

SAFEGUARDING POLICY OF THE TRUSTEES 2019 v2

The trustees of HEBA are committed to safeguarding and promoting the welfare of children, young people and adults at risk. They want everyone coming into contact with the staff and churches in membership with the Association to be safe, recognising that everyone has the right to protection from abuse regardless of gender, race, disability, sexual orientation, religion/beliefs, pregnancy/maternity and gender reassignment.

This policy (and associated procedures when completed) apply to all trustees, staff and volunteers and are posted on the Association website. The trustees ensure that their safeguarding policies and procedures are fully up-to-date and operating as effectively as possible through membership of the National Safeguarding Network of the Baptist Union of Great Britain (BUGB).

The trustees are committed to safe recruitment, selection and vetting of staff, trustees and volunteers, who are subject to the DBS checks appropriate for their role and are expected to undertake safeguarding training to Level 3, renewed at least every five years.

Appropriate records are kept of safeguarding incidents reported to HEBA in accordance to the requirements of BUGB and trustees' Data Protection Policy, available [here](#).

HEBA's designated trustee for Safeguarding is the Revd Duncan MacLean.

All concerns and allegations of abuse will be taken seriously by trustees, staff and volunteers and responded to appropriately. This may require a referral to adult or children's services and in emergencies, the police. [Link to Complaints policy online]

Principles, legislation and guidance underpinning this policy

"Safeguarding involves a range of activities aimed at promoting the individual's fundamental right to be safe. These include making and maintaining safe environments for all, having processes to follow should something go wrong and support for everyone involved." (*Safe to Belong*, pub by The Baptist Union of Great Britain, 2015,).

The legislation and best practice underpinning this policy and associated procedures are:

- Children Act 1989
- Human Rights Act 1998
- Every Child Matters 2003
- Safeguarding Vulnerable Groups Act 2006
- Care Act 2014
- Working Together to Safeguard Children 2015
- Safe to Grow 2011
- Safe to Belong 2015

This policy and procedures will be reviewed by the trustees on an annual basis and after any safeguarding incident. Other associated policies include our Complaints Policy, Equal Opportunities, Dignity at Work Policy and Health & Safety Policy.

A whistle-blowing procedures for trustees, staff and volunteers who become aware of practices which may put vulnerable beneficiaries at risk of harm is being drafted.

The Trustees, the Churches and Safeguarding

The trustees recognise that they have no power to enforce good practice in safeguarding upon member churches and nor can they accept any responsibility for safeguarding in churches as this is the responsibility of the leaders of each local church.

Leaders in local churches are responsible for

- putting safeguarding policies in place and ensuring that they are disseminated appropriately and adhered to in all aspects;
- the activities undertaken by the church on its own premises and elsewhere;
- ensuring that outside groups using their premises have appropriate policies to which they adhere **and for**
- reporting incidents to the Regional Ministry Team as appropriate and required; see [here](#).

However, the trustees of HEBA actively encourage each Baptist church in membership to take safeguarding seriously, ensuring that the children, young people and adults at risk that it is in contact with are kept safe from harm.

The trustees expect each church to have robust safeguarding policies in place and to act in line with those policies. To this end, the trustees signpost on their website [resources](#) available on the *Baptists Together* website and make training available to all church members and church leaders in HEBA churches at reasonable – often subsidised - cost. The delivery of [safeguarding training](#) at appropriate levels around the Association is overseen by the Trustee for Safeguarding working with a small group of staff and volunteers.

Policy

Adopted by the Trustees 6 November 2014.

Updated August 2015 – new designated trustee

Updated August 2017 – updated vocabulary

Updated July 2018 – General update in view of GDPR.

Updated April 2019