



Safeguarding Policy Statement

Ruach City Church is committed to safeguarding as an integral part of its life and ministry. Safeguarding is about the action that Ruach City Church takes to promote a safer culture. This means we will:

- **PROMOTE** the welfare and well-being of children, young people and adults through a culture of shared responsibility for safeguarding within clearly assigned roles;
- **PREVENT** harm through best practice and the creation of a culture of informed vigilance;
- **PROTECT** through responding effectively when safeguarding concerns arise.

We will take care to identify where a person may pose a risk to others, and offer support to them whilst taking steps to mitigate such risks.

Ruach City Church and its individual members undertake to take all appropriate steps to maintain a safer environment for all. It will practise fully and positively towards children, young people and adults who are vulnerable and respond sensitively and compassionately to their needs in order to help keep them safe from harm.

Ruach City Church Safeguarding Responsibilities

Ruach City Church recognises its responsibilities in safeguarding all children, young people and adults at risk, regardless of gender, ethnicity or ability.

- **Prevention and reporting of abuse**

It is the duty of each Ruach City Church member to help prevent the abuse of children, young people and adults at risk, and the duty of each Ruach City Church member to respond to concerns about the well-being of children and adults at risk. Any abuse disclosed, discovered or suspected will be reported in accordance with our procedures. Ruach City Church will fully co-operate with any statutory investigation into any suspected abuse linked with the church. Emails can be sent to safeguarding@ruachcitychurch.org.

- **Safer recruitment, support and supervision of workers**

Ruach City Church will exercise proper care in the selection and appointment of those working with children and adults at risk, whether paid or voluntary. All workers will be provided with appropriate training, support and supervision to promote the safekeeping of children, young people and adults at risk, and will have a Disclosure Barring Service check (renewed every 3 years).

- **Respecting children, young people and adults at risk**

Ruach City Church will adopt a code of behaviour for all who are appointed to work with children, young people and adults at risk so that all children and adults are shown the respect that is due to them.

- **Safer working practices**

Ruach City Church is committed to providing an environment that is as safe as possible for children and adults at risk and will adopt ways of working with them that promote their safety and well-being.

- **A safer community**

Ruach City Church is committed to the prevention of bullying. Ruach City Church will seek to ensure that the behaviour of any individuals who may pose a risk to children, young people and adults at risk in the community of Ruach City Church is managed appropriately.

Ruach City Church Leadership/Trustees must provide support and oversight for all Elders and Ministers in implementing safeguarding policies.

In particular they must:

- Provide a structure to manage safeguarding issues and practice with a multi-disciplinary Safeguarding Team.
- Ensure that the safeguarding team should be chaired by a suitably qualified and experienced Designated Safeguarding Lead (DSL) and should hold meetings regularly.
- Provide support, risk assess work whether conducted in Ruach City Church or in the community on individuals so that the DSL and Safeguarding Team can evaluate and manage any risk posed by individuals (staff, Volunteers or members of Ruach City Church).
- Provide access to training and support on safeguarding matters to all Ruach

Designated Safeguarding Lead (DSL)

The role of the DSL 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. It is not the role of the DSL to investigate allegations and concerns.

The DSL is responsible for co-ordinating and managing all Location safeguarding Team Leaders, advising and following through safeguarding concerns in all Ruach City Church locations and supported by Ruach's Leadership Team/Trustees. They shall provide support and oversight for all Ruach City Church locations in implementing safeguarding as stated above and ensure that activities with children, young people and adults are provided according to good practice and safeguarding procedures.

The DSL is the main contact point for all safeguarding matters and are supported through the Safeguarding Team. They will ensure that core safeguarding training programmes are provided in order that all relevant staff and volunteers have the required training and support to deliver the Ruach City Church's safeguarding policy statement in all its work.

The Safeguarding Team

Ruach City Church Safeguarding Team will implement the policy and procedures, but it is important to remember that legal responsibility will continue to rest with the members of Ruach's Leadership Team/Trustees. It should be noted that people working in isolated situations can be vulnerable and care should be taken to implement the policy in full.

Ruach City Church aim for at least 30% of the Safeguarding Team to be made up of professional or ex-professional members drawn usually from agencies such as the police, probation, education, children's and adults' services (social workers), health services, law and related services. They will meet on a regular basis to support the DSL and advice on policy, practice and training developments in all locations.

Location Safeguarding Team Leaders

Each Ruach City Church location will have a Safeguarding Team Leader who will assist the DSL and they will be members of the Safeguarding Team. They are most likely the first point of contact in helping on any matters related to the safeguarding of children, young people and adults at risk and take the appropriate action when abuse

is disclosed, discovered or suspected in their location. They will then notify and provide details of incidents concerns or allegations to the DSL.

Putting our Policy into Practice

- A copy of the safeguarding policy statement will be displayed permanently at each Ruach City Church location noticeboard and Ruach City Church office, and is available on our Ruach City Church website.
- All staff and volunteers who work with children, young people and vulnerable adults will be given access to a full copy of the safeguarding policy and procedures.
- A full copy of the policy and procedures will be made available on request to any member of, or other person associated with Ruach City Church.
- The policy and procedures will be monitored and reviewed, and any necessary revisions adopted into the policy and implemented through our procedures. This will be in line with any legislation, charity commission and good practice.
- A summary of the policy statement will be read at the church AGM, together with a report on the outcome of the safeguarding review.

Questions

If anyone has any questions relating to this policy statement, they can contact the HR department by email: HR@ruachcitychurch.org.