

Promoting a safer church

The care and protection of children, young people and adults involved in Church activities is the responsibility of everyone who participates in the life of the Church

**House of Bishops
Safeguarding Policy
for children, young
people & adults**

IF YOU ARE CONCERNED

that someone you know is at risk of, or is being abused, or presents a risk to others, please seek advice from a Safeguarding Adviser or if necessary report the matter to the Local Authority Social Care Services or the Police without delay.

Local contacts available to speak to if you have any concerns:

Karen De Sa - Parish Safeguarding Officer
07950 352086

Nicole Stokoe - Parish Safeguarding Officer
Use Office Number: 020 8991 0164
safeguarding@ststephens-ealing.org

David Baylor - Vicar
07519 335166
vicar@ststephens-ealing.org

Diocesan Safeguarding Officers
020 7932 1224
safeguarding@london.anglican.org

Local Authority Social Services
020 8825 8000

**IF THERE IS IMMEDIATE RISK OR DANGER
PLEASE CONTACT THE POLICE ON 999.**

OUR COMMITMENTS

- Promoting a safer environment and culture
- Safely recruiting and supporting all those with any responsibility related to children and vulnerable adults
- Responding promptly to every safeguarding concern or allegation
- Caring pastorally for victims/survivors of abuse or other affected persons
- Caring pastorally for those who are the subject of concerns/allegations of abuse and other affected persons
- Responding to those that may pose a present risk.

HELPLINES

- NSPCC: 0808 800 5000
- Childline: 0800 1111
- Stop It Now: 0808 1000 900
- NAPAC: 0808 801 0331
- Samaritans: 116 123
- Family Lives: 0808 800 2222
- National Domestic Abuse Helpline: 0808 2000 247
- Respect Phoneline: 0808 8024040
- National Careline: 0800 0699 784

The following policy statement was agreed at the Parochial Church Council (PCC) meeting held on 20th July 2026.

Context

To build a vibrant and engaged Church community, it is essential that the Church builds and maintains a culture that feels safe, caring and respectful. **Safeguarding** refers to the proactive measures, practices, and culture adopted by the Church to ensure the **physical, emotional, spiritual, and psychological safety** of all members, particularly children, young people, and adults who are vulnerable in our communities. Safeguarding is the responsibility of everyone as it involves:

- 1. Promoting healthy cultures and leadership:** Fostering a culture of care, respect, and inclusion where everyone feels valued and protected.
- 2. Preventing harm:** Creating environments where abuse, neglect, or exploitation are actively discouraged and prevented.
- 3. Recognising, assessing and managing risk:** Identifying potential risks and vulnerabilities within the Church community, and working to minimise any negative impacts.
- 4. Responding appropriately to victims and survivors:** Taking immediate, proportionate and appropriate action when concerns or allegations arise, in line with legal and ethical obligations.
- 5. Engaging in continuing learning, supervision and support:** Adhering to relevant laws, guidelines, and best practices, and ensuring transparency and accountability in all safeguarding processes.

The Church commits to upholding these principles to ensure that its activities and ministries are safe and nurturing for all.

Who is this policy for?

This policy statement is for all members of the Church congregation, the general public, Church staff and volunteers.

Policy details

In accordance with the **House of Bishops' Policy Statements 'Promoting a Safer Church' (2017)** and **'Protecting All God's Children's 4th edition (2010)** and the **Diocesan Safeguarding Policy 'Promoting a Safer Diocese' (2018)** our church is committed to promoting a safer environment and culture by:

- Safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the church.
- Responding promptly to every safeguarding concern or allegation.
- Caring pastorally for victims/survivors of abuse and other affected persons.
- Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons.
- Responding to those that may pose a present risk to others.
- As appropriate, proportional and required, escalating concerns through the Diocese Safeguarding structures, Local Authority or Police.

The Parish will continuously work towards creating and maintaining a safe and caring place for all by:

- Having named Parish Safeguarding Officer/s(PSO/s) to work with the incumbent and the PCC to implement policy and procedures.
- Safely recruiting, training and supporting all those with any responsibility for children, young people and adults to have the confidence and skills to recognise and respond to abuse.
- Ensure that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the parish.
- Display in church premises and on the Parish website the details of who to contact if there are safeguarding concerns or support.
- Listen to, take seriously and seek guidance from the PSOs when disclosures of abuse are shared.
- Take steps to protect children and adults when a safeguarding concern of any kind arises, following House of Bishops guidance, including notifying the Diocesan Safeguarding Adviser (DSA) and statutory agencies immediately.
- Offer support to victims/survivors of abuse regardless of the type of abuse, when and where it occurred.
- Care for and monitor any member of the church community who may pose a risk to children and adults whilst maintaining appropriate confidentiality and the safety of all parties.
- Ensure that health and safety policy, procedures and risk assessments are in place and that these are reviewed annually.
- Review the implementation of the Safeguarding Policy, Procedures and Practices at least annually.

Each person who works within this church community will agree to abide by this policy and the guidelines established by this church.

This church appoints **Karen de Sa** and **Nicole Stokoe** as the **Parish Safeguarding Officers**.

Incumbent: **David Baylor**

Churchwardens: **Sanjay Joshi and Elizabeth Cahill**

Date: **20 July 2026**