Safeguarding Children, Young People and Adults who are Vulnerable Policy

2026-27

Policy Statement:

- **Lindisfarne College of Theology (LCT) recognises its responsibility in the prevention of abuse of children, young people and vulnerable adults.**
- **It is committed to the provision of a safe and secure environment for children, young people and vulnerable adults with whom it has contact.**
- **Although there are few occasions when LCT has direct responsibility for the care and protection of children, young people and vulnerable adults, it recognises that at times through its work there will be contact with them and that as such it has a duty of care.**
- **Lindisfarne College of Theology is committed to being accountable to the Diocesan Bishops of Durham and Newcastle for all matters relating to Safeguarding and to work closely with the Diocesan Safeguarding Teams.**

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1. Important contact details

1.1 **Safeguarding Officers (children and adults)**

Lead Safeguarding Officer: Tiffany Conlin

(Vice-Principal and Director of Contextual Learning)

Email: tiffany.conlin@lindisfarnect.org

Deputy Safeguarding Officer: Richard Briggs (Principal)

Email: richard.briggs@lindisfarnect.org

Governance Safeguarding Representative: Sue McCormack

(Co-Chair of the Board of Trustees)

1.2 **Contact details for the local Social Care**

Name of Authority: North Tyneside Council

Children's Services: Front Door Service

Telephone (office hours): 0345 2000 109

Telephone (emergencies out of office hours): 0345 2000 109

Adult Services: Adult Social Care Gateway Team
Telephone (office hours): 0191 643 2777

Telephone (emergencies out of office hours): 0191 200 6800

1.3 **Police**

Emergencies: 999

Non emergencies: 101

1.4 **Relevant Diocesan Safeguarding Contacts:**

Newcastle Diocese: Safeguarding Team (0191 270 4105)
safeguarding@newcastle.anglican.org

Durham Diocese: Beth Miller (07968 034075) beth.miller@durham.anglican.org

2. Safeguarding is everyone's business

The Church of England works in partnership with other Christian Churches and agencies in delivering safeguarding. The Church of England policy statement offers six overarching commitments, which LCT also subscribes to:

1. Promoting a safer environment and culture
2. Safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the church
3. Responding promptly to every safeguarding concern or allegation
4. Caring pastorally for victims/survivors of abuse and other affected persons
5. Caring pastorally for those who are the subject of concerns or allegations of abuse

and other affected persons

6. Responding to those that may pose a present risk to others.

In particular, LCT aims to:

2.1 Reduce the risk of significant harm to vulnerable people (children and adults) from abuse or other types of exploitation, whilst listening to and supporting individuals.

2.2 Ensure safeguarding is everybody's business, with this institution playing its part in preventing, detecting and reporting neglect and abuse.

2.3 Ensure arrangements are in place locally to protect those least able to protect themselves.

3. Definitions

3.1 A child is anyone who has not yet reached their 18th birthday. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate, does not change his/her status or entitlements to services or protection.

3.2 An adult is someone over 18 years old and includes any adult, whether or not they consider themselves vulnerable, who may be vulnerable by reason of age, illness, disability; and any adult who has been made vulnerable by their situation or circumstance, such as by discrimination, or as a victim / survivor of abuse.

3.3 Abuse can take many forms, including: physical, sexual, emotional or psychological, neglect and acts of omission, discriminatory, institutional, cyber, financial and material, domestic, human trafficking, slavery, forced labour and spiritual.

4. Government National Policy Guidance and Frameworks

This policy statement follows requirements from the following Government Guidance/frameworks:

4.1 *Working Together to Safeguard Children*, 2015, updated 2026

Working together to safeguard children - GOV.UK

4.2 *Adult Safeguarding: Statement of Government Policy On Adult Safeguarding,* 2011

Adult safeguarding: statement of government policy - GOV.UK

4.3 *Keeping Children Safe in Education,* 2014, updated 2026
https://www.gov.uk/government/publications/keeping-children-safe-in-education--

5. Church of England National Policy Guidance

This policy statement follows Church of England national safeguarding policies and procedures.

The Latest updates to Church of England Codes of Practice, Polices and Guidance on

Safeguarding can be accessed via the Safeguarding E-manual:

The Safeguarding E-manual | The Church of England

6. Duties of Charities, Faith Organisations and Educational Establishments in respect of children, young people and adults who are vulnerable:

6.1 Safeguarding legislation in the UK provides the legal foundation for protecting children, young people and adults at risk from abuse, neglect, exploitation, and harm. These laws define the responsibilities of individuals and organisations within health, social care, education as well as charities and faith organisations, ensuring that vulnerable people are supported, protected, and treated with dignity.

6.2 The Children Act, established in 1989 and amended in 2004, ensures children's welfare and rights in the UK. It focuses on child safety, health, and well-being, emphasizing parental responsibility and collaboration between agencies. The 2004 amendment strengthened children's rights, improved child protection, and ensured better coordination of services.

6.3 The Children Act, 2004 places significant responsibilities on faith organisations, charities and educational establishments to ensure the welfare and protection of children. Faith organsations, charities and educational establishments must have a safeguarding and child protection policy in place to promote children's welfare and protect them from harm.

Faith organizations, charities and educational establishments must comply with Section 11 of the Act which mandates that their functions and services to children must safeguard and promote their welfare.
https://www.legislation.gov.uk/ukpga/2004/3

6.4 For adults, the Care Act 2014, Mental Capacity Act 2005, and Domestic Abuse Act 2021 establish clear protections for those with care and support needs.

6.5 Some legislation, like the Human Rights Act 1998, Safeguarding Vulnerable Groups Act 2006, and Sexual Offences Act 2003, applies across both groups, reinforcing the right to safety, respect, and protection from harm.

7. Statutory safeguarding requirements for all vulnerable people (children and adults)

Ultimate legal responsibility for safeguarding within LCT rests with the Board of Trustees which ensures that LCT has put in place safeguarding arrangements that reflect the importance of safeguarding and promoting the welfare of children and adults in accordance with statutory requirements and locally agreed interagency procedures.

Such statutory requirements are as follows:

7.1 A clear line of accountability for the commissioning and/or provision of services designed to safeguard and promote the welfare of children and adults who are vulnerable.

7.2 A member of the Board to take leadership responsibility for the organisation's safeguarding arrangements.

7.3 A culture of listening to children and adults, taking account of their wishes and feelings, both in individual decisions and the development of services.

7.4 Arrangements which set out clearly the processes for sharing information, with other professionals and with the Local Safeguarding Children Board (LSCB) or Local Safeguarding Adults Board (LSAB).

7.5 A member of staff appointed as Designated Officer for Safeguarding. Their role is to support other staff in recognising the needs of children and adults, including rescue from possible abuse or neglect. Designated Officers for Safeguarding roles should always be explicitly defined in job descriptions. Designated Officers for Safeguarding should be given sufficient time, funding, supervision and support to fulfill their child/adult safeguarding responsibilities effectively.

7.6 Safe recruitment procedures ensuring that all appropriate checks, including criminal record checks, are carried out on staff, students and volunteers who work with children and adults who are vulnerable.

7.7 Appropriate supervision and support for staff, including undertaking safeguarding training.

Employers are responsible for ensuring that their staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of children and adults and creating an environment where staff feel able to raise concerns and feel supported in their safeguarding role.

Staff should be given a mandatory induction, which includes familiarisation with child/vulnerable adult protection responsibilities and procedures to be followed if anyone has any concerns about a child's or adult's safety or welfare.

All staff should have regular reviews of their own practice to ensure they improve over time.

All staff and Trustees should complete the appropriate CofE safeguarding training as directed by the Safeguarding Learning and Development Framework, 2021 (see also the Application of Safeguarding Guidance to Theological Education Institutions, Draft, 2023). This training needs to be repeated every 3 years.

7.8 Clear policies in line with those from the LSCB/LSAB for dealing with allegations against people who work with children or adults who are vulnerable.

An allegation may relate to a person who works with children or adults who has:

- behaved in a way that has harmed a child or adult, or may have harmed a child or adult;
- possibly committed a criminal offence against or related to a child or adult; or
- behaved towards a child or children or adult(s) in a way that indicates they may pose a risk of harm to children or adults.

7.9 In addition:

County level and unitary Local Authorities should have a Local Authority Designated Officer (LADO) to be involved in the management and oversight of individual cases. The LADO should provide advice and guidance to employers and voluntary

organisations, liaising with the police and other agencies and monitoring the progress of cases to ensure that they are dealt with as quickly as possible, consistent with a thorough and fair process.

Any allegation should be reported immediately to a senior manager within the organisation. The LADO should also be informed within one working day of all allegations that come to an employer's attention or that are made directly to the police.

If an organisation removes an individual (paid worker or unpaid volunteer) from work such as looking after children (or would have, had the person not left first) because the person poses a risk of harm to children, the organisation must make a referral to the Disclosure and Barring Service. It is an offence to fail to make a referral without good reason.

Specific arrangements for the implementation of these requirements are set out in section 8.

8. Implementation of statutory safeguarding requirements (as set out in section 7)

LCT follows the detailed guidance and procedures of the Dioceses of Durham and Newcastle. The Diocesan Safeguarding Advisers can be contacted for advice on putting arrangements in place and information about policy and practice.

LCT staff seconded from dioceses should follow the training requirements of the sponsoring diocese.

8.1 Procedures for activities

Responsibility: Designated Officer for Safeguarding (staff) and Safeguarding Representative (Board of Trustees)

i. Procedures are in place for activities for children, adults and mixed age within the LCT community (including risk assessment of activities and premises; ratios of leaders to children/vulnerable adults; record keeping).

ii. Home Church Supervisors and Placement Supervisors (in Church and Chaplaincy contexts) should ensure they have put in place procedures for students running activities for children, adults and mixed age in their ministerial contexts which follow organizational/national safeguarding and diocesan procedures.

iii. Diocesan safeguarding policies, procedures and guidance are held by the Designated Officer for Safeguarding and Safeguarding Representative, and details of Lindisfarne CT procedures reflect the requirements.

iv. The Designated Officer for Safeguarding is in contact with the Diocesan Safeguarding Advisers.

8.2 Designated Officers for Safeguarding

Responsibility: Board of Trustees

i. Senior members of LCT's leadership team are appointed as Designated Officer and Deputy Designated Officer for Safeguarding, and the Board Safeguarding

Representative appointed by that Body, to ensure procedures are in place for dealing with safeguarding issues.

ii. Safeguarding roles are defined in the job descriptions of Designated and Deputy Designated Officers.

iii. Supervision, support and training, including Local Authority and Diocesan safeguarding training, is in place for Designated Officer and Deputy Designated Officer for Safeguarding, and Board Safeguarding Representative.

8.3 Culture of listening to children and adults

Responsibility: All Staff

All safeguarding information about abuse, whether past or present, and including internet abuse, is taken seriously and referred to the Designated Officer for Safeguarding.

Responsibility: Designated Officer for Safeguarding

Independent authorised listeners, appointed by the Dioceses, are made available through the Diocesan Safeguarding Advisers to adults reporting abuse.

Responsibility: Board of Trustees

Taking into account the views of children and adults affected, the Board of Trustees:

a) reviews all allegations and concerns brought to its attention, and remedies without delay any deficiencies or weaknesses in regard to safeguarding arrangements that are brought to their attention;

b) reviews LCT's safeguarding policies and procedures annually.

8.4 Information sharing

Responsibility: All staff

All allegations or concerns are reported to the Designated Officer for Safeguarding.

Responsibility: Designated Officer for Safeguarding

i. The Designated Officer for Safeguarding shares information about any allegation or concern with the statutory agencies in which the alleged victim resides: police if criminal behaviour; and with the LADO of Children's Services, or equivalent senior manager in Adult Services, within one working day; and follows statutory advice.

ii. The Designated Officer for Safeguarding reports all safeguarding information about abuse, and the response made, to the Board Safeguarding Representative.

iii. In responding to serious situations, the Designated Officer for Safeguarding shares information with any relevant Diocesan or Church of England Safeguarding Adviser. For a member of staff this includes the Dioceses of Durham and Newcastle where LCT delivers services; for a student, this includes the Diocese or any agency sponsoring the student. For an independent student, the responsibility remains with LCT.

Responsibility: Board of Trustees

The Board of Trustees Safeguarding Representative is responsible for liaising with the local authority and/or partner agencies, as appropriate in the event of allegations of abuse being made against the Principal.

8.5 Safer recruitment

Responsibility: Designated Officer for Safeguarding/Diocesan Safeguarding Team

For staff: LCT follows Church of England and Diocesan practice in recruitment of staff, including references, interviews and criminal checks with the DBS.

For students:

All non-sponsored students (Independent students) who are not in active ministry will have a basic DBS check arranged by LCT.

Non-sponsored students (independent students) will not be able to engage in LCT organised placements and/or mission projects unless an enhanced DBS check can be applied for.

Diocesan Sponsored Students will only begin work in an external context arranged as part of a module when the result of the DBS check confirms the student is cleared for placement or mission project activity.

Responsibility: Diocesan Directors of Ordinands/Wardens of Readers

For students:

LCT works with the sponsoring diocese to ensure that all students have been recruited safely, including a DBS check as they commence studying with LCT.

DBS checks for sponsored students participating in continuing studies (e.g. curates, Readers post licensing) will be the responsibility of the sponsoring diocese.

8.6 Competence for role/raising concerns/support

Responsibility: Designated Officer for Safeguarding

LCT's policies and procedures are available and accessible to all staff and students, as is required by their role.

Responsibility: Designated Officer for Safeguarding

All staff, students and users of services know who to contact if they have a safeguarding concern.

Responsibility: Designated Officer for Safeguarding

Temporary staff and volunteers who work with children or adults who are vulnerable are made aware of LCT's arrangements for safeguarding and their responsibilities.

8.7 Training, supervision, induction, review

For staff: Responsibility: Designated Officer for Safeguarding

i. All staff undertake training required to equip them to carry out their responsibilities for safeguarding effectively, that is kept up to date by refresher training at three yearly intervals.

ii. Introduction to safeguarding policies and procedures is included in staff induction.

iii. Review of improvement in safeguarding practice forms part of staff ongoing appraisal.

For students: Responsibility: Designated Officer for Safeguarding

i. Safeguarding training forms a core part of LCT's curriculum for students.

ii. Review of improvement in safeguarding practice forms part of student ongoing assessment.

8.8 Responding to serious situations

Responsibility: Designated Officer for Safeguarding

i. Procedures for responding to serious situations, including allegations of abuse against members of staff, students and volunteers, are in place and followed, in line with LSCB/LSAB procedures, Church of England and Diocesan policies and practice guidance.

ii. Referral is made to the Disclosure and Barring Service if a member of staff is removed or resigns from post, or a student withdraws from training, due to a safeguarding issue.

VERSION CONTROL:		
Version Number	**Date approved**	**Approved by**
1	15/10/2025	Board of Trustees