

REDEEMER

THE REDEEMER TRUST SAFEGUARDING POLICY

Organisation: The Redeemer Trust

Charity Number: Redeemer Leeds Church operates under the charity of The Redeemer Trust – charity number 1163805

Address: 21 Broomfield, Adel, Leeds, West Yorkshire, LS16 6AE

Tel No: 07989 156 922

Email address: trustees@redeemerleeds.co.uk

Insurance Company: Ansvar Insurance, Ansvar House, St Leonards Road, Eastbourne, BN21 3UR

Intention

The Redeemer Trust recognises the need to provide a safe and caring environment for children, young people and adults so they can thrive. As a church we acknowledge that children, young people and adults in need can be the victims of physical, sexual and emotional abuse, and neglect. We are also responsible to protect all individuals participating in our ministries.

The Trust and all its ministries [hereafter referred to as the church] undertakes to endorse and follow all legal duties and will seek to operate in line with best practice safeguarding legislation and the [safeguarding Children Board policies and procedure](#).

Although these policies relate specifically to ministries with children, young people and adults in need the church recognises its duty to safeguard in all situations.

Safeguarding and Christianity

The principles of safeguarding are not only consistent with, but also commanded by the Christian faith. As a Church we see safeguarding as an expression of the following Biblical teachings:

- All human beings are made in the image of God and have value, dignity, and worth.
- The community of God's people have always sought to protect the weak and vulnerable.
- Jesus consistently welcomed children, young people and adults in need.
- Christian communities should be places of love, grace, healing, restoration and safety.

The gospel is a welcome from God to broken, vulnerable and lost people. The Church recognises that because the gospel welcomes all types of people this creates certain risks within our ministries. Our safeguarding policy and guidelines help us to manage the balance between protection and acceptance of all individuals within the work of the Church.

In addition, Christians are commanded to work hard and well for the glory of God. We want to establish a good policy which informs the implementation of guidelines and helps volunteers understand procedures to ensure we are compliant with safeguarding legislation.

Roles & Responsibilities

Safeguarding at Redeemer is everyone's responsibility, however to ensure it takes place there are a number of key roles with specific responsibilities:

Jenna Parker - Designated Safeguarding Lead (DSL) <i>to be the first point of contact for reporting of concerns, ensure the guidelines and procedures in this policy are followed, and provide everyone with sufficient information to contribute to safeguarding at Redeemer</i>	07947 318986 safeguarding@redeemerleeds.co.uk
Linda Dray - Deputy Designated Safeguarding Lead <i>to support the work of the DSL</i>	07741452471 kids@redeemerleeds.co.uk
Andie Wilson - Deputy Designated Safeguarding Lead & Lead Recruiter <i>to support the work of the DSL</i>	07970 633230 andie@redeemerleeds.co.uk
Steve Fairhall - Redeemer Safeguarding Trustee <i>to provide governance and accountability to the Pastors, Elders and DSLs</i>	07989 156 922 steve.trustee@redeemerleeds.co.uk
Tom Thrower - Safeguarding Elder <i>to maintain overall responsibility for safeguarding within the church, bible teaching, and supporting the DSL in their role</i>	07702 703710 tom@redeemerleeds.co.uk

All volunteers and staff agree to work to the Redeemer Trust Safeguarding Policy and procedures.

The Safeguarding poster identifies the individuals carrying out these roles and provides contact details for the DSLs. It will be visible at all gatherings and available to volunteers in this Safeguarding policy.

if anyone has a concern that a person may be at immediate risk of harm they should contact 999. After this, the first point of contact is the Designated Safeguarding Lead (DSL), one of the Deputy Safeguarding Leads or Safeguarding Elder.

For allegations against a volunteer, Elder or staff member the first point of contact is the Safeguarding Trustee who will contact the DSL. This is to protect the alleged perpetrator's



confidentiality until it is clear what should be disclosed. We also want to ensure that the people who know are in a position to offer appropriate support to the alleged perpetrator.

The **Redeemer Trust Safeguarding Procedures document** provides further detail about the activities of these roles in responding to specific safeguarding scenarios. The Redeemer Trust has a commitment to provide Safeguarding Training annually alongside other training to ensure volunteers are competent and supported in their role. In addition to Redeemer's own procedures and guidelines we encourage all volunteers to read the gov.uk guidance - [What to do if you're worried a child is being abused \(2015\)](#)

Safer Recruiting

A number of steps are required for an individual to serve children, young people and adults in need with Redeemer Trust:

- An initial period of 6 months attending Redeemer Church during which the individual is encouraged to join a city group.
- If this is not possible and a person is attending Redeemer Church gatherings weekly and fully integrated into a City Group, an external reference should be sought from their previous church leader.
- Provide the individual with written expectations of the role and an opportunity to meet face to face to answer any queries.
- Informal reference received from the city group leader (or previous church)
- Completion of a Disclosure Barring Service (DBS) check at the appropriate level for the role description. [The Christian Safeguarding Services](#) (CSS) is our service provider.
- Read and agree to this Safeguarding Policy, understand the procedures for reporting a concern and adhere to the provided guidance.
- Agree to the serving covenant for the Children & Youth ministry team.
- Attend a face-to-face meeting with the DSL to talk about Safeguarding at Redeemer.

Communication and Reporting

It is important that the appropriate communication lines are in place between the Designated Safeguarding Leads (DSL), Elders and The Redeemer Trust. The Safeguarding Trustee and Elders of the church provide oversight and accountability, advice and support for the DSL.

Safeguarding will be a regular agenda item at each weekly meeting of the Redeemer Church staff team, and at the Trust's quarterly meetings. Information will not include details of cases but instead outline the number of concerns raised and associated action. It will also provide details of the safeguarding activity taking place including training and policy updates.



Policy updates

This policy was agreed by the The Redeemer Trust on 28th March 2023 and is adopted by Redeemer Church Leeds.

The Policy is a live document that will be updated as required. As a minimum requirement there will be an annual review of the policy led by the DSL with oversight from the Trustees and Elders. Updates may also be made throughout the year and will be reviewed by The Redeemer Trust. Volunteers will be informed of changes to the policy as required.

For any new activities/events starting up within Redeemer Church it is imperative to consider the safeguarding implications with the DSL and Elders in the initial planning stage. Additional guidelines will be added to the policy as required.

Safeguarding Frequently Asked Questions

If I have a concern, how do I log this?

- If the person is in immediate danger, call 999
- Otherwise, the first point of contact is the Designated Safeguarding Lead, Jenna Parker. You can use the 'Raise a safeguarding concern' button on the Redeemer website, or phone/email. If Jenna is unavailable contact one of the Deputy Safeguarding Leads, the Safeguarding Elder or Safeguarding Trustee.
- See the safeguarding poster for full details

If I am not happy with the response/ don't hear back, what can I do?

- Get back in touch with the DSL or whoever you contacted to check the concern was received.
- If this does not resolve the issue you can raise a complaint through the Safeguarding Trustee via the Redeemer Trust website.

What signs might suggest you need to raise a safeguarding concern?

Anything at all that makes you think something is wrong (no matter how little), it is better to raise it and be safe than not raise it and it then becomes more serious later down the line.

Some signs that might indicate something may be wrong could include:

- A person may be unusually withdrawn, quiet, anxious or aggressive.
- Their interactions with others may change or become inappropriate.
- They may show signs of physical, or emotional neglect.
- They may begin wearing clothes that cover more of them than usual.
- They may miss group sessions, more than just occasionally.



What will happen if I raise a concern about a child?

This depends on the severity of the concern being raised and if it crosses the threshold which places the child at risk. This is the extreme and in most cases, the DSL will assess and then look at what support can be provided within Redeemer for the child and family.

If the DSL views that the child is at risk then they will do the following:

- Seek medical help if needed urgently, informing the doctor of any suspicions.
- Contact the parent/carer unless they are concerned this:
 - a) Places the child at increased risk,
 - b) Places an adult at increased risk or
 - c) Fabricated or induced illness is suspected
- Contact Children's Social Services for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home.

What will happen if I raise a concern about an adult in need or at risk?

This depends on the severity of the need and if it crosses the threshold which places the adult at risk. The DSL or appropriate safeguarding contact will


- Discuss any concerns with the individual themselves, giving regard to their autonomy, privacy and rights to lead an independent life. Our main consideration is the best interest of the adult in need. If the adult in need has an established relationship with someone else it may be more appropriate that this individual has the conversation rather than the DSL. It is imperative however that the DSL is informed and manages the process throughout.
- **If the adult in need is in immediate risk of harm or has sustained a serious injury contact the Emergency Services, informing them of any suspicions.**
- For advice contact the Adult Social Care Vulnerable Adults Team who have responsibility under [Section 42 of the Care Act 2014](#) which states that 'each Local Authority must make enquiries (or cause others to do so) if it believes an adult is experiencing, or is at risk of, abuse or neglect

What will happen if I raise a concern about the behaviour of a volunteer/staff?

Concerns are reported to the Safeguarding Trustee who will work with the DSL

- The individual will be informed that there is an allegation/concern, unless to do so might result in destruction of evidence/hindrance to investigations. Details of the allegation/concern should not be given but necessary steps for support and protection of both the victim and the alleged perpetrator should be agreed
- The DSL will contact the Designated Officer at the Local Authority ASAP to inform them if appropriate and discuss the concerns / allegation.
- The DSL will cooperate with the Local Authority inquiry and act promptly.
- The Safeguarding Elder will be involved as necessary to support any responses.



Signed:	
Print name:	Steve Fairhall
Date:	28/03/23
Next review date (annual):	March 2024



Last updated September 2022

REDEEMER

SAFEGUARDING POSTER

Safeguarding is an expression of the Gospel working out in a broken world.

Redeemer Church wants to:

- Provide a **safe and caring environment** for children, young people and adults attending activities run by Redeemer, so they can **thrive**.
- **Protect** all individuals participating in our ministries.

Redeemer volunteers, staff and Trustees commit to the safeguarding principles outlined in the [Redeemer Safeguarding Policy](#). The principles of safeguarding are not only consistent with, but also commanded by the Christian faith.

If you have a concern that someone is in immediate danger, call 999

If you have concerns about safeguarding, the first point of contact is the Designated Safeguarding Lead, Jenna Parker. If unavailable contact one of the Deputy Safeguarding Leads, the Safeguarding Elder or Safeguarding Trustee.



Jenna Parker
Designated Safeguarding Lead
07947 318986
safeguarding@redeemerleeds.co.uk



Linda Dray
Deputy DSL
07741452471
kids@redeemerleeds.co.uk



Andie Wilson
Deputy DSL
07970 633230
andie@redeemerleeds.co.uk



Tom Thrower
Elder - Safeguarding
07702 703710
tom@redeemerleeds.co.uk



Steve Fairhall
Redeemer Trustee - Safeguarding
07989 156922
steve.trustee@redeemerleeds.co.uk

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