



Safeguarding Policy

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 applies to all trustees, staff and volunteers and is 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 four years.

Appropriate records are kept of safeguarding incidents reported to HEBA in accordance with the requirements of BUGB and the trustees' Data Protection and Privacy Policies.

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

HEBA's Safeguarding Officer is Mr Keith Baldwin.

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. Concerns can be raised directly with the Safeguarding Officer or using HEBA's Complaints or Whistleblowing Policies and Procedures.

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 Whistleblowing Policy, Complaints Policy, Equal Opportunities, Diversity and Dignity at Work Policy and Health & Safety Policy.

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.

However, the trustees of HEBA actively encourage each Baptist church in membership to take safeguarding seriously, to ensure that everyone in contact with a Baptist church in HEBA is 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 the Safeguarding Officer and a small group of staff and volunteers.

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Rev	Date Issued	Reviewed by	Approved / Adopted by	Date Approved / Adopted by Trustees	Reason for Revision & next Review date
	11.2014	CCPAS	Trustees	11/2014	
1	2015	KM			New designated trustee
2	2017	KM			Updated vocabulary
3	2018	KM			Updated viz GDPR
4	20.04. 2021	KM/KB			Updated viz Sg Officer, KB