



Safeguarding of Children and Adults At Risk Policy for KingsGate Church

(also known as London Church International, registered charity number 1095489)

Date and agreed by: KingsGate Church Trustees May 2025

Next review date: May 2026

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Regulators details

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Why is the policy needed?

KingsGate Church wishes to safeguard all those we work with, particularly children and adults at risk, respectfully and in a way which maintains their safety, dignity and security.

KingsGate is committed to ensuring that the child's best interest and well being is at all times the paramount consideration. In this regard this policy is based on a child-rights framework and principles encapsulated within:

Responsibilities of organisations working with children and families.

1. People in positions of trust.

This section clarifies that organisations who work with children and their families must have sufficient policies in place, primarily those for dealing with allegations against people working with children. It states that an allegation may relate to someone who works with children and has a) behaved in a way that has harmed, or may have harmed, a child, b) potentially committed a criminal offence against, or related to, a child, or c) behaved towards a child (or children) in a manner that indicates they may pose a risk of harming them.

2. Prevention

A person may abuse by inflicting harm or failing to prevent harm. Children and adults in need of protection may be abused within a family, an institution or a community setting. Very often the abuser is known or in a trusted relationship with the child or adult. In order to safeguard those in our organisations we adhere to the UN Convention on the Rights of the Child and have as our starting point as a definition of abuse, Article 19.

Article 19 States:

- Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.

- Such protective measures should, as appropriate, include effective procedures for the establishment of social programmes to provide necessary support for the child and for those who have the care of the child, as well as for other forms of prevention and for identification, reporting, referral, investigation, treatment and follow-up of instances of child maltreatment described heretofore, and, as appropriate, for judicial involvement.
- Working Together to Safeguard Children 2018 is now the legally recognized system for safeguarding children and KingsGate is committed to working with all appropriate agencies involved in child protection, safeguarding and wellbeing both in partnership and in cooperation with them. (please see more information in the link [here](#) - Government legislation, and full explanation of Working Together process)

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1. General Policy Statement

1.1 - KingsGate Church has a moral duty to ensure that it functions with a view to safeguarding and promoting the welfare of children and adults at risk.

An adult at risk is defined as: a person who is 18 years of age or over, and who is or may be in need of community care services by reason of mental or other disability, age or illness and who is or may be unable to take care of him/herself, or unable to protect him/herself against significant harm or serious exploitation.

Throughout these policies and procedures, reference is made to “children and young people”. This term is used to mean “those under the age of 18”. The governing body recognises that some adults are also vulnerable to abuse, accordingly, the procedures may be applied (with appropriate adaptations) to allegations of abuse and the protection of vulnerable adults.

1.2 - The governing body/trustees is/are committed to ensuring that the organisation:

1.2.1 - Provides so far as practicable a safe environment for children and young people

1.2.2 - Identifies children and young people who are suffering

1.2.3 - Takes appropriate action to see that such children and young people are kept safe from harm.

1.3 - In pursuit of these aims, the governing body will approve and annually review policies and procedures with the aim of:

1.3.1 - Raising awareness of issues relating to the welfare of children and young people and the promotion of a safe environment for the children and young people.

1.3.2 - Providing procedures for reporting concerns to the relevant authority

1.3.3 - Establishing procedures for reporting and dealing with allegations of abuse concerning volunteers or members of staff

1.3.4 - The safe recruitment of staff

1.3.4.1 - The organisation has nominated Karen Reekie as lead person with special responsibility for child protection/safeguarding issues. She will undertake appropriate training.

1.3.4.2 - Staff and volunteers working with children will receive training adequate to familiarise them with Safeguarding issues and responsibilities and the organisation's procedures and policies, with refresher training at least every 3 years. Where appropriate there may be members of staff or elders, with specialist training, in these areas, to support all those working with children and vulnerable adults. A database of training and appropriate DBS checks is kept by the safeguarding lead, for all staff, volunteers and trustees. This is audited regularly and kept up to date.

1.3.4.3 - The trustees of KingsGate will receive from the designated senior member of staff with lead responsibility for child protection an annual report which reviews how the duties have been discharged.

1.4 - The governing body recognises the following as definitions of abuse:

1.4.1 - Physical Abuse

Physical abuse causes harm to a child or adult at risk. It may involve hitting, shaking, throwing, poisoning, burning, scalding, drowning or suffocating. It may be done deliberately or recklessly, or be the result of a deliberate failure to prevent injury occurring.

1.4.2 - Neglect

Neglect is the persistent or severe failure to meet a child or young person's basic physical and/or psychological needs. It may result in serious impairment of the child's health or development.

1.4.3 - Sexual Abuse

Sexual abuse involves a child or young person being forced or coerced into participating in or watching sexual activity. It is not necessary for the child to be aware that the activity is sexual and the apparent consent of the child is irrelevant.

1.4.4 - Emotional Abuse

Emotional abuse occurs where there is persistent emotional ill treatment or rejection. It causes severe and adverse effects on the child's or young person's behaviour and emotional development, often resulting in low self worth. Some level of emotional abuse is present in all forms of abuse.

1.4.5 - Children in Whom Illness is Fabricated or Induced (formerly known as Munchausen's Syndrome By Proxy)

This is a form of child abuse in which the parents or carers give false accounts of symptoms in their children and may fake signs of illness (to draw attention to themselves). They seek repeated medical investigations and needless treatment for their children. The government guidance on this is found in 'Safeguarding Children in whom Illness is Fabricated or Induced' (2002).

1.4.6 - Investigating complex (organised or multiple) abuse

This abuse may be defined as abuse involving one or more abusers and a number of children. The abusers concerned may be acting in concert to abuse children, sometimes acting in isolation, or may be using an institutional framework or position of authority to recruit children for abuse.

Complex abuse occurs both as part of a network of abuse across a family or community, and within institutions such as residential homes or schools. Such abuse is profoundly traumatic for the children who become involved. Its investigation is time-consuming and demanding work, requiring specialist skills from both police and social work staff. Some investigations become extremely complex because of the number of places and people involved, and the timescale over which abuse is alleged to have occurred. The complexity is heightened where, as in historical cases, the alleged victims are no longer living in the setting where the incidents occurred or where the alleged perpetrators are also no longer linked to the setting or employment role. (Working Together 2010 Sections: 6.10 – 6.11)

1.4.7 - Other forms of abuse

There are other forms of abuse such as genital mutilation and child prostitution and modern slavery that we have not included in these guidelines but are aware of. KingsGate Church has a modern slavery policy that can be accessed upon request.

1.4.8 - Domestic Abuse

The shared Association of Chief Police Officers (ACPO), Crown Prosecution Service (CPS) and government definition of domestic violence is: 'any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults, aged 18 and over, who are or have been intimate partners or family members, regardless of gender and sexuality.' (Family members are defined as mother, father, son, daughter, brother, sister and grandparents, whether directly related, in-laws or step-family.) In 2004 the Government's definition of domestic violence was extended to include acts perpetrated by extended family members as well as intimate partners. Consequently, acts such as forced marriage and other so-called 'honour crimes', which can include abduction and homicide, can now come under the definition of domestic violence.

The definition of domestic violence in Working Together 2010 states:

Forced marriage and honour-based violence are human rights abuses and fall within the Government's definition of domestic violence. (Section 6.21)

Home Office (2009) *What is Domestic Violence?* London: Home Office defines domestic violence as 'Any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partners or family members, regardless of gender or sexuality'. Nearly a quarter of adults in England are victims of domestic violence. Although both men and women can be victimised in this way, a greater proportion of women experience all forms of domestic violence, and are more likely to be seriously injured or killed by their partner, ex-partner or lover. (Section 9.17)

1.4.9 - Financial Abuse

As defined in accordance with the 'No Secrets' definition that states that Financial or Material Abuse includes 'theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits'.

Kingsgate church and the trustees also recognise that Financial abuse could also include exploiting vulnerable adults (as defined in this document) for financial gain. Although it is not always possible to see who has given financially, as we want people to be able to give anonymously, should it come to the Elders' attention that a vulnerable adult is giving beyond their financial means or in a way that would jeopardise their financial future, this would be raised with the individual concerned (as well as relevant carers) and any money returned.

1.4.10 - Spiritual Abuse

Spiritual abuse is a form of abuse that is increasingly being recognised within faith communities, particularly in Christian contexts. It involves the misuse of spiritual authority or religious belief to control, coerce, or harm others. Though once a largely unspoken issue, awareness is growing, and churches are beginning to acknowledge their responsibility in preventing such abuse and creating safe environments for worship and pastoral care.

What Is Spiritual Abuse?

There is no single statutory legal definition of spiritual abuse in the UK, but it is commonly understood within safeguarding and psychological frameworks.

The Church of England, for example, defines it as:

“A form of emotional and psychological abuse characterised by a systematic pattern of coercive and controlling behaviour in a religious context.” (Church of England, 2021 Safeguarding Guidance)

It may involve:

- Manipulation or coercion through religious teachings or scriptures
- Enforced obedience to religious leaders under threat of spiritual consequences
- Shaming, guilt-tripping, or ostracism in the name of spiritual purity or morality
- Claiming divine authority to justify harmful behaviour
- Suppressing individual autonomy, especially concerning personal decisions, relationships, or beliefs

Spiritual abuse can occur in one-to-one pastoral relationships, leadership structures, or entire church cultures. It often intersects with other types of abuse such as emotional abuse, financial exploitation, and even sexual abuse.

In 2018, Thirtyone:eight, proposed a working definition of spiritual abuse in its guidance:

“Coercion and control of one individual by another in a spiritual context. The target experiences spiritual abuse as a deeply emotional personal attack.”

It is important to note that spiritual abuse is not limited to any single denomination or tradition. It may appear in hierarchical or charismatic church settings, and can affect both adults and children.

Legal and Safeguarding Context in the UK

While spiritual abuse is not separately defined in law, it falls under existing safeguarding frameworks.

The Children Act 1989 and 2004

These Acts provide a broad legal basis for protecting children from “significant harm,” which includes emotional and psychological abuse—categories under which spiritual abuse may fall if it affects a child’s well-being.

Working Together to Safeguard Children (2018)

This statutory guidance from the Department for Education includes “emotional abuse” and “exploiting or corrupting children” as forms of abuse. Where spiritual pressure leads to these outcomes, it may meet the legal threshold for intervention.

Charity Commission and Church Safeguarding Policies

The Charity Commission for England and Wales expects all charities, including churches, to ensure adequate safeguarding policies are in place. This includes preventing all forms of abuse, including spiritual or religious abuse. Failure to implement safeguarding appropriately may be considered mismanagement.

Recognising Spiritual Abuse:

Recognition of spiritual abuse can be difficult. Victims often remain silent for fear of spiritual condemnation, social exclusion, or loss of faith identity. Key indicators include:

- A church culture of fear, secrecy, or control
- Leaders demanding unquestioning loyalty or submission
- Use of Scripture to justify punishment or exclusion
- Pressure to disclose private information that is then used manipulatively
- Discipleship or mentoring relationships becoming overbearing or invasive

Victims may present with symptoms of trauma, anxiety, depression, or shame, often believing that their suffering is a result of their own spiritual failure.

Preventing Spiritual Abuse in the Church:

Preventing spiritual abuse requires a cultural shift as well as structural safeguarding measures. Here are key strategies:

1. Clear Safeguarding Policies

Churches must have robust safeguarding policies that explicitly include spiritual abuse as a form of emotional harm. These should:

- Be regularly updated and reviewed
- Be clearly communicated to all church members and staff
- Include confidential reporting mechanisms

2. Leadership Accountability

No leader should operate without transparent oversight. Churches should:

- Avoid concentrating too much power in one individual
- Implement shared leadership models or oversight boards
- Require all leaders to undergo safeguarding training, including modules on spiritual abuse

3. Safe Theology and Teaching Practices

Churches must ensure that theology is not used to control or coerce.

Healthy theology:

- Promotes freedom of conscience
- Encourages critical thinking and personal spiritual discernment

- Avoids manipulative language around obedience, submission, and authority

4. Promote a Culture of Consent and Respect

Healthy church communities respect personal boundaries, choice, and privacy. Practical steps include:

- Consent-based prayer and ministry (e.g., asking before laying hands on someone)
- Encouraging open dialogue and questions without fear of spiritual judgment
- Creating avenues for pastoral support that are non-coercive and confidential

5. Independent Reporting and Review

Churches should provide access to independent safeguarding advisors. Victims are more likely to speak up when they know the process is impartial and outside internal power structures.

2. The Designated Staff with Responsibility for Child Protection

2.1 - The designated person with lead responsibility for child protection issues is Karen Reekie who is available as the Safeguarding lead for the church and any activities involving the church working with other organisations. Karen is supported by Rob Hitchcock who will be available when Karen is on leave or unable to cover safeguarding issues.

2.2 - She has a key duty to take lead responsibility for raising awareness within the organisation of issues relating to the welfare of children and young people, and the promotion of a safe environment for the children and young people.

2.3 - She is responsible for ensuring that exempted questions are asked on relevant volunteer and employment application forms.

2.4 - The lead recruiter should keep a CPD record of all those involved in any work related to children/vulnerable adults. Training should be held regularly (via 31:8 or some other means) and this should be logged. A minimum of a refresher course should be held at least every 3 years. The safeguarding lead should have done level 3 training with an appropriate provider of safeguarding training and education and annual update training each year.

2.5 - He/she will be the main contact point for safeguarding issues and will have contact details for relevant organisations available for employees and volunteers. (See ThirtyOneEight documentation for the relevant details)

3. Dealing with Disclosure of Abuse and Procedure for Reporting Concerns

If a child or young person, or adult at risk tells a member of staff or a volunteer about possible abuse:

3.1 - Listen carefully and stay calm. Do not promise to keep anything a secret.

3.2 - Do not interview the child, but question normally and without pressure, in order to be sure that you understand what the child is telling you.

3.3 - Do not put words into the child's mouth.

3.4 - Reassure the child that by telling you, they have done the right thing.

3.5 - Inform the child that you must pass the information on, but that only those that need to know about it will be told. Inform them of the person to whom you will report the matter.

3.6 - Note the main points carefully.

3.7 - Make a detailed note of the date, time, place, what the child said, did, what you observed and your questions etc.

3.8 - Staff should not investigate concerns or allegations themselves, but should report them immediately to the designated person, or if they are not available, one of the eldership team who will take action or contact the appropriate authorities.

In the case of an adult at risk, or someone disclosing domestic or spiritual abuse as defined above, the same procedure would apply, but the agencies to be contacted will be different. Each site will have a document and plan in place with contact details for agencies and contacts for both child and at risk adult issues that need to be referred or investigated, or reported.

If an adult working within a position of responsibility within Kingsgate becomes concerned about a child or young person becoming inappropriately attached or trying to instigate a relationship with them or has concerns about how a child or young person is interacting with them then they must report their concerns to the safeguarding lead immediately. Steps will be taken to help the adult and child and if required, further input from external agencies sought.

4. Regulated Activity and obtaining Enhanced Disclosure and Barring Service checks

4.1 - Under the Safeguarding of Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012, an individual working unsupervised with children is considered to be engaged in regulated Activity and must have an enhanced Disclosure and Barring Service (DBS) check which will involve a check of the children's barred list, in order to perform their duties.

4.2 - However, an individual working in a directly and permanently supervised position is not considered to be engaged in regulated activity but should still have an enhanced DBS disclosure check. However, because they are working in a supervised role the enhanced check will not include a check of the children's barred list.

4.3 - Note that applications for a DBS enhanced check can only be submitted where the applicant is aged 16 or over at the time of making the application.

4.4 - Volunteers will be asked to sign up to the DBS free annual renewal service and staff will be required to sign up to the annual renewal service with the cost covered by KingsGate Church.

All volunteers working within the Pride, Children's Ministry, Youth, should be DBS checked. Whilst they are awaiting a DBS check to be completed, they should be supervised by someone with a complete and updated DBS check/registration.

Anyone under 16 years of age should not be working with children or vulnerable adults unsupervised. It is Kingsgate Church's policy that anyone wishing to serve on any ministry involving children under the age of 18, has been a member of the church for at least 6 months. All staff and volunteers will be asked to sign up to the DBS renewal service, unless they have already done so via an existing DBS check they hold that can be verified through the government DBS check system.

5. Duty to refer to the Disclosure and Barring Service (DBS)

5.1 - The Safeguarding of Vulnerable Groups Act 2006 and Protection of Freedoms Act 2012 both make it mandatory to refer anyone known to pose a threat of harm to a child or vulnerable people to the Disclosure and Barring Service (DBS). This means that the designated member of staff responsible for safeguarding must not knowingly employ anyone who poses a risk of harm to children or adults at risk, this includes anyone who is believed to have committed acts or harms to children whilst on the job or has a record of such conduct

5.2 - KingsGate Church has a legal duty to refer an employee or volunteer to the DBS if they pose a risk of harm to children or vulnerable adults. Failure to do so can result in a fine and/or up to 5 years imprisonment. There must be sufficient and solid evidence that the employee or volunteer poses a risk of harm before they can be referred to the DBS. The DBS will not consider evidence based on rumour or unsubstantiated reports. KingsGate Church should also inform the police and other relevant authorities. Our safeguarding lead Karen Reekie will work with all relevant authorities to process and manage safeguarding allegations and incidents.

KingsGate will also work with the LADO (Local Authority Designated Officer) where allegations against staff or volunteers are raised. Where allegations concern a child or children Kingsgate will work with the Single Point of Access team and referrals will be made to them.

Richmond SPA - Tel: 020 8891 7969

LADO – Vivien Rimmer 020 8547 4609 LADO@achievingforchildren.org.uk

5.3 - Referral forms can be downloaded from the DBS's website www.homeoffice.gov.uk/dbs.

5.4 - The elders and trustees of KingsGate Church have a responsibility as a registered charity to report any concerns or investigations involving the safeguarding of children or adults at risk to the Charities Commission, with whom they are registered. This should be done with advice from the Kingsgate designated person responsible for safeguarding as required. They must update the Charities Commission on any outcomes or decisions made. KingsGate Church will also work with the appropriate local and national authorities to investigate concerns and allegations. This will include the Police, Social Services, LADO, and other bodies.

6. The DBS's Barring Process

6.1 - Whenever new relevant information (such as a conviction or caution) becomes known, the information will be sent to the DBS. The DBS will consider this information, together with other information known on the individual, and decide whether it indicates that the individual poses a risk of harm to vulnerable groups. If so, the DBS will commence its barring process and the DBS will issue a disclosure certificate to the applicant with the barring information.

6.2 - The applicant should be advised by the designated person responsible for safeguarding to make a representation to the DBS regarding the barring information. The DBS will assess the barring information and representation and decide whether to bar the applicant. If there is sufficient barring evidence, the applicant will be placed on either the Children's Barred List or the Adults Barred List or both depending on the offence. The applicant must then be removed from regulated activity without delay.

6.3 - The applicant has the right of appeal to a tribunal and must be advised of this right. Serious offences committed against vulnerable people will lead to automatic barring and the applicant will have no right to make representations or to appeal against a barring decision.

7. Reporting and Dealing with Allegations of Abuse by Members of Staff.

The procedures apply to all staff, whether trustees, administrative, as well as to volunteers.

The word “staff” is used for ease of description.

If there is an allegation or concern against the lead pastor/elder, Karen Reekie, the safeguarding lead, will work directly with the safeguarding Trustee Noni Farrelly and any outside organisations that are required to be contacted and involved.

If an allegation or concern is raised against the safeguarding lead, these must be taken directly to Noni Farrelly, the safeguarding trustee who will act on behalf of the trustees to deal with these allegations and will work with the required outside agencies.

7.1 - In rare instances, staff of Christian organisations have been found responsible for child abuse. Because of their frequent contact with children and young people, staff may have allegations of child abuse made against them. KingsGate Church recognises that an allegation of child abuse made against a member of staff may be made for a variety of reasons and that the facts of the allegation may or may not be wholly or partly true. KingsGate church will work alongside and cooperate with all organisations to assist the investigation of any allegations and will abide by any requirements these organisations may have to resolve or take matters further. It is important to emphasise that investigations must only be done by representatives of statutory agencies, not handled in-house.

7.2 - KingsGate Church recognises that the Children Act 1989 states that the welfare of the child is the paramount concern. It is also recognised that hasty or ill-informed decisions in connection with a member of staff can irreparably damage an individual's reputation, confidence and career. Therefore, those dealing with such allegations within the organisation will do so with sensitivity and will act in a careful, measured way.

8. Safer Recruitment and Selection Procedure

KingsGate church will already have recruitment and selection procedures. These should be reviewed in order to ensure that they take account of the following:

8.1 - They should apply to staff and volunteers who may work with children and adults at risk.

8.2 - The post or role should be clearly defined.

8.3 - The key selection criteria for the post or role should be identified.

8.4 - Obtain a character reference. This should be taken from someone who has known the person for at least two years, and is a current member of KingsGate Church. If the person is joining KingsGate from another church, then their reference can be submitted by someone in leadership from that church. If the person is joining and has not come from another church, or Christian faith based organisation, then a character reference from an employer can be used, where possible, or a personal reference from someone who can be contacted and verified by the elders or person responsible for safeguarding.

8.5 - Disclosure and Barring Service disclosure/List 99 checks (maintain sensitive and confidential use of the applicant's disclosure).

8.6 - Use a variety of selection techniques and criteria (e.g. qualifications, previous experience, interview, reference checks).

The safeguarding policies also apply to all children within the Youth Ministry at KingsGate church and any child under 18 is to be protected under these. The Youth Ministry will have a safeguarding plan and policies in place to ensure that all children are protected, particularly those who attend KingsGate functions or church services without an adult or carer. All adults working within the Youth Ministry must have a completed DBS check and have been attending KingsGate Church for 6 months before they are accepted to work as a volunteer within Children or Youth Ministries.

8.7 - Kingsgate will not recruit or allow anyone who is in active addiction or substance abuse or relapse to serve within ministries where there may be a vulnerable population. This includes all children's ministries, activities and groups, and other groups considered to be at risk. If a person discloses they have relapsed whilst they

are volunteering/employed in such an area then a plan must be made for them to step down immediately. Confidentiality and consent must be kept at all times unless there is a considered risk or an incident has occurred that requires reporting to outside agencies. If someone discloses they have previously struggled with addiction/substance abuse but is in recovery and maintaining that recovery, then their case can be assessed with the help of the leadership and safeguarding officer to allow them to serve and maintain accountability if necessary.

Supporting those affected by abuse:

The Trustees are committed to offering pastoral care, working with statutory agencies as appropriate, and support to all those who have been affected by abuse who have contact with or are part of the organisation.

Working with offenders and those who may pose a risk:

When someone attending the organisation is known to have abused children, is under investigation, or is known to be a risk to adults with care and support needs; the Trustees will supervise the individual concerned and offer pastoral care, but in its safeguarding commitment to the protection of children and adults with care and support needs, set boundaries for that person, which they will be expected to keep. These boundaries will be based on an appropriate risk assessment and through consultation with appropriate parties.

Radicalisation and KingsGate churches responsibility I am guessing this is what you talk about when you say formatting as the text appears to look different

KingsGate Church recognises that as a charitable organisation that works with the public, we have certain obligations in relation to recognising what radicalisation is and what our responsibilities are if we become aware of concerns relating to that within our organisation or users of our services.

KingsGate Church is not a statutory registered body and therefore does not fall under the legal requirements required of those bodies. However we work with those bodies so we are aware of the regulations in the link below

<https://www.legislation.gov.uk/ukpga/2015/6/schedule/6>

However the Charity Commission has requirements we must adhere to and these are set out below:

“The Commission expects trustees to take their responsibilities seriously. In summary, to manage the risks from terrorism: you must comply with the law, including counter-terrorism legislation. You must act in your charity’s best interests, avoid exposing it to undue risk and make sure that its assets are used only to support its charitable purposes.”

You should:

- Take reasonable steps to ensure that your charity’s premises, assets, staff, volunteers or other resources cannot be used for activities that may, or may appear to, support or condone terrorism or terrorist activities
- Ensure that effective procedures are put in place and properly implemented to prevent terrorist organisations taking advantage of your charity’s status, reputation, facilities or assets
- Take immediate steps to dissociate the charity from any activity that may give, or may appear to give, support to terrorism or terrorist activity
- Take all reasonable steps to ensure the charity’s activities are open and transparent so that these cannot be misinterpreted
- Exercise proper control over your charity’s financial affairs and safeguard its assets

Furthermore, any person connected with a charity, whether a trustee, employee, volunteer, or beneficiary, should deal with the concerns of a charity’s possible links with terrorism responsibly. These must be reported immediately to the police and should also be reported simultaneously to the Commission. More information on reporting is available in the next section entitled Reporting requirements

<https://www.gov.uk/government/publications/charities-and-terrorism/compliance-toolkit-chapter-1-charities-and-terrorism#charity-law-duties-and-responsibilities>

Staff and volunteers will be given training on radicalisation if that is relevant to their position and have access to the Prevent website and resources.

9. Additional Notes

9.1 - GDPR

KingsGate Church is GDPR compliant and all data on any child or adult held by the church is kept securely and with consent. Please see our separate GDPR policy for more information.

This policy will be reviewed and updated annually and submitted to the KingsGate board of Trustees to be checked, agreed and signed.

The person/s responsible for Safeguarding will submit a report to the Trustees every three months to update them on any issues, or training needs, or ongoing plans.

Further contact details:

ThirtyOneEight:

Telephone 0303003111 Email: info@thirtyoneeight.org

UK Charity Commission: 0300 066 9197

Charity Commission

PO Box 211Bootle

L20 7YX

Kingston SPA - Tel: 020 8547 5008

Richmond SPA – Tel: 020 8891 7969

LADO – Contact and referral officer Julie Fisher 07774332675

LADO@achievingforchildren.org.uk

