

DISCIPLES Safeguarding Policy

Policy Version: 1.0

Effective Date: 6/07/2026

Review Date: 5/12/2026

Approved By: Disciples

1. Policy Statement

Disciples is committed to creating a safe, welcoming, and respectful environment for everyone who engages with our community. We believe that every person is created in the image of God and deserves to be treated with dignity, compassion, and respect.

We are committed to promoting the welfare of children, young people, and adults at risk by providing a safe environment where they are protected from abuse, neglect, exploitation, discrimination, and harm.

Everyone involved with Disciples shares responsibility for safeguarding and is expected to uphold the highest standards of conduct.

2. Purpose

The purpose of this policy is to:

- Promote the safety and wellbeing of all participants.
- Protect children, young people, and adults at risk from harm.
- Provide clear safeguarding procedures.
- Ensure concerns are reported appropriately.
- Promote a culture of respect, accountability, and care.
- Comply with safeguarding legislation and best practice.

3. Our Commitment

Disciples will:

- Treat everyone fairly and with respect.
- Promote a culture where safeguarding is everyone's responsibility.
- Listen carefully to concerns and take them seriously.
- Respond promptly to safeguarding concerns.

- Work with statutory authorities where necessary.
- Ensure volunteers and leaders understand their safeguarding responsibilities.
- Maintain confidentiality while protecting those at risk.

4. Who This Policy Applies To

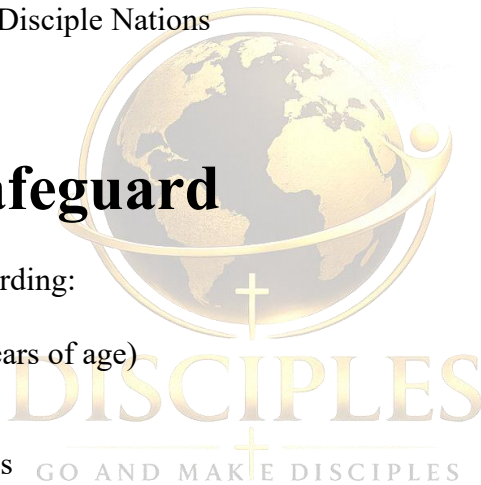
This policy applies to:

- Leaders
- Volunteers
- Members
- Visitors
- Speakers
- Contractors
- Anyone representing Disciple Nations

5. Who We Safeguard

We are committed to safeguarding:

- Children (under 18 years of age)
- Young people
- Adults at risk
- Vulnerable individuals
- Families participating in our activities



6. What Is Abuse?

Abuse can occur in many forms, including:

Physical Abuse

The intentional use of physical force causing injury or harm.

Emotional or Psychological Abuse

Persistent behaviour that damages a person's emotional wellbeing or self-esteem.

Sexual Abuse

Any sexual activity or behaviour involving a child or vulnerable adult without informed consent.

Neglect

Failure to provide appropriate care, supervision, protection, food, shelter, education, or medical attention.

Financial Abuse

Improper use or control of another person's money or property.

Spiritual Abuse

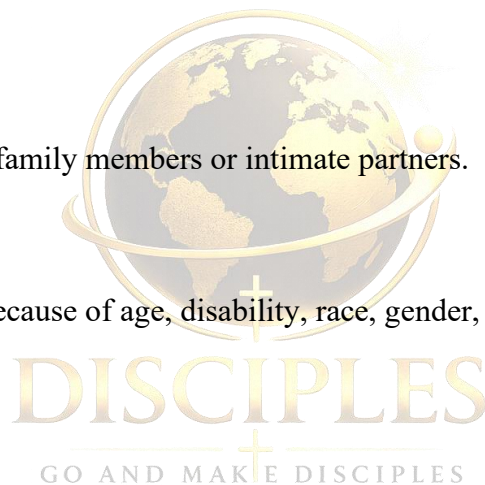
Misuse of religious beliefs, authority, or practices to manipulate, control, shame, or exploit another person.

Domestic Abuse

Abusive behaviour between family members or intimate partners.

Discrimination

Treating someone unfairly because of age, disability, race, gender, religion, or other protected characteristics.



7. Code of Conduct

Everyone representing Disciples must:

- Treat everyone with dignity and respect.
- Maintain appropriate boundaries.
- Act with honesty and integrity.
- Avoid inappropriate physical contact.
- Never abuse positions of trust.
- Respect confidentiality.
- Report safeguarding concerns immediately.
- Follow safeguarding procedures at all times.

8. Working with Children

Those working with children should:

- Ensure activities are supervised appropriately.
- Never meet a child alone in a private place.
- Obtain parental consent where required.
- Use age-appropriate language.
- Encourage a safe and inclusive environment.
- Avoid favouritism.
- Never communicate inappropriately through social media or private messaging.

9. Working with Adults at Risk

When supporting vulnerable adults, volunteers should:

- Respect independence and personal choice.
- Obtain consent wherever possible.
- Protect dignity and privacy.
- Report any signs of abuse or exploitation.
- Never exploit a position of trust.

10. Online Safety

As Disciples uses digital platforms for teaching and outreach, we will:

- Promote respectful online behaviour.
- Protect personal information.
- Moderate online communities appropriately.
- Report harmful or abusive online behaviour.
- Ensure online content is suitable for all audiences where appropriate.

11. Reporting Concerns

Any safeguarding concern should be reported immediately.

Concerns may include:

- Disclosure of abuse
- Suspicion of abuse
- Witnessing inappropriate behaviour
- Bullying

- Neglect
- Exploitation
- Unsafe conduct

Where someone is in immediate danger, emergency services should be contacted without delay.

12. Responding to a Disclosure

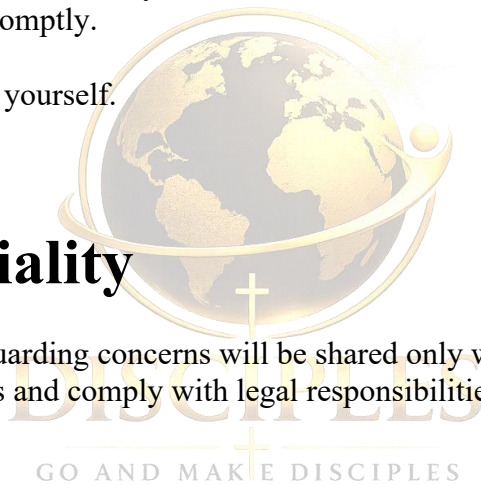
If someone tells you they have experienced abuse:

- Stay calm.
- Listen carefully.
- Believe what they are saying.
- Do not promise confidentiality.
- Reassure them they have done the right thing.
- Record the information accurately.
- Report the concern promptly.

Do not investigate the matter yourself.

13. Confidentiality

Information relating to safeguarding concerns will be shared only with those who need to know in order to protect individuals and comply with legal responsibilities.



14. Recruitment and Training

Where appropriate, Disciples will:

- Recruit volunteers responsibly.
- Provide safeguarding guidance and training.
- Clearly communicate safeguarding expectations.
- Review safeguarding practices regularly.

Where activities involve children or adults at risk, appropriate background checks should be completed in accordance with local legal requirements before individuals begin serving.

15. Equality and Inclusion

Disciples welcome people from every nation, culture, and background.

We are committed to ensuring everyone is treated fairly and respectfully regardless of:

- Age
- Disability
- Race
- Ethnicity
- Gender
- Marital status
- Religion
- Socio-economic background

16. Review of Policy

This safeguarding policy will be reviewed annually or sooner if legislation or organisational needs change.

Safeguarding Contacts

Safeguarding Lead: Kathleen Malvo

Deputy Safeguarding Lead:

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Policy Declaration

Disciples is committed to maintaining a safe environment where every individual can grow in faith, participate confidently, and be treated with dignity, respect, and compassion.

We believe safeguarding is an essential expression of Christian love, responsibility, and service. Everyone involved with Disciple Nations shares a duty to protect the wellbeing of others and to promote a culture of safety, integrity, and accountability.