



Safeguarding Policy

Policy owner	Safeguarding Department
Address	24 Coleridge Road, London, N4 3NP
Approved by	UCKG Board of Trustees and Senior Management
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1. POLICY STATEMENT

The Universal Church of the Kingdom of God (referred to as UCKG from this point forwards) believes safeguarding is everyone's business. We are committed to safeguarding the welfare of children and adults, and require all UCKG trustees, ministerial and administrative staff, volunteers and contractors to share this commitment; all have shared responsibility for ensuring the implementation of this policy and linked documents.

This policy is intended:

- to contribute to the safety and well-being of everyone engaging with UCKG
- to safeguard all those who work or volunteer with UCKG
- to provide an overview of our approach to safeguarding

This policy should be read alongside UCKG's Safeguarding Procedures and the following policies and procedures:

• Whistleblowing	• Complaints
• Employee Handbook	• Home Working
• Vulnerable Donors	• Health and Safety

2. BASIC PRINCIPLES AND DEFINITIONS

This policy has been drawn up based on legislation and guidance that seeks to protect children and adults at risk, including (this list is not exhaustive):

- Human Rights Act 1998
- Mental Capacity Act 2005, Adults with Incapacity Act (Scotland) 2000, Capacity and Self-Determination (Jersey) Law 2016
- The Children's Act 1989 and 2004, the Children's Act Scotland 1995, the Children's Order Northern Ireland 1995, Children Law 2002 and Children and Young People Law 2022 (Jersey)
- United Nations Convention on the Rights of a Child (UNCRC)
- Criminal Justice and Court Services Act 2000
- Social Services and Well-being Act (Wales) 2014
- Safeguarding Vulnerable Groups Act 2006
- Online Safety Act 2023
- Equality Act 2010
- Care Act 2014 and the Care Act Statutory Guidance 2025, the Adult Support and Protection Act (Scotland) 2007, The Regulation of Care (Jersey) Law 2014, Safeguarding Partnership Jersey Arrangements to Safeguard Adults at Risk of Serious Harm 2025
- Counter Terrorism and Security Act 2015 and Prevent Duty Guidance 2023
- Data Protection Act 2018 and General Data Protection Regulation 2018

- Working Together to Safeguard Children 2026, Working Together to Safeguard People 2022, Getting It Right For Every Child 2022, Cooperating to Safeguard Children and Young People in Northern Ireland 2024, Safeguarding Partnership Jersey Child Protection Procedures 2026
- Keeping Children Safe in Education 2025 (and proposed 2026 document)
- Social Housing Regulation Act 2023
- Female Genital Mutilation Act 2003
- Information Sharing Advice for Safeguarding Practitioners 2024
- Terrorism (Protection of Premises) Act 2025 (Martyn's Law)

UCKG and its Board of Trustees ensure they meet their responsibilities as defined by the England and Wales Charity Commission – identifying and managing risk; having suitable policies and practice in place; carrying out necessary checks; protecting our staff and volunteers; handling and reporting incidents appropriately, also the requirement to report serious incidents. Trustees are aware of and will comply with the Charity Commission guidance on safeguarding and protecting people and also the 10 actions trustee boards need to take to ensure good safeguarding governance.

While the core principles of good safeguarding practice apply across different settings, there are some differences in legislation, regulatory frameworks, definitions and terminology between England, Wales, Scotland and Northern Ireland. To keep this document as succinct as possible, this policy will focus primarily on England (unless otherwise stated) with the same principles being generally applicable across the UK nations.

Definitions

Safeguarding is the actions taken to protect and promote the welfare of children and adults at risk.

Safeguarding children

In 'Working Together to Safeguard Children 2026' safeguarding and promoting the welfare of children is defined as:

- providing help and support to meet the needs of children as soon as problems emerge
- protecting children from maltreatment, whether that is within or outside the home, including online
- preventing impairment of children's mental and physical health or development
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- promoting the upbringing of children with their birth parents, or otherwise their family network through a kinship care arrangement, whenever possible and where this is in the best interests of the children
- taking action to enable all children to have the best outcomes in line with the outcomes set out in the Children's Social Care National Framework

A child is defined as someone who has not yet reached their 18th birthday in England, Wales, Northern Ireland and Jersey and anyone who has not yet reached their 16th birthday in Scotland.

Safeguarding adults at risk

As stated in the Care and Support Statutory Guidance safeguarding means protecting an

adult's right to live in safety, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experience of abuse or neglect, while at the same time making sure that the adult's wellbeing is promoted including, where appropriate, having regard to their views, wishes, feelings and beliefs in deciding on any action.

UCKG's safeguarding responsibilities focus on 'adults at risk', defined as those 18 years of age and over (16 years in Scotland) who:

- has needs for care and support (whether or not the local authority is meeting any of those needs)
- is experiencing, or at risk of, abuse or neglect
- as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect

UCKG recognises and adheres to following the six key principles that underpin safeguarding work:

Empowerment – People being supported and encouraged to make their own decisions and informed consent

Prevention – It is better to act before harm occurs

Proportionality – The least intrusive response appropriate to the risk presented

Protection – Support and representation for those in greatest need

Partnership – Local solutions through services working with their communities

Accountability – Accountability and transparency in delivering safeguarding

UCKG supports 'Making Safeguarding Personal' - an approach which emphasises a person centred, outcome focused and strengths-based approach to safeguarding activity. Making safeguarding personal (MSP) is about professionals working with adults at risk or potential risk, to ensure that they are making a positive difference to their lives. The adult concerned where possible must lead on decisions about their own safety and wellbeing throughout the safeguarding process; 'no decision about me, without me'. The adult's views and wishes should be used as guidance for all staff involved and must be respected.

3. SCOPE OF THE POLICY

The key roles in which it is likely that children and adults at risk will be encountered in the course of ministerial, outreach, administrative or other work are as follows:

- Ministerial staff – bishops, bishops' wives, consecrated and non-consecrated pastors, pastors' wives, assistant pastors, universal biblical institute (UBI) trainees, missionaries and any other ministerial staff in training
- Volunteers – assistants, collaborators and coordinators
- Related administrative staff – safeguarding staff, helpline staff, church and office reception staff, community outreach staff

This policy is not limited to the above positions, but also applies to these groups:

- Trustees
- Remaining administrative staff
- Contractors
- All who visit our churches for services, spiritual guidance, one to one support or any other purpose

For the purpose of this policy, all those listed above will be referred to as 'staff' throughout this document (except those who visit our churches for services, spiritual guidance, one to one support or any other purpose.)

This policy and related procedures apply to work delivered on site, off site, online, at residential activities, during transport, at events, and during any informal or pastoral interaction connected to the organisation.

The UCKG Safeguarding Policy and where relevant, procedure documents, may be distributed to relevant third parties. In some cases, third parties such as premises hire or those performing on-site work for UCKG will be expected to be familiar with and adhere to our policies and procedures, which will be made available where applicable.

These policies and procedures are in place to protect all children and adults at risk that enter or seek the support or advice of the church as members and as visitors or those contacting UCKG and engaging with outreach services with or without any prior connection with us (to be referred to as 'beneficiaries' from this point forwards).

4. SAFEGUARDING STATEMENT

Safeguarding is everyone's responsibility. Everyone who works with or on behalf of UCKG must act immediately if they have a concern about a child, an adult at risk, a member of staff, a beneficiary, a parent or carer, or any person who may pose a risk of harm. All staff are expected to recognise that:

- The child or adult at risk's welfare is paramount
- Children and adults are to be listened to, believed and taken seriously
- All relevant legislation and statutory, denominational and specialist guidance plus UCKG safeguarding and all linked policy and procedure documents are to be followed at all times
- Staff will act early, share information appropriately, and work with statutory and voluntary partners wherever appropriate
- Effective, embedded safer recruitment, supervision, training, risk assessment and governance systems will be maintained and subject to regular reviews
- Discrimination, racism, disproportionality and other exclusionary practices will be actively challenged
- UCKG will maintain safe premises, events and online environments, including proportionate protective security measures under Martyn's Law (applicable from Spring 2027) where and when applicable
- If someone is assessed as posing a safeguarding risk to others they will not be allowed to attend church/any UCKG services but, if deemed safe to do so, they will be offered pastoral care by an appropriate, trained and supported member of staff

At UCKG, it is recognised that:

- Everyone, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity status, race, religion or belief, sex or sexual orientation has a right to equal protection from all types of harm, exploitation, abuse, and neglect
- All staff and beneficiaries, without exception, have the right to be treated with respect and dignity, to privacy and confidentiality
- There is a responsibility to work in a way that prevents people from experiencing harm, exploitation, abuse, and neglect and where harm has already occurred, to act quickly and appropriately

- There are children and adults that are more vulnerable than others and need a greater level of protection for their safety and wellbeing

5. SAFEGUARDING GOVERNANCE

UCKG ensures it has the arrangements in place to fulfil its commitment to safeguard and promote the welfare of both children and adults. The clear structure of safeguarding accountability supports everyone within the organisation to understand their individual responsibilities for safeguarding.

The Board of Trustees and Senior Management has overall responsibility for ensuring that individuals are aware of and understand the principles of this policy and there is a nominated Trustee Lead for safeguarding.

Designated Safeguarding Lead (DSL) Head Office:

Phone: 020 7686 6006 ext 6148

Email: dsl@uckg.org

The Designated Safeguarding Lead (DSL) is the overall lead for safeguarding within UCKG. The DSL is supported by a number of Deputy Designated Safeguarding Leads (DDSLs) who undertake the same operational safeguarding functions under the oversight of the DSL.

This policy (and safeguarding procedures document) and related procedures are owned and maintained by the Safeguarding Department Manager - they are responsible for the contents of this policy, and auditing how consistently it is used.

Safeguarding Department Manager

Phone: 020 7686 6006 Ext: 6148

E-mail: safeguarding.mgt@uckg.org

These constitute what may be referred to as the 'Safeguarding Department'.

UCKG also appoints a Safeguarding Officer and a Deputy Safeguarding Officer in each of the full-time church branches on a voluntary basis. Part-time branches will either have a dedicated Safeguarding Officer, or the responsibility will fall to the Pastor-in-charge of that branch or a Safeguarding Officer from an appointed nearby branch.

All policies and procedures are reviewed annually, or when there are significant changes for example in safeguarding legislation. Policies and procedures are ratified by the Board of Trustees and the Senior Management before being shared with all staff who are required to confirm their understanding and commitment to these documents after each review. Any queries or concerns regarding any areas of this policy or procedures should be directed to the Safeguarding Department Manager on safeguarding.mgt@uckg.org.

The Designated Safeguarding Lead, or an appointed Deputy, reviews safeguarding trends and statistics regularly and reports these to the senior management team so that they can consider any strategic or operational responses needed. The Board of Trustees includes safeguarding as a standing agenda item for board meetings when necessary, and will be in receipt of a summary report beforehand.

Senior management team meetings will also be held regularly where safeguarding concerns are raised for the purposes of awareness, learning, and review.

Under the oversight of the Safeguarding Department Manager, the DSL and DDSLs are required to stay up to date with relevant national and local safeguarding updates, and share anything relevant with all appropriate staff. They are also responsible for making all reasonable steps to ensure that throughout their church and all its activities, everyone is aware of and works within the agreed safeguarding policy and procedures documents.

The Safeguarding Department conducts regular inspections and annual audits to ensure safeguarding practices are in line with the requirements of the Safeguarding Policy throughout the organisation.

6. CONSENT AND CAPACITY

It is a fundamental principle of UK law that adults have the right to make decisions on their own behalf and are assumed to have the capacity to do so. This extends to decisions that may entail personal risks and that may not be in accordance with an objective view of their best interests. UCKG will:

- assume a person has the capacity to make a decision themselves, unless it's proven otherwise
- wherever possible, help people to make and communicate their own decisions
- obtain consent whenever possible
- if there is a situation where we are required to make a decision for someone who is assessed to not have capacity, it must be in their best interests, and the least restrictive of their basic rights and freedoms

Regarding children, consent to act does not have to be sought, though it should be sought from the child or the parents/carers of the child whenever possible.

All those involved in a safeguarding concern should be kept informed of all actions taken, unless it is unsafe or not practicable to do so. UCKG staff will ensure they communicate this in a way that is understood by the child/adult at risk.

7. KNOWN OFFENDERS

We are committed to the use of thorough and careful supervision to protect people from the potential risks associated with known offenders within the congregation, including implementing contracts with known offenders and those who have been assessed as posing a risk.

UCKG intends to meet the pastoral needs of all, and staff will support and supervise those who pose a risk to children or adults at risk and implement contracts of behaviour, while bearing in mind the overarching principle that the welfare of the child or adult at risk is paramount.

8. SHARING INFORMATION

UCKG seeks to maintain confidentiality at all times except in circumstances where doing so would place the individual or another individual at possible risk of harm.

Where there is reason to believe that a child or adult at risk may be at risk of significant harm, UCKG's Safeguarding Department recognises the importance of the information being shared as fast as possible with the agencies responsible for conducting enquiries into

such matters, for example, social services, mental health teams and the police. In such situations, consent is not needed from children, parents/carers or adults at risk, though this should be sought wherever possible. If UCKG staff are going ahead without consent to share information with external agencies they will always seek to inform the individual concerned unless it is deemed unsafe to do so.

It is never acceptable to avoid or delay sharing information about child protection concerns or concerns in regards to adults at risk on the grounds that a relationship with a child or adult will be compromised.

Whilst the data protection legislation places duties on organisations and individuals to process information fairly and lawfully, this can never be a barrier to sharing information where doing so may safeguard a child or adult at risk.

All suspicions and investigations must be kept confidential and information on safeguarding cases may be shared with other relevant departments or staff members, but on a strict 'need to know' basis and where it is in the children or adults at risk's best interests or to protect those around them.

Reports and records of discussions should be processed, shared, archived and destroyed in line with the Data Protection Act 2018 and UCKG's Data Protection Policy. Any further advice can be sought from the Safeguarding and Data Protection Departments.

Rules on sharing information:

- Be open and honest unless it is unsafe or inappropriate
- Data protection is not a barrier
- Seek advice
- Share with consent where appropriate
- Consider safety and well being
- Any information shared should be necessary, proportionate, relevant, accurate, timely and secure
- Always keep a detailed, contemporaneous record of all concerns, actions, outcomes, updates and any other relevant information to the concern

Staff with concerns about the welfare of a child or adult, must not discuss these with other staff, beneficiaries, parents, carers, or other people involved with the person, until they have passed on the concerns and received advice and instructions from a Designated Safeguarding Lead or Deputy.

The Designated Safeguarding Lead is responsible for making sure records of concerns about the protection of children and adults at risk are kept confidentially, and will review procedures regularly and in response to updates to legislation such as the Data Protection Act or government guidance or due to internal changes.

If UCKG is given information about a person that may impact the safety of staff or anyone else, the DSL/DDSLs or Safeguarding Officers may share this information with other staff only as is relevant to their role and with the consent of the person or with the individual responsible for that person. Decisions to share information without the person's consent will only be taken where the risks to others outweigh an individual's right to confidentiality.

UCKG will assist referral and partner agencies such as Social Services and the police, as far as possible, during any investigation. This will include disclosing written and oral information wherever this is necessary.

9. LOW-LEVEL CONCERNS

Low-level concerns are those concerns regarding children or adults that do not meet the harm threshold, as defined by local safeguarding arrangements. UCKG recognises the importance of having policy and procedures to manage such concerns.

UCKG staff should ensure that they promote an open and transparent culture in which all concerns about all those involved with UCKG are dealt with promptly and appropriately, therefore this is covered in all safeguarding training, induction training, supervision and in relevant meetings. This enables:

- UCKG to identify inappropriate, problematic or concerning behaviour early
- minimise the risk of abuse
- ensure that all staff are clear about professional boundaries and act within these boundaries, and in accordance with the ethos and values of the organisation
- an environment to be created where staff are encouraged and feel confident to self-refer, where, for example, they have found themselves in a situation which could be misinterpreted, might appear compromising to others, and/or on reflection they believe they have behaved in such a way that they consider falls below the expected professional standards

The term 'low-level' concern does not mean that it is insignificant. A low-level concern is any concern – no matter how small, and even if no more than causing a sense of unease or a 'nagging doubt' - that a staff member may have acted in a way that:

- is inconsistent with the staff code of conduct as detailed in the Employee Handbook, including inappropriate conduct outside of UCKG activities
- does not meet the harm threshold or is otherwise not serious enough to consider a referral to the LADO (or Local Social Services Gateway Team (NI), local Child Protection Committees in Scotland, and the Children and Families Hub in Jersey)

Examples of such behaviour could include, but are not limited to:

- Taking photos of children on their personal device
- engaging with a child/adult at risk on a one-to-one basis in a secluded area or behind a closed door
- humiliating, using inappropriate language or innuendo

Low-level concerns may arise in several ways and from a number of sources. For example: suspicion; complaint; or disclosure made by a child, adult beneficiary, parent or other adult within or outside of the organisation; or as a result of vetting checks undertaken.

UCKG recognises that it is crucial that all low-level concerns are shared responsibly with the right person and recorded and dealt with appropriately, protecting the children/adults at risk, staff members from becoming the subject of potential false low-level concerns or misunderstandings and UCKG as an organisation.

10. RECRUITMENT, SELECTION AND TRAINING

UCKG will ensure that as far as is possible, all staff are safe and trustworthy to work with children and adults at risk by enforcing robust recruitment procedures and complying with all relevant guidance and legislation.

A valid DBS certificate (or PVG Check, Scotland and Access NI in Northern Ireland) is essential for all staff in positions of trust within the UCKG. Any of the above without a valid DBS certificate (or equivalent for Scotland and Northern Ireland) or whose relevant application has been deemed unsatisfactory (as decided by the relevant DSL or senior management team) cannot work or volunteer to work with children who are under the age of 18 years or adults at risk in any UCKG setting. Staff members will not be able to start until the relevant check is in place. Staff members must have the relevant check for the country/countries they are working within.

Individuals who have lived or worked outside the UK will undergo the same checks. This includes obtaining a DBS certification even if the individual has never been to the UK. Where appropriate, the Church may consider additional safeguarding information for individuals who have lived or worked outside the UK, depending on the role or circumstances.

All administration staff members are subject to a 6 month probation period and will have a time of induction when they are new in post. During this time, they are required to read and record their understanding and commitment to this policy and all related procedures.

Our commitment to safeguarding will also be shown by ensuring our Safeguarding Policy is easily accessible to all staff, beneficiaries, visitors and external parties, such as featuring it on our website and ensuring physical copies are available in all UCKG branches.

Training

UCKG is committed to ensuring all those working with children or adults at risk are supported, supervised, resourced and trained. The UCKG recognises that dealing with safeguarding issues is demanding and can cause significant additional pressure on people with safeguarding responsibilities. Therefore, in addition to full safeguarding training before anyone with safeguarding responsibilities starts on their roles, our Safeguarding Department provides refresher training sessions at least once a year, or when something significant has changed or whenever there is a significant safeguarding incident.

The Safeguarding Department manager, the Designated Safeguarding Lead, and Deputy Designated Safeguarding Leads, are required to attend DSL training or refresher training every 2 years. As part of the role they are also to develop their knowledge through regularly accessing further training, articles, forums, conferences, newsletters, mentoring, etc. Responsible for overseeing UCKG's safeguarding frameworks as part of the Board of Trustees, we will consider our Trustee Safeguarding Lead also being included in the above.

The Board of Trustees will consider attending their own safeguarding training, and ensuring this is regularly refreshed.

All staff will receive safeguarding training appropriate to their role. This should be refreshed every 2 years at a minimum.

Safeguarding training and development is an ongoing process and not a one-off event.

If UCKG introduces a new policy or way of working about protection or safeguarding, it will induct all staff to make sure they understand the new information.

A summary of training needs is as follows (the UCKG Safeguarding Team will have an up to date training needs analysis, reviewed with the senior management team and the Board of Trustees annually):

Role	Training Course
Safeguarding Department Manager, DSL/DDSLs	DSL Training Online Safety Domestic Abuse Mental Health Awareness Spiritual Abuse Prevent Information Sharing Safer Recruitment Martyn's Law Annual internal refresher training
Trustee Board Safeguarding Lead	Minimum: Safeguarding Training for Trustees DSL Training Ideally: Online Safety Domestic Abuse Mental Health Awareness Spiritual Abuse Prevent Information Sharing Safer Recruitment Martyn's Law Annual internal refresher training
Board of Trustees	Safeguarding Training for Trustees
Safeguarding Officers	NUCO FAA Level 1 in Awareness of Safeguarding FAA Level 3 in principles of Safeguarding and Protecting Children, Young People or Vulnerable Adults
Deputy Safeguarding Officers Pastors Assistant Pastors Youth Pastors	NUCO FAA Level 1 in Awareness of Safeguarding
Safeguarding Officers Deputy Safeguarding Officers Pastors Assistant Pastors Youth Pastors Children and adult volunteers	Online Safety Domestic Abuse Mental Health Awareness Spiritual Abuse Prevent Information Sharing Annual internal refresher training
Staff members leading on recruitment to any role	Safer recruitment

Staff members organising events or responsible for the security of venues	Martyn's Law
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11. SUPPORT FOR STAFF

UCKG ensures it provides appropriate and effective support for its staff.

Any staff member reporting or involved in a safeguarding concern will be offered support by an appropriate person in a timely manner, and it will be discussed whether they are happy to continue with the role and if they would request any adjustments.

The DSL and DDSs and anyone dealing with safeguarding concerns, disclosures or investigations will be offered appropriate supervision with time given to reflect on decisions, learning, and discuss how it feels from a personal perspective. It should include space for anyone to raise concerns within UCKG that will be responded to by the appropriate person. Those providing this safeguarding supervision should be identified as competent to do so. It may be provided in a one-to-one or group setting, and all formal supervision sessions should have a written record.

12. ALLEGATIONS AGAINST STAFF

UCKG takes any concern regarding any member of staff seriously, and will respond in a timely, appropriate and proportionate way.

If an allegation is made against any staff member, it will be decided by the Safeguarding Department Manager or if appropriate by a more senior member of staff if the matter constitutes a safeguarding allegation and if an internal investigation or referral to an external agency such as the police or social care is required. If the Safeguarding Department Manager is unsure of how to proceed they will seek advice from these external agencies.

The Local Authority Designated Officer (LADO) in England and Wales, the local Social Services Gateway Team (NI), the local Child Protection Committee in Scotland and the Children and Families Hub in Jersey is to be contacted regarding any allegation concerning a member of staff and a child if it meets the relevant threshold.

UCKG acknowledges that staff who are the subject of allegations will also need support and further information, and will always strive to provide this.

13. TERRORISM (PROTECTION OF PREMISES) ACT 2025 - MARTYN'S LAW

UCKG is committed to providing a safe and welcoming environment for all beneficiaries, visitors and staff, and therefore recognises it needs to have arrangements in place to prepare for and respond to potential terrorist incidents in accordance with the principles of the Terrorism (Protection of Premises) Act 2025 (Martyn's Law). UCKG recognises that the threat from terrorism may arise from a range of ideologies and that preparedness, vigilance and effective emergency procedures can reduce the risk of harm.

UCKG will:

- Take reasonably practicable steps to protect people attending our premises
- Maintain clear emergency procedures
- Train all relevant staff with responsibility to deliver any UCKG services in emergency response actions
- Encourage vigilance and prompt reporting of suspicious behaviour to the pastor-in-charge of the branch and/or the Security team where applicable
- Work with police and emergency services where appropriate
- Review security arrangements regularly
- Promote a culture of safety while preserving UCKG's welcoming nature

14. COMPLAINTS

Complaints that are received about the conduct or behaviour of UCKG staff will be dealt with according to our Complaints Policy (please refer to our Complaints Policy for more details) with some exceptions as detailed in section 6 of the Complaints Policy.

15. WHISTLEBLOWING

UCKG recognises the importance that the role 'Whistleblowing' can play in deterring and detecting malpractice and abuse of children and adults at risk. (See Whistleblowing policy for more details).

16. QUALITY AND REVIEW

We recognise that quality assurance mechanisms are an integral part of our safeguarding governance.

UCKG staff have a responsibility to report to the Safeguarding Department any concerns, gaps, inconsistencies, or issues they identify in the implementation of this Safeguarding Policy or its associated procedures. Staff should also notify the Safeguarding Department if they become aware of, emerging risks, or safeguarding matters that may indicate the need for the policy or procedures to be reviewed.

Through reviewing and reporting, the Safeguarding Department will identify any common themes or issues that arise from concerns or disclosures and identify future actions with timescales. The Safeguarding Department Manager will ensure our Board of Trustees are well informed about UCKG's safeguarding practice and frameworks, and encourage critical discussion. The Board of Trustees will reflect on safeguarding risks, as well as ensure it is confident in the governance structures, management of risk, training, support and resource and the management of any serious incidents, and is up to date with any trends or themes within safeguarding.

UCKG's Board of Trustees will regularly review its safeguarding practice through internal auditing and will consider future external audits.

17. LOCAL SAFEGUARDING PARTNERSHIPS OR BOARDS (CHILDREN AND ADULTS)

UCKG will work in partnership and adhere to the procedures of all local Safeguarding Adults Boards or Partnerships/Multi-agency Adult Protection Committees and Safeguarding Children Partnerships or Boards.

UCKG recognises all staff have a duty to co-operate in information sharing, such as in the case of Child Safety Practice Reviews and Safeguarding Adults Reviews.

The DSL/DDSLs are expected to be familiar with local safeguarding arrangements, thresholds and referring procedures.

18. COMPLIANCE

Failing to abide by this policy, the safeguarding procedures document and all other related policy and procedure documents at all times is likely to result in disciplinary procedures for staff.

19. VERSION CONTROL SHEET

Version	Approved By	Valid From	Expired On
01 for the year 2026	Board of Trustees & Senior Management	Fri 14 August 2026	-