

# Safeguarding Policy

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## *Small Group Leaders*

Date for review: February 2025

# Key Information

Safeguarding is an important aspect of all ministries at SNCA and is the responsibility of everyone, whether you are leading groups of adults, young people or children. As Small Group leaders, you may encounter vulnerable adults or issues of current or historical abuse raised by adult group members.

**Alongside this document please read the following guidance included within the SNCA safeguarding policy part 1. General Policy:**

- **Responding well to a disclosure or concern of abuse**
- **Next steps in responding to a disclosure or concern of abuse**

Appropriate response to issues of both current and historical abuse is vital, for the protection of the individual and for others who may be impacted. If anyone reports abuse to you, whether recent or historical, and whether they were the abused or the abuser, you must follow the action points in the guidance above.

As a Small Group Leader you are well-placed to notice factors that may indicate that a person may be vulnerable, and/or being abused or neglected. Therefore, you should be vigilant in identifying concerns and understanding how to respond appropriately, including:

- Understanding what a vulnerable adult is
- Knowing the factors that are likely to increase vulnerability
- Knowing about different types of abuse and neglect and their signs
- Knowing who to tell about suspected abuse or neglect
- Knowing how to support adults in decision making about support options available to them
- Knowing the safeguards if visiting a vulnerable adult or communicating with them electronically

**Therefore, please also familiarise yourself with the SNCA safeguarding policy part 4. Vulnerable Adults.**

The policies above can be found on the St Nick's Church website: [www.stnickschurch.org.uk/safeguarding](http://www.stnickschurch.org.uk/safeguarding)

We're conscious that abuse, whether recent or historical, is sensitive and pastorally challenging. If you have any personal concerns, please seek support by speaking to your SLOB leader.

Thank you for helping us to serve the church family in this way.

## **Remember**

- Historical abuse must be treated as seriously as recent abuse.
- Children and young people means anyone under age 18.
- Illegal activity includes sex with someone under age 16, child pornography and sharing explicit images of children.
- The church is required to take advice from the Diocese and may need to report allegations or disclosures of criminal acts to the police.

## Additional Points

- If you have experienced abuse yourself, the issues raised by this document may be particularly sensitive. If you would like pastoral support, please approach your SLOB leader. We recognise this may be a very difficult thing to do, especially if you have not told anyone before, but we are eager to provide appropriate pastoral support.
- If you have committed abuse or any related form of criminal act in the past, we would encourage you to be open about it with the Minister in Charge (“**MiC**”), however difficult that may be.
- A disclosure of recent or historical abuse might have been made to you in a context outside of SNCA, for example at a summer camp. If you did not report the matter at the time, we encourage you to do so now, however much time has passed. If you are in doubt, please raise the matter with the MiC.
- If for any reason you feel unable to approach the MiC, or if the allegation is against the MiC, please speak directly to the Church Safeguarding Officer.
- In unlikely circumstances, the Senior Leadership Team (“**SLT**”) reserves the right to ask you to step down from leading a Small Group (and potentially other areas of responsibility) indefinitely, or for a period of time, if:
  - an allegation of misconduct is made about you,
  - it is deemed by the SLT that your conduct has been or is becoming inappropriate, potentially harmful, or out of step with the Bible, or
  - it is deemed by the SLT that you are not currently able to fulfil your duties as expected for whatever reason.

Agreeing to this document means you are agreeing to comply with any such decisions (and, if necessary, accompanying investigations). In any such situation, be assured that we will take your views into consideration and seek to support you appropriately where possible.

# Contact Names and Details

## Safeguarding Committee

Frank Owusu-Sekyere (Chair)  
*Church Safeguarding Officer*  
safeguarding@snca.co.uk

Tom Wright  
*Assistant Minister (Ministry Leader for London Bridge Talks & Victoria Talks)*  
*Children's Coordinator; Children's and Vulnerable Adults' Champion*  
tom.wright@snca.co.uk

Tricia Owusu-Sekyere  
*Trustee*

Suzie Burden  
*Church Manager and Lead Safeguarding Recruiter*  
suzie@snca.co.uk

## SNCA Staff

Chris Fishlock  
*Minister in Charge*  
chris@snca.co.uk

Tom Wright  
*Assistant Minister (Ministry Leader for London Bridge Talks & Victoria Talks)*  
*Children's Coordinator; Children's and Vulnerable Adults' Champion*  
tom.wright@snca.co.uk

Tom Barnardo  
*Assistant Minister (Ministry Leader for Fleet Street Talks)*  
tom.barnardo@snca.co.uk

Sarah Quinlan  
*Women's Minister*  
sarah@snca.co.uk

Suzie Burden  
*Church Manager and Lead Safeguarding Recruiter*  
suzie@snca.co.uk

Carrie Fishlock  
*Finance Manager*  
carrie@snca.co.uk

Rolin Lo  
*Church Administrator*  
rolin@snca.co.uk

Phyllida Stuart  
*Children's Work Administrator and Safeguarding Recruiter*  
phyllida@snca.co.uk

## **National Contacts**

### **Diocese of London**

Helpline: 02079321224

[safeguarding@london.anglican.org](mailto:safeguarding@london.anglican.org)

### **Thirtyone:Eight**

Helpline: 0303 003 11 11

<https://thirtyoneeight.org/>

### **City of London Corporation Children and Families Team**

020 7332 3621 (Monday to Friday, 9am-5pm)

020 8356 2710 (weekdays after 5pm, weekends and bank holidays)

### **City of London Social Care Services**

020 7332 1224 (Monday to Friday, 9am - 5pm)

020 8356 2300 (weekdays after 5pm, weekends and bank holidays)

### **Child Line NSPCC**

Freepost 1111, London N1 0BR Child Protection Helpline,

Tel. 0800 1111 0808 800 5000

(full number is just these 8 digits)

**Family Lives** (previously Parentline) 0808 800 222

**Domestic Violence Helpline (for females)** 0808 2000 247

**Mankind (for males)** 01823 334244

**Police non-emergency phone line** 101

## **Further resources**

‘Protecting all God’s children: The Child Protection Policy of the Church of England’, 2010

‘Policy for Safeguarding in the Diocese of London’, 2015

‘The Church of England, House of Bishops, Parish safeguarding handbook’ – promoting a safer church, October 2018

‘The Care Act 2014, and the Care and Support Statutory Guidance 2016’ (Chapter 14)

London Multi Agency Safeguarding Adults Policy and Procedures 2015

**[www.london.anglican.org/support/safeguarding](http://www.london.anglican.org/support/safeguarding)**