

## EDBF DUTY OF CARE: SAFEGUARDING POLICY

Approver	Safeguarding
Owner(s)	Diocesan Safeguarding Officer and Head of Safeguarding
Classification	Culture
Original Issue Date	1 April 2016
Last Revision date	1 July 2025
Revised By	Diocesan Safeguarding Officer and Head of Safeguarding Director of People Services
Next Revision Date	1 July 2027
Related Documents	N/A
Location of Electronic Copy	<ul style="list-style-type: none"> <li>• PeopleHR</li> <li>• 'H' Drive: 2025 Policies Folder</li> </ul>
Scope	<p>This Policy applies to all EDBF and EDPS Ltd employees plus those individuals identified in paragraph 2. EDBF reserves the right to amend this policy at its discretion at any time. It does not form part of any employees' contract of employment with EDBF.</p> <p>Where EDBF is referred to in this policy, it is used as an umbrella term for both EDBF and EDPS Ltd.</p>
Extensions	Individuals identified in Paragraph 2. <i>Note in Paragraph 2.</i>
Exclusions	None



# Safeguarding Policy

## Contents

## Page

1.	Policy Statement	3
2.	Who is Covered by the Policy?	3
3.	Core Principles	3
4.	Good Safeguarding Practice	4
5.	Learning from the Past	4
6.	Policy Commitments	4
7.	Putting the Policy Into Action	5



## 1. Policy Statement

The Diocese of Exeter and the Exeter Diocesan Board of Finance (EDBF) are committed to the protection and safeguarding of all children and adults at risk of abuse. We recognise that safeguarding is the responsibility of everyone within our organisation.

Safeguarding involves proactive measures to promote a culture of safety, prevent abuse, protect those at risk and respond appropriately to instances of abuse. We are also committed to identifying individuals who may pose a risk to others, offering appropriate support while taking necessary steps to mitigate risks.

The EDBF will maintain a safe environment for all and uphold Christ's ministry through compassionate and effective safeguarding practices. Our safeguarding policy and procedures adhere to the House of Bishops' guidance and can be accessed at: <https://exeter.anglican.org/resources/safeguarding/>

In line with the Diocese's commitment to safer recruitment, certain roles will be subject to Disclosure and Barring Service (DBS) checks.

This policy aligns with relevant UK legislation and statutory safeguarding guidance. If there is any conflict between this policy and the law, the law will take precedence.

Employees should seek guidance from their manager in case of uncertainty. Changes to this policy due to legal amendments will be communicated accordingly.

**This policy does not form part of any contract of employment and may be amended at any time.**

## 2. Who is Covered by the Policy?

This policy applies to all employees of the EDBF, including full-time, part-time and fixed-term staff, as well as consultants, contractors, trainees and authorised volunteers whose roles require safeguarding training. It also extends to all employees of EDPS Ltd.

Casual workers, agency staff and volunteers undertaking activities on behalf of EDBF are also expected to adhere to this policy. Their official supervisors will ensure they are made aware of these requirements.

For clarity, references to 'the Diocese of Exeter' in this document encompass all associated bodies under the headship of the Bishop of Exeter, including but not limited to the EDBF Ltd, EDPS Ltd and the Office of the Bishop of Exeter.

## 3. Core Principles

Our safeguarding approach is founded on the following principles:

- The welfare of children, young people and vulnerable adults is paramount.
- Integrity, respect and active listening are essential.



- Transparency and openness in all safeguarding matters.
- Clear accountability at all levels.
- Collaboration with statutory authorities and external partners.
- Use of professional safeguarding advice and support.
- Commitment to abuse prevention.
- Active risk management.
- Promoting a culture of vigilance and continuous improvement.

#### 4. Good Safeguarding Practice

To maintain a safer culture, we will:

- Ensure leadership commitment at all levels to safeguarding.
- Maintain a clear safeguarding policy accessible to all Church Officers.
- Establish clear accountability within the Diocese.
- Implement robust reporting procedures for safeguarding concerns.
- Define safeguarding responsibilities for all Church Officers.
- Ensure safeguarding practices are informed by continuous learning and feedback.
- Implement rigorous safer recruitment procedures.
- Provide appropriate training and supervision.
- Collaborate with statutory and voluntary sector partners.
- Publicly promote access to independent support for those at risk.
- Maintain effective complaints and whistleblowing procedures.
- Ensure responsible information sharing and record-keeping.

#### 5. Learning from the past

The Diocese acknowledges past failures in safeguarding within the Church and is committed to learning from statutory reports and independent reviews, including the findings of the Independent Inquiry into Child Sexual Abuse (IICSA). We will apply these lessons to continually enhance safeguarding practices.

#### 6. Policy Commitments

Based on the foundations outlined above the Diocese of Exeter commits to:

##### a) Promoting a Safer Environment and Culture

All Diocese employees and Church Officers will respect and promote the well-being of children, young people and vulnerable adults. We will ensure that our churches are safe, nurturing environments through training, support, communication and governance. Employees will be encouraged to challenge unsafe practices and report concerns.

##### b) Safer Recruitment and Training

All individuals with safeguarding responsibilities will undergo a rigorous recruitment and vetting process in line with House of Bishops' guidance. Regular training will be provided to ensure staff have the necessary skills and confidence to safeguard those at risk.

##### c) Responding to Safeguarding Concerns and Allegations



All safeguarding concerns, whether current or historical, will be handled with respect and in accordance with statutory procedures and House of Bishops' guidance. Reports reaching the statutory threshold will be referred to appropriate authorities. The Diocese will fully cooperate with investigations and legal processes.

**d) Supporting Victims and Survivors of Abuse**

The Diocese is committed to providing compassionate support for victims and survivors of abuse. Disclosures will be taken seriously and appropriate pastoral care, counselling and other support services will be offered.

**e) Supporting Individuals Facing Allegations**

Individuals accused of abuse are entitled to due process under criminal, civil and ecclesiastical law. A legal presumption of innocence will be maintained while investigations are ongoing. Risk assessments and safeguarding agreements will be implemented where necessary to protect others.

**f) Managing Known Risks**

The Church welcomes all individuals but recognises its duty to manage known risks. Where necessary, risk assessments and safeguarding agreements will be put in place in collaboration with statutory agencies to protect the community.

## 7. Putting the Policy Into Action

All parts of the Diocese, including Parochial Church Councils, must incorporate this Policy Statement into their safeguarding policies. To ensure effective implementation:

- All Church Officers will have access to and be required to understand this policy.
- The policy will be actively promoted across the Diocese.
- Safeguarding messages will be communicated consistently.
- A "Promoting a Safer Church" action plan will be maintained and reviewed regularly.

Employees will complete safeguarding training appropriate to their role in line with the National Church of England Safeguarding Training Programme. As a minimum, all employees must complete the Basic Safeguarding Training and undertake periodic refresher courses.

Concerns should be reported through the Diocese's established safeguarding procedures. Where employees are uncertain about their responsibilities, they should consult their line manager or the Diocesan Safeguarding Adviser.

### Practice guidance

Latest versions of the Church of England's Safeguarding documents can be found at:



[Safeguarding Policy Statements & Practice Guidance](#)

Diocese of Exeter safeguarding documents and resources can be found at:

[Safeguarding and DBS - Diocese of Exeter](#)

If you have any concerns or questions, please contact the Diocesan Safeguarding Team:

General Safeguarding enquiries	01392 294929	<a href="mailto:safeguardingenquiry@exeter.anglican.org">safeguardingenquiry@exeter.anglican.org</a>
--------------------------------	--------------	--