



Safeguarding Policy

June 2026

This policy is due for review in June 2027.

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Section A: Safeguarding Statement

Grace Church Windsor is committed to creating a safe, healthy and nurturing church environment. We want everyone who engages with us to feel safe, valued, and cared for. We believe that each person (including unborn children, the disabled, and the elderly) is made in the image of God, and as a result has an inherent dignity and worth. We believe in the sanctity of life.

We also recognise that we live in a sinful world, where human beings rebel against God and his ways for us, and harm one another in innumerable ways. We believe that the human heart is wicked and deceitful and that we are all capable of falling into sin.

We believe in the good news that God offers us forgiveness and new life if we will receive Jesus Christ as our saviour and Lord. We believe that when we submit to God and allow him to work in us by his Holy Spirit, we will grow in our faith and gradually become more like Jesus. Our greatest purpose and joy is to be in relationship with God, and to know his transforming work within us, giving us the power to change and become more Christlike and a living a life that glorifies God.

The church is a place where the love of God for each person is displayed and where we live, learn, and grow together in our faith. This involves supporting, encouraging, and even challenging and rebuking one another when we sin; all for the glory of God and for our individual and mutual good. We believe that God sees everything and that he knows even our secret and hidden sins and that one day each of us will stand before him as our judge.

As we journey and grow together in this life of faith, we recognise that we are not perfect and that at various times we will all have to both offer and seek forgiveness. We do, however recognise that within our church there is the opportunity for individuals or groups to harm, abuse, or exploit others. We as a church stand against any misuse of power, abuse, harassment exploitation or other forms of harm. We all have a responsibility to care for and protect each member of our church community, but particularly those who are weaker or more vulnerable.

To support this, we have implemented policies, procedures, codes of conduct and systems that support the positive culture that we seek to create by ensuring that those responsible for leading safeguarding in the church are competent and that our safeguarding arrangements are effective.

We actively seek to encourage a culture where concerns about the way that individuals or groups have been treated, or about anything that we do as a church, can be raised openly. When concerns are raised, we commit to examining them carefully and impartially, establishing truth and upholding justice for all involved. We strive to reflect, learn, and grow as we consider such concerns; particularly where we fail to meet the standards that we have set for ourselves. Any concerns can be raised with the Minister or our Designated Safeguarding Lead (DSL). Their details are listed on the church website and the DSL's details can also be found on the safeguarding posters on the notice boards in the church building. Our safeguarding policy is available on our website.

As a church we are committed to safeguarding everyone who participates in church life, regarding care for the vulnerable as a biblical imperative and not just as a legal requirement. We work with local and national partners, doing all we can to keep everyone safe. We will strive to fulfil all our legal duties to protect both children and adults at risk of abuse, however, recognising that these outline the minimum legal standard, we aim to go above and beyond and to discharge our safeguarding duties in a way that is biblically faithful and pleasing to our loving heavenly father, who calls us to act with justice, love kindness and to walk humbly before him, and striving to achieve best practice in safeguarding.

Section B: Church Context

Regulatory oversight

Grace Church Windsor is a charity registered with the Charity Commission of England and Wales under the name Windsor Fellowship Trust (Charity number:1196236).

Theological tradition

The church stands in a broad reformed protestant and theologically evangelical tradition. We believe that the Bible (Old and New Testaments) is inspired by God and is our final authority in all matters to which it speaks.

We believe, in line with historical protestant reformed theology, that we are sinners before a holy God and that we are saved “by grace alone, through faith alone, in Christ alone”.

We seek to be obedient to the command of Jesus, to go and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that he commanded us (Matthew 28:19-20). As such, we believe that the church’s mission involves:

- **Evangelism:** making Jesus known to those who are not yet in relationship with him, making the offer of forgiveness and deliverance from God’s righteous judgement, through the death and resurrection of Jesus as our saviour.
- **Discipleship:** encouraging Jesus’ followers to live lives of increasing obedience to all that he has commanded us, growing in love for him, devotion to him, and being transformed incrementally to greater Christlikeness.
- **Public worship:** rising from our gratitude to, and love for God for his mighty work in our lives.

Our Basis of Faith consists of the [Thirty-Nine Articles of the Church of England](#) and the [Evangelical Alliance Statement of Faith](#).

Governance and oversight

The charity trustees are responsible to the Charity Commission and are subject to the legal and regulatory requirements in England. Decision making procedures are set out in the church’s governing documents, which were accepted by the Charity Commission at the time of registration of the charity and are maintained in accordance with Charity Commission requirements.

Grace Church Windsor is part of the Anglican Mission in England (AMiE).

<https://www.anglicanmissioninengland.org/about/safeguarding/>

The charitable purposes of the church include “the advancement of the Christian religion”. Grace Church Windsor fulfils its mission through a range of activities, including Sunday worship and teaching services (including groups for children), mid-week Bible study and prayer meetings, 1:1 mentoring, and a range of other activities, some of which are social or outreach events.

Section D: Safeguarding Policy

Purpose

This policy outlines our moral and legal responsibilities and sets out our commitments in light of those responsibilities. It aims to establish a framework and appropriate standards that apply to the whole church and to support the trustees in their responsibilities to safeguard everyone who engages with our church community, with a specific focus on those who have identifiable vulnerabilities.

Scope

The requirements of this policy apply to everyone who acts for Grace Church Windsor, whether volunteers, staff, officers, or anyone else acting on behalf of the church. It applies to all the official activities of the church.

Our responsibilities and commitments

1. General duty of care

We recognise that we have a general duty of care to everyone who is involved in the life of our church. We therefore commit to:

- a. Ensuring that we identify and manage risk appropriately through our policies and procedures, our risk register and our risk assessments.
- b. Developing, monitoring, and maintaining a church culture that is healthy and nurturing across all areas of church life. This includes promoting the spiritual, physical, emotional, psychological, and social wellbeing of those who engage with us.

We recognise there is an overlap between pastoral care and safeguarding and information will be shared where appropriate between the safeguarding team and those providing pastoral support. Where necessary, records will be retained as sub-threshold levels concerns, in line with safeguarding best practice.

2. Those who are vulnerable

We recognise that we have a particular responsibility to those who are more vulnerable including children and young people (i.e. those who are under 18 years of age), adults with care and support needs, and adults at risk of abuse / in need of protection (As defined in the 2014 Care Act). This is a responsibility under God who commands us to protect and care for the weak and vulnerable. We therefore commit to:

- a. Establish proportionate safeguarding arrangements.
- b. Develop a culture that is protective and healthy.
- c. Ensure that our approach to safeguarding is shaped by our biblical values and that it is fully legally compliant and in line with safeguarding best practice.
- d. Monitor the effectiveness of the safeguarding arrangements.

We recognise that there are some adults who do not meet the criteria for adult with care and support needs but may still be vulnerable in other ways. These vulnerabilities would be classed as sub-threshold, therefore any support offered would be on the same basis. However, we aim to care well for all who come into contact with the church and as we are able, we will support and signpost to other organisations who may be able to support the individual.

3. Dignity and respect

The Bible teaches us that all human beings (including unborn children, those who are disabled, and the elderly) are made in God's image and therefore have an intrinsic value to him. We therefore commit to:

- a. Treat everyone who engages with us as loved by God and precious in his sight.
- b. To treat everyone as equal in God's sight, showing neither fear nor favour.

4. Sin and the fall

The Bible teaches us that since Adam and Eve fell into sin, all human beings inherit a sinful nature, and the whole creation, including human life, has been corrupted. While the good news of forgiveness of sin and eternal life with God are at the heart of the gospel message, in this life, even Christians continue to sin, and we all have to live in the context of this fallen and broken world. We therefore recognise the need to be vigilant and to oppose all forms of abuse, exploitation or other injustice in our midst. We therefore commit to:

- a. Establishing clear expectations and standards for all who act on our behalf.
- b. Establishing clear processes for handling abuse that is discovered or disclosed; whether that abuse has occurred in the church or elsewhere.
- c. Ensuring that we have clear processes for handling complaints, allegations, grievances, whistleblowing or any other expression of dissatisfaction.
- d. Promoting across the whole church community, the importance of caring well for everyone who engages with us through the various activities.

5. Governance and leadership

Effective servant-hearted leadership that focuses on authenticity, integrity and effectiveness are key priorities for Grace Church Windsor biblically. We also recognise our responsibilities under charity law and Charity Commission guidance. We therefore commit to:

- a. Modelling biblically grounded servant hearted leadership.
- b. Ensuring that we appoint a Safeguarding Trustee, who will champion safeguarding on behalf of the trustees, who share the final legal responsibility for safeguarding.
- c. Ensuring that we appoint a competent Designated Safeguarding Lead (DSL) and at least one deputy to perform specific delegated tasks.
- d. Visibly demonstrating our commitment to safeguarding throughout the church.
- e. Providing support, oversight and accountability to everyone who works (whether paid or voluntarily) on our behalf; including providing accountability and challenge to each other as leaders.
- f. Monitoring the effectiveness of the arrangements that we have implemented.
- g. Creating an environment of ongoing reflection, learning and improvement.
- h. Ensuring that delegated, safeguarding roles and responsibilities are clearly defined, and that appropriate accountability and support are provided to those fulfilling the roles.

6. Safeguarding arrangements

We recognise that we have a responsibility to the state to ensure that we have compliant and effective safeguarding arrangements in place. We therefore commit to:

- a. Appointing a suitably trained, competent and experienced safeguarding lead and at least one deputy and ensuring that we will support them in their role.
- b. Maintain a compliant safeguarding policy, procedures, and systems to ensure that we fully meet legal and best practice standards and ensure that they are regularly reviewed (at least annually).
- c. Ensure that relevant safeguarding information, including our safeguarding policy documents and contact details for our safeguarding leads is publicly available.

- d. Ensuring that a healthy culture is supported by processes for listening to expressions of dissatisfaction (complaints, allegations, whistleblowing, grievances etc.) and that such expressions are encouraged, taken seriously, and responded to positively.
- e. Ensuring that we keep records of safeguarding concerns in line with safeguarding expectations and that we share information appropriately with relevant statutory bodies as required.

7. Suitability and competence of staff and volunteers

We recognise that we have a responsibility to ensure that those who act on our behalf are competent in and suitable for the roles that they take. We therefore commit to:

- a. Implementing proportionate safer recruitment processes.
- b. Ensuring that our leaders are competent, fulfilling their responsibilities and leading the church with humility, clarity, and biblical faithfulness.
- c. Ensuring that our staff and volunteers are supported and that we provide appropriate guidance, oversight, and accountability.
- d. Providing appropriate training and skills development as required.
- e. Ensuring that as a church we are alert to the risks within society, including risks associated with grooming, online abuse, radicalisation, gender-based violence, exploitation, domestic abuse etc.
- f. Report safeguarding concerns that meet relevant thresholds appropriately and in a timely manner.

8. Healthy culture

We recognise that we have a responsibility to encourage a healthy environment that is transparent, accountable, and biblically faithful. We therefore commit to:

- a. Developing a ministry environment that reflects biblical principles; encouraging growth in obedience to God and his word with equity, transparency, and sensitivity, in accordance with our fundamental beliefs as laid out in our statement of faith, charitable aims, and governing documents.
- b. Value, respect and listen to the wishes and views of every member of our community, including children and young people, and others who are vulnerable or find it difficult to make their voice heard.
- c. We will develop a culture that challenges any form of bullying, harassment, abuse, exploitation, or any other harmful contact; both in the online and the physical environments.
- d. Ensuring that we set clear standards and expectations of those who participate in our church community and that we have clear processes to challenge and address failure to live up to the standards that we have set for ourselves.

9. Partnership working

We will ensure that we work appropriately with our safeguarding partners in both the statutory and other services; sharing information in accordance with legal requirements and involving parents, children and young people and adults with support needs or in need of protection in the decisions that affect them as far as they are able.

10. Supporting those who have experienced abuse or other trauma

When working with those who have experienced abuse or trauma, or those who are experiencing poor mental health etc, we will seek to do so with sensitivity and keeping them at the centre of the work we do. We will seek to give them a voice and allow them to progress at their own pace while recognising the limits of our own competence and signposting to specialist support where required.

Signed:  (Rev Andrew Symes, Chair of Trustees)

Date: 17th June 2026

Appendix 1: Safeguarding responsibilities

Governance of safeguarding

The trustees will ensure that they provide leadership of safeguarding across the organisation by:

- Ensuring that legally compliant policies, procedures, codes of conduct and systems are implemented.
- Ensuring that a safeguarding trustee is appointed to act as a link between the DSL / Deputy DSL and the trustees.
- Ensuring that a suitably skilled and knowledgeable Safeguarding Lead and at least one deputy is appointed, supported, and resourced.
- Providing accountability to those responsible for various aspects of safeguarding.
- Reviewing the safeguarding arrangements to ensure that an effective and proportionate approach is thoroughly implemented and consistently enacted across the church.
- Ensuring that the Safeguarding Lead and deputy provide regular updates to the Trustees.
- Ensuring that Charity commission requirements, including the responsibility to report any serious incidents are fully met.
- Ensuring that clear and transparent processes for raising complaints, concerns or allegations or other expressions of dissatisfaction are in place.

Leadership and management of safeguarding

The Designated Safeguarding Lead and their deputy, will ensure that:

- The Safeguarding Policy is regularly reviewed, updated and any changes signed off by the trustees.
- Safeguarding concerns are managed in a timely and proportionate manner, including making referrals to statutory agencies as required, working with partner agencies such as the Local Authority and the Police and the maintenance of accurate records and systems.
- Lead on the implementation of the safeguarding policies and procedures.
- Those engaged in ministry on behalf of Grace Church Windsor are provided with proportionate and appropriate training and that they are competent to discharge their safeguarding responsibilities.
- Regular reports are provided to the trustees and that any urgent issues are communicated to the chair of trustees in a timely manner.
- Raising awareness of safeguarding and promoting its importance across the church.

Individual responsibilities

Everyone working on behalf of Grace Church Windsor is required to:

- Ensure they understand and act in accordance with the policies, procedures, risk assessments and codes of conduct provided.
- Adhere to local legislation, guidance, and procedures.
- Ensure that they remain vigilant to the risks of harm to under 18s and adults at risk of harm.

Appendix 2: Key safeguarding contacts

Key Safeguarding Contacts	
Key contact details E-mail: safeguarding@gracechurchwindsor.org Phone: 01753 202889 Leadership Designated Safeguarding Lead: Kerry Baker Deputy Designated Safeguarding Lead: Joan Whittaker Our policies and other useful information about safeguarding can be found at: https://gracechurchwindsor.org/about-us/safeguarding/ The roles and responsibilities of those involved in safeguarding can be found in appendix 1.	Local Authority details Safeguarding children https://rbwm.afcinfo.org.uk/pages/web-site-information/safeguarding Office Hours number: 01628 683150 Emergency out-of-hours number: 01344 351 999 https://rbwmsafeguardingpartnership.org.uk/p/safeguarding-children/concerned-about-a-child If just seeking advice rather than reporting a concern: email MASH@achievingforchildren.org.uk Allegations against staff or volunteers should be reported to the Local Authority Designated Officer: https://rbwm.afcinfo.org.uk/pages/community-information/information-and-advice/child-protection-information/lado-local-authority-designated-officer Safeguarding Adults https://www.rbwm.gov.uk/adult-social-care/safeguarding-adults-abuse Report concerns to Adult Social Care Office Hours number: 01628 683744 Emergency out-of-hours number: 01344 351 999

Appendix 3 - Basis of the policies and procedures and the legal framework

Grace Church Windsor internal framework

- This policy reflects the church's fundamental Biblical beliefs and should be read in conjunction with the statement of faith.
- Our governing documents (e.g. Constitution / Church handbook)

National guidance

Safeguarding children

National legislation and guidance

- [Children Act \(1989 & 2004\)](#)
- [Children and Families Act \(2014\)](#)
- [Children and Social Work Act \(2017\)](#)
- [Working Together to Safeguard Children \(2026\)](#)
- [What to do if you're worried a child is being abused: Advice for Practitioners \(Department for Education, 2015\)](#)
- [Protection of Children Act \(1999\)](#)
- [Safeguarding Vulnerable Groups Act \(2006\)](#)
- [Protection of Freedoms Act \(2012\)](#)
- [Disqualification under the Childcare Act 2006 \(2018 amended\)](#)
- [Counter-Terrorism and Border Security Act \(2019\)](#)
- [Prevent Duty Guidance \(2023\)](#)
- [Sexual Offences Act \(2003\)](#)
- [Children's Social Care National Framework \(2023\)](#)
- [Safeguarding and Child Protection Standards for the Voluntary and Community Sector \(2024\) NSPCC](#)
- [Police, Crime, Sentencing and Courts Act \(2022\)](#)

The policy also takes account of the principles outlined in:

- [After School Clubs, Community Activities and Tuition – Safeguarding Guidance for Providers \(2023\)](#)
- [Keeping Children Safe in Education \(2025\)](#)
- [Multi-agency Statutory Guidance on Female Genital Mutilation \(2020\)](#)
- [Domestic Abuse Act \(2021\)](#)

Safeguarding adults

National legislation and guidance

- [The Care Act \(2014\)](#)
- [Human Rights Acts \(1998\)](#)
- [Care Standards Act \(2000\)](#)
- [Mental Capacity Act 2005 and Mental Capacity \(Amendment\) Act \(2019\)](#)
- [Deprivation of Liberty Safeguards \(2007\)](#)
- [Sexual Offences Act \(2003\)](#)
- [Police and Criminal Evidence Act \(1984\)](#) and [Fraud Act \(2006\)](#)
- [Public Interest Disclosure Act \(1998\)](#)
- [Health and Social Care Act \(2008\)](#)
- [Domestic Abuse Act \(2021\)](#)
- [Disclosure and Barring Service \(DBS\) Guidance](#)
- [Multi-Agency Public Protection Arrangements \(MAPPA\)](#)
- [Multi-Agency Risk Assessment Conference \(MARAC\)](#)

Local guidance

- Local Safeguarding Children's Partnerships
- Local Authority guidance (children & adult)
- Local Safeguarding Adults Board procedures (in some areas known as Safeguarding Adults Partnerships)