

# **PUB CHURCH COMMUNITY INTEREST COMPANY**

## **SAFEGUARDING POLICY 2026/27**

### **Statement of Purpose**

1. Pub Church Community Interest Company (the Organisation, we, our or us) is committed to preventing and responding to risks of harm to and promoting the welfare of all children and adults at risk that we work with (i.e. as Pub Church Community Interest Company's clients). These individuals are referred to as the 'Beneficiaries' of this Safeguarding Policy.
2. We recognise the importance of this commitment to safety and welfare and, further, are committed to safeguarding all Beneficiaries without discrimination due to an individual's age, disability, race, religion or belief, sex, gender reassignment, pregnancy or maternity leave status, marriage or civil partnership status, or sexual orientation.
3. This Safeguarding Policy is based on the safeguarding laws of England, Wales, and Scotland, including related guidance issued by the UK government and relevant governmental departments, agencies, and public bodies. If this Policy is at any time inconsistent with this body of law, Pub Church Community Interest Company will act to meet the requirements of up-to-date safeguarding laws in priority to the requirements set out in this Policy.
4. Pub Church Community Interest Company has implemented this Safeguarding Policy in order to meet its obligations as an organisation working with children and adults at risk.
5. Any questions in relation to this Policy should be referred to the Designated Safeguarding Lead: Julian Campbell, in the first instance by emailing [campbelljulian905@gmail.com](mailto:campbelljulian905@gmail.com) or by phoning or messaging him on 07941 429521.

### **Scope of this Safeguarding Policy**

6. This Policy explains key aspects of how Pub Church Community Interest Company prevents harm in relation to its Beneficiaries via its practices and its Staff Members' conduct.
7. This Safeguarding Policy covers the organisation and operation of all of Pub Church Community Interest Company's activities involving children and adults at risk (i.e. our Relevant Activities). These primarily include:
  - a. Pub Church meetings and social events.
  - b. Organising and running Hawkinge Community Fridge

8. This Policy's guidelines and obligations apply to all individuals working for or acting on behalf of Pub Church Community Interest Company in the UK at all levels, including senior managers, officers, employees, consultants, trainees, homeworkers, part-time and fixed-term workers, casual workers, agency workers, volunteers, and interns (collectively 'Staff Members').

9. This Policy does not form part of any contract of employment or similar and Pub Church Community Interest Company may amend it at any time at our absolute discretion.

### **Defining Safeguarding**

10. 'Safeguarding' is an umbrella term that refers to work (e.g. practices and procedures) aimed at preventing or responding to harm or risks of harm posed to vulnerable individuals, and at promoting these individuals' wider welfare. Safeguarding is particularly important for children and adults at risk. Most safeguarding legal obligations relate to the care of these groups, and these are the groups to whom the protections set out in this Policy apply. For safeguarding purposes:

- a. Children are individuals younger than 18 years old.
- b. Adults at risk are individuals 18 years old or over (in England and Wales) or 16 years old or over (in Scotland) who have care and/or support needs and who are, because of these needs, unable to protect themselves from harm (e.g. due to illness or disability). This need not be on a permanent basis.

11. The commitments and practices contained in this Safeguarding Policy apply to the safeguarding of Pub Church Community Interest Company's Beneficiaries from harm caused by either:

- a. The activities and practices of Pub Church Community Interest Company and any conduct of its Staff Members, or
- b. People and situations outside of Pub Church Community Interest Company's and its Staff Members control, where Pub Church Community Interest Company's Staff Members are aware of, ought to be aware of, or reasonably suspect the risks posed by a situation.

12. For the purposes of this Policy, a 'Safeguarding Concern' is any conduct or situation that is known or reasonably suspected by a Staff Member or another party that risks violating the safeguarding commitments as set out above.

### **Key Measures that Pub Church Community Interest Company is Committed to Implementing and Maintaining to Safeguard its Beneficiaries**

13. Ensuring that Staff Members are trained to, and encouraged to, report any Safeguarding Concerns that they identify. Staff Members will be encouraged to follow Pub Church Community Interest Company's safeguarding reporting procedures

as closely as possible when reporting concerns (set out below under the heading 'Procedures: Reporting').

14. Ensuring that all Staff Members listen to all safeguarding-related queries and concerns raised by other Staff Members, Beneficiaries, or relevant other parties, with respect and professionalism. Staff Members should be trained how to, and encouraged to, then assist with reporting any such concerns via Pub Church Community Interest Company's regular reporting procedures.

15. Ensuring that all reported Safeguarding Concerns are dealt with by appropriate individuals and teams and in accordance with Pub Church Community Interest Company's relevant procedures (set out below under the heading 'Procedures: Investigation and Response').

16. Implementing and maintaining comprehensive, accessible, fair, and efficient procedures for Staff Members to use when reporting and dealing with Safeguarding Concerns. These procedures will be made known and easily accessible to all Staff Members.

- a. Procedures will be designed to ensure all safeguarding issues are dealt with fairly and objectively even when allegations are made against one of Pub Church Community Interest Company's Staff Members. Any such allegations will be treated in a manner that takes into account the gravity of the accusations, but which does not vilify or presume the guilt of an accused individual without a fair investigation.
- b. Any reports that qualify as protected disclosures under whistleblowing law will be treated securely and in a protected manner in line with whistleblowing law and Pub Church Community Interest Company's Whistleblowing Policy.

17. Appointing a Designated Safeguarding Lead and Deputy to hold responsibility for managing safeguarding policies and procedures within Pub Church Community Interest Company.

18. Following appropriate recruitment processes when recruiting new Staff Members, including volunteers. This includes:

- a. Conducting all appropriate pre-employment checks (e.g. Disclosure and Barring Service (DBS) criminal record checks).
- b. Ensuring new Staff Members take part in, and understand the content of, all necessary safeguarding training before having any contact with Pub Church Community Interest Company's Beneficiaries.
- c. Following Pub Church Community Interest Company's Recruitment Policy.

19. Providing appropriate safeguarding training for all relevant Staff Members. Every Staff Member should be provided with, and required to undertake, training that is appropriate to their role, responsibilities, and degree and type of contact with Beneficiaries. This should, where appropriate, include training on:

- a. How to define and identify potential signs of different types of abuse, including physical abuse, emotional abuse, sexual abuse and exploitation, neglect, and others.
  - b. How to listen to and respond to concerns or disclosures about safeguarding issues during an initial conversation (e.g. how to explain when information can and cannot be kept confidential).
  - c. How to use Pub Church Community Interest Company's safeguarding reporting procedures and when doing so is appropriate.
  - d. Which additional resources (e.g. policies, other supporting documents, or external educational resources) are available to ensure Staff Members remain informed about safeguarding.
  - e. Online and face to face training
20. Ensuring that all information related to Safeguarding Concerns, including the content of reported concerns as well as the personal data of anybody involved, is handled safely and securely. This involves:
- a. Following the requirements set out by the UK's data protection laws, including The UK General Data Protection Regulation (GDPR) and the Data Protection Act 2018.
  - b. Following Pub Church Community Interest Company's data protection policies and procedures, including our Data Protection and Data Security Policy.
  - c. Providing Staff Members with training on data protection and privacy, where appropriate.
  - d. Ensuring Staff Members always have an identifiable point of contact for questions or concerns about data protection and privacy. This is currently Antony Meade, who can be contacted by emailing: [antony@meadeco.com](mailto:antony@meadeco.com) or at 07900 888248.
  - e. Only sharing information about a Safeguarding Concern internally as far as is necessary to manage the concern for the relevant Beneficiary's benefit.
21. Ensuring transparency and awareness regarding safeguarding information and procedures. For example, by:
- a. Providing information to Beneficiaries about our safeguarding procedures so that they are aware of how to raise any concerns.
  - b. Ensuring all Staff Members are aware of safeguarding laws, Pub Church Community Interest Company's safeguarding commitments and procedures, and Staff Members' responsibilities in relation to these.
22. Regularly reviewing all safeguarding policies and procedures to ensure that they are up to date with safeguarding law and that they remain suitable for Pub Church Community Interest Company's Relevant Activities and workforce and meeting any review and evaluation requirements specific to Pub Church Community Interest Company's industry and organisation type.

## Staff Members' Responsibilities

24. All Staff Members have a responsibility to promote the safety and wellbeing of all of Pub Church Community Interest Company's Beneficiaries. This means that all of Pub Church Community Interest Company's policies and procedures relevant to safeguarding and all UK laws relevant to safeguarding must be followed at all times.

25. All Staff Members must contribute to upholding the key measures that Pub Church Community Interest Company has committed to taking to safeguard its Beneficiaries (set out above) to an extent that is appropriate for their role, responsibilities, and degree and type of contact with Beneficiaries. Specific ways that Staff Members should do this will be clarified during training. If a Staff Member is uncertain as to their responsibilities, it is their responsibility to raise this with Julian Campbell.

26. Staff Members must actively participate in all safeguarding training they are assigned and, if they do not understand any aspects of their training, must raise this with Julian Campbell.

27. Staff Members must never do anything to actively risk the safety or wellbeing of any of Pub Church Community Interest Company's Beneficiaries. This includes, but is not limited to:

- a. Subjecting them to or facilitating abuse of any sort.
- b. Engaging in any sexual activity with children (i.e. anybody under the age of 18).
- c. Participating in or facilitating any activities that may commercially exploit Beneficiaries. For example, failing to report suspected child labour or trafficking.

28. Staff Members must report all Safeguarding Concerns that they have regarding Beneficiaries, regardless of whether the concerns relate to potential wrongdoing of other Staff Members, other Beneficiaries, or external parties (e.g. parents, teachers, other organisations, or members of the public).

## Procedures: Reporting

29. Staff Members will receive safeguarding training that should enable them to identify Safeguarding Concerns (e.g. suspected abuse, neglect, or threats to wellbeing) relevant to Pub Church Community Interest Company's Beneficiaries.

30. If a Staff Member identifies a Safeguarding Concern, to report it they should contact the designated Safeguarding Lead (DSL) in person or by phone or email as soon as possible. **See section 5 for details.**

31. If a Staff Member feels unable to follow the above steps, they should report their Safeguarding Concern in a reasonable alternative manner. This may be the case if, for example:

- a. Following the above procedure would require disclosing the concern to somebody who is implicated in the Safeguarding Concern or who the Staff Member is otherwise uncomfortable contacting about this concern, or
- b. The matter is time sensitive and involves a risk of serious harm to somebody, in which case contacting an external agency (e.g. the police, the ambulance service, or a mental health crisis line) or a more senior member of Pub Church Community Interest Company's staff first may be more appropriate.

### **Procedures: Investigation and Response**

32. Reported Safeguarding Concerns will be dealt with promptly according to the following process. The DSL or their Deputy will interview the person reporting the concern and make appropriate notes during the discussion. The DSL will then decide the appropriate manner in which the incident should be dealt with and inform any local or national statutory bodies as necessary.

33. Staff Members who report a Safeguarding Concern will be kept informed about the progression of the matter they reported to an appropriate degree. Note that, depending on the nature of the concern and consequent investigations, some information about matters may be kept confidential and not shared with the reporter.

34. If a Staff Member is found to be in breach of this Safeguarding Policy or safeguarding law in general, they will be treated fairly and in line with Pub Church Community Interest Company's Disciplinary Policy and/or Disciplinary Procedure.

35. Referrals or notifications to external organisations (e.g. police services, local authorities, or regulatory bodies) will be made when, and only when, this is appropriate and will always be made in accordance with the law (e.g. data protection law).

### **Supporting Documents and Other Protections**

36. This Safeguarding Policy does not cover all of Pub Church Community Interest Company's commitments relevant to protecting its Beneficiaries. We also have other policies in place that protect our Beneficiaries, Staff Members, and/or others. These include:

- a. An Anti-Harassment and Bullying Policy.
- b. A Whistleblowing Policy.
- c. A Health and Safety Policy.
- d. An Equal Opportunities Policy.
- e. A Recruitment Policy.
- f. A Data Protection and Data Security Policy.
- g. An Information Security Policy.
- h. A grievance procedure.

i. A Disciplinary Procedure.

All the policies, procedures, and other documents set out above are available on request from the Directors or via Staff Members' line managers.

**Policy dated: 3<sup>rd</sup> April 2026**

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### **Attribution**

This Safeguarding Policy was created using a document from Rocket Lawyer (<https://www.rocketlawyer.com/gb/en>).