’s fundamental biblical beliefs and should be read in conjunction with the statement of faith</li> </ul> </li> <li>○ Our governing documents (e.g., constitution / Memorandum and Articles of Association etc)</li> </ul>	
Safeguarding Children	Safeguarding Adults
<ul style="list-style-type: none"> <li>● National legislation and guidance (Safeguarding Children)                             <ul style="list-style-type: none"> <li>○ Children Acts (1989 &amp; 2004)</li> <li>○ Children and Families Act 2014</li> <li>○ Children and Social Work Act 2017</li> <li>○ Working together to safeguard children (updated 2023)</li> <li>○ What to do if you’re worried a child is being abused: advice for practitioners (Department for Education, 2015)</li> <li>○ Protection of Children Act 1999</li> <li>○ Safeguarding vulnerable groups act 2006</li> <li>○ Protection of freedoms Act 2012</li> <li>○ Disqualification under the childcare act 2006 (2018 amended)</li> <li>○ Prevent duty guidance 2016</li> <li>○ Sexual offences Act 2003</li> <li>○ The Safe Network Standards (available from the NSPCC website)</li> <li>○ The policy also takes account of the principles outlined in:                                     <ul style="list-style-type: none"> <li>▪ Keeping children safe during community activities, after school clubs and tuition</li> <li>▪ Keeping children safe in education 2023</li> <li>▪ FGM duty guidance</li> <li>▪ Prevent duty guidance</li> </ul> </li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>● National legislation and guidance (Safeguarding adults)                             <ul style="list-style-type: none"> <li>○ The Care Act 2014</li> <li>○ Human Rights Acts 1998</li> <li>○ Care Standards Act 2000</li> <li>○ Mental Capacity Act 2005</li> <li>○ Deprivation of Liberty Safeguards 2007</li> <li>○ Sexual Offences Act 2003</li> <li>○ Police and Criminal Evidence Act 1984 of Fraud Act 2006</li> <li>○ Public Interest Disclosure Act 1998</li> <li>○ Health and Social Care Act 2008</li> <li>○ Disclosure and Barring Service (DBS)</li> <li>○ Multi-Agency Public Protection Arrangements (MAPPA)</li> <li>○ Multi-Agency Risk Assessment Conference (MARAC)</li> <li>○ LSAB Multiagency Policy and Procedures</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>● Local guidance and procedures                             <ul style="list-style-type: none"> <li>○ Local Safeguarding Children Board procedures</li> <li>○ Local authority guidance</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>● Local guidance and procedures                             <ul style="list-style-type: none"> <li>○ Local Safeguarding Adults Board procedures</li> <li>○ Local authority guidance</li> </ul> </li> </ul>



Appendix E  
**CONFIDENTIAL**

**Volunteer Application Form – Children's and Youth Work**

<b>About You</b>	
Full Name:	Address:
Phone number:	
Mobile number:	
E-mail address:	
<b>About the role</b>	
Group:	Role applied for:
<b>Personal Statement</b>	
Please briefly describe your reasons for applying for this role and any appropriate experience in similar roles.	
Do you have any questions or concerns about the role, or your ability to fulfil it, that you would like to discuss with us?	
Please briefly describe how you became a Christian.	
What in your view are the essentials of Christian belief about? <ul style="list-style-type: none"><li>• God the Father</li></ul>	

<ul style="list-style-type: none"> <li>• God the Son</li>   <li>• God the Holy Spirit</li>   <li>• The Bible</li> </ul>		
<b>References</b>		
Please supply details of 2 people who can comment on your suitability for this role. One of these should be your bible study group leader.		
<b>Reference 1</b>	<b>Reference 2</b>	
Name	Name	
Relationship to you or capacity in which you are known to them	Relationship to you or capacity in which you are known to them	
E-mail address:	E-mail address:	
<b>Self-Declaration</b>		
	Yes	No
Do you have any criminal convictions that would affect your ability to perform this role?		
Is your state of physical, mental, emotional, and spiritual health adequate to fulfil this role?		
This role involves working with children and young people, are you, or have you ever been barred from such work?		
Are you in agreement with the church's beliefs as outlined in the statement of faith?		
Do you agree to abide by the policies, procedures, codes of conduct, risk assessments, etc. that are relevant to this role?		
Is there anything that you wish to add or that you wish us to consider in relation to this self - declaration?		
I confirm that the information supplied in this form is accurate to the best of my knowledge.		
Signature:		

To be reviewed on March 2027

Date:

*Please return to Lydia Cochrane, either in person or by email [Lydia.cochrane@church.org.uk](mailto:Lydia.cochrane@church.org.uk)*



Appendix F

**Volunteer Reference Form – Children’s and Youth Work**

First and Last Name of person applying	
First Name:	Surname:
Referees Details	
Full Name:	Address:
Phone number:	
E-mail address:	
Reference	
In what capacity do you know the applicant?	
How long have you known the applicant?	
Please briefly comment on the applicant’s strength and weaknesses, gifts, and spiritual health.	
Are you aware of any physical or mental health issues that might affect the applicant's capacity to do this role?	
Yes [ ]	
No [ ]	
If yes, please explain further.	

Are you aware of anything that might make it inappropriate for the applicant to work with children and young people or vulnerable adults ? ( potential safeguarding concern)

Yes [ ]

No [ ]

If yes, please provide information.

Further comments or information that we should be aware of.

I confirm that the information supplied in this form is accurate to the best of my knowledge.

Signature:

Date:

*Please return to Lydia Cochrane, either in person or by email*  
[Lydia.cochrane@stjosephsbenwell.org.uk](mailto:Lydia.cochrane@stjosephsbenwell.org.uk)

## Appendix G Complaint's log

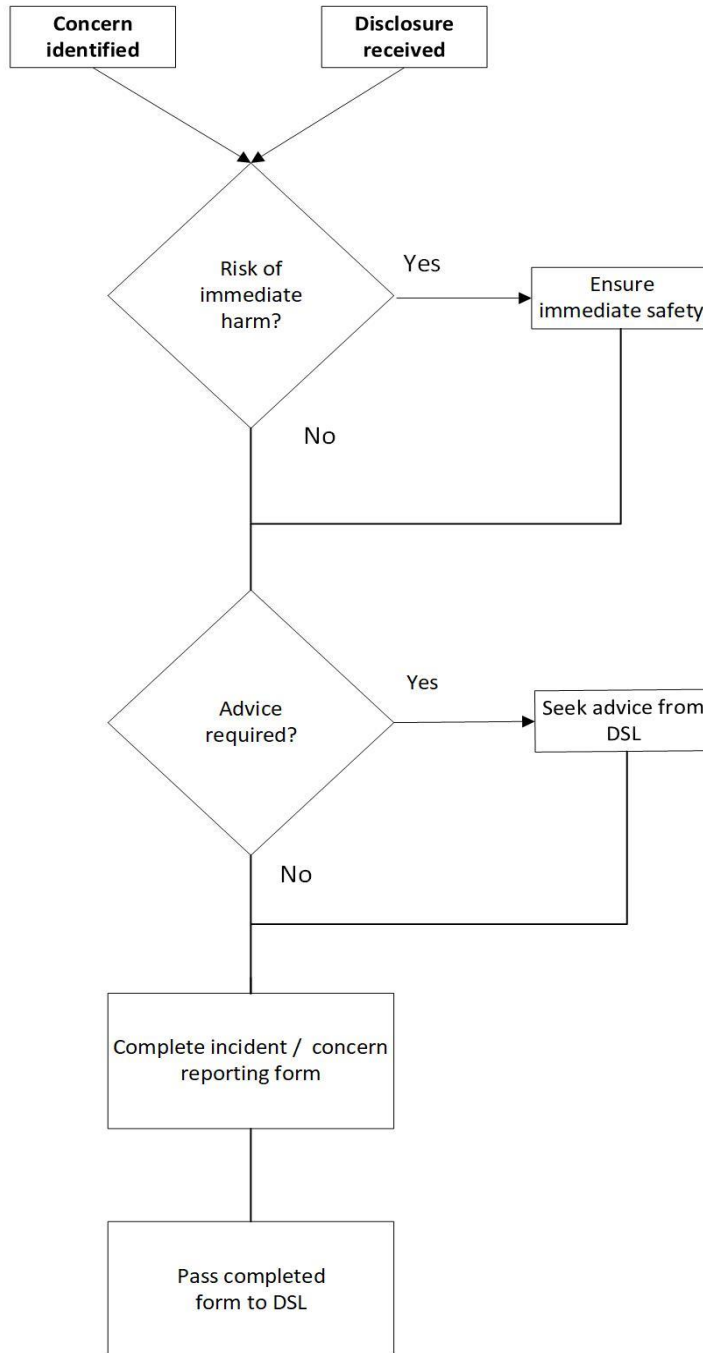


Microsoft Excel  
Worksheet

Reference	Date Rec'd	Complainant name(s)	Nature of complaint / key theme(s)	Acknowledged	Stage 1 commenced	Stage 1 complete	Stage 1 outcome	Stage 2 commenced	Stage 2 complete	Stage
2021-1										

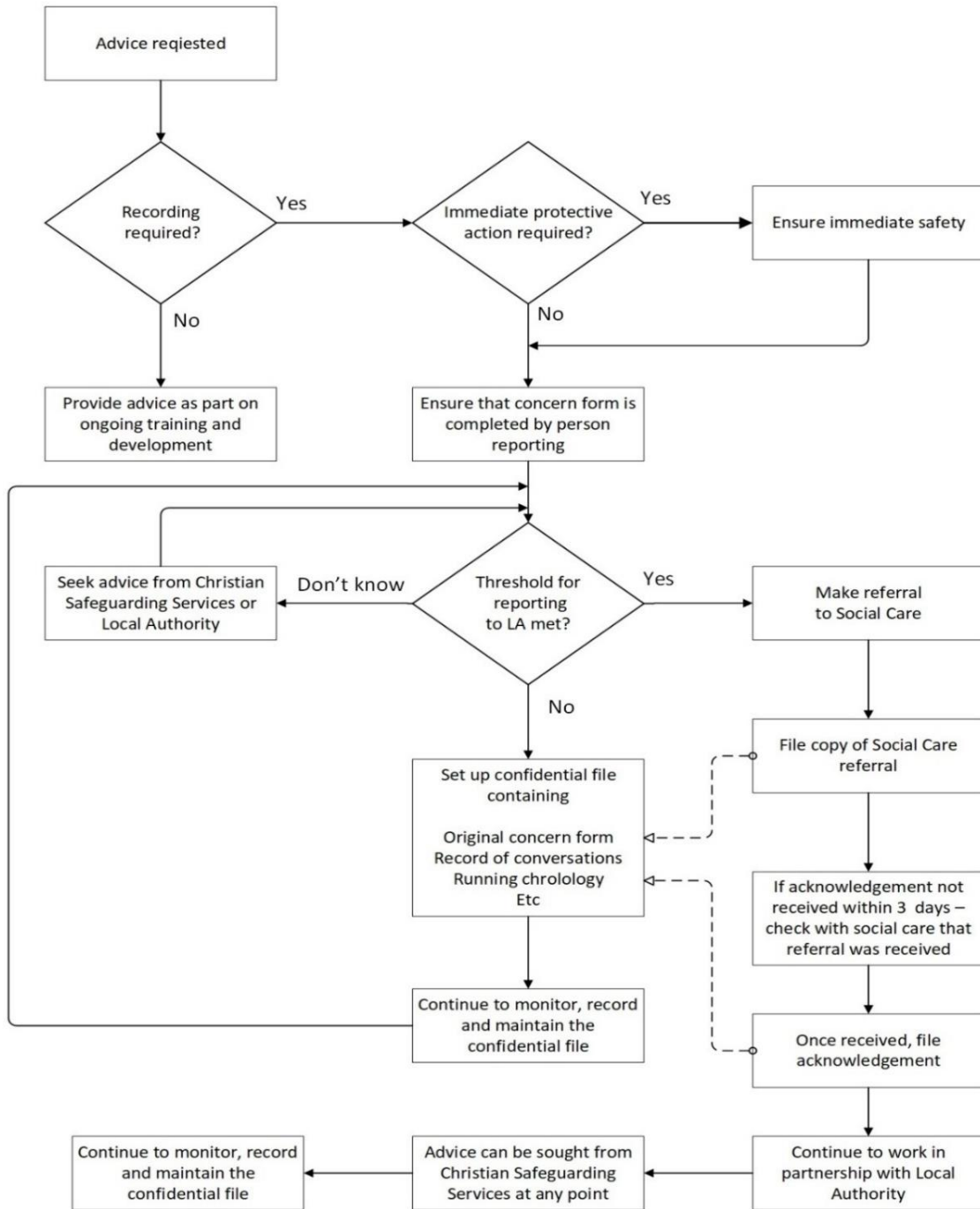
Appendix H

# Reporting concerns or disclosures



Christian Safeguarding Services can be contacted via their voicemail on 0116 2184420. Urgent calls -they will call you back. Non-urgent they will respond within 3 working days

## Processing concerns or disclosures: the role of the DSL



Christian Safeguarding Services can be contacted via their voicemail on 0116 2184420. Urgent calls -they will call you back. Non-urgent they will respond within 3 working days



Appendix I  
**St Josephs Incident / Concern reporting form**



<b>About this form and the person completing it</b>			
Your name	Your phone number	Your mobile number	Your e-mail address
Department /Group / ministry area			Date completed
<b>About the person or people we are concerned about or involved in the incident (If an allegation, the details of the person making the allegation)</b>			
Their name(s)	Their Address	Their Date of birth	Incident / disclosure / concern
<i>Please insert more lines as required</i>			
<b>If an allegation, details of the person accused</b>			
<i>Please provide as much information as possible or necessary to identify them</i>			
<b>Details of the incident / disclosure / concern</b>			
<i>What happened / was said / have you noticed etc?</i>			
<b>Context of the incident / disclosure / concern</b>			
<i>Where / when / who else was present etc.</i>			
Date of incident / disclosure		Time of incident / disclosure	
Immediate action taken to ensure immediate safety			
Other action taken or advice sought			
Signature			

## Appendix J

### Statement of Faith

Section 5.5 covers the key statement of faith for St Joseph's Benwell Church and Christ Church Morpeth.

[What we believe - St Joseph's Benwell \(stjosephsbenwell.org.uk\)](http://stjosephsbenwell.org.uk) which supports and confirms our gospel witness, and is aligned with the [Constitution and Canons - Anglican Mission in England](#)