



Safeguarding Policy

2025/26

Date of last review	September 2025
Date of Revised Policy	November 2025
Review Frequency	Annually by the Trustees & SG Team
Date of next review	September 2026
Signature of Chair of Trustees	

Issue Date: Nov 2025⁴ Review Date: Sept. 2026⁵

Additions from Wales Safeguarding Procedures 2023

Adapted from the model policy @Thirtyone:eight 2022

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Section 1 - ORGANISATION DETAILS

Name of Place of Worship

Cornerstone Evangelical Church, Abergavenny

Address: Cornerstone Centre,

2/3 Horsingtons Yard, Lion Street, Abergavenny, NP7 5PN

Tel No: 01873 737717

Email address: info@abercec.org

Membership of Denomination/Organisation:

Fellowship of Independent Evangelical Churches

Charity Number: 1175258

Regulators: Charity Commission

Insurance Company:

Ansvar Insurance – Employers Liability Policy Number CHF2161765 Limit £10,000,000

Ansvar Insurance – Public/Products Liability Policy Number CHF2161765 Limit £5,000,000

1. ALL ABOUT US

- 1.1 Cornerstone is an independent evangelical church with a formal membership of adults, plus children/young people and a 'congregation' of regular and visiting participants.
- 1.2 The church congregation currently meets for worship/teaching services at Ysgol Gymraeg, the Welsh School in ~~Deri View Primary School~~, Abergavenny on Sunday mornings and at the Cornerstone Centre for evening services. ~~S-~~
- 1.3 The Cornerstone Centre at Horsington's Yard is used as a hub for a range of meetings.
- 1.4 Many members belong to Community Groups which meet midweek for Bible study and prayer at the Cornerstone Centre or members' homes.
- 1.5 Cornerstone's members also undertake ministries and activities involving children, young people and adults in other venues locally. ~~-~~

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- 1.6 Central to all of this, is the Board of Trustees. The Trustees, most of whom also serve as Elders, are appointed for an over-lapping specified period of time to serve as the body who governs Cornerstone Evangelical Church (CEC). They have a critical role in decision making and compliance as well as setting the core values, standards and behaviours of our church, referred to as the *Culture*.
- 1.7 Good governance helps to PROTECT all within the Cornerstone community, responding quickly and with integrity when concerns arise.
- 1.8 The Trustees acknowledge that in the event of any Safeguarding matter arising, they will follow the Wales Safeguarding Procedures that are feely available as a phone-App; this provides all the necessary information when needed.
- 1.9 Our county of Monmouthshire comes under the Monmouthshire and South East Wales Safeguarding Board.
- 1.10 The Policy has been agreed by the Trustees of Cornerstone Evangelical Church and is available on the church's website. A hard copy is available on request from the Cornerstone Church Administrator. The Trustees agree not to allow the document to be copied by other organisations (see footer).

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SAFEGUARDING TEAM STRUCTURE & CONTACT DETAILS

CHAIR OF TRUSTEES

Neil Holloman

neilholloman57@gmail.com

DESIGNATED SAFEGUARDING TRUSTEE (DST)

Martin Brown 07812 023058

Martanne10@gmail.com

DESIGNATED SAFEGUARDING LEAD (DSL)

Janice Llewellyn 07720320147

Janllewellyn7325@gmail.com

DEPUTY DESIGNATED SAFEGUARDING LEAD (Deputy DSL)

David Johns 07980 721286

Davidjohns556@btinternet.com

Emily Phillips (Children & YP worker)

Debbie Askew (Children's worker)

Rebecca Beckingsale (Training)

GOVERNANCE LINK:

Sian Pugh (Admin CEC) – www.abercec.org.uk

LEAD RECRUITER & IDENTITY CHECKER:

Anne Brown - 07809 304997



OUR SAFEGUARDING POLICY STATEMENT

Name of Place of worship: **Cornerstone Evangelical Church**

- We, the Trustees and Safeguarding team at Cornerstone Evangelical Church, are committed to the safeguarding of children and adults at risk of abuse and/or neglect;
- We recognise that 'Safeguarding is everyone's responsibility', helping to prevent harm or abuse to children and adults;
- We will ensure that all of our practices are child/person-centred in approach to promote the well-being of those involved;
- We recognise that personal dignity and the Rights of children and adults underpin our approach and we will ensure all our policy and procedures will reflect this;
- We believe all people should enjoy and have access to every aspect of the life and ministry of Cornerstone;
- We undertake to exercise proper care in the appointment and selection of those who will work with all children and adults at risk of abuse and neglect;
- We believe every child and adult should be valued, safe and happy. We want to make sure that all those we have contact with know this and are empowered to tell us if they are experiencing harm.

We are committed to:

- Following and implementing the requirements of all statutory and specialist guidelines as laid out in Wales Safeguarding Procedures 2023 in relation to Safeguarding children and adults;
- Ensuring that all workers within Cornerstone will work within the agreed procedures of our safeguarding policy;
- Supporting, resourcing and training those who undertake ministries with children and adults;
- Ensuring that we are keeping up to date with national and local developments relating to safeguarding;

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- Ensuring that everyone agrees to work within these recommendations and the guidelines established by Cornerstone;
- Supporting all within Cornerstone who have been affected by abuse, neglect or harm.

We recognise:

- The Regional Safeguarding Board has lead responsibility for investigating all allegations or suspicions of abuse or harm where there are concerns about a child or an adult at risk.
- Where an allegation suggests that a criminal offence may have been committed then the **P**olice should be contacted as a matter of urgency.

We will review this statement and our policy annually.

We also commit to the inclusion of this Policy statement at Cornerstone Church's Annual General Meeting (AGM), together with a report on the outcome of the annual Safeguarding review.

If anyone has any concerns for a child or adult, they should contact one of the following who have been appointed as the designated safeguarding leaders for Cornerstone Evangelical Church.

Designated Safeguarding Lead: **Janice Llewellyn**

Deputy Designated Safeguarding Lead: **David Johns**

Designated Safeguarding Trustee : **Martin Brown**

A copy of Cornerstone Evangelical Church's policy can be seen on the website www.abercec.org

Signed on behalf of the Trustees:

Signed _____

Neil Holloman (Chair of Trustees)

Date _____

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SECTION 2 – SAFEGUARDING IN WALES

2.1 All Third sector (voluntary organisations) within Wales have a statutory duty to operate in a way that takes into account the need to safeguard and promote the well-being of children and adults at risk of abuse and harm.

2.2 The Trustees will follow the principles and arrangements as laid out in the **Wales Safeguarding Procedures 2023** that have been endorsed by the Monmouthshire and South East Wales **Regional Safeguarding Board**. **The Wales Safeguarding Procedures are readily available on a Free App which all participants of the Safeguarding Team are expected to use.**

2.3 The Trustees at Cornerstone Evangelical Church (CEC) will ensure that they are aware of the relevant legislation and guidance in Wales in relation to Safeguarding of both children and adults and will have due regard to the following statutory documents:

- Working Together to Safeguard Children (Wales) 2014
- Social Services and Well-being (Wales) Act 2014
- Safeguarding children in relation to the Children (Abolition of Defence of Reasonable Punishment (Wales) Act 2020
- United Nations Convention on the rights of Child (UNCRC)
- Human Rights Act 1998
- Equality Act 2010
- Mental Capacity Act 2005

2.4 Safeguarding children and adults is fundamentally different in several ways. For example, we will routinely make decisions on behalf of children, particularly in regard to safeguarding matters, but as adults, we have the right morally and in law to make our own decisions, even if they are unwise decisions. Additionally, unless there is an urgency or risk to others, we should **seek the consent** from the adult concerned before taking any action.

2.5 Safeguarding Children:

Safeguarding issues refer to all children and young people up to and including those of 18 years old, and also adults at risk. The Social Services and Well-being(Wales) Act 2014 defines the principles of Safeguarding children:

- The wishes, needs and well-being of the child are put first so that they receive the care and support they need before a problem escalates.
- All who come into contact with children are alert to their needs including any potential or suspected abuse or risk of abuse or harm and understand what action they should take.
- All involved share appropriate information and have direct access to advice to discuss any concerns about a child.

- All those involved with the child are able to use their professional judgement to put the child's needs and personal outcomes at the centre of the system so the right solution can be found.
- All those involved working with a child, operate in a multi-agency and cooperative way to safeguard and promote the child's well-being
- All those involved with children are able to access professional strategic leadership which supports those involved to achieve desired outcomes for the child.

2.6 The Trustees accept the United Nations Convention on the Rights of the Child (UNCRC) which states that children should be able to develop their full potential, free from hunger and want, neglect and abuse. They have a right to be protected from "all forms of physical or mental violence, injury or abuse, neglect or negligent treatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s), or any other person who has care of the child." With this in mind, the Trustees will ensure that a child-centred approach is promoted through the adoption of the Children and Young People's National Participation Standards with all those who work or volunteer with children and young people (Appendix: 1)

2.7 Safeguarding Adults at risk of abuse and neglect:

The Social Services and Wellbeing(Wales)Act 2014 defines the principles of Safeguarding Adults:

- Pay attention to what people want.
- Remember people's dignity.
- Think about each person. Think about their culture, beliefs and language.
- Support people to be part of decisions about their life.
- -Expect adults to know what is best for themselves.
- Support adults to be as independent as possible.

2.8 When safeguarding adults, we must put the adult at the centre of the decision making, involving them in the safeguarding process and seeking their consent to share information. This ensures a person-centred approach or 'Making Safeguarding Personal'.

2.9 The Trustees accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to "all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status".

2.10 **Capacity** This refers to the adult's ability to make a decision at a particular time, for example when under considerable stress. The starting point must always be that an adult has the capacity to make a decision unless it is known that they lack capacity (Mental Act 2005). Being unable to make a decision is called 'Lacking capacity'.



2.11 The legislation is designed to ensure that people have the support they need to make as many independent decisions as possible. It also protects people who need family, friends or paid support workers to make decisions for them because they lack capacity to make specific decisions.

2.12 We are committed to building constructive links with statutory and voluntary agencies involved in safeguarding. We will communicate with the Gwent Safeguarding Board when needed and consult with and take advice from Thirtyone:eight, an independent Christian charitable organisation, as and when appropriate.

2.13 Children and Adults with specified Health and Care needs will also receive the overall care and support afforded by this Policy.

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There are three main areas related to Safeguarding covered in this policy. They are:

- Prevention through the culture, recruitment, positions of trust, codes of conduct and training opportunities within Cornerstone (Section 3 & Appendix 1&3);
- Procedures for identifying and reporting cases, or suspected cases of abuse or harm (Section 4 & Appendix 2);
- Participation and pastoral support using a child-centred or person-centred approach for those children and adults who may have been abused or harmed (Section 5 & Appendices 1&2).

SECTION 3 – PREVENTION

3.2 Culture

The values, standards and behaviours may be referred to as the culture of an organisation or “the way we do things around here”. Culture can be shaped in both negative and positive ways.

“The culture of a charity goes beyond mere compliance with legal and regulatory demands. Charity governance is most effective when it provides assurances not just that legal requirements are met, but that the behaviour of people working for the charity, and those who come into contact with it, is proper and ethical. Culture, alongside good governance, can be pivotal to whether a charity achieves its stated object.”
(ICSA The Governance Institute, 2017)

3.3 The Trustees of Cornerstone are committed to building and ensuring an ‘Open’ culture where all can feel empowered to share their concerns.

3.4 The Trustees are committed to the physical, emotional and spiritual wellbeing of all children, young people and adults, including those with care and support needs who come within its care. We aim to provide a safe and caring environment conducive to meeting these needs. We will provide appropriate experiences including the opportunity to learn of God through the Scriptures.

3.5 The following aims, not only meet the requirements of ensuring a safe environment for those accessing activities at Cornerstone, but also help to build an open culture where:

- those who lead do so by example, and are committed to the safeguarding of all;
- those that work or volunteer are safely recruited and trained for their roles;
- there are accountability structures with agreed codes of conduct;
- the values of the organisation are embedded in its day-to-day actions and behaviours of its people;
- there is open communication.

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3.6 Safer Recruitment

The Trustees will ensure that all employees whose role involves working with children and young people or adults with care and support needs, will be appointed, trained, supported and supervised in accordance with government guidance on safe recruitment. This will also apply to volunteer workers.

3.7 All workers, whether paid or voluntary, who have the care, sole charge or supervision of children and adults with care and support needs must apply for Enhanced Disclosure through the Church's Registered Body, Thirtyone:eight, prior to commencing their role.

For greater detail, please read Appendix 1: Safeguarding Good Practice guidelines

3.8 Positions of Trust

All adults working with children, young people and adults are in a position of trust. All those in positions of trust need to understand the power this can give them over those they care for and the responsibility they have because of this relationship.

3.9 As of April 2022, it is illegal in Wales for those in Positions of Trust in a faith setting to engage in sexual activity with a 16 or 17-year-old under their care or supervision.

3.10 It is vital that all workers ensure they do not, even unknowingly, use their position of power and authority inappropriately. They should always maintain professional boundaries and avoid behaviour which could be misinterpreted.

3.11 We will endeavour to ensure that each person, child or adult, is respected as an individual and due consideration will be given to their wishes and feelings.

3.12 We recognise the importance of the family and will work in co-operation with parents/guardians and carers in meeting the needs of children and adults including those with care and support needs.

3.13 Codes of Conduct

All workers are issued with a Code of Conduct when working with children, young people and adults, and are required to sign their agreement.
Further details are found in Appendix 3: Codes of Conduct

3.14 Training

The Leadership is committed to on-going safeguarding training and development opportunities for all workers, and to developing a culture of awareness of safeguarding issues to help protect everyone. To this end, Trustees, Elders, Deacons and all workers, employed or voluntary position who are involved with children and adult ministries are required to undertake full Safeguarding training on at least a three-year ~~an annual~~ basis; however, designated Officers are trained every two years ~~(Autumn Term)~~ in order to continue in their role. Those who do not attend training may be asked to by the Trustees to step down from their role until Training can be arranged and undertaken.

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3.16 The Trustees, Safeguarding Team and employed workers are updated on matters of good practice and available training by Thirtyone:eight, an independent Christian safeguarding charity. Other authorised providers in Wales are also used where relevant.

3.17 The Trustees and Safeguarding Team will endeavour to hold a dedicated Safeguarding Sunday service to ensure that everyone in our church setting is reminded that Safeguarding is everyone's responsibility. This will be held annually in the Autumn Term. ~~annual training for all those involved in ministries and activities follows shortly after this service.~~ It is especially important to provide appropriate awareness-raising of Safeguarding for both children and adults in our congregation in order to ensure our policies and practice are adhered to.

Further details are documented in Appendix 1: Safeguarding Good Practice Guidelines.

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Section 4 – PROCEDURES TO PROTECT

4.1 The Wales Safeguarding Procedures (WPS) are designed to standardise practice across all of Wales and between agencies to protect both children and adults at risk of abuse and neglect.

The Wales Safeguarding Procedures are based on the same principles which reflect the principles underpinning the Social Services and Wellbeing (Wales) Act 2014. These Procedures are up-dated regularly in line with changes to legislation, guidance and practice developments.

4.2 These are the five main categories of abuse in the WPS:

Type	Child	Adults at risk
Physical	<i>Actual or likely physical injury to a child.</i>	<i>To inflict pain, physical injury or suffering to an adult at risk.</i>
Emotional /Psychological	<i>To persistent, emotional, ill treatment of a child that affects their emotional and behaviour development. It may involve conveying to the child that they are worthless and unloved, inadequate, or that they are given responsibilities beyond their years.</i>	<i>The use of threats, fear or power gained by another adult's position, to invalidate the person's independent wishes. Such behaviour can create very real emotional and psychological distress. All forms of abuse have an emotional component.</i>
Sexual	<i>Involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. This includes non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.</i>	<i>Any non-consenting sexual act or behaviour. No one should enter into a sexual relationship with someone for whom they have pastoral responsibility or hold a position of trust.</i>
Financial		<i>The inappropriate use, or misuse of money, theft of money, property or possessions. Pressure about money</i>
Neglect	<i>Where adults fail to care for children and protect them from danger, seriously impairing health and development.</i>	<i>A person's well-being is impaired and their care needs are not met. Neglect can be deliberate or can occur as a result of not understanding what someone's needs are.</i>

(Format taken from the BUGB Model Safeguarding Policy)

4.2 The procedures also recognise that other forms of abuse can take place in different context, such as:

- Spiritual abuse
- Domestic abuse
- On-line abuse
- Self-harm
- Modern slavery
- Discrimination,
- Organisational abuse.

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4.3 There are different ways to protect Children at risk of abuse and neglect.
These are:

- Prevention or early help to address emerging concerns;
- Identification of concerns;
- **Duty to report** these concerns to the Regional Safeguarding Board / Local Authority social services;
- Immediate protection to keep the individual at risk from harm safe;
- Care and support to address unmet needs if the child is not found to be at risk or experiencing significant harm;
- Care, support and protection to address needs including keeping the individual safe if the child is experiencing and/or likely to experience on-going significant harm.

4.4 The Children and Young People's National Participation Standards (NPS) underpin the three pillars of the UNCRC – Protection, Provision and Participation and promote a child-centred approach. (Appendix 1: NPS)

4.5 There are different ways to protect adults at risk of abuse and neglect.
These are:

- Identification of concerns, **duty to report** these concerns and initiate enquiries;
- Prevention or early help to address any emerging concerns;
- Immediate protection to keep the individual at risk of harm safe;
- Care and support to address unmet needs;
- Care, support and protection to address needs including keeping the individual safe.

4.6 There is a **Duty of Care** upon Adult Services to investigate situations of harm to adults who may be at risk of abuse and/or neglect. This may result in a range of options including action against the person or organisation causing the harm, increasing the support for the carers or no further action if the 'victim' chooses for no further action and they have the capacity to communicate their decision. **However, this is a decision for Adult Services to decide, not the church.**

4.7 Recognising and identifying concerns

There are signs and indicators that are usually present in circumstances where someone is being subjected to abuse or neglect, such as appearance, behaviour, attitude, injury, amongst other less visible signs; it might even be through becoming aware of information suggesting that abuse or neglect is occurring.

It is vital that all who are involved in ministries within Cornerstone are regularly kept informed about these indicators and are vigilant on behalf of those unable to protect themselves. A

detailed catalogue for each category is documented in **Appendix 2: Signs and Indicators of Abuse**

4.8 Responding to concerns and allegations of abuse

When there are any concerns that a child or adult is being harmed, the following process should be followed:

1. **RECOGNISE** that harm/abuse may be taking place
2. **RESPOND** to the concern
3. **RECORD** all the information they have received
4. **REPORT** the concern to the DSL who may, in turn, report to the statutory authorities
5. **REFLECT** on the lessons learned

Codes of Practice are available in **Appendix 2** about how to proceed when **RESPONDING** ~~Responding~~ to a concern, disclosure or allegation.

The person who is in receipt of the concern should **REPORT** their concerns as soon as possible to the Designated Safeguarding Lead, who is nominated by the Trustees to act on their behalf in dealing with the concern or allegation or suspicion of abuse and /or neglect, including referring the matter to the statutory authority:

DESIGNATED SAFEGUARDING LEAD (DSL)

Name: Janice Llewellyn
Tel: 07720 320147
Email: Janllewellyn7325@gmail.com

DEPUTY DESIGNATED SAFEGUARDING LEAD (DSL)

Name: David Johns
Tel: 07980 721286
Email: Davidjohns556@btinternet.com

If both are away, the report should be made to the **DESIGNATED SAFEGUARDING TRUSTEE (DST)**:

Name: Martin Brown
Tel: 07812 023058
Email: martanne10@gmail.com

Suspicions must not be discussed with anyone other than those nominated as the DSL or Deputy DSL. A written record of these concerns must be made by the person in receipt of the concern within 48 hours in accordance with these procedures, handed to the DSL and the

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report kept in a secure place. More detailed information about how to respond, record and report is found in **Appendix 2:**

Under no circumstances should a volunteer or worker carry out their own investigation into an allegation or suspicion of abuse.

4.9⁶ The role of the DSL/ Deputy DSL is to **clarify the precise details and record any additional information** of the allegation or suspicion and to **REPORT this information to the Regional Safeguarding Board** who have a legal duty to investigate. It is important to note that the Regional Safeguarding Board must be the one where the child or adult lives and may not necessarily be the one below.

Regional Safeguarding Board:	Gwent Safeguarding Board:
Advice and Assistance Service:	Monmouthshire
Tel:	01291 635 669
Email:	ChildDuty@monmouthshire.gov.uk

South East Wales Emergency Duty Team: 0800 328 4432

4.10⁷ The DSL may need to inform others depending on the nature and/or circumstances of the concern as follows:

- DST who may need to liaise with the insurance company or the Charity Commission to report a serious incident;
- a Local Authority Designated Officer for Safeguarding (DOS) if the allegation concerns a worker or volunteer working with someone under the age of 18.

4.11⁷ However, in the absence of the DSL or Deputy DSL, the Designated Trustee should be contacted. If no one is available to report a concern, you should not delay in making your own referral to Social Services, the Police or taking advice from Thirtyone:eight.

Thirtyone:eight PO Box 133, Swanley, Kent, BR8 7UQ
Tel: 0303 003 1111 Option 2

4.12⁸ The Trustees will support the DSL /Deputy DSL in their role and accept that any information they may have in their possession will be shared in a strictly limited way on a need-to-know basis.

4.13⁹ It is, of course, the right of any individual as a citizen to make a direct referral to the safeguarding agencies or seek advice from Thirtyone:eight, although the Trustees hope that members of Cornerstone will follow the procedures as laid out in this policy.

4.15⁹ If an individual with a concern feels that the DSL or Deputy DSL ~~P~~ has not responded appropriately, or, where they have a disagreement with the Designated personnel as to the

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appropriateness of a referral, they are free to contact an outside agency direct, such as Thirtyone:eight, or alternatively, contact the Gwent Safeguarding Board or involve the Police. However, the Trustees hope by making this statement that the Trustees and Safeguarding Team demonstrate its commitment to effective safeguarding and the protection of all those who are at risk.

Section 5 - Participation and Pastoral Support

5.1 Partnership Working

The Trustees and Safeguarding Team have set out clear guidelines with regard to Cornerstone's expectations of those individuals and organisations with whom we work in partnership, whether in Wales or not. We will discuss with all partners our safeguarding expectations and agree a partnership agreement for safeguarding. The guidelines for Partnership working under Codes of Conduct are found in Appendix 3.

5.2 We believe good communication is essential in promoting safeguarding, both to those we wish to protect, to everyone involved in working with children and adults and to all those with whom we work in partnership. This policy is just one means of promoting safeguarding.

5.3 Additionally, we will display key information about Safeguarding in the main areas of the buildings that are used for our ministries;

5.4 Supporting those affected by abuse

The Trustees are committed to offering pastoral care and support where necessary, working with statutory agencies as appropriate, to all those who have been affected by abuse who have contact with or are part of Cornerstone church. It is vital that a child/person-centred approach is adopted from the outset.

5.5 Should a worker have a complaint or allegation made against them they will be required to suspend their activity until the matter has been investigated or resolved. The DSL, in consultation with DS Trustee, will make the initial decisions about how to proceed (Appendix 2). However, support for the worker, if required and appropriate, will be provided by a member of the Trustees who is not directly involved in Safeguarding.

5.6 Similarly, should a worker responding to a concern hear information or a disclosure which is distressing, pastoral support for that worker will be put in place initially by the DSL/DST so that confidentiality is maintained. In all instances of pastoral support, the personal details of the child or adult involved will not be disclosed, in order to maintain confidentiality.

5.7 Working with offenders

When someone attending Cornerstone is known to have abused children through conviction, is on the Offenders Register, is currently under investigation or is known to be a risk to adults, the Trustees **must**, in its safeguarding commitment to the protection of children and adults,

- set boundaries for that person, which they will be expected to keep. These boundaries will be based on an appropriate risk assessment and thorough consultation with appropriate parties;
- supervise the individual concerned and
- offer pastoral care and support where appropriate.

Section 6 - LEADERSHIP SIGNATURES

This policy was agreed by the Trustees and will be reviewed annually.

Neil Holloman (Chair of Trustees)

Signed _____

Date _____

Martin Brown (Designated Safeguarding Trustee)

Signed _____

Date _____

Janice Llewellyn (Designated Safeguarding Lead)

Signed _____

Date _____

David John (Deputy Designated Safeguarding Lead)

Signed _____

Date _____

Issue Date: Nov 2025⁴ Review Date: Sept. 2026⁵

Additions from Wales Safeguarding Procedures 2023

Adapted from the model policy @Thirtyone:eight 2022

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