

ELCE Safeguarding Policy

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Congregation / Westfield	Resurrection Lutheran Church in Cambridge
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Section 1. Details of the organisation

Name of Organisation: The Evangelical Lutheran Church of England

Address: 30 Huntingdon Road, Cambridge CB3 0HH

Tel No: 07883 740117

General Email address: contact@lutheranchurch.org.uk

Senior Leader Name: Revd Tapani Simojoki

Senior Leader Contact Telephone / Email: chairman@lutheranchurch.org.uk

Safeguarding Lead Name: Mrs Mairi Cowie

Safeguarding Lead Contact Telephone / Email:

safeguarding@lutheranchurch.org.uk Charity Number: ELCE – 220466; Holy Trinity

Lutheran Church - 1179023 Company Number: n/a

Regulators: Charity Commission England and Wales; Office of the Scottish Charity Regulator

Insurance Company: Q Underwriting

Manor House, 19 Church Street

Leatherhead, Surrey

KT22 8DN

Tel: 0333 800 9858

notforprofit@Qunderwriting.com

The following is a brief description of our place of organisation and the type of work / activities we undertake with children and adults with care and support needs:

The Evangelical Lutheran Church of England is a denomination of the Christian Church. We are 'evangelical' because we believe, teach and preach the 'Good News' of salvation through faith alone in Jesus Christ. We are called 'Lutheran' in memory of Dr. Martin Luther, the Protestant reformer, who lived in Germany from 1483-1546. Though there are now ELCE congregations in England, Scotland and Wales and a mission in Ireland, our official name includes 'Church of England' because it is in London that our Synod had its first beginnings in 1896.

As a Church Body, the ELCE is not an ecclesiastical government exercising legislative or coercive powers. The ELCE carries out powers and responsibilities determined by its member congregations, as set by their delegates at annual synodical conventions.

The ELCE's objectives are:

- 1) Proclamation of the Gospel and the strengthening and establishing of congregations by the preaching of the Gospel.
- 2) The use together of whatever means that may be serviceable to the Gospel.

- 3) The training of ministers and teachers for the service of the church via Westfield House.
- 4) The preservation and promotion of the unity of the true faith and a united defence against error, schism and sectarianism.
- 5) The protection of Pastors and teachers in the performance of their work and in the maintenance of their rights.
- 6) The encouragement of liturgical conformity.

As a registered charity the ELCE reports to the Charity Commission for England and Wales on behalf of all the member congregations in England and Wales and to the Office of the Scottish Charity Regulator on behalf of the congregation in Scotland.

The ELCE has 12 congregations, 7 missions and a theological college (further and higher education).

As of Synod 2025, the following are member congregations/missions/institutions of the ELCE:

England

Ascension Lutheran Church, Brandon

Ipswich Mission

Good Shepherd, Coventry

St Timothy Mission, Sunderland

Holy Trinity Lutheran Church, London

Luther Tyndale Memorial Church, London

Cheltenham Mission

Our Saviour Lutheran Church, Fareham

Redeemer Lutheran Church, Harlow

Resurrection Lutheran Church, Cambridge

Oxford Lutheran Mission

St Andrew Lutheran Church, Ruislip

St Paul's Lutheran Church, Borehamwood

St Peter, Plymouth

Bristol Mission

Westfield House, Cambridge (liberal arts college and house of theological studies)

Wales

St David Lutheran Church, Cardiff

Scotland

St Columba Lutheran Church, East Kilbride

Edinburgh Mission

Northern Ireland

The Lutheran Mission in Ireland, Belfast

Eire

The Lutheran Mission in Ireland, Cork (EU regulations apply)

The type of work / activities congregations and missions undertake with children and adults with care and support needs includes:

- Providing worship services, congregation events, instruction and community events; •
- Hosting synodical events, e.g. Synod, youth rallies and various online activities; •
- Renting facilities to external organisations.

Westfield House provides tertiary education for students 18 years and older. The type of work/activities we undertake with adult students with care and support needs includes:

- instruction and supervision;
- providing residential accommodation;
- delivering educational activities;
- arranging social events.

Section 2: Governance and leadership

Our commitment

As a Leadership we recognise the need to provide a safe and caring environment for children, young people and adults. We acknowledge that children, young people and adults can be the victims of physical, sexual and emotional abuse, and neglect. We accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to “all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status”. We also concur with the Convention on the Rights of the Child which states that children should be able to develop their full potential, free from hunger and want, neglect and abuse. They have a right to be protected from “all forms of physical or mental violence, injury or abuse, neglect or negligent treatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s), or any other person who has care of the child.” As a Leadership we have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to build constructive links with statutory and voluntary agencies involved in safeguarding.

Our safeguarding statement can be found in APPENDIX 1.

The policy and any attached practice guidelines are based on the ten safeguarding standards published by Thirtyone:eight (Our Ten standards | Thirtyone:eight; details available by contacting the ELCE/Congregational Safeguarding Lead, safeguarding@lutheranchurch.org.uk).

Governance

The ELCE Executive Council is appointed to have delegated Synodical authority and legal responsibility. This includes having a critical role in decision making and compliance as well as setting the values, standards and behaviours of the organisation.

The standards and behaviours may be referred to as the culture of the organisation or “the way we do things around here”. Culture can be shaped in both negative and positive ways.

“The culture of a charity goes beyond mere compliance with legal and regulatory demands. Charity governance is most effective when it provides assurances not just that legal requirements are met, but that the behaviour of people working for the charity, and those who come into contact with it, is proper and ethical. Culture, alongside good governance, can be pivotal to whether a charity achieves its stated object” (IICSA The Governance Institute, 2017).

The governance board/board of trustees will have overarching responsibility for safeguarding within the organisation, including referring to the relevant charity regulator:

the responsibilities of charities and trustees

(<https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees>) and on reporting serious incidents: [How to report a serious incident in your charity - GOV.UK](#)

The Office of the Scottish Charity Regulator also provides

safeguarding guidance - <https://www.oscr.org.uk/managing-a-charity/managing-charity-trustees/safeguarding-guidance/> and how to

Raise a Concern [OSCR | Raise a concern](#)

The Charity Commission for Northern Ireland provides guidance on

Serious incident reporting [New guidance on serious incident reporting | The Charity Commission for Northern Ireland](#)

The European Commission provides

Guidance on Safeguarding children [Child Safeguarding and Child Protection Policy](#); [EU Guidelines for the Promotion and Protection of the Rights of the Child](#)

and is preparing proposals for [Protection of adults](#)

The following Safeguarding Policy and Statement aims, to not only meet the requirements of ensuring a safe environment for those accessing activities in our organisation but to also build an open culture where:

- those who lead do so by example;
- are committed to the safeguarding of all;
- those that work or volunteer are safely recruited and trained for their roles; • there are accountability structures with codes of conduct;
- the values of the organisation are embedded in its day-to-day actions and behaviours of its people;
- and there is open communication.

Section 3. Prevention

Understanding abuse and neglect

Defining child abuse or abuse against an adult is a difficult and complex issue. A person may abuse by inflicting harm or failing to prevent harm. Children and adults with care and support needs may be abused within a family, an institution or a community setting. Very often the abuser is known or in a trusted relationship with the child or adult.

Children

In England, Wales and Northern Ireland, the relevant legislation defines a child as anyone below the age of 18 years old.

In Scotland, the definition of the child varies depending on the contexts. For example, children who are under child protection may be classed as a child up to 16 years old as opposed to 18 years old. The Adult Support and Protection (Scotland) Act 2007 legislation can apply to over 16-year-olds and the Children and Young People (Scotland) Act 2014, includes all children and young people up to the age of 18.

Adults

Adults at risk of harm/adults in need of protection

There are different criteria mapped out across UK legislation to define an adult at risk of harm under safeguarding. Please see below for a breakdown across the four nations of the UK:

England:

The Care Act 2014 states that adult safeguarding duties apply to any person aged 18 years or older who:

- Has care and support needs.
- Is experiencing, or is at risk of, abuse or neglect.
- Is unable to protect themselves because of their care and support needs.

Scotland:

The Adult Support and Protection (Scotland) Act 2007 refers throughout to an 'adult'. In terms of Section 53 of the Act, 'adult' means a person aged **16 years** or over.

Section 3(1) defines an 'adult at risk' as someone who meets all of the following three-point criteria:

- They are unable to safeguard their own well-being, property, rights or other interests; • They are at risk of harm; and
- Because they are affected by disability, mental disorder, illness or physical or mental infirmity they are more vulnerable to being harmed than adults who are not so affected.

Wales:

Section 126(1) of the Social Services and Well-being (Wales) Act 2014 defines an “adult at risk” as an adult who:-

- Is experiencing or is at risk of abuse or neglect;
- Has needs for care and support (whether or not the authority is meeting any of those needs);
- And as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

Northern Ireland:

An ‘**Adult at risk of harm**’ is a person aged 18 or over, whose exposure to harm through abuse, exploitation or neglect may be increased by their:

- a) personal characteristics AND/OR
- b) life circumstances

Personal characteristics may include, but are not limited to, age, disability, special educational needs, illness, mental or physical frailty or impairment of, or disturbance in, the functioning of the mind or brain. Life circumstances may include, but are not limited to, isolation, socio-economic factors and environmental living conditions.

An ‘**Adult in need of protection**’ is a person aged 18 or over, whose exposure to harm through abuse, exploitation or neglect may be increased by their:

- a) personal characteristics AND/OR
- b) life circumstances AND
- c) who is unable to protect their own well-being, property, assets, rights or other interests;
AND
- d) where the action or inaction of another person or persons is causing, or is likely to cause, him/her to be harmed.

In order to meet the definition of an ‘adult in need of protection’ either (a) or (b) must be present, in addition to both elements (c), and (d).

Types of abuse

The categories of abuse can differ across the UK regions:

Categories of Abuse: Children

England, Scotland and Northern Ireland	Wales
Physical Sexual Emotional Neglect	Physical Sexual Emotional Financial Neglect

Categories of Abuse: Adults

England	Wales	Scotland ¹	N Ireland
Physical Sexual Emotional Financial Organisational Domestic Modern slavery Discriminatory Neglect Self-neglect	Physical Sexual Emotional Financial Neglect	Physical Sexual Emotional Financial Neglect	Physical Sexual Emotional Financial Institutional Neglect Exploitation (includes domestic abuse, trafficking and modern slavery).
		1. NB - in Scotland, the legislation refers to "harm" rather than "abuse".	

There are many other areas of concern that do not come directly under the categories of abuse, for example:

Children	Adults
Child on child abuse Child sexual exploitation (CSE) Child criminal exploitation (CCE) Radicalisation Domestic abuse Bullying	Extremism and radicalisation Cuckooing Mate crime Hate crime Stalking/harassment Spiritual abuse Romance fraud

Spiritual Abuse

The category '*spiritual abuse*' has not currently been recognised in legislation, but organisations need to have an awareness to respond appropriately and in serious cases, it may fall under other categories of abuse identified in legislation.

Spiritual abuse is a form of emotional and psychological abuse. It is characterized by a systematic pattern of coercive and controlling behaviour in a religious context. Spiritual abuse can have a deeply damaging impact on those who experience it. This abuse may include: manipulation and exploitation, enforced accountability, censorship of decision making, requirements for secrecy and silence, coercion to conform, control through the use

of sacred texts or teaching, requirement of obedience to the abuse, the suggestion that the abuser has a 'divine' position, isolation as a means of punishment, and superiority and elitism (Oakley and Humphreys, 2019).

For detailed definitions, and signs and indicators of abuse, as well as how to respond to a disclosure of abuse, please contact ELCE Safeguarding Lead (safeguarding@lutheranchurch.org.uk).

Legislation Relevant to Safeguarding

When addressing safeguarding of children and adults in our organisation, we adhere to the UN Convention on the Rights of the Child and have as our starting point as a definition of abuse, Article 19:

1. States Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.

2. Such protective measures should, as appropriate, include effective procedures for the establishment of social programmes to provide necessary support for the child and for those who have the care of the child, as well as for other forms of prevention and for identification, reporting, referral, investigation, treatment and follow-up of instances of child maltreatment described heretofore, and, as appropriate, for judicial involvement.

Also, for adults the UN Universal Declaration of Human Rights with particular reference to Article 5:

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

This policy is in line with the following legislation:

England

- The Children Act (1989 & 2004)
- Working Together to Safeguard Children (2023)
- The Care Act (2014)
- Safeguarding Vulnerable Groups Act (2006)
- Mental Capacity Act (2005)

Scotland

- Children and Young People (Scotland) Act (2014)
- Protection of Vulnerable Groups (Scotland) Act (2007)
- National Guidance for Child Protection in Scotland (2014)
- Adult Support and Protection (Scotland) Act 2007 and the Code of Practice (2014)
- Adults with Incapacity (Scotland) Act (2000)

Northern Ireland

- Co-operating to Safeguard Children and Young People in Northern Ireland 2017 • Children (Northern Ireland) Order 1995
- Children's Services Co-operation Act (Northern Ireland) 2015
- Safeguarding Board Act (NI) 2011
- Adult Safeguarding: Prevention and Protection in Partnership key documents 2015

Wales

- Working Together to Safeguard People vol 1-6 (2022)
- Social Services and Wellbeing (Wales) Act (2014)
- Safeguarding Vulnerable Groups Act (2006)
- Mental Capacity Act (2005)

Positions of Trust – applicable in England, Wales and Northern Ireland

'Position of trust' is a legal term defined in the Sexual Offences Act 2003. In section 22 it is explained as an adult "caring for, training, supervising or being in sole charge" of a child under the age of 18.

This Act defines settings in which adults would have a position of trust e.g. hospital or an educational institution (section 21). It does not include a list of roles, but examples include:

- Teachers
- Care workers
- Youth justice workers
- Social workers
- Doctors

It is against the law for someone in a position of trust to engage in sexual activity with a child in their care, even if that child is over the age of consent. This means that even though the child may be over the age of consent (16), it is illegal to engage in sexual activity with any 16- or 17-year-old if you hold a position of trust.

Legal exceptions when in a position of trust include marriage or civil partnership, and sexual relationships that pre-date a position of trust.

The Police, Crime, Sentencing and Courts Act 2022, has been broadened to include "sport" and "religion". This includes anyone who: 'coaches, teaches, trains, supervises or instructs someone under 18, on a regular basis, in a sport or a religion'.

These sport coach and faith leadership positions are currently defined as:

"sport" includes:

- any game in which physical skill is the predominant factor, and
- any form of physical recreation which is also engaged in for purposes of competition or display;

“religion” includes:

- a religion which involves belief in one or more gods, and
- a religion which does not involve belief in a god.

Safer recruitment

The Leadership will ensure all workers will be appointed, trained, supported and supervised in accordance with government guidance on safe recruitment. This includes ensuring that:

- There is a written job description / person specification for the post • Those applying have completed an application form
- Those short listed have been interviewed
- Safeguarding has been discussed at interview
- Written references have been obtained, and followed up where appropriate • A self-declaration form and the relevant Disclosure and Barring Service (DBS (England and Wales), Disclosure Scotland (Scotland) or AccessNI (Northern Ireland) has been completed where necessary (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information)
- For workers from outside of the UK, necessary background checks have been undertaken, e.g. individuals have obtained ‘fit person’ checks from their home country as well as references from there.
- Qualifications where relevant have been verified
- A suitable training programme and induction is provided for the successful applicant • The applicant has completed a probationary period.
- The applicant has been given a copy of the organisation’s safeguarding policy and knows how to report concerns.

Model job application, self-declaration and reference forms are shown in Appendix

3. Safeguarding training

The Leadership is committed to on-going safeguarding training and development opportunities for all workers, developing a culture of awareness of safeguarding issues to help protect everyone. All our workers will receive induction training and undertake recognised safeguarding training on a regular basis.

The Leadership will provide or facilitate all staff/volunteers undertaking basic safeguarding training which will be renewed every three years.

The Leadership will provide or facilitate the Safeguarding Lead/Deputy Safeguarding Lead undertaking advance safeguarding training which will be renewed every two years. Where possible, the Leadership will provide or facilitate additional training for the requirements of the role.

The Leadership will ensure that the national standards for training that Safeguarding Leads and Deputy Safeguarding Leads in Wales and Scotland are met:

[Child protection learning and development 2024: national framework -](#)

[gov.scot National safeguarding training, learning and... | Social Care Wales](#)

The Leadership will provide or facilitate specialist safeguarding training for the governance board/board of trustees which will be renewed every three years.

The Leadership will also ensure that children and adults with care and support needs are provided with information on where to get help and advice in relation to abuse, discrimination, bullying or any other matter where they have a concern.

Practice Guidelines

As an organisation working with children, young people and adults with care and support needs we wish to operate and promote good working practice. This will enable workers to run activities safely, develop good relationships and minimise the risk of potential harm or abuse and false or unfounded accusations.

Specific good practice guidelines for every activity we are involved in are currently being developed and will be added as Appendix 2 at a later stage.

For some activities specific forms are required, e.g. consent forms, risk assessments etc. Some examples of the relevant forms can be found in Appendix 4.

Management of Workers – Code of Conduct

As a Leadership we are committed to supporting all workers and volunteers and ensuring they receive support and supervision. All workers and volunteers have been issued with a code of conduct for supporting children, young people and adults with care and support needs, and will be given clear expectations about what is expected of them both within their role and outside of their role. They will also receive further training as necessary.

The code of conduct can be found in Appendix 5.

Section 4: Partnership working

The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children, young people and adults with care and support needs. This can be because of cultural tradition, belief and religious practice or understanding, for example, of what constitutes abuse.

We therefore have clear guidelines with regards to our expectations of those with whom we work in partnership, whether in the UK or not. We will discuss with all partners our safeguarding expectations and have a partnership agreement for safeguarding (please see Appendix 6). It is also our expectation that any organisation using our premises, as part of the letting agreement will have their own policy that meets our safeguarding standards.

We believe good communication is essential in promoting safeguarding, both to those we wish to protect, to everyone involved in working with children and adults with care and support needs and to all those with whom we work in partnership. This safeguarding policy is just one means of promoting safeguarding.

UK Government issue guidance for partnership working: [Working Together to Safeguard Children 2023](#) and

safeguarding advice for international workers: [Safeguarding in International Aid: Key Steps to Consider](#).

Section 5. Responding to allegations of abuse

Key Personnel

Name: (hereafter the "Safeguarding Lead") Mairi Cowie

Tel:

Email: safeguarding@lutheranchurch.org.uk

The above is nominated by the Leadership to act on their behalf in dealing with the disclosure, allegation or concern, including referring the matter on to the statutory authorities.

In the absence of the Safeguarding Lead or, if the concerns in any way involve the Safeguarding Lead, then the report should be made to:

Name: (hereafter the "Deputy Safeguarding Lead") Revd George Samiec

Tel: 07788837680

Email: pastor@ascension.lutheranchurch.org.uk

If the concerns implicate both the Safeguarding Lead and the Deputy Safeguarding Lead, then the report should be made in the first instance to:

Name: (hereafter the "Safeguarding Trustee") Revd Jon Ehlers

Tel: 07848 955096

Email: pastor@christchurch.lutheranchurch.org.uk

The worker or volunteer can also contact Thirtyone:eight to get further advice if required: Tel: 0303 003 1111. Option 2

Procedure

Under no circumstances should a worker or volunteer carry out their own investigation into an allegation or suspicion of abuse. Follow procedures as below.

1. The worker or volunteer should make a report of the concern based on the pro-forma in Appendix 7 to the Safeguarding Lead. However, the absence of the Safeguarding Lead or Deputy Safeguarding Lead should not delay referral to the statutory services, the police, police Scotland or Police Service Northern Ireland (PSNI) or taking advice from Thirtyone:eight.
2. The person in receipt of disclosures, allegation or concern of abuse may first ring the Thirtyone:eight helpline for advice. Based on the concern, they may then then contact the relevant statutory services.

For England:

Children's Services: Every local authority has a Children's Services

Department Adults Services: Every local authority has an Adult Services

Department Police: 101 or 999 if person at is at risk of harm

Local Authority Designated Officer (LADO): Contact your local

authority Charity Commission for England and Wales: 0300 066 9197

For Wales:

Children's Services: Every local authority has a Children's Services Department

<https://www.gov.wales/safeguarding-children-reporting-suspected-abuse-neglect-or-harm>

Adults Services: Every local authority has an Adults Safeguarding Board

<https://www.gov.wales/safeguarding-adults-reporting-suspected-abuse-neglect-or-harm>

Police: 101 or 999 if person at is at risk of harm

Local Authority Designated Officer (LADO): Contact your local

authority Charity Commission for England and Wales: 0300 066 9197

For Scotland:

For your local Health and Care Partnership – <https://hscscotland.scot/hscps/>

Children's services: Contact your local Social and Care Services –

<https://www.mygov.scot/report-child-protection-concern>

Adult services: Call your local social work office; the social work emergency number is 0800 121 4114

Police Scotland: Tel 101 or 999 if person at is at risk of harm

Child's Named Person: <https://www.gov.scot/policies/girfec/named-person/>

NB – please note that the Child's Named Person can change depending on their age and so, it is important to be aware of this for your context.

Office of the Scottish Charity Regulator (OSCR): 01382 220446

For Northern Ireland

Name of local Health and Social Care Trust (HSCT): 028 9442 4000 or 028 7032 7032

Out of hours telephone number for all HSCT areas (adults and children): 028 9504 9999

Gateway Services for Children's Social Work: 028 3756 7100

Adult Social Services: 028 9504 1744

Police Service Northern Ireland (PSNI) 101 or 999 if person at is at risk of

harm Charity Commission for Northern Ireland: 028 3832 0220

The Safeguarding Lead may need to inform others depending on the circumstances and/or nature of the concern, such as:

- Chair of Trustees or trustee responsible for safeguarding who may need to liaise with the insurance company or the charity regulator (Charity Commission for England and Wales, Charity Commission for Northern Ireland or Office of the Scottish Charity Regulator) to report a serious incident/raise a concern (Scotland).
- Local Authority Designated Officer – LADO (England and Wales), Child's Named Person (Scotland) or the Gateway Team (Northern Ireland) if the allegation concerns a worker or volunteer working with someone under 18.

Concerns must not be discussed with anyone other than those nominated above. A written record of the concerns should be made in accordance with these procedures and kept in a secure place.

The Leadership will support the Safeguarding Lead/Deputy Safeguarding Lead in their role and accept that any information they may have in their possession will be shared in a strictly limited way on a need-to-know basis.

It is, of course, the right of any individual as a citizen to make a direct referral to the safeguarding agencies or seek advice from Thirtyone:eight, although the Leadership hope that members of the organisation will use this procedure. If, however, the individual with the concern feels that the Safeguarding Lead/Deputy Safeguarding Lead has not responded appropriately, or where they have a disagreement with the Safeguarding Lead(s) as to the appropriateness of a referral they are free to contact an outside agency direct. We hope by making this statement that the Leadership demonstrate its commitment to effective safeguarding and the protection of all those who are vulnerable.

The role of the safeguarding Lead/Deputy Safeguarding Lead is to collate and clarify the precise details of the allegation or suspicion and pass this information on to statutory agencies who have a legal duty to investigate.

[Detailed procedures where there is a concern about a child:](#)

Allegations of physical injury, neglect or emotional abuse:

- If a child has a physical injury, a symptom of neglect or where there are concerns about emotional abuse, the Safeguarding Lead/Deputy Safeguarding Lead will:

- If the child requires immediate medical attention, contact the relevant medical services, informing the Doctor of any concerns.
- Contact Children's Social Care (England, Wales, Scotland), Gateway Services (Northern Ireland) (or Thirtyone:eight) for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home.
- If the disclosure, allegation or concern is directly about the parents, then do not tell the parents or carers unless advised to do so, having contacted Children's Social Care (England, Wales, Scotland), Gateway Services (Northern Ireland).
- For lower-level concerns, (e.g. poor parenting), encourage parent/carer to seek help, but not if this places the child at risk of harm.
- Where the parent/carer is unwilling to seek help, offer to accompany them. In cases of real concern, if they still fail to act, contact Children's Social Care direct for advice.
- Seek and follow advice given by Thirtyone:eight (who will confirm their advice in writing) if unsure whether to refer a case to Children's Social Care (England, Wales, Scotland), Gateway Services (Northern Ireland).

Allegations of sexual abuse:

In the event of allegations or concerns of sexual abuse, the Safeguarding Lead/Deputy Safeguarding Lead will:

- Contact the Children's Social Care (England, Wales, Scotland), Gateway Services (Northern Ireland) for children and families and police, police Scotland or Police Service Northern Ireland (PSNI) on 101.
- Depending on the circumstances, they will need to consider whether it is appropriate to speak to the parents of the child. If they are not sure about this, then they will contact Thirtyone:eight.
- Seek and follow the advice given by Thirtyone:eight if for any reason they are unsure whether to contact Children's Social Care (England, Wales, Scotland), Gateway Services (Northern Ireland)/police, police Scotland or Police Service Northern Ireland (PSNI). Thirtyone:eight will confirm its advice in writing for future reference.

Allegations of financial abuse (Wales):

- In the event of allegations or concerns of financial abuse, the Safeguarding Lead/Deputy Safeguarding Lead will:
- Contact Children's Social Care (England, Wales, Scotland), Gateway Services (Northern Ireland) to report the concerns and the police, police Scotland or Police Service Northern Ireland (PSNI).

Concerns or allegations of abuse or harm including; physical, sexual, organisational, financial, discriminatory, neglect, self-neglect, forced marriage, modern slavery, domestic abuse.

If there is concern about any of the above, Safeguarding Lead/Deputy Safeguarding Lead will:

- If the adult is in immediate danger or has sustained a serious injury contact the Emergency Services on 999, informing them of any suspicions.
- Contact Adult Social Care (England, Wales, Scotland) or Adult Social Work Services (Northern Ireland) who will be able to advise whether this reaches the safeguarding threshold and actions required. Alternatively, Thirtyone:eight can be contacted for advice.

If there is a concern regarding spiritual abuse, Safeguarding Lead will: • Identify support services for the Survivor i.e., counselling or other pastoral support

- Contact Thirtyone:eight and in discussion with them will consider appropriate action with regards to the scale of the concern.

Allegations of abuse against a person who works with children/young people:

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the Safeguarding Lead, will:

- Make a referral to the Local Authority Designated Officer-LADO (England and Wales), Child's Named Person (Scotland) or the Gateway Team (Northern Ireland) whose function is to handle all allegations against adults who work with children and young people whether in a paid or voluntary capacity.
- Make a referral to the relevant Disclosure and Barring Service (DBS (England and Wales), Disclosure Scotland (Scotland) or AccessNI (Northern Ireland) for consideration of the person being placed on the barred list for working with children or adults with care and support needs. This decision should be informed by the Local Authority Designated Officer (England and Wales), Children's Social Care (Scotland) or the Gateway Team (Northern Ireland) if they are involved.
- Share information about the concern with the police, police Scotland or Police Service Northern Ireland (PSNI).

Allegations of abuse against a person who works with adults with care and

support needs:

The safeguarding Lead will:

- Liaise with Adult Social Care (England, Wales, Scotland) or Adult Social Work Services (Northern Ireland) to establish whether this can be investigated under their safeguarding processes.
- Make a referral to the relevant Disclosure and Barring Service DBS (England and Wales), Disclosure Scotland (Scotland) or AccessNI (Northern Ireland) following the advice of Adult Social Services.
- Share information about the concern with the police, police Scotland or Police Service Northern Ireland (PSNI).

The legislation across all four UK nations (The Care Act 2014, Adult Support and Protection (Scotland) Act 2007, Adult Safeguarding: Prevention and Protection in Partnership key documents 2015 (Northern Ireland) and Social Services and Wellbeing (Wales) Act 2014) places the duty upon Adult Social Care to investigate situations of harm to adults with care and support needs. This may result in a range of options including action against the person or organisation causing the harm, increasing the support for the carers or no further action if the 'victim' chooses for no further action and they have the capacity to communicate their decision. However, this is a decision for Adult Social Care to decide not the organisation.

Allegations of non-recent sexual abuse from an adult:

If an accusation is made of non-recent sexual abuse from a child, the procedure in relation to sexual abuse will be followed (please see above).

If an accusation is made of non-recent sexual abuse from an adult, the Safeguarding Lead will:

- Give the adult the option to report this to the Police (England and Wales), Police Scotland or Police Service Northern Ireland (PSNI). If the adult does not wish to report this to the police, then the Safeguarding Lead can pass on the information relating to the alleged Perpetrator, however, must not share details of the Survivor.
- If the alleged Perpetrator is in a role working or volunteering with children or young people, make a referral to the Local Authority Designated Officer -LADO(England and Wales), Children's Social Care (Scotland) or the Gateway Team (Northern Ireland) whose function is to handle all allegations against adults who work with children and young people whether in a paid or voluntary capacity.
- If the alleged Perpetrator is in a role working with adults with care and support needs, liaise with Adult Social Care (England, Wales, Scotland) or Adult Social Work Services (Northern Ireland) to establish whether this can be investigated under their safeguarding processes.

and in discussion with them will consider appropriate action with regards to the scale of the concern.

Section 6. Wellbeing Support and Pastoral Care

Supporting those affected by abuse

The Leadership is committed to offering pastoral care, working with statutory agencies as appropriate, and support to all those who have been affected by abuse who have contact with or are part of the organisation.

The person with pastoral oversight of the congregation/mission where the individual is attending will be responsible for pastoral care. Further details can be found in the document 'ELCE Code of Ethics and Pastoral Practice in the Evangelical Lutheran Church of England'.

Working with those who may pose a risk

When someone attending the organisation is known to pose a potential risk to children, or adults with care and support needs; the Leadership will supervise the individual concerned and offer wellbeing support/pastoral care, but in its safeguarding commitment to the protection of children and adults with care and support needs, set boundaries for that person, which they will be expected to keep. These boundaries will be based on a risk assessment and through consultation with appropriate external parties.

Risk assessment and behavioural contract templates can be found in Appendix

7. [behaviour-risk-assessment-template-with-guidance-1.docx \(live.com\)](#)

[clauses-to-consider-in-a-contract.docx \(live.com\)](#)

Adoption of the policy

This policy was agreed by the leadership and will be reviewed annually:

Signed by: **Axel Kappeler**

Position: **Chairman**

Signed by: **Aleksander Bieriejanczuk**

Position: **Treasurer**

Date: **21 December 2025**

Appendices

Appendix 1. Safeguarding Statement and Poster

The statement and Poster are public documents which you can use on a noticeboard and/or on your website as it summarises your commitment to safeguarding and the policy document. Again, this needs to be personalised to your organisation and needs to be kept updated. A model version is included.

Appendices 2 – 7 are largely based on documents made available by 31:8 to member organisations. They are for internal use only and should not be displayed on websites or made available outside of ELCE in any form. They are therefore made available in a separate file.

1. Good Practice Guidelines
2. Model Job Application, Self-declaration and Reference Forms
3. Example Consent Forms
4. Code of Conduct
5. Partnership agreement for safeguarding
6. Pro-Forma for Reporting
7. Behaviour Risk Assessment and Behavioural Contract Template
8. Flowcharts for action

Appendix 1. Safeguarding Statement and Poster

The statement and poster can be used on a noticeboard and/or on your website as it summarises your commitment to safeguarding and the policy document. It should be personalised to your organisation and needs to be kept updated.

PROTECTION OF CHILDREN AND ADULTS POLICY STATEMENT

Name of Place of worship/organisation*:

Resurrection Lutheran Church in Cambridge

The following statement was agreed by the leadership/organisation* on:

21 December 2025

- This place of worship/organisation* is committed to the safeguarding of children and adults with care and support needs and ensuring their well-being.
- We recognise that we all have a responsibility to help prevent harm or Abuse to children and adults with care and support needs in all their recognised forms. • We recognise that the personal dignity and rights of adults and children and will ensure all our policies and procedures will reflect this.
- We believe all people should enjoy and have access to every aspect of the life of the place of worship/organisation.
- We undertake to exercise proper care in the appointment and selection of those who will work with children and adults with care and support needs.
- We believe every child and adult should be valued, safe and happy. We want to make sure that all those we have contact with know this and are empowered to tell us if they are experiencing significant harm.

We are committed to:

- Following statutory denominational and specialist guidelines in relation to safeguarding children and adults and will ensure that as a place of worship/organisation all workers will work within the agreed procedure of our safeguarding policy.
- Implementing the requirements of all relevant legislation including, but not limited to;

England and Wales

Working Together to Safeguard Children 2023, the Disability Discrimination Acts 1995 and 2005, Equality Act 2010 and referring concerns about adults with care and support needs to the local authority under the Care Act 2014.

Scotland

Children and Young People (Scotland) Act (2014); National Guidance for Child Protection in Scotland (2014) Adult Support and Protection (Scotland) Act 2007 and the Code of Practice (2014).

Northern Ireland

Co-operating to Safeguard Children and Young People in Northern Ireland 2017; Children's Services Co-operation Act (Northern Ireland) 2015; Adult Safeguarding: Prevention and Protection in Partnership key documents 2015

- Supporting, resourcing and training those who undertake this work.
- Ensuring that we are keeping up to date with national and local developments relating to safeguarding.
- Ensuring that everyone agrees to abide by these recommendations and the guidelines established by this place of worship/organisation.
- Supporting all in the place of worship/organisation affected by abuse.

We recognise:

- Children’s Social Care (England, Wales, Scotland), Gateway Services (Northern Ireland) has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a child. Adult Social Care has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about an adult with care and support needs.
- Where an allegation suggests that a criminal offence may have been committed then the police, police Scotland or Police Service Northern Ireland (PSNI) should be contacted as a matter of urgency.
- Safeguarding is everyone’s responsibility.

We will review this statement and our policy annually.

If you have any concerns for a child or adult, then speak to one of the following who have been approved as safeguarding Leads for this place of worship/organisation.

Jaime R. Kriger Safeguarding Lead

Aleksander Bieriejanczuk Deputy Safeguarding Lead

A copy of this place of worship’s/organisation’s* policy can be seen:

Resurrection Lutheran Church in Cambridge

Signed by leadership/organisation*

Signed **Axel Kappeler**

Date **21 December 2025**

*delete as appropriate

Poster for Display Alongside Statement