

## **Purpose**

This policy outlines how we will:

Ensure that we provide a healthy, nurturing and protective environment for everyone who engages with London Seminary including staff, students, resident families, and those served by Pastors' Academy and Pastoral Support ministries;

Ensure that everyone involved with London Seminary is protected from harm and abuse, and that if abuse is identified, it is handled effectively, promptly and proportionately;

Ensure that our trustees, staff and volunteers are clear about their responsibilities and duties and are supported to fulfil them competently and confidently;

Develop an open and transparent culture that listens to the views and wishes of those involved in the ministry of London Seminary, and supports the raising of concerns and complaints;

Provide leadership and accountability for London Seminary in relation to safeguarding.

## **Scope**

The ministry of London Seminary is to provide training for ministry, and through the Pastors' Academy provide pastoral support and in-service training for those in ministry. This does not include ministry amongst children or vulnerable adults. However, there are certain circumstances in which safeguarding issues may arise or in which we may become aware of abuse.

## **Values and beliefs**

Everyone who engages with London Seminary has the right to be protected from any form of bullying, harassment, exploitation or abuse. We will seek to ensure that we provide a caring and nurturing environment that is open and transparent and that promotes the raising of concerns with senior leaders.

We have a particular responsibility to protect and promote the wellbeing of those who are vulnerable, and to respond appropriately to disclosures or indicators that they are experiencing abuse or neglect elsewhere.

London Seminary staff and students have a responsibility to act to support the values and commitments outlined in this policy.

Our approach to safeguarding is shaped by our belief as Christians that:

We are to honour those that God has set in authority over us and to live as responsible and good citizens in the time and place that God has set us in.

Every human life, including that of the unborn, is valuable to God and each person bears his image.

We live in a fallen and sinful world, where there are many risks and dangers, but we have responsibilities for protecting those in our charge. We must particularly seek to protect those in our midst who are vulnerable and to oppose exploitation.

We are to love those around us as God loves them and to seek to bring healing, restoration and reconciliation to broken and damaged lives by the manifestation of the love of God through us.

## **Our responsibilities and commitments**

- We will seek to demonstrate our commitment to safeguarding, mutual accountability and the development of best practice throughout the organization. Our most senior leaders will support the development of best practice and provide accountability to everyone who works on our behalf, whether paid or voluntarily.
- We will ensure that those who are responsible for safeguarding at all levels of the organization are appropriately trained and supported to fulfil their roles competently and confidently.
- We will actively seek to create and maintain a culture that is consistent with our biblical principles.
- We will ensure our policies, procedures and systems that support the culture of our organization and the work of all those involved in safeguarding are regularly reviewed for effectiveness.
- We will appoint a Designated Safeguarding Lead (DSL) who will take responsibility for leading safeguarding across the organization. Their contact details will be publicly available.

## **Specific responsibilities relevant to the ministry of London Seminary CIO**

### **1) Children living on site**

Children living on site at London Seminary are in self-contained households and are the responsibility of their parents.

- London Seminary is concerned for the health and welfare of children on site, and will take reasonable measures to ensure that common spaces used by children are safe and appropriate for them.
- London Seminary will provide appropriate family accommodation. It does not regard it as appropriate for children over the age of 10 to share a bedroom with another child of the opposite sex.
- If a child on site discloses potential abuse to a student or member of staff, this is to be recorded, and reported promptly to the DSL, or directly to appropriate authorities.
- The DSL will record any such incident, and report it to statutory bodies as appropriate.

### **2) Student ministry**

Seminary students are involved with local church ministry both through regular attendance and commitment, and visiting ministry opportunities including placements. The responsibility for safeguarding during such ministry, including DBS checks, lies with the local churches.

However:

- If a student becomes aware of abuse, or accusations or abuse, in a local church setting that are not being addressed appropriately, these should be reported to the DSL, or directly to appropriate authorities.
- Such situations of abuse might involve children or vulnerable adults, or a culture of bullying or abuse within the church.
- The DSL will record any such incident, and report it to statutory bodies as appropriate.

### **3) Student Welfare**

- Seminary students are vulnerable to stress during their studies, either through overwork or challenges regarding their gifts or ministry prospects.
- Concerns about workload can be reported to the Vice-Principal, and will be managed appropriately.

- Mentoring of students is to be reasonable and courteous, especially in situations where difficult conversations are necessary regarding feedback, gifting, or ministry prospects.
  - A student welfare pastor, not a member of Seminary academic staff, is available for students who have concerns. General pastoral care of students is the responsibility of their local church.
  - If students have complaints of being treated unfairly or unreasonably by Seminary staff, they should follow the complaints procedure.
  - If students have complaints of bullying or harassment from fellow students, including inappropriate use of social media, these should be reported to the COO.
- 4) Pastors' Academy
- Complaints of bullying, harassment, or inappropriate treatment through the ministry of the Pastors' Academy, including Pastoral Support, should be addressed through the complaints procedure.
- 5) Staff Welfare
- Bullying or harassment by staff, including inappropriate use of social media, is addressed in the employment contract, and subject to appropriate disciplinary procedures.
- 6) Safeguarding training
- Safeguarding training is a vital element of preparation for ministry, and will be included in the pastoral ministry training course.

#### **Designated Safeguarding Lead:**

Stephen Wright, 020 8346 7587, [stephenwright@londonseminary.org](mailto:stephenwright@londonseminary.org)

Our Designated Safeguarding lead can deal with most safeguarding issues, but should you need to contact a senior leader, you can contact:

Bill James, 020 8346 7587, [billjames@londonseminary.org](mailto:billjames@londonseminary.org)

#### **Governance-level responsibility:**

Legal compliance and final responsibility for safeguarding rests with the trustees.

Chairman of Trustees: Spencer Cunnah, [scunnah@gmail.com](mailto:scunnah@gmail.com)

Secretary of Trustees: David Earl, [davidjearl66@gmail.com](mailto:davidjearl66@gmail.com)

#### **Statutory services:**

Barnet Council: <https://www.barnet.gov.uk/>

Children's Social Care: <https://www.barnet.gov.uk/children-and-families/keeping-children-safe/worried-about-safety-child>; To report a concern: **020 8359 4066 (office hours)** or 020 8359 2000 (other hours)

Local safeguarding partnership:  
<https://thebarnetscp.org.uk/bscp>

#### **External specialist support:**

Christian Safeguarding Services advice line: 0333 303 4101, [info@thecss.co.uk](mailto:info@thecss.co.uk)

WDJ, April 2020

Review annually at October board meeting

Appendix - Basis of the policies and procedures and legal framework	
Safeguarding children	Safeguarding adults
<ul style="list-style-type: none"> <li>• National legislation and guidance (Safeguarding Children)</li> </ul> <p>Children Acts (1989 &amp; 2004)</p> <p>Children and Families Act 2014</p> <p>Children and Social Work Act 2017</p> <p>Working together to safeguard children (2018)</p> <p>What to do if you're worried a child is being abused: advice for practitioners (Department for Education, 2015)</p> <p>Protection of Children Act 1999</p> <p>Safeguarding Vulnerable Groups Act 2006</p> <p>Protection of Freedoms Act 2012</p> <p>Disqualification under the Childcare Act 2006 (2018 amended)</p> <p>Housing Act 1985 (s.325 regarding overcrowded accommodation)</p> <p>Prevent duty guidance 2016</p> <p>Sexual Offences Act 2003</p> <p>The Safe Network Standards (available from the NSPCC website)</p> <p>Keeping Children Safe in Education 2018 and FGM duty guidance</p>	<ul style="list-style-type: none"> <li>• National legislation and guidance (Safeguarding adults)</li> </ul> <p>The Care Act 2014</p> <p>Human Rights Acts 1998</p> <p>Care Standards Act 2000</p> <p>Mental Capacity Act 2005</p> <p>Deprivation of Liberty Safeguards 2007</p> <p>Sexual Offences Act 2003</p> <p>Police and Criminal Evidence Act 1984</p> <p>Fraud Act 2006</p> <p>Public Interest Disclosure Act 1998</p> <p>Health and Social Care Act 2008</p> <p>Disclosure and Barring Service (DBS)</p> <p>Multi-Agency Public Protection Arrangements (MAPPA)</p> <p>Multi-Agency Risk Assessment Conference (MARAC)</p> <p>LSAB Multiagency Policy and Procedures</p>
<ul style="list-style-type: none"> <li>• Local guidance and procedures               <ul style="list-style-type: none"> <li>○ <i>Local Safeguarding Children Board procedures</i></li> <li>○ <i>Local authority guidance</i></li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Local guidance and procedures               <ul style="list-style-type: none"> <li>○ <i>Local Safeguarding Adults Board procedures</i></li> <li>○ <i>Local authority guidance</i></li> </ul> </li> </ul>