

**Newland Church  
Luton and Dunstable**

# **Safeguarding Policy**

**Children, Young People and  
Adults at risk.**

February 2026

## **Introduction**

Newland Church agrees that children, young people and adults have a right to live in a way which does not cause them harm or impede their human rights. We therefore acknowledge their right to protection from abuse regardless of age, gender, ethnicity, disability, sexuality or beliefs.

There is a responsibility on the church to act positively to safeguard the rights of all those who may be vulnerable within the user community. All those involved in the church share safeguarding responsibilities for the protection of the most vulnerable in our community. Newland Church aspires to be a loving community, offering a welcoming environment in which people can flourish, safe from harm.

### **1. Aim and purpose of this policy**

The aim of this policy is to ensure that protecting people from abuse, harm or neglect is central to our culture. It provides procedures for promoting safeguarding, preventing abuse and protecting children, adults at risk and staff. This includes clear procedures for taking appropriate action when safeguarding concerns are raised.

#### **Who this policy applies to**

This policy is approved and endorsed by the Elders and applies to:

- All members of our church
- All those who attend and serve our church/place of worship and its services
- Our Trustees and Elders
- Paid staff (both internal and external eg contractors or consultants)
- Volunteers

#### **Principles underpinning the policy**

- Our theology and values
- Our commitment to put the welfare of children and adults at risk first
- A willingness to be open and listen
- A commitment to comply with relevant legal and regulatory requirements.

#### **Definitions**

The term 'children' refers to those under the age of 18 years.

The term 'adult at risk' refers to any adult aged 18 or over who, by reason of mental or other disability, age, illness or other situation, are permanently, or for time being, unable to take care of themselves, or to protect themselves against significant harm, abuse or exploitation.

#### **Duty of care and confidentiality**

We have a duty of care to all beneficiaries of the church, whether children or adults.

We will always maintain confidentiality, except in circumstances where to do so would place the individual or another individual at risk of harm or abuse.

### **2. Creating a safer culture**

We are committed to creating a safer culture in our church which will help us to prevent harm from occurring and provide an environment in which all can flourish.

In line with Chapter two of Good Practice 6, we will:

- Appoint a Church Safeguarding Coordinator and ensure contact details are available for anyone to report a concern
- Have a safeguarding policy which is reviewed annually and updated when necessary
- Practise safer recruitment procedures for paid and volunteer roles
- Ensure all those working with children and/or adults at risk are given copies of relevant Codes of Conduct
- Follow the requirements of the training framework
- Comply with legal requirements in respect of data protection
- Complete the Annual Church Safeguarding Return
- Ensure safeguarding is a regular agenda item for church and Elders' meetings.

### **3.Ensuring safer activities**

Whilst it is not possible to guard against every eventuality, we are committed to providing as safe an environment as possible for activities both on and off church premises.

In line with Chapter three of Good Practice 6, we will:

- Ensure appropriate insurance is in place for buildings and activities
- Consider the implications of data protection and health and safety requirements for specific activities
- Carry out risk assessments for relevant activities or events
- Ensure adequate staffing for activities and that leaders have suitable training, are aware of relevant guidance and agree to follow relevant Codes of Conduct
- Ensure the hirer's agreement is in place for other organisations using church premises. Groups hiring the hall should hold and abide by their own safeguarding policy. If the hirer does not have a policy they must abide by the church safeguarding policy.
- Seek advice from the Synod Safeguarding Officer for complex or sensitive risks.

### **4.Recognising and responding to concerns**

We acknowledge that, although promoting Safer Culture and Safer Activities will help to protect all those in contact with the church, some concerns will inevitably arise and we are committed to responding well in such circumstances.

In line with Chapter four of Good Practice 6, we will:

- Promote awareness of different kinds of abuse, other vulnerabilities and types of safeguarding concern
- Seek to create a 'listening culture' and help people develop listening skills to respond appropriately in situations where sensitive information is disclosed
- Inform the Synod Safeguarding Officer as a minimum of any situations where involvement from statutory services is/may be required
- Share information with statutory services as appropriate and co-operate with them during any investigations
- Report any serious safeguarding incident to the Charity Commission and notify the Synod Safeguarding Officer.

### **5. Managing allegations and people who may pose a risk to others**

Where allegations are made against individuals within the Church, we are committed to following all required investigative and regulatory procedures. We will work in collaboration with the Synod, wider Church staff, statutory agencies and other relevant organisations.

In line with Chapter five of Good Practice 6, we will:

- Co-operate fully with any investigative or disciplinary procedures
- Inform the Synod Safeguarding Officer immediately on becoming aware of anyone in the church who may present a risk to others
- Work with the Synod Safeguarding Officer and contribute relevant information for risk assessments
- Alert the Synod Safeguarding Officer or statutory agencies to known breaches of a safeguarding agreement.

## **6. Supporting victims and survivors**

The key principle underpinning our policy and practice in this area is that all those who have experienced abuse, whether recently or in the past 'will be listened to and offered the pastoral care and support they deem appropriate and relevant, irrespective of type of abuse, context, or when this occurred' (General Assembly policy statement 2021).

In line with Chapter six of Good Practice 6, we will:

- Recognise that the Elders' meeting has responsibility for provision of pastoral care
- Be aware of local support services that people can be referred or directed to
- Ensure those in relevant roles attend appropriate training
- Seek advice from the Synod Safeguarding Officer about provision of appropriate support when necessary.

## **7. Key Contacts**

### **Church Safeguarding Coordinator**

Jannette Cannon 07957 461772

### **Secretary /Deputy Safeguarding Coordinator**

Liz Plews 07508 645534

If the Church Safeguarding Co-ordinators are unavailable, or it would be inappropriate to contact them, then contact should be made with Thames North Synod Safeguarding Officer

### **Synod Safeguarding Officer**

Belinda Herbert 07471 531977

[safeguarding@urcthamesnorth.org.uk](mailto:safeguarding@urcthamesnorth.org.uk)

**United Reformed Church Safeguarding Officer** (This should only be used if you are unable to contact your Synod Safeguarding Officer)

020 7916 2020

Email address; [safeguarding@urc.org.uk](mailto:safeguarding@urc.org.uk)

## **Key Local Contacts**

### **Dunstable site**

Children's Social Care department

0300 300 8585

out of hours emergency safeguarding 0300 300 8123

c.s.acessandreferral@centralbedfordshire.gov.uk

Who to contact in the case of an adult at risk

The Adult Safeguarding Team 0300 300 8122

out of hours emergency safeguarding 0300 300 8123 adultprotection@centralbedfordshire.gov.uk

If the allegation is regarding someone working with children or young people in a paid or voluntary capacity

The Local Authority Designated Officer (LADO or DO) will be contacted. ( in Central Bedfordshire the LADO is also known as the Allegations Manager). A decision will be taken about when to inform the person concerned. The timing and method will be discussed and agreed with the LADO. 0300 300 5026 or 0300 300 8142. Other contacts

### **Luton Site**

Multi-Agency safeguarding Hub (MASH)

01582 547653

out of hours emergency safeguarding 0300 300 8123

mash@luton.gov.uk

Who to contact in the case of an adult at risk

The Adult Safeguarding Team 01582 547730

adultsafeguarding@luton.gov.uk

If the allegation is regarding someone working with children or young people in a paid or voluntary capacity

The Local Authority Designated Officer (LADO or DO) will be contacted. A decision will be taken about when to inform the person concerned. The timing and method will be discussed and agreed with the LADO.

01582 548069

## **Other organisations and support services**

Advice helpline run by thirtyone:eight (formerly Churches Child Protection Advisory Service)

0303 003 1111

Childline 0800 1111

National Domestic Violence Helpline 0808 2000 247

Hourglass (formerly Action on Elder Abuse) 0808 808 8141

### **Further policy and guidance.**

Good Practice 6 is the URC's policy and guidance document for safeguarding and can be downloaded from [www.urc.org.uk/safeguarding](http://www.urc.org.uk/safeguarding).

## **8. Review**

Newland Church Trustees will review this policy annually.