



# **Church**

# **Safeguarding Policy**

## **for England**

## **2025-26**

**This Policy should be read in conjunction with:-**

- Elim's Regional Safeguarding documentation
- Elim's Speak Up Policy
- Elim's Social Media Policy

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# **Church Safeguarding Statement**

We are committed to creating a safe and caring environment for children, young people, and adults. Safeguarding is the responsibility of the whole church, and we aim to protect everyone entrusted to our care.

## **Core Safeguarding Commitments**

Prevent abuse and neglect and report concerns promptly.

- Cooperate fully with statutory authorities (Social Services, Police, Regional Safeguarding Boards).
- Follow UK legislation and guidance (e.g., Working Together to Safeguard Children 2023, Care Act principles).
- Promote inclusive, respectful, and trauma-informed church culture.
- Ensure safer recruitment, induction, and training for all workers and volunteers.
- Appoint Designated Safeguarding Officers who are independent of senior leadership where possible.
- Support survivors and manage risks related to offenders and vulnerable individuals.
- Apply safeguarding across all ministries including discipleship, prayer, deliverance, and digital platforms.

## **Safeguarding Concern Escalation Flow**

- Concern arises
- Report to Designated Safeguarding Officers
- Coordinator contacts statutory authorities (Social Services/Police)
- Inform National Safeguarding Team through the Regional Safeguarding Lead
- Follow advice and document actions
- If unresolved, escalate externally. (NSPCC or Thirtyone:eight for advice, direct referral to statutory authorities, including LADO if necessary)

## Key Contacts

The National Safeguarding Team can be contacted on:

**Grace Saalmans** (National Safeguarding Lead): [safeguarding@elim.org.uk](mailto:safeguarding@elim.org.uk) or [grace.saalmans@elim.org.uk](mailto:grace.saalmans@elim.org.uk) or 07718 479086

**Rachel Cook** (Regional Safeguarding Lead – Wales, SW Mids, Southern Regions)  
[safeguarding@elim.org.uk](mailto:safeguarding@elim.org.uk) or [rachel.cook@elim.org.uk](mailto:rachel.cook@elim.org.uk) 07312 134260

**Libby Courtney-Jackson** (Regional Safeguarding Lead – Midlands and North East)  
[safeguarding@elim.org.uk](mailto:safeguarding@elim.org.uk) or [libby.courtney-jackson@elim.org.uk](mailto:libby.courtney-jackson@elim.org.uk) 07429 051112

**Louise Humber** (Regional Safeguarding Lead – NW England and Scotland Regions)  
[safeguarding@elim.org.uk](mailto:safeguarding@elim.org.uk) or [louise.humber@elim.org.uk](mailto:louise.humber@elim.org.uk) 07512 309580

**Tom Skelton** (Regional Safeguarding Lead – Met East and West Regions)  
[safeguarding@elim.org.uk](mailto:safeguarding@elim.org.uk) or [tom.skelton@elim.org.uk](mailto:tom.skelton@elim.org.uk) 07360 531398

We will review this statement annually and ensure all updates are shared with the Elim National Safeguarding Team.

**Details of your church:**

Name of church:

Address:

Telephone number:

Email address:

Charity Numbers for EFGA Elim Churches: 251549 England and Wales, SC037754  
Scotland

[ECI members please insert your charity number if different:                      ]

Insurance Company:

The Local Safeguarding Partners (Local Safeguarding Children Board or equivalent)  
for protecting children can be contacted:

The Safeguarding Adults Board (or equivalent) can be contacted:

## **Safeguarding Policy**

It is the expectation that all those working with children and with adults have access to the church safeguarding policy and will have read it and agreed to fully adhere to the policy, procedures, and practice guidelines as a condition of continuing in their role.

The safeguarding policy should also be available to parents, carers, and all others within the church.

In providing this detailed statement about safeguarding children and adults within our church, in the services, groups and activities we provide, along with the interaction we have outside of these events, including through social media and other electronic communication means, we hope to demonstrate our commitment to ensuring the safety of all. We endeavour to provide a healthy and safe church culture where the welfare of the child, young person and adult is paramount.

Whilst recognising that the very nature of safeguarding means that we must respond to allegations both sensitively and confidentially, this does not mean secretively. We strive to be open, transparent, and accountable. This means seeking advice and liaising with social services, the police, and other agencies as necessary.

Signed by or on behalf of the Leadership:

**Signed:**

**Name:**

**Date:**

## **Responsibilities of churches**

### **Each Elim church must:**

- Adopt and implement the safeguarding policy and related procedures and practice guidelines
- Ensure that all those who are in a position of authority or trust or who are authorised to work with children, young people or adults have been safely recruited to their role. This means they have been provided with support and supervision in undertaking their role(s)
- All workers, including the minister, also need to have undertaken the appropriate safeguarding training for their role as outlined in National Safeguarding Training, Learning and Development Standards for Wales on appointment and at least once every two years thereafter, and have been provided a copy of the church safeguarding policy
- Appoint a Designated Safeguarding Officer and a Deputy Designated Safeguarding Officer
- Discuss safeguarding as a part of church leadership meetings
- All activities of the church including Missions, Evangelism, Community programs etc. should ensure specific safeguarding procedures are provided.

### **The Role of Designated Safeguarding Officer:**

- Report all allegations, suspicions, or discovery of abuse to the statutory safeguarding authorities concerned with child protection and adult protection e.g., Children's Social Services, Adult Social Services, the police.
- Inform the minister in charge about any safeguarding concern unless there is a conflict of interest.
- Contact the National Safeguarding Team about any safeguarding matter that requires contact with the church insurers or may require reporting to the Charity Commission. This would include any allegations against workers, including volunteers or injury to a person while under the care of the church or in church premises or any action or inaction that could cause reputational damage to the church or charity.
- Inform and/or seek advice from the National Safeguarding Team about any safeguarding concern.

- Contact the National Safeguarding Team, along with the statutory authorities where an allegation or suspicion of abuse involves a church worker (whether paid or voluntary).
  - Where the subject of an allegation is working in a position of trust, the Local Authority Designated Officer (LADO) will need to be contacted.
  - Where a worker with children or adults is removed from regulated activity because of risk of harm, resigns or retires prior to dismissal, or is dismissed then a referral to the DBS must be made for barring consideration. This also includes where a worker/volunteer has left their position because of actions outside of their role, which indicate they may not be suitable to work with vulnerable groups.
  - Any allegation, of a safeguarding nature, or concern raised about a worker (including volunteers) whether they are engaged in regulated activity or not must be reported to the National Safeguarding Team within 1 working day of the allegation being made or concern raised.
- Contact the National Safeguarding Team when working with, and supporting, an individual who may present as a current risk to children or adults e.g., an a person who might pose a risk attending church, or when such individuals enquire about attending the church.
  - In such instances, safeguarding risk assessment must be completed, with support from the National Safeguarding Team. It may also be necessary for additional agreements to be implemented, such as behaviour agreements.
  - During this process, you should liaise and work in partnership with Police Public Protection Teams, MAPPA agencies etc. the Sex Offender Management Teams, Probation and other statutory agencies in assessing risk to inform safeguarding risk assessment and any necessary behaviour agreement.
- Arrange and ensure appropriate safeguarding training.



## Safeguarding procedures:

### Safeguarding awareness

Child abuse or abuse against an adult can be a difficult and complex issue to understand. A person may abuse or neglect by inflicting harm or failing to prevent harm. Children and adults in need of protection may be abused within a family, an institution, or a community setting. Very often, the abuser is known or is in a trusted relationship with the child or adult. Research shows that abuse can be perpetrated by males and females, by adults and by children, as well as those in positions of trust and authority. Sadly, people in such positions have misused their power and authority within churches to abuse.

'Position of trust' is a legal term that refers to certain roles and settings where an adult has regular and direct contact with children. In 2022, changes to the law in England, Wales and Northern Ireland were made, extending the definition of 'positions of trust' to include faith group leaders. This refers to faith leaders in any capacity, including volunteers. It is against the law for someone in a position of trust to engage in sexual activity with a child in their care, even if that child is over the age of consent (16 or over).

The four main categories of child abuse are physical, emotional, sexual abuse and neglect. It is important to note that a child may be suffering from more than one form of abuse. Safeguarding professionals must assess if they need to intervene to protect a child and this is based on whether it is felt a child is suffering from, or likely to suffer from, significant harm. There are other forms of abuse (such as child sexual exploitation) which come under these four main headings when instigating a child protection plan.

The Domestic Abuse Act 2023 recognises the impact on a child who sees, hears, or experiences the effects of domestic abuse and treats them as victims of domestic abuse where they are related to or under parental responsibility of either the abuser or the abused. It is also recognised that young people can experience abuse in their relationships.

Adults need protection from physical, sexual, and psychological (which includes emotional) abuse and neglect (including self-neglect) as well as financial, institutional, discriminatory abuse, modern slavery, trafficking, and domestic violence. Detailed definitions, signs, and symptoms of abuse are included in the appendices.

As a Leadership, we will endeavour to ensure that children and adults are provided with information on where to get help and advice in relation to abuse, discrimination, bullying or any other matter of concern. As leaders, we recognise that for many victims/survivors of abuse, where the abuse has taken/takes place within the context

of the church or by someone professing a Christian faith, it can have an impact on their spiritual development.

## **Appointment of Designated Safeguarding Officers**

The Leadership have appointed a Designated Safeguarding Officer and Deputy Designated Safeguarding Officer(s) to respond to any safeguarding concern or suspicion of abuse. The Leadership fully supports them in their role of acting in the best interest of the child or adult and reporting to the statutory authorities all allegations or suspicions of abuse.

### **Role of the Designated Safeguarding Officer**

The Designated Safeguarding Officer or Deputy Designated Safeguarding Officer will collate and clarify the precise details of the allegation or suspicion of abuse and where abuse is suspected will pass this information onto the statutory authorities who have a legal duty to investigate. This information should also be uploaded to the central Elim iKnow account as a concern.

### **Responding to allegations or suspicions of abuse**

All safeguarding concerns should be immediately reported to the Designated Safeguarding Officer or Deputy Designated Safeguarding Officer in the church. Concerns must be reported if a child is suffering or likely to suffer significant harm, or if an adult is experiencing or at risk of abuse or neglect and unable to protect themselves due to care and support needs.

No one in receipt of a disclosure of abuse, or suspicion of abuse should investigate the matter. Disclosures may be made many years after the abuse occurred. All disclosures will be taken seriously and responded to with compassion and care.

When working outside of the UK, concerns will be reported to the International Missions Director who will liaise with the National Safeguarding Team in addressing any safeguarding concerns following the Elim Missions safeguarding procedures.

As a Leadership we have nominated: *(NB: If you have a separate coordinator for adult and children, please use the column on the right and specify which individual is coordinator for adults and which for children)*

**Name:**

**Contact Details:**

**Name:**

**Contact Details**

They are to act as our Designated Safeguarding Officer on behalf of the church in dealing with any allegation or suspicion of abuse or neglect, including referring the matter to the statutory authorities.

In the absence of the Designated Safeguarding Officer, the report should be made to the Deputy Designated Safeguarding Officer: *(NB: If you have a separate deputy coordinator for adults and children, please use the column on the right and specify which individual is deputy coordinator for adults and which for children)*

In the absence of the Designated Safeguarding Officer or Deputy Designated Safeguarding Officer, seek advice from your Pastor or member of the Leadership Team, who will then seek regional support and contact the National Safeguarding Team.

Where someone has passed information to the Designated Safeguarding Officer or Deputy Designated Safeguarding Officer and believes this has not been responded to appropriately, then they should make a direct referral to social services or the police. This aligns with the guidance in Elim's Speak Up Policy. As a Leadership, we make this statement to demonstrate our commitment to safeguarding children and adults.

If unsure whether to report a matter to social services or the police, advice should be sought from the National Safeguarding Team.

Where the concern is about a child, the **Designated Safeguarding Officers** will contact Children's Social Services.

Children's Social Services

**Name:**

**Contact Details:**

**Out of Hours (Emergency Duty Team):**

Where the concern is about an adult in need of protection, the **Designated Safeguarding Officers** will contact Adult Social Services.

Adult Social Services

**Name:**

**Contact Details:**

**Out of Hours (Emergency Duty Team):**

Where concerned that a crime may have been committed, or where concerned about the immediate danger of a child or an adult then contact should be made to the Police dialling 999, or through making contact with the Police Child Protection Team.

Police Child Protection Team

**Contact details:**