

Rea Church (Parish Church of St Mary & St Ambrose Edgbaston) Safeguarding Policy

1. Every person has a value and dignity derived from our creation in God's own image and likeness. Christians see this potential as fulfilled by God's re-creation of us in Christ. This implies a duty to value all people as bearing the image of God and therefore to protect them from harm.
2. Situations requiring safeguarding attention are listed below. Definitions, signs and examples for each can be found on the [Diocese website \(linked here\)](#).
 - 2.1. Abuse:
 - Physical
 - Domestic
 - Sexual
 - Organisational
 - Financial
 - Emotional
 - Psychological
 - Spiritual
 - 2.2. Neglect, including self-neglect in adults
 - 2.3. Exploitation
 - 2.4. Female Genital Mutilation
 - 2.5. Extremism and radicalisation
 - 2.6. Modern Slavery
 - 2.7. Discrimination and Bullying
3. We accept and endorse the principles set out in the House of Bishops' Safeguarding Policy and Practice Guidance, and the Church of England Birmingham's Safeguarding Policies [found here](#).
4. We commit ourselves to nurture, protect and safeguard all our members, particularly children, young people and vulnerable adults.¹
5. All safeguarding procedures with adults of sound mind are conducted in conjunction with the individual concerned.

¹ A vulnerable adult refers to an individual, aged 18 years or older, who may need extra care or support because they are unable to protect themselves from harm or take care of themselves. Factors in this could include, but are not limited to, age, disability, mental health problems, living alone, experiencing abuse or social isolation

6. We recognise that safeguarding is the responsibility of the whole church community. We will build a culture of safety across the whole church community.

6.1. We will accomplish this through:

- Public presentation of safeguarding policy and procedure (both on the website and church noticeboard);
- The safer recruitment of all members paid and voluntary who are placed in positions of responsibility (the nature of this process is specific to the role and outlined in section 7 of this policy);
- A safeguarding report at each trustee meeting; a safeguarding report at the AGM.

6.2. All staff, ministry/team leaders, and volunteers will be required to read and sign off on acknowledgement of this policy as part of our safer recruitment process. Team leaders will signpost team members to the safeguarding policy on the website.

7. We undertake to adhere to “safer recruitment” in the selection, appointment, training and support of those working in both paid and voluntary positions in which a member of our team will or may be working with children, young people, or vulnerable adults.

7.1. Safer Recruitment Process

- Role/Team Description
 - Each team will have a role description which will include purpose of the role/team, role/team expectations, DBS requirements, who the role/team answers to, and training requirements
- Application
 - Each team working with children, young people, and vulnerable adults will have an application form on ChurchSuite asking for personal information, experience in the role applied for, and other role-specific information
 - Applications will be stored on ChurchSuite
- References
 - Each individual wishing to work with children, young people, and vulnerable adults will be required to supply 2 references. Referees should be over 18 and cannot be a family member. Where possible one reference should be a church or employer reference and one should be a personal reference.
 - References will be stored on ChurchSuite
- DBS

- Enhanced: Each individual wishing to serve with children and young people on our Relay and Blueprint teams will be required to have an enhanced check with the Disclosure & Barring Service (DBS).
- Basic: Each individual wishing to serve on any other teams that require safer recruitment as laid out in section 7.2 of this document will be required to have a Basic DBS check.
- An existing DBS certificate may be used as long as it is on the Update Service and is to the relevant level. All ministry/team leaders must have a Rea Church specific DBS.
- Training
 - Training requirements will vary by role/team but will be outlined in each role/team description. More information about training requirements can be found on the Diocesan website [here](#).
 - Training will need to be renewed every three years by all except for clergy (whose training is separately monitored by the Diocese). This will be tracked on ChurchSuite, and individuals will be notified when their training expires.
 - Training must be taken with the Church of England due to the specific nature of safeguarding in a church culture. The required training can be found on the [Safeguarding Training Portal \(linked here\)](#).

7.2. Teams Requiring Safer Recruitment

- Relay
- Blueprint
- Pastoral Team
- Prayer Ministry
- Core Leadership Team
- PCC
- Gathering Leaders
- Table Hosts
- Safeguarding Team
- Any new or emerging ministries working with children or vulnerable adults

7.3. Timeline

- Once an individual begins serving on a team requiring safer recruitment, they have a 6 week period within which they must complete the process, or pause all ministry involvement until complete. This individual will not be left alone with a child or young person until the process is completed.

8. We will respond without delay to concerns or allegations that a child or vulnerable adult may have been harmed, cooperating with the police and social care services in any investigation.

8.1. Process of reporting concerns or allegation:

- **Concern:** church member becomes aware of a safeguarding concern (outlined above in Section 3)
- **Log:** factual details to be reported within 24 hours via google form (either sent by safeguarding team or from the QR code on the noticeboard)
- **Consult:** safeguarding lead consults with wider safeguarding team or diocesan safeguarding team to make a plan of action and delegate to ministry leaders or staff team (potentially via lead pastor) if required
- **Act:** ministry leaders or staff team enact action plan
- This process may loop back to the log step if safeguarding concern is still ongoing. Please also see flowchart at the end of the policy.

8.2. When to report:

- Ministry leaders, those operating in a pastoral team (companions, prayer ministry, etc.), and individuals working with children and young people should be aware of the safeguarding concerns outlined in Section 3 of this policy.
- **IF IN DOUBT, REPORT IT:** if a conversation or interaction with an individual leaves you questioning if you should report it, please do. The Safeguarding lead will then be able to decide if it requires escalation. They may be operating with more understanding or knowledge of the situation.
- Reports should be made within 24 hours.

8.3. Storing reports:

- Reports will be stored on the Safeguarding Google Drive. Confidentiality will be maintained to the highest level possible.
- Only those deemed necessary (who are part of the safeguarding team or the action plan to respond to the concern) will have access to information concerning the safeguarding concern.
- Two people from the safeguarding team will always have access to the safeguarding email for accountability purposes and to ensure a response within 24 hours. The safeguarding email will not be accessed by the lead pastor for accountability in the event of a report of an abuse of power. Those with access to the safeguarding email will have Safeguarding leadership training with the Diocesan Safeguarding Team.

9. We will challenge any abuse of power by anyone in a position of trust.
 - 9.1. Concerns of power abuse by any leader should be submitted directly to safeguarding@rea.church.
 - 9.2. If the allegation involves, or closely relates to, the Lead Pastor, the Safeguarding team will form an appropriate safeguarding plan and pastoral plan with the Diocesan Safeguarding Team. The SSMA PCC and Anchor Church Trustees will be informed and kept updated.
 - 9.3. If the person reporting feels unsafe to report to any of the above channels, they should contact the Diocesan Safeguarding Team

10. We will seek to offer pastoral care to anyone who has suffered abuse, developing with them appropriate pastoral support.

11. We will seek to offer pastoral care and support, including supervision and referral to the proper authorities, to any member of our church community known to have offended against a child, young person or vulnerable adult.
 - 11.1. A written agreement will be made with the individual, regarding their participation in various activities and stipulating any activities that they will be unable to participate in. This agreement will need to be signed by the individual, the Lead Pastor, and a representative of the Safeguarding team.
 - 11.2. The individual will be offered pastoral support from the church, including prayer ministry and referrals to counselling.

12. We will ensure that any new ministries seeking to serve children, young people, and vulnerable adults will:
 - Be agreed as a new ministry by the Board of Trustees
 - Produce a Safeguarding Risk Assessment
 - Confirm cover in our Church insurance
 - Train new team members to the appropriate level
 - Confirm DBS checking for new staff and volunteers
 - Be added to the list of ministries requiring safer recruitment in 7.2 of this policy

Full copies of “the Church of England, Birmingham’s Safeguarding and Safe Recruitment Policies can be found online:

<http://www.cofebirmingham.com/church-life/safeguarding/>

Who can I speak to?

If you have any concerns around the welfare of a child or adult, you can speak to:

Rev. Chris Mitton (Lead Pastor)	Taylor Warhurst - Safeguarding Lead Joel Price-Adams / Noluthando Sileya Genevieve Jordan / Audrey Rochester Safeguarding Team
chris@rea.church	safeguarding@rea.church

If you would prefer to speak with someone outside the church, including any concerns about the conduct of members of the church leadership, contact the Bishop's Advisers for Safeguarding:

Bishop's Advisers for Safeguarding
07342 993844

Policy last updated: April 2026

Appendix: Safeguarding Flowchart

