Safeguarding Policy

SECTION A: Safeguarding statement

Equipping Pastors Worldwide (EPW) promotes a safe and supportive environment for all individuals we engage with, including pastors, ministry leaders, volunteers, and beneficiaries. We recognise our duty to safeguard and protect everyone, particularly children and vulnerable adults, from harm, abuse, neglect, and exploitation.

Our Commitment
EPW is dedicated to:

- Ensuring the highest standards of safeguarding in all our activities.
- Promoting a culture of respect, dignity, and accountability.
- Providing clear policies and procedures for safeguarding concerns.
- Training staff, volunteers, and partners to identify, prevent, and report safeguarding risks.
- Responding promptly and effectively to any safeguarding concerns or allegations.

Our Safeguarding Principles

1. **Zero Tolerance for Abuse** – We do not tolerate any form of abuse or misconduct.
2. **Prevention and Awareness** – We educate and equip our team to recognise and prevent safeguarding risks.
3. **Safe Recruitment** – We ensure all personnel undergo appropriate screening and background checks.
4. **Confidentiality and Reporting** – We maintain confidentiality while ensuring concerns are reported and addressed appropriately.
5. **Collaboration** – We work with churches, organisations, and local authorities to uphold safeguarding standards globally.

Reporting Concerns
If you have any safeguarding concerns related to Equipping Pastors Worldwide, please contact our **Safeguarding Officer, Susan Wood,** at swood@epworldwide.org. All concerns will be handled sensitively and in line with our safeguarding policy.

At **Equipping Pastors Worldwide**, we believe that safeguarding is everyone's responsibility. By working together, we can ensure a safe and God-honouring ministry for all.

SECTION B: Context

Equipping Pastors Worldwide (EPW) is a charity registered with the Charity Commission of England and Wales (Charity no 1127503).

The charity stands in a broad 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 historically 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".
Our beliefs are specified fully in our statement of faith, which can be found on our website.

EPW exists to provide support and theological training to church leaders who live in areas where such training is not otherwise accessible to them. The work is conducted predominantly in Africa and Asia, and to a lesser degree in Eastern Europe

The work of EPW involves experienced pastors from the UK visiting these regions to provide pastoral and biblical training to local church leaders at events organised locally by local national or regional leaders.

EPW does not generally engage in regulated activity, however, we recognise that we do have a responsibility to those we minister to and that the socio-economic balance of power needs to be managed effectively. We also recognise that while we are not engaging in regulated activity, our staff and volunteers may become aware of safeguarding concerns that we would need to respond to.

Such cross-cultural work presents many challenges for the UK pastors who support the work since the cultural expectations, local contexts and legal / regulatory processes are often very different to those experienced in the UK and language barriers often compound this. In addition, the socio-economic factors and discrepancies between the UK and the local context are significant and management of the resulting imbalance of power is critical for EPW.

SECTION C: Safeguarding policy

Purpose

This policy with its appendices and associated documents outlines how we will:

- Ensure that we provide a healthy, nurturing and protective environment for everyone to whom we minister.
- Ensure that everyone who engages with our ministry is protected from harm abuse and exploitation, and that if we become aware of such, we handle it effectively, promptly and proportionately.
- Ensure that our trustees, staff and volunteers are clear about their responsibilities and duties and are supported to competently and confidently fulfil them.
- Develop an open and transparent culture that listens to everyone to whom we minister and supports the raising of concerns and complaints.
- Provide leadership and accountability to every team member in relation to safeguarding.

Scope

- This policy applies to everyone who works on behalf of Equipping Pastors Worldwide, whether trustees, senior leaders, paid staff, volunteers, others working on our behalf.
- The various sections in our related policies and procedures will identify their specific scope.
- It applies to all the official activities of the charity.

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 EPW. 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 culture that is healthy and nurturing. This includes promoting the spiritual, physical, emotional, psychological, and social wellbeing of those who engage with us.

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.

3. Dignity and respect.

The Bible teaches us that all human beings, including unborn children, are made in God's image and therefore have intrinsic value to him. We therefore commit to:

a. Treat everyone who engages with us as equally 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 have a sinful nature. 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 as such we 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 within the charity or elsewhere.
c. Ensuring that we have clear processes for handling complaints, allegations, grievances, whistle blowing or any other expression of dissatisfaction.
d. Promoting across the whole EPW 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 EPW 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 charity.
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 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.
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 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 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 safe recruitment processes.
b. Ensuring that our leaders are competent, fulfilling their responsibilities and leading the charity 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 we are alert to the risks within society, including risks associated with grooming, online abuse, radicalisation, gender-based violence, exploitation, domestic abuse, etc. and report appropriately as required.

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 context 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 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 statutory and other services; sharing information in accordance with legal requirements.

SECTION D: safeguarding procedures

1. Governance and oversight

The Trustees will provide effective oversight of safeguarding across the charity by:

a. Ensuring that they appoint from amongst their number a nominated Safeguarding Trustee who will act on their behalf to provide strategic leadership and guidance on matters related to safeguarding including compliance.
b. Ensuring that the charity leadership promote the importance of safeguarding and leads the development of a culture that is biblically faithful, healthy, transparent, and accountable and that safeguarding is appropriately prioritised, and its profile maintained.
c. Ensuring that a suitably knowledgeable and appropriately trained and skilled Designated Safeguarding Lead (DSL) and a deputy are appointed and that they are adequately supported and resourced.
d. Ensuring that a proportionate and legally compliant safeguarding policy is implemented and that it is reviewed by the trustees with input and support from the DSL and Deputy DSL at least annually.
e. Ensuring that clearly defined safeguarding procedures and systems are in place, that they are understood and implemented by all staff, volunteers, and anyone else who acts on our behalf.
f. Ensuring that the DSL provides a verbal update to all trustee meetings (which will be conveyed by the safeguarding trustee) and that a written annual report is provided to the trustees by the Safeguarding Trustee, the DSL, and Deputy DSL.
g. Ensuring that the effectiveness of the safeguarding arrangements is monitored on an ongoing basis and reviewed annually in line with the review of the policy and procedures.
h. Ensuring that safeguarding roles and responsibilities are clearly defined (see appendix 1), and that appropriate accountability is provided.
i. That a clear statement in relation to safeguarding is included in the annual Charity Commission submission.
j. That any "Serious Incidents" (as defined in the Charity Commission Guidance - https://www.gov.uk/guidance/how-to-report-a-serious-incident-in-your-charity) are reported accurately and in a timely manner.

2. Recruitment and ongoing support of staff and volunteers

The recruitment/appointment and support of staff and volunteers is of critical importance to EPW and to our work and ministry. To fulfil our legal duties and to ensure we meet the still higher standards dictated by scripture, all staff and volunteers will be subject to appropriate recruitment processes.

3. Management of recruitment processes

a. Appropriate safeguarding considerations will be taken into account in the recruitment of staff and appointment of volunteers.
b. Staff and volunteers will be provided with written Job/role descriptions and person specifications prior to deciding whether to take up the position/role.
c. Roles that involve regulated activity and which consequently are subject to a Disclosure and Barring Service (DBS) check will be clearly identified as exempt from the Rehabilitation of Offenders Act.

d. Appropriate records will be kept of all recruitment processes and decisions.
e. A record of relevant recruitment and safeguarding checks will be maintained by the person responsible for recruitment and/or HR administration.

4. Recruitment process

a. Prior to appointment, all staff and volunteers will be required to submit an application form, (see appendix 4a) which includes a self-declaration of fitness and suitability for the role. Where necessary and appropriate (e.g., lack of literacy skills, English as a second language etc) support can be provided for completion of the forms.

Paid staff positions.

Note: the appointment of staff is the responsibility of the trustees, who may delegate the lead responsibility for any given appointment to one of more of their number.

b. Prior to appointment all paid staff will be required to attend a formal interview, regardless of whether a competitive process is in operation.
c. Prior to appointment of staff, references will be sought including, where possible, a reference from the current or previous employer.
d. Upon commencement of their position, all staff will be required to complete a formal induction process as outlined in their role description and including any matters identified during the recruitment process.

Overseas Trainers

e. Individuals representing EPW in overseas training and other ministry activities will be appropriately referenced before undertaking such activities. Where appropriate, a reference will be sought from a senior leader within the individual's home church or organisation.

Volunteer positions.

Note: the appointment of volunteers for teaching/ministry roles is the responsibility of the Executive Team, who may delegate the lead responsibility for any given appointment to one or more of their number. The appointment to practical roles is the responsibility of the Executive Team, who may delegate the lead responsibility for any given appointment to one or more of their number or to one or more of the Trustees.

f. Prior to appointment, all volunteers will be required to attend a formal discussion to ensure their suitability and clarity of understanding of the role and its requirements.
g. Prior to appointment, references will be sought from the leadership of their church.
h. Following appointment, volunteers will be required to complete a formal induction process as defined in the role description.

1. DBS Checks

a. EPW does not undertake regulated activity and therefore does not routinely require DBS checks for staff or volunteers involved in its activities, including overseas training.
b. Where the nature of a particular role or activity means that a DBS check is legally appropriate or otherwise considered necessary, EPW will consider whether an appropriate level of DBS check can and should be obtained.
c. Where DBS checks are undertaken, the outcome and date of the check will be recorded as part of EPW's recruitment and safeguarding records.
d. The absence of a DBS check does not remove EPW's responsibility to undertake appropriate safeguarding checks and risk assessment in relation to staff, volunteers and others representing EPW.

2. Probationary / settling in periods.

The precise nature and expectations of probationary / settling in periods will vary from role to role as described in the role description; however, they are intended to be supportive of the volunteer/employee and to provide a framework that provides accountability to both the individual and the organisation. Probationary periods will not be used for punitive purposes.

a. All staff and volunteers will be subject to a probationary period, usually 3 months.
b. Prior to commencement of the role, a clear statement of the criteria for successful completion of the probationary period will be provided.
c. Regular support, guidance and review will be provided throughout the probationary period and the outcome (passed, extended, failed) will be communicated to the employee or volunteer prior to the end of the probationary period and records will be retained of all discussions.

3. Ongoing support and supervision

a. All staff and volunteers will receive proportionate supervision and pastoral care. Supervision will include both personal wellbeing and performance management.
b. Where DBS checks are required, these will be updated at least every three years.

4. Safeguarding Training

a. As EPW does not engage in regulated activity, there is no legal requirement for all staff, trustees or volunteers to undertake regular formal safeguarding training.

b. Nevertheless, EPW recognises the importance of ensuring that those with safeguarding responsibilities understand their role and are familiar with the organisation's Safeguarding Policy and procedures.
c. The Designated Safeguarding Lead and Deputy DSL should undertake appropriate safeguarding training at intervals which enable them to remain competent and up to date in their roles.
d. Trustees and members of the Executive Team should ensure that they remain appropriately informed about their safeguarding responsibilities and relevant

e.
f. The Designated Safeguarding Lead and the Deputy DSL are required to attend formal update training at least every two years.

5. Ensuring a safe and healthy environment

EPW fully recognises that there are many factors that impact on and contribute to the safety of the environment for everyone; some of these being procedural and others cultural. Here we describe only the procedural aspects.

a. Health and Safety

The officers aim to ensure that the health and safety of everyone who enters our community is protected by:

i. Regularly reviewing our health and safety policy to maximise effectiveness and ensure ongoing legal compliance.
ii. Maintaining and implementing proportionate Risk Assessments for both the premises and the activities of the charity.
iii. Maintenance and analysis of Accident and Incident Reports on receipt to ensure appropriate lessons are learned and timely responses are implemented and an overview analysis of reports that examines trends and recurring themes will be conducted at least annually.

iv. Ensuring that adequate First Aid cover is available, and that only qualified First Aiders administer First Aid, except in emergency situations when instructed to do so by Emergency Services.
v. Ensuring that appropriate safety equipment such as First Aid kits, Fire Extinguishers etc are available and maintained on an ongoing basis.
vi. Key Health and Safety information will be prominent and best practice will be promoted through announcements, effective signage etc.

b. Awareness raising

EPW recognises that any member of our charity community could discover or receive a disclosure of abuse, and therefore all members need a basic awareness and competence, regardless of whether they engage directly in ministry to children, young people, or vulnerable adults. We will raise awareness by ensuring that:

i. Information about our policies, procedures and codes of conduct are publicly available and promoted by our leaders.
ii. Details of our safeguarding team are prominently displayed in the warehouse and on our website.
iii. We set clear expectations of conduct and that transparent processes for identifying, challenging, investigating, and dealing with inappropriate conduct are implemented.
iv. We implement and promote clear and transparent processes for the raising of concerns or complaints, supported by a culture that encourages and welcomes these as opportunities to learn and improve.

c. Ministry to children and / or young people

EPW does not engage in activities or ministry to children and / or young people.

d.All age group meetings

When children or young people are present at meetings that are primarily aimed at adults and childcare is not provided and their parents are present:

i. During these times, children remain the responsibility of their parents who are responsible for their safety and care.
ii. Any concerns or support needs identified will be recorded and reported to the DSL in the usual way.

e. General provisions

v. The charity will ensure that information relating to safeguarding, including contact details and other relevant information is prominently displayed online.
vi. Leaders will promote the need for every member to be vigilant to safeguarding concerns through the processes, teaching, and culture of the charity and by personal example.

6. Responding to safeguarding concerns or disclosures

a. Managing immediate risk

i. Upon identification of a concern or receipt of a disclosure, the worker involved should make an assessment as to whether any immediate action is necessary to protect the individual.
ii. The worker may seek advice from the team leader or from the DSL, however, the seeking of advice should not unnecessarily delay or prevent the protective action or place the individual at risk of further or increased harm.

iii. In such urgent situations and if the DSL cannot be immediately contacted, the worker should contact either the police on 999 or Social Care to obtain support. Under such circumstances, the DSL should be notified at the earliest possible opportunity.

b. Reporting concerns to the Designated Safeguarding Lead

i. Once it has been established that the individual is not, or is no longer in imminent danger, the concern will be reported to the DSL using the Concerns Reporting Form (see appendix 4b).
ii. The concerns will be discussed with the DSL at the earliest opportunity, to ensure clarity of understanding.

c. Managing the risks: the role of the DSL

i. In discussion with the worker reporting the concern, the DSL will review any immediate actions taken and will be responsible for follow-up or further action that may be required.
ii. Upon receipt of the completed form, the DSL will establish a "Confidential File" in relation to the person at risk.
iii. A Chronology (See appendix 4d) will be established and inserted at the front of the confidential file.
iv. The confidential file will be updated with any further discussions or actions, including any advice sought or referrals made and updating will continue on an ongoing basis.
v. The DSL will confirm to the person raising the concern that the matter has been actioned. The DSL will not provide any unnecessary information. Information is only shared on a "need to know" basis.
vi. Where the concern meets the statutory threshold, the DSL will notify the parent or carer of the individual concerned (or the individual themselves if they are a competent adult) that a referral is being made to Social Care.

    Information will not be shared with the parent / carer in situations where:
    - To do so would place a child at increased risk of harm or abuse.
    - To do so would place an adult at increased risk of harm or abuse.

vii. The referral will be made to the appropriate Social Care service (See appendix 2 for contact details).
viii. If the referral has not been acknowledged within 2 working days, the DSL will follow up with Social Care (or other agencies as required).
ix. The DSL will work with the Local Authority and other partners on behalf of the church to ensure that we fully participate in the safeguarding process.
x. All conversations, correspondence, and documentation etc will be placed into the confidential file and the "Record of action" and Chronology will be maintained on an ongoing basis.
xi. Confidential files will be stored in a secure folder, only accessible to the DSL, the Deputy DSL and the Safeguarding Trustee on a password protected cloud-based drive.
xii. The DSL / Deputy DSL / Safeguarding Trustee will share information as necessary with other individuals in the church to facilitate effective safeguarding.

7. Allegations against or concerns about staff and volunteers

EPW will always take allegations against our staff or volunteers seriously; ensuring that they are investigated proportionately, via a transparent process that expedites the matter in a timely manner; recognising both our responsibility to keep vulnerable people safe, and our responsibility to support the person accused throughout the process.

a. Allegations against staff or volunteers within the charity should be reported to the safeguarding trustee, Wale Akinrogunde
b. or by e-mailing swood@epworldwide.org
c. If the allegation is against the safeguarding trustee, it should be reported to one of the other trustees or the DSL.
d. Full details of the allegation will be recorded.
e. The trustees will nominate an investigating officer (on a case-by-case basis) from amongst their number, who will assess whether any immediate action is required to ensure the safety of everyone involved.
f. Dependent upon circumstances and the immediate action required, notifying the individual that an allegation has been received may be unavoidable.
g. If so, care will be taken not to compromise the gathering of evidence.
h. If it is necessary to notify the individual at this stage, details of the allegation will not be divulged.
i. Support must be offered to the subject of the allegation as well as any potential victims.
j. At the earliest opportunity, the LADO (Local Authority Designated Officer) should be consulted.
    i. If the LADO cannot be contacted due to working hours, initial advice can be sought from Christian Safeguarding Services (CSS)
k. If the allegation meets the threshold for LADO, the charity's investigating officer will work with LADO to ensure that the allegation is thoroughly investigated, and all issues raised are addressed.
l. If the allegation does not meet the threshold for LADO, the investigating officer will consult with CSS, who will provide independent support and advice to ensure transparency.
m. Thorough records of all aspects of the handling of the allegation will be retained throughout the process.
    i. These records will be held confidentially in a secure folder on a password protected, cloud-based drive.
n. The investigating officer will seek and follow specialist advice throughout the process as required.

Management of individuals who may pose an actual or potential safeguarding risk

EPW recognises its responsibility to safeguard all individuals, particularly those who may be vulnerable. As a Christian organisation, EPW also believes in God's power to forgive and transform lives and will seek, where appropriate, to balance safeguarding responsibilities with a compassionate and proportionate approach.

Where EPW becomes aware that an individual may pose an actual or potential safeguarding risk, the circumstances will be considered and an appropriate risk assessment undertaken.

Depending on the circumstances:

a. EPW leadership will engage in an appropriate and open discussion with the individual to understand the circumstances and any potential risks.

b. Where appropriate, EPW may seek advice from relevant safeguarding professionals or other appropriate agencies.

c. A risk assessment will be undertaken and appropriate measures put in place to manage any identified risks.

d. Where appropriate, a written risk-management plan or formal agreement will be put in place setting out any restrictions or conditions relating to the individual's involvement with EPW, together with arrangements for monitoring and review.

e. Decisions, risk assessments and any agreed safeguards or restrictions will be appropriately documented and securely stored.

f. Information will be shared only where there is a legitimate need to do so and in accordance with applicable data protection and safeguarding requirements. Information will be limited to what is necessary and proportionate to the circumstances.

g. Risk assessments and any associated safeguards or restrictions will be reviewed periodically and when there is a significant change in circumstances.

8. Complaints and concerns

a. Any complaints that have a safeguarding element or implication will be discussed with the Designated Safeguarding Lead and the Safeguarding Trustee who will ensure that the safeguarding aspects are identified and managed in a proportionate way.
b. The overall process will be as per the Complaints Procedures.

1. Introduction

EPW is a Christian organisation that equips pastors with theological resources and training. It is an **occupational requirement** that all staff and volunteers are committed Christians who uphold and affirm the Christian faith. Any actions or words that **repudiate this faith** will preclude an individual from working with EPW.

While EPW does not engage in regulated activities, staff and volunteers may encounter children and vulnerable adults during visits to beneficiaries or deputation visits on behalf of EPW. This Code of Conduct outlines expectations to ensure all interactions are conducted with integrity, respect, and safeguarding best practices.

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2. Code of Conduct for Staff and Volunteers in Contact with Children and Vulnerable Adults

Those representing EPW must:

- Understand and follow EPW's safeguarding policies, procedures, and risk assessments.
- Attend safeguarding training as required by EPW.
- Act transparently and responsibly, ensuring accountability to EPW leadership and partner organisations.
- Be vigilant in identifying and reporting any safeguarding concerns, including concerns about individuals who may pose a risk to children or vulnerable adults.
- Treat all individuals with **dignity, respect, and fairness**, regardless of age, gender, ethnicity, or background.
- Ensure interactions remain **age-appropriate and culturally sensitive**.
- Maintain appropriate **professional and personal boundaries**, avoiding any behaviour that could be misinterpreted.
- Refrain from any **physical discipline, inappropriate physical contact, or rough play**.
- Avoid private one-on-one situations with children or vulnerable adults where possible.
- Ensure that any **physical contact** is initiated by the child or vulnerable adult and is appropriate to the situation.
- Use social media and digital communication responsibly, avoiding private messaging with children or vulnerable adults.
- Refrain from engaging in any **sexualised, aggressive, humiliating, demeaning, or discriminatory** language or behaviour.
- Respect cultural differences while upholding safeguarding standards.
- Avoid favouritism or discrimination in any form.
- Ensure that any intervention or assistance is provided in a way that **promotes dignity and independence**.

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3. Code of Conduct for Staff and Volunteers Providing Theological Training and Pastoral Support

Those providing theological training or pastoral support must:

- Ensure that their guidance is **led by the needs** of the individual receiving support.
- Respect the **dignity, autonomy, and spiritual well-being** of those they serve.

- Deliver any difficult messages with **compassion, humility, and sensitivity**.
- Respect the individual's right to question, reject, or seek alternative perspectives on theological matters.
- Maintain a **state of vigilance** to identify and report safeguarding concerns.
- Avoid any **abuse of power or spiritual manipulation** in teaching or pastoral care.
- Adhere to **appropriate boundaries**, ensuring interactions remain professional and do not become over-familiar or dependent.
- Only undertake activities they are **physically and mentally fit** to carry out.
- Avoid personal financial transactions with beneficiaries to prevent exploitation or conflicts of interest.
- Never engage in **discriminatory, coercive, or inappropriate language or behavior**.
- Ensure that physical contact (if necessary) is **client-led and culturally appropriate**.
- Recognize that while forgiveness and restoration are central to the Christian faith, **safeguarding must always be prioritised** when working with those who may pose a risk.

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4. Implementation and Accountability

- All staff and volunteers must **read, understand, and commit** to this Code of Conduct before engaging in EPW activities.
- Any safeguarding concerns must be reported immediately to EPW's **Safeguarding Officer**.
- Any breach of this Code of Conduct will be reviewed, and appropriate action will be taken, including termination of involvement with EPW if necessary.

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 suitably skilled and knowledgeable Safeguarding Officer 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 Officer and Deputy provide regular updates to the Trustees.
- Ensuring that Charity Commission requirements, including the responsibility to report any serious incidents, are fully met.

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.
- Leading the implementation of the safeguarding policies and procedures
- Ensuring that those engaged in ministry on behalf of EPW are provided with proportionate and appropriate training and that they are competent to discharge their safeguarding responsibilities.
- Ensuring that 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 organisation.

Individual responsibilities

Everyone working on behalf of EPW is required to:

- Act in accordance with the policies, procedures and codes of conduct provided.
- Adhere to local legislation, guidance, and procedures.
- Ensure that they remain vigilant to the risks of harm.

Appendix 2: Key contacts

Organisational Contacts

Trustee with oversight for safeguarding:
Olawale Akinrogunde
E-mail: akinolawale1@gmail.com
Phone: +44 07575946864

Designated Safeguarding Lead
Susan Wood
E-mail: swood@epworldwide.org

Phone: +44 7748 592490

Deputy Designated Safeguarding Lead
If Susan Wood is not available to deal with a concern, Olawale Akinrogunde (Safeguarding Trustee) should be contacted

External Support and advice

Christian Safeguarding Services
39 Gracedieu Road, Loughborough, Leicestershire, LE11 4QF
E-mail: advice@thecss.co.uk
Phone: 07960 751778

Note: Christian Safeguarding Services ceased operating as a separate charity on 31 August 2026 and its services have transferred back to Phasic Ltd, trading/operating under the CSS brand.

Local Authority Contacts
The local authority to be contacted in the case of a safeguarding issue will be the one **where the incident has occurred.** The charity commission will also need to be contacted.

Charity Commission: Serious issues should be reported using this form at:https://ccforms.charitycommission.gov.uk/report-a-serious-incident Address:

Local Authority Designated officer: this needs to be the contact details for the area where the incident happened i.e. if it happens in Mile End the local authority would be Tower Hamlets. But this may not always be the case.

Local Safeguarding Children Board / Partnership: The duty Social Worker at the Tower Hamlets multi-Agency Safeguarding hub (MASH) is on:**0207 3645 606 or 0207 364 5601**. Out of hours you can ring the emergency line on **0207 364 4079**

Safeguarding Adults Partnership: If you are concerned that children or vulnerable adults are not being properly protected, you should call the **NSPCC** anonymously on **0800 028 0285**.

In an absolute emergency you can telephone the Police Child Abuse Investigation Team (CAIT) on **020 8217 6484, or phone 999.**

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

Equipping Pastors Worldwide Internal framework
- Our statement of faith
    - This policy reflects the organisation's fundamental biblical beliefs and should be read in conjunction with the statement of faith.
- Our governing documents (e.g., constitution / Memorandum and Articles of Association etc)

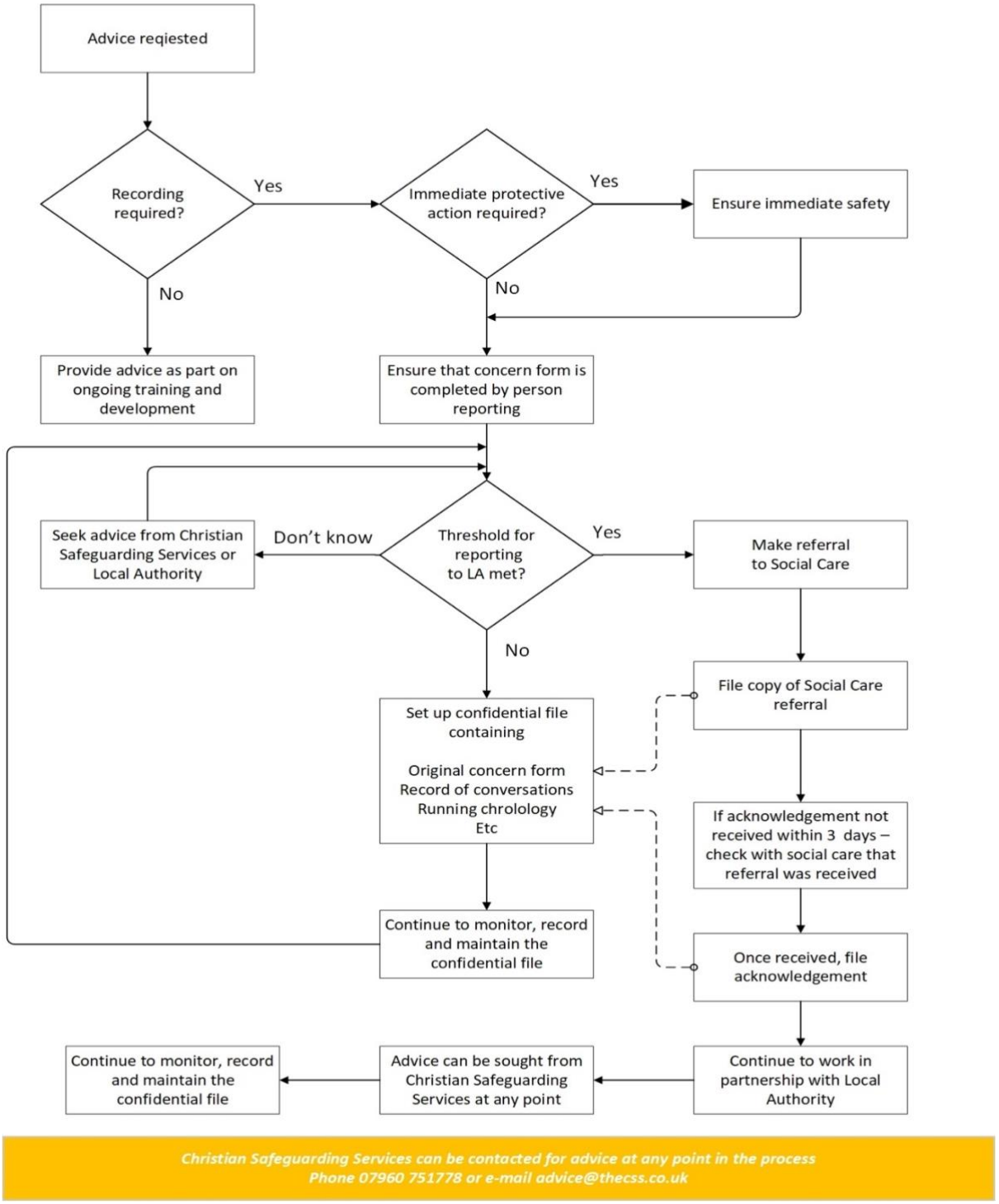
National guidance
Safeguarding children
- National legislation and guidance (Safeguarding Children)
    - Children Acts (1989 & 2004)
    - Children and Families Act 2014

- Children and Social Work Act 2017
- Working together to safeguard children (2023)
- 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)
- Prevent duty guidance 2016
- Sexual offences Act 2003
- The Safe Network Standards (available from the NSPCC website)
- The policy also takes account of the principles outlined in:
  - Keeping children safe during community activities, after school clubs and tuition
  - Keeping children safe in education 2023
  - FGM duty guidance
  - Prevent duty guidance
  - Domestic Abuse Act 2021

Safeguarding adults

- National legislation and guidance (Safeguarding adults)
  - The Care Act 2014
  - Human Rights Acts 1998
  - Care Standards Act 2000
  - Mental Capacity Act 2005
  - Deprivation of Liberty Safeguards 2007
  - Sexual Offences Act 2003
  - Police and Criminal Evidence Act 1984 of Fraud Act 2006
  - Public Interest Disclosure Act 1998
  - Health and Social Care Act 2008
  - Disclosure and Barring Service (DBS)
  - Multi-Agency Public Protection Arrangements (MAPPA)
  - Multi-Agency Risk Assessment Conference (MARAC)
  - LSAB Multiagency Policy and Procedures

Processing concerns or disclosures: the role of the DSL



Document control

Issue no	Policy due for renewal:	Policy last reviewed	Last review conducted / approved by:
1	17.7.2024	17.7.2023	Policy transferred from PTI March 2023
2	1.3.2026	February 2025	Susan Wood
3.	Aug 2026	Aug 2026	Susan Wood/ Trustees 27.8.2026