

The Remnant Christian Network Wales

Safeguarding Policy

Date last reviewed: 26th November 2025

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SECTION 1

Details of the place of worship / organisation

1. Name of Place of Worship / Organisation:

The Remnant Christian Network Wales,
Beignon Close, Ocean Way, Opposite St, John Ambulance,
Cardiff, Wales CF24 5PB
Tel No: +44 7915 234696

2. General Email address:

rcncardiff@gmail.com

3. Senior Leader Name:

Pastor Dr. Mike Lakoju

Senior Leader Contact Telephone / Email:

rcncardiff@gmail.com

4. Safeguarding Coordinator Name:

Dr Tariro Mwadira Kakoma

Designated Safeguarding Lead (Children, Young People and Adults at Risk)

Tel: 07733759396

Email: safeguarding@rcncardiff.org

5. Deputy Safeguarding Coordinator:

Dr Seun Akinlua

Designated Safeguarding deputy (Children ,Young People and Adults at Risk)

Tel: 07733759396

Email: safeguarding@rcncardiff.org

6. Membership of Organisation:

Remnant Christian Network Global

7. Company Number: 14662203

The following is a brief description of our place of worship / organisation and the type of work / activities we undertake with children and adults who have care and support needs:

Remnant Christian Network Wales (RCN Wales) is part of Remnant Christian Network (RCN Global), an interdenominational and non-denominational international ministry to the body of Christ with the mandate of restoring the apostolic order and Christianity as was seen in the days of the first generation of apostles of Jesus Christ, and thereby heralding the coming of the Lord Jesus Christ in this end of the age.

We seek only to see the coming of the King and His Kingdom until His reality is furnished in the hearts of the sons of men. Our major instruments of realizing this vision are Prayers, the Study of the Word, and Breaking of Bread with one another.

We meet every Sunday from 12pm, and throughout the week we hold a variety of church activities. On Wednesdays we have our bi-weekly women's meeting, followed by weekly Bible study on Thursdays. Every Friday we run children's and teens' Bible study, which is followed by a night vigil. On the first Saturday of each month, we meet to pray for 10-hours usually every first Saturday of the month, and we also go on mission trips on some Saturdays. We meet for prayers online every day, praying every third hour, and at midnight. Each department has its own weekly online meeting. In addition, we run marriage preparation classes most Sunday for couples intending to get married.

Remnant Christian Network Wales is committed to providing a safe, secure, welcoming and nurturing environment where all individuals, particularly children, young people, and vulnerable adults feel valued and protected. Safeguarding is at the heart of our mission, and we recognise our responsibility to safeguard those in our care. We are committed to ensuring that all individuals who engage with our church community are safe from harm, abuse, and neglect. This policy serves as a framework for our safeguarding approach and provides clear guidelines for identifying, preventing, and responding to safeguarding concerns. It outlines our approach to safeguarding, ensuring that all reasonable steps are taken to promote the welfare and protection of those involved in church activities. Our safeguarding policy is rooted in the biblical principles of care, love, and justice.

Leadership Commitment to Safeguarding Statement

The leadership has adopted the Safe and Secure safeguarding standards published by Thirtyone:Eight (formerly the Churches Child Protection Advisory Service) As a Leadership, we recognise the need to provide a safe, secure, welcoming, and caring environment for children, young people, and adults, including vulnerable adults. We are committed to ensuring that all individuals who engage with Remnant Christian Network Wales feel valued, protected, and safe from harm, abuse, and neglect.

We acknowledge that children, young people, and adults can be victims of physical, sexual, and emotional abuse, as well as neglect. We accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which state 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 opinions, national or social origin, property, birth or another status.” We also concur with the Convention on the Rights of the Child, which states that children should be able to develop their full potential, free from hunger and want, neglect and abuse, and should 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.”

Safeguarding is at the heart of our mission, and we recognise our responsibility to safeguard those in our care. This policy serves as a framework for our safeguarding approach and provides clear guidelines for identifying, preventing, and responding to safeguarding concerns. It outlines our commitment to taking all reasonable steps to promote the welfare and protection of those involved in church activities. Our safeguarding policy is rooted in biblical principles of care, love, and justice, and we are committed to building constructive links with statutory and voluntary agencies involved in safeguarding.

The policy and any attached practice guidelines are based on the ten **Safe and Secure** safeguarding standards published by thirtyone:eight.

The Leadership undertakes to:

- endorse and follow all national and local safeguarding legislation and procedures, in addition to the international conventions outlined above.
- provide on-going safeguarding training for all its workers and will regularly review the procedure guidelines.
- ensure that the premises meet the requirements of the Equality Act 2010 and all other relevant legislation, and that it is welcoming and inclusive.
- support the Safeguarding Coordinator(s) in their work and in any action they may need to take in order to protect children and adults with care and support needs.
- The Leadership agrees not to allow the document to be copied by other organisations.

Section 2

Recognising and Responding Appropriately to an Allegation or Suspicion of Abuse

Defining child abuse or abuse against an adult is a difficult and complex issue. 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 places of worship and 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 states:

- 1. 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.*
- 2. 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.

Also for adults the UN Universal Declaration of Human Rights with particular reference to Article 5:

- 1. No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.*

Under no circumstances should a volunteer carry out their own investigation into an allegation or suspicion of abuse. The following procedures need to be adhered to:

Procedures for Responding to Allegations and Concerns of Abuse

The volunteer should make a report of the concern in the following way:

1. The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to:

Name: Tariro Mwadira Kakoma
Designated Safeguarding Lead

Tel: 07733759396

Email: safeguarding@rcncardiff.org

Or in the absence of the Safeguarding lead / Coordinator

Name : Dr Seun Akinlua

Email: safeguarding@rcncardiff.org

The above is nominated by the Leadership to act on their behalf in dealing with the allegation or suspicion of neglect or abuse, including referring the matter on to the statutory authorities.

2. In the absence of the Safeguarding Co-ordinator or Deputy, if the suspicions in any way involve the Safeguarding Co-ordinator, then the report should be made to:

Name: Dr. Mike Lakoju, Senior Leader and Pastor

Tel: +44 7958 509267

Email: rncardiff@gmail.com

If the suspicions implicate both the Safeguarding Co-ordinator and the Deputy, then the report should be made in the first instance to:

3. **thirtyone:eight** PO Box 133, Swanley, Kent, BR8 7UQ Tel: 0303 003 1111.
4. Alternatively contact Children Services or the police.

The role of the safeguarding co-ordinator/ deputy is to collate and clarify the precise details of the allegation or suspicion and pass this information on to statutory agencies who have a legal duty to investigate.

The Safeguarding Co-ordinator should contact the appropriate agency or they may ring the thirtyone:eight helpline for advice. They should then contact Children's Services in the area where the child lives or the Adult Social Services Team to where the vulnerable adult lives.

Name of our closest Children's Service Department:

Cardiff Council's Children's Services

Tel: 029 2053 6490

Out of hours Tel: 029 2078 8570.

Website Address: <https://www.cardiffamilies.co.uk/>

Adult Social Services

Tel: 02920 234234

Website Address: <https://www.cardiff.gov.uk>

For immediate danger in Cardiff, call **999**.

For general non-emergencies, dial **101**.

The Safeguarding Co-ordinator may need to inform others depending on the circumstances and/or nature of the concern:

- Senior leader who may need to liaise with the insurance company to report a serious incident.

Suspicions must not be discussed with anyone other than those nominated above. A written record of the concerns should be made in accordance with these procedures and kept in a secure place.

- The normal procedure for allegations or suspicions of abuse to be reported to the Safeguarding Co-ordinator; in the absence of the Safeguarding Co-ordinator or Deputy a referral should not be delayed to Social Services; the Police; or taking advice from thirtyone:eight.
- It is 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 Leadership hope that members of the place of worship/organisation will use this procedure.

If, however, the individual with the concern feels that the Safeguarding Co-ordinator/Deputy has not responded appropriately, or where they have a disagreement with the Safeguarding Co-ordinator as to the appropriateness of a referral they are free to contact an outside agency direct. Nevertheless, please update the Leadership of your actions.

Detailed procedures where there is a concern about a child

Allegations of physical injury, neglect or emotional abuse.

If a child has a physical injury, a symptom of neglect or where there are concerns about emotional abuse, the Safeguarding Co-ordinator/Deputy will:

- Contact Children's Social Services (or thirtyone:eight) for advice in cases of non-accidental injury, if concerned about a child's safety, or if a child is afraid to return home.
- Not tell the parents or carers unless advised to do so, having contacted Children's Social Services.
- Seek medical help if needed urgently, informing the doctor of any suspicions.

- For lesser concerns, (e.g. poor parenting), encourage the parent/carer to seek help or make a referral to local support services; but not if this places the child at risk of significant harm.
- Where the parent/carer is unwilling to seek help, offer to accompany them to access the identified service. In cases of escalating concerns, contact Children's Services direct for advice.

Allegations of sexual abuse

In the event of allegations or suspicions of sexual abuse, the Safeguarding Co-ordinator/Deputy will:

- Contact Children's Services and make a verbal referral to the Duty Social Work Team.
- Whether to inform parents/carers before referral is a matter of professional judgment, based on risk. If there is a high risk (e.g. suspected abuse, immediate danger, sexual abuse) it is common practice not to inform them.
- Seek and follow the advice given by thirtyone:eight if for any reason they are unsure whether or not to contact Children's Social Services/Police. Thirtyone:eight will confirm its advice in writing for future reference.

Allegations of abuse against a person who works with children/young people

If an accusation is made against a volunteer, the Safeguarding Co-ordinator, in accordance with Local Safeguarding Children Board (LSCB) procedures will:

- Liaise with Children's Social Services in regards to the suspension of the worker or for the worker to not commence any work with children whilst the investigation takes place.
- If the person of concern holds a position of trust a referral is to be made to Local Authority Designated Officer (LADO) team whose function is to handle all allegations against adults who work with children and young people.
- Make a referral to Disclosure and Barring Service for consideration of the person being placed on the barred list for working with children or adults with additional care and support needs. This decision should be informed by the LADO if they are involved.

Allegations of abuse against a person who works with adults with care and support needs

Detailed procedures where there is a concern that an adult is in need of protection:

Suspicious or allegations of abuse or harm include; physical, sexual, organisational, financial, discriminatory, neglect, self-neglect, forced marriage, modern slavery, and domestic abuse. The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to the Safeguarding Co-ordinator/Deputy.

Name: Tariro Mwadira Kakoma

Tel: 07733759396

Email: safeguarding@rcncardiff.org

The above is nominated by the Leadership to act on their behalf in dealing with the allegation or suspicion of neglect or abuse, including referring the matter to the statutory authorities. The safeguarding co-ordinator will:

- Liaise with Adult Social Services in regards to the suspension of the worker
- Make a referral to the DBS following the advice of Adult Social Services

In the absence of the Safeguarding Co-ordinator or Deputy, if the suspicions in any way involve the Safeguarding Co-ordinator follow procedures for children above

- Contact the Adult Social Care Team who have a responsibility under the Care Act 2014 to investigate allegations of abuse.
- Alternatively thirtyone:eight can be contacted for advice.

If the adult is in immediate danger or has sustained a serious injury contact the Emergency Services 999, informing them of any suspicions. Contact Adult Social Services who have responsibility under the Care Act 2014 to investigate situations of harm to adults with care and support needs. 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. The Safeguarding Coordinator is to make a verbal referral and update thirtyone:eight on the situation of concern.

Adult Social Services

Tel: 02920 234234

Website Address: <https://www.cardiff.gov.uk>

Police Protection Team Tel: 101

For immediate danger in Cardiff, call **999**.

For general non-emergencies, dial **101**.

The Safeguarding Co-ordinator may need to inform others depending on the circumstances and/or nature of the concern:

- Senior leader who may need to liaise with the insurance company to report a serious incident.

Suspicious must not be discussed with anyone other than those nominated above. A written record of the concerns should be made in accordance with these procedures and kept in a secure place.

If there is a concern regarding spiritual abuse, Safeguarding Co-ordinator will:

- Identify support services for the victim i.e. counselling or other pastoral support
- Contact thirtyone:eight and in discussion with them will consider appropriate action with regards to the scale of the concern.

Section 3

Prevention: Safeguarding Awareness

The Leadership is committed to ongoing safeguarding training and development opportunities for all volunteers, developing a culture of awareness of safeguarding issues to help protect everyone.

Suspicious or allegations of abuse or harm including; physical, sexual, organisational, financial, neglect, self-neglect, forced marriage, modern slavery and domestic abuse etc. must not be ignored and appropriate action or support will be offered at the Remnant Christian Network Wales.

All volunteers would be committed members of the Church and will be required to present an existing DBS from their employment (if appropriate) in addition they will be required to complete a self-declaration. All Remnant Christian Network Wales volunteers will be required to have a DBS at a later date. All volunteers as part of their induction will receive in-house safeguarding training and external training as guided by Thirtyeight:one.

The Leadership will also ensure that children and adults with care and support needs are provided with information on where to get help and advice in relation to abuse, discrimination, bullying, or any other matter where they have a concern. See Leadership Safeguarding Statement in Appendix 6.

Safer recruitment

The Leadership will ensure all volunteers that are appointed will receive training and be supported and supervised in accordance with government guidance on safe recruitment. This includes ensuring that:

- There is a written person specification for the post
- Those applying have completed an application form and a self-declaration form
- Safeguarding in addition to other policies will be discussed before role commencement and knows how to report concerns.

- A disclosure and barring check will be completed where necessary (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information)
- The applicant has completed a probationary period.

Safeguarding Awareness

The Leadership is committed to ongoing safeguarding training and development opportunities for all volunteers, developing a culture of awareness of safeguarding issues to help protect everyone. All volunteers will be required to be DBS checked. The volunteer as part of their induction will receive in-house safeguarding training and external training as guided by Thirtyoneeight.

Management of Volunteers – Codes of Conduct

As a Leadership, we are committed to supporting all volunteers and ensuring they receive support and supervision. All volunteers have been issued with a code of conduct towards children, young people and adults with care and support needs. (See Appendix 5).

Section 4

Pastoral Care

Safe and Secure Standards 8 and 9

Policy Statement

The Leadership is 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 place of worship/organisation.

Pastoral Counselling

The Leadership is committed to ensuring that it manages all pastoral matters appropriately, seeking advice and support including the signposting of those in need of specific support.

The Leadership recognises that pastoral care may be sought and may be suitable in some contexts. This should never be considered without due regard to the importance of safeguarding. Remnant Christian Network Wales provides pastoral counselling, advice, and guidance and where appropriate signpost to outside agencies.

Follow-up Department

The Follow-up Department is committed to maintaining the highest standards of confidentiality. All volunteers serving within this department are strictly prohibited from sharing any information disclosed during follow-up sessions with anyone else. Any information shared is to remain with the individual volunteer and must not be discussed outside the Follow-up team context, except where legally required or where there is a safeguarding concern. In such cases, the Safeguarding Coordinator must be informed immediately so that the appropriate steps can be taken. Any unauthorised disclosure of information constitutes a breach of this policy and may result in the volunteer being removed from their role, subject to further action in line with the church's safeguarding and disciplinary procedures.

Working with offenders and those who may pose a risk

When someone attending the place of worship/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 Leadership 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.

Section 5

Practice Guidelines

Safe and Secure – Standards 5, 6 and 10

Policy Statement (Practice Guidelines)

As an organisation/place of worship working with children, young people and adults with care and support we wish to operate and promote good working practice. This will enable volunteers to run activities safely, develop good relationships and minimise the risk of false or unfounded accusations.

As well as a general code of conduct for volunteers we also have specific good practice guidelines for every activity we are involved in.

- Practice Ministry
- Outreach Ministry
- Communication
- Church Events

Working in Partnership

The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children, young people and adults. This can be because of cultural tradition, belief and religious practice or understanding, for example, of what constitutes abuse.

We therefore have clear guidelines in regards to our expectations of those with whom we work in partnership. We will discuss with all partners our safeguarding expectations and have a partnership agreement for safeguarding.

Communication

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. It is important that the worker

adheres to confidentiality where safeguarding is concerned. Any breach will be dealt with by the Leadership.

Local Church Events

Policy Statement

Safeguarding the vulnerable is no less important at one-off events than it is in regular local, regional or national activities. In many ways, there is a greater need to ensure that the planning of such events includes awareness of safeguarding and adherence to our safeguarding policy. The maltreatment of children and young people is contrary to Biblical values and practices and therefore cannot be tolerated.

This safeguarding policy, therefore, applies to all our events and any employees or volunteers who participate in local, regional, or national activities.

Single Approach

It is recognised that events occur in many formats and that there are responsibilities for both the host/venue and also the lead/planning organisation. There are no differences in standards and principles within the UK, regardless of the nature of the event.

Remnant Christian Network Wales has responsibility to ensure safeguarding at any event within our premises. We shall ensure that the following will be checked:

Venue should:

- Have a safeguarding policy
- Undertake DBS Checks/ completion of self-declaration on all employees and volunteers that require checks
- Use safer recruitment procedures
- Make any organisation that wishes to hold an event on our premises aware of our safeguarding policies and procedures.
- Establish what insurance the event organisers have in place (e.g. public liability insurance).

- Consider asking to see copies or details of the event organisers' policies and procedures.

Event organisers should:

- Ask to see proof of venue safeguarding policy & procedures
- Ensure that safeguarding policy and procedures are followed at their event, by
 - Appointing a Safeguarding Co-ordinator
 - Employing staff or volunteers that have been DBS checked (where required)
 - Planning activities and events that are appropriately supervised (ratios, trained volunteers etc)
 - Checking that locations are safe and secure

Responding & Reporting Mechanisms

All events and activities should have a designated Safeguarding Coordinator responsible for overseeing the activity and ensuring that all volunteers and visitors are fully apprised of the safeguarding activity and requirements. All incidents, allegations, or concerns identified during events must be reported to the Safeguarding Coordinator for the organising church if a part of locally-driven outreach activity, who will then liaise with the appropriate authorities to ensure good practice is facilitated in relation to the reporting of any allegations of abuse.

If an allegation is made against a volunteer, that person must be removed from their duties or prevented from having any further contact with children and young people or adults with additional care and support needs immediately whilst necessary action is taken.

Prayer Ministry (Praying for and with others)

At Remnant Christian Network Wales we are passionate about meeting with God. During our meetings, we will always try to let God lead what is going on and make space for Him to meet with us.

As part of this, the leaders of the meeting may make time for us to wait on the Holy Spirit and pray for groups of people. This is an opportunity for God to work in our lives and for us to be open to Him moving in our lives.

Ministry times will usually begin with an invitation from the service leader. The most important thing to remember is that this is God's work, not ours. It is important to remember as we facilitate what the Holy Spirit wants to do in the lives of those we pray for that we should also be mindful of our Safeguarding practices and procedures. Leadership, safeguarding team, and all volunteers should make themselves aware of this policy and ensure they receive regular guidance and training.

When offering prayer support (Luke 18:40), keep any conversation brief and avoid lengthy conversation, as this is a time for the Holy Spirit to offer counselling. Maintain sensitivity and discretion when addressing the individual's situation or when sharing any word or impression, ensuring all interactions remain respectful and appropriate.

Guidance on Touch during prayer ministry:

leaders of the meeting

The laying on of hands to pray is Biblical; we see Jesus touch a man to heal him of leprosy in Mark 1: 40-45, and He lays hands on the children to bless them in Matthew 19: 13-15. However, not everyone is comfortable with this, so please be sensitive to the situation. Be careful where you place your hands to keep in line with safeguarding requirements so that it doesn't become a distraction for the person you are praying for. Only touch in a restrained and appropriate manner.

You should only lay your hands on the shoulders, upper back, and forehead or hold the person's hands. Never place your hands in a personal area of the body and never under items of clothing. In situations where someone requests prayer for an area of the body that is generally appropriate to touch or other non-sensitive areas, prayer may be conducted by a ministering team member of the same gender, provided this is done respectfully, with clear consent, and in full view of others. If the area is inappropriate for physical contact, regardless of gender, encourage the individual to place their own hand on that spot while you lay hands in an appropriate location. When you're praying, remember that you are there to encourage those seeking God and to facilitate what the Holy Spirit is doing.

Prayer ministry can bring up all sorts of personal issues, so it is best practice to keep to this rule. Even if you are married, or you are praying for someone you know, please adhere to this guideline to avoid confusion and to set an example to others. As much as possible, please bring someone alongside you to pray and do not leave yourself vulnerable.

Emotional & Spiritual Ministry

Some ministry may involve strong emotional or spiritual responses. Participation is voluntary, and you may pause or stop at any time. Our team follows safeguarding and pastoral care guidelines.

Sunday School and Mentoring Programme

All volunteers involved with working with children need to follow the safeguarding procedures and policy in these areas.

Appendix 1

Leadership Safeguarding Statement

The leadership recognises the importance of its ministry/work with children and young people and adults in need of protection and its responsibility to protect everyone entrusted to our care.

The following statement was agreed by the leadership/organisation on:
-----**26th November 2025**-----

This place of worship/organisation is committed to the safeguarding of children and vulnerable adults and ensuring their well-being.

Specifically:

- We recognise that we all have a responsibility to help prevent the physical, sexual, emotional abuse and neglect of children and young people (those under 19 years of age) and to report any such abuse that we discover or suspect.
- We believe every child should be valued, safe and happy. We want to make sure that children we have contact with know this and are empowered to tell us if they are suffering harm.
- All children and young people have the right to be treated with respect, to be listened to and to be protected from all forms of abuse.
- We recognise that we all have a responsibility to help prevent the physical, sexual, psychological, financial and discriminatory abuse and neglect of adults who have care and support needs and to report any such abuse that we discover or suspect.
- We recognise the personal dignity and rights of adults who find themselves victims of forced marriage or modern slavery and will ensure all our policies and procedures reflect this.
- We believe all adults should enjoy and have access to every aspect of the life of the place of worship/organisation unless they pose a risk to the safety of those we serve.
- We undertake to exercise proper care in the appointment and selection of all those who will work with children and adults with additional care and support needs.

We are committed to:

- Following the requirements for UK legislation in relation to safeguarding children and adults and good practice recommendations.
- Respecting the rights of children as described in the UN Convention on the Rights of the Child.
- Implementing the requirements of legislation in regard to people with disabilities.
- Ensuring that workers adhere to the agreed procedures of our safeguarding policy.
- Keeping up to date with national and local developments relating to safeguarding.
- Following biblical principles and organisational guidelines of thirtyone:eight
- Supporting the safeguarding co-ordinator/s in their work and in any action they may need to take in order to protect children/vulnerable adults.
- Ensuring that everyone agrees to abide by these recommendations and the guidelines established by this place of worship/organisation.
- Supporting parents and families
- Nurturing, protecting, and safeguarding of children and young people
- Supporting, resourcing, training, monitoring, and providing supervision to all those who undertake this work.
- Supporting all in the place of worship/organisation affected by abuse.
- Adopting and following the 'Safe and Secure' safeguarding standards developed by thirtyone:eight (previously the Churches' Child Protection Advisory Service).

We recognise:

- Children's Social Services (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a child. Adult Social Care (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about an adult with care and support needs.
- Where an allegation suggests that a criminal offense may have been committed then the police should be contacted as a matter of urgency.
- Safeguarding is everyone's responsibility.

We will review this statement and our policy and procedures annually.

If you have any concerns for a child or adult with care and support needs then speak to one of the following who has been approved as safeguarding coordinators for this place of worship.

- **Child Safeguarding Coordinator**

Dr Tariro Mwadira Kakoma

- **Deputy Child Safeguarding Coordinator**

Dr Seun Akinlua

- **Adult Safeguarding Coordinator**

Dr Tariro Mwadira Kakoma

- **Deputy Adult Safeguarding Coordinator**

Dr Seun Akinlua

A copy of the full policy and procedures is posted on our church noticeboard.

Signed:

Date last reviewed: 26th November 2025

Adoption of the policy

This policy was agreed by the leadership and will be reviewed annually on:

Signed by: Pastor Dr. Mike Lakoju

Position: RCN Cardiff Pointman

Last date reviewed: 26th November 2025

A copy of this policy is also lodged with: Thirtyone:Eight

Appendix 2

Role Description for Safeguarding Officer

The Church Safeguarding Coordinator and Deputy Safeguarding Coordinator will oversee the implementation of The Remnant Christian Network Wales Safeguarding Policy, along with its associated policies, procedures and guidelines. They will ensure that all allegations or suspicions of abuse are taken seriously and responded to in a timely manner.

Main responsibilities

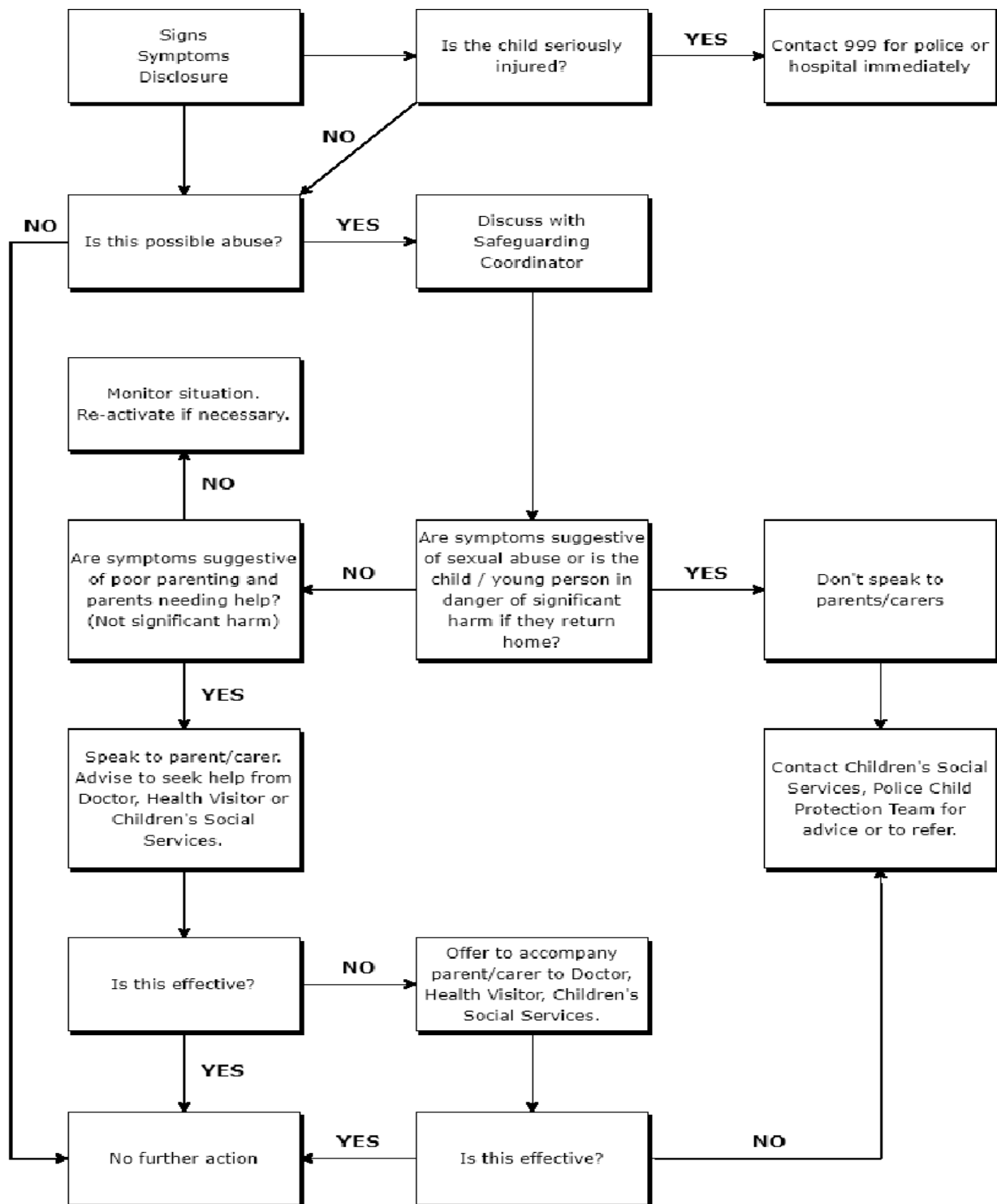
1. Be a source of support, advice and information on all matters of safeguarding children and adults at risk in the church.
2. Be the first point of contact for children, adults at risk and other members of the congregation regarding suspicions of abuse and other safeguarding concerns.
3. Respond to all safeguarding concerns in line with Remnant Christian Network Wales Safeguarding Policy, reporting these concerns to relevant parties, liaising with the NSPCC Helpline and the Local Authority as needed.
4. Keep the church Senior Leader informed of all concerns, responses and activities relating to safeguarding children and adults at risk.
5. Raise the profile of safeguarding in the church, ensuring that it remains a high priority and report on any issues or concerns with the implementation of the safeguarding policy.
6. Ensure that the requirements for DBS disclosures are met for the appropriate roles.
7. Complete a list of 'local contacts' as per the Safeguarding Policy annually.

Those suitable for the role of Church Safeguarding Officer

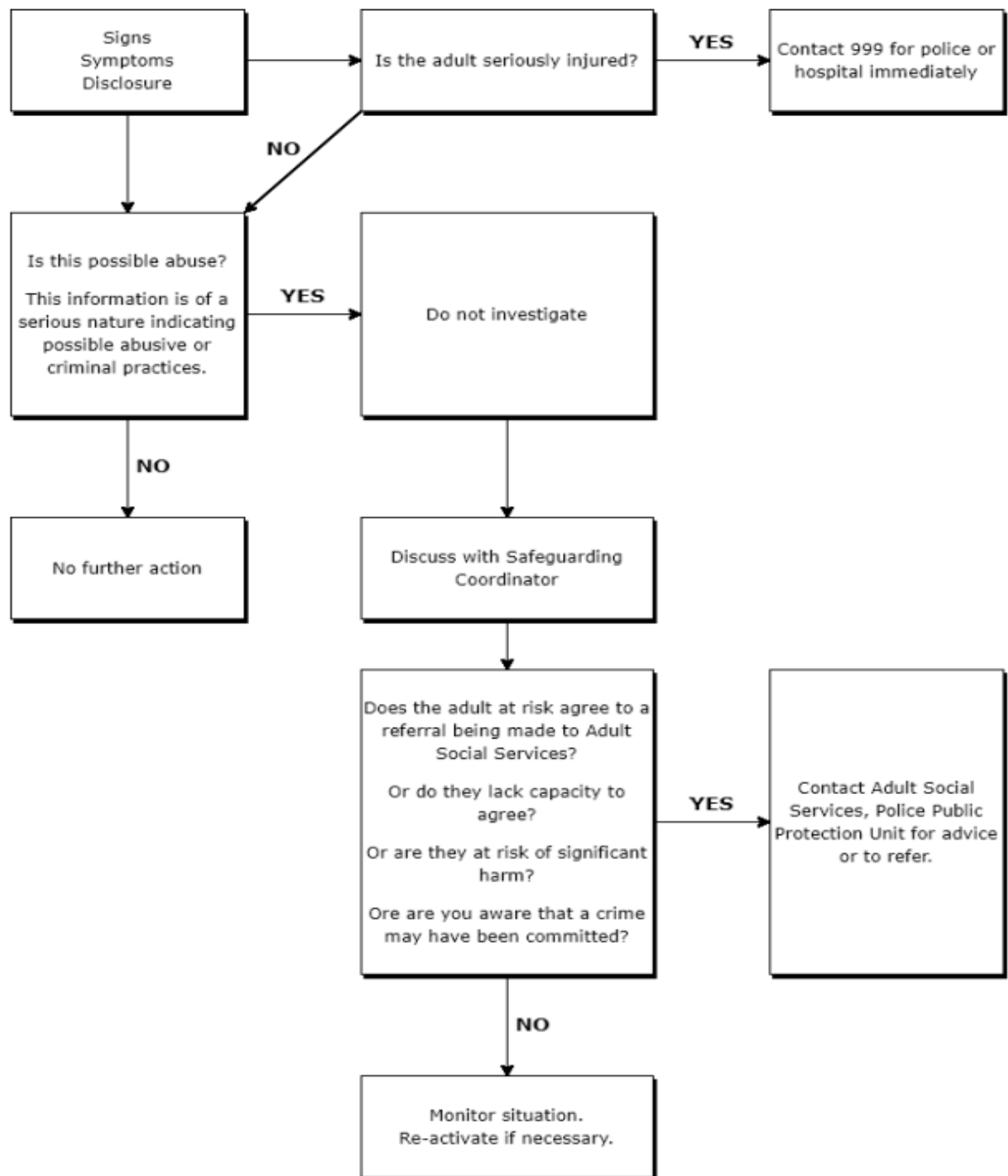
The person appointed to this role should be a committed member of the church who can demonstrate a dedication to safeguarding children and adults at risk of all cultural backgrounds and abilities and have a good awareness of Remnant Christian Network Wales policies and procedures, statutory legislation and guidance. Some training in safeguarding and child protection is needed when accepting the role. Where this cannot

be evidenced it should take place within 3 months of being appointed and be updated at least every three years. This role requires a criminal records disclosure to be requested.

Appendix 3
Flow Charts for Action
Children and Young People



Adults with additional care and support needs



Church Reporting Safeguarding Concerns

Make a chart for steps and people to report safeguard concerns to

Appendix 4

Code of Conduct for the Remnant Christian Network Wales

This code of conduct describes standards to guide our daily Church activities and addresses all volunteers, who freely, in whatever capacity, give their time, help, and expertise.

This policy defines the standard of behaviour, conduct, and interactions expected of all volunteers whilst engaged in activities in Remnant Christian Network Wales (The RCN Cardiff Prayer Tent) and in any other location.

The Church is committed to the highest ethical and professional standards of conduct as an integral part of its mission and advancement of the Gospel. To achieve this goal,

Standards of Conduct

In accordance with our beliefs and values we expect to find the following attitudes, actions, and patterns of behaviour within our volunteer teams;

1. Honesty, integrity, ethical behaviour and good judgment.
2. Demonstrate respect for the rights of others.
3. Each member is accountable for his or her actions.

4. Commitment to upholding biblical values and standards in all aspects of work and relationships
5. Responsible and appropriate interaction with children and vulnerable adults as detailed in the Remnant Christian Network Wales Safeguarding and vulnerable adults policies
6. Honesty in our interactions, timekeeping, and work practice.
7. Respect for authority and for each other's individuality
8. Commitment to good stewardship of all the Remnant Christian Network Wales resources
9. As members of the Remnant Christian Network Wales, there is an expectation that all are respectful of each other.

Volunteers shall:

1. Understand that the only appropriate relationship as a volunteer is that of adult volunteer, minister, not friend or peer to a child, youth or vulnerable adult.
2. Establish and maintain safe environments by preserving appropriate boundaries with children, youth and vulnerable adults.
3. Witness in all relationships the chastity appropriate to one's state in life, whether ordained or lay, married or single.
4. Treat each person with respect, charity, patience, courtesy, dignity, and consideration. Immediately report any suspected abuse to the volunteer.
5. Cooperate in any investigation of suspected abuse of children, youth or vulnerable adults.
6. Be familiar with pertinent safety policies and follow them.
7. Participate in appropriate training as required by the senior pastor.
8. Work in pairs or as part of a team when working with children, youth and vulnerable adults.
9. Where possible, use a "one to many" for electronic communication: that is, use broadcast/group distribution for electronic communication with children, youth or vulnerable adults. Do not use one on one personal electronic communication. (When responding to a personal message, inform your head of department).

10. Use the Internet as a resource for programs, but do not access, download or share obscene or inappropriate material, chain letters, jokes, etc. with children, youth or vulnerable adults.
11. Gifts given by volunteers to children, youth or vulnerable adults should be “tokens”, not expensive or inappropriate.
12. Gifts received by volunteers from children, youth or vulnerable adults should be tokens, not expensive or inappropriate. Gifts may only be received with validated approval of the Senior Pastor (Pastor Mike Lakoju).
13. Use positive reinforcement with children, youth and vulnerable adults rather than criticism, competition or comparison.
14. Employ appropriate conduct, speech and dress.

Volunteers shall not:

1. Use, possess or be under the influence of alcohol and/or illegal drugs while responsible for children, youth, or vulnerable adults at any church activity or event.
2. Smoke or use tobacco products in the presence of children or youth.
3. Engage in sexual harassment of a child, youth or vulnerable adult.
4. Strike, spank, shake or slap a child, youth or vulnerable adult.
5. Humiliate, ridicule, or degrade a child, youth or vulnerable adult.
6. Touch a child, youth or vulnerable adult in a sexual manner.
7. Expose a child, youth or vulnerable adult to pornographic or obscene material in any format.
8. Use profanity in the presence of a child, youth or vulnerable adult.
9. Use warm words of endearment with children, youth and vulnerable adults.
10. Use any form of discipline that humiliates a child, youth or vulnerable adult.
11. Host in your home children, youth or vulnerable adults whom they have met through their volunteer activities singly or in groups.

Signed by:

Position:

Date:

Name

Appendix 5

Remnant Christian Network Wales Children's & Teens ministry Safeguarding and Health and Safety Policy

- All workers working with children complete a self-declaration form and be DBS checked.
- The church will exercise proper care in the selection and appointment of those working with children and young people. All volunteers should have appropriate training, support and supervision to promote the safeguarding of children.

Supervision

- The staffing ratio for children between the ages of 5 to 8 is to be one member of staff to 6 children. Aged 9 to 12 one adult in 8 children. The Remnant Christian Network Wales will endeavour to have two adults to meet this requirement at all times. The Remnant Christian Network Wales may have a young person under the age of 18 whom we class as a 'helper' to assist in the supervision of children. Any young person under the age of 18 will not be included as adults.
- A register must be kept of all children who attend and they must be signed in and out by their parent or guardian

- Children should not leave the building without being accompanied by a volunteer
- No children should be outside of the main hall and/or the overflow unaccompanied

Medical Issues and Emergency and Sickness

- A record must be kept of any allergies, illnesses which a child has.
- A parent or guardian must administer any medication.
- If a child is unwell their parent or guardian must be contacted.
- A parent needs to complete a consent form so that first aid can be ministered
- If first aid is required this should when possible be provided by the designated first aiders.
- Consent must be sought before giving children drinks or food (in case of allergies etc). This is to be covered by a consent form.
- Consent must be sought for photography which should be used for church business only, i.e. on Whatsapp or church website. This should be covered by a consent form

Toiletting

- Parents/Guardians are responsible for taking their children to the toilet at all times.
- All children aged 10 years and under must be accompanied by their parents/guardians when going to the toilet.
- When children go to the bathroom during class activities, a teacher ensures that no other adult is in the corridor or near the bathroom entrance to prevent any inappropriate contact.

Kitchenette

- Children are not permitted to enter the church kitchenette at any time unaccompanied.

- Parents/Guardians are responsible for ensuring their children do not enter the kitchenette unaccompanied.
- If a child approaches the kitchenette during church activities, a volunteer or teacher will kindly inform them that they are not allowed to be there without their parent/guardian.
- Only adults may use the kitchenette, and they must ensure the area is kept safe and clean at all times.

Safety of the Building

- The leaders must be aware of the Fire Procedures, such as evacuation routes and extinguishers locations. In the case of an emergency, all must exit out the main door. All parents/guardians are responsible for evacuating their children from the premises immediately in the case of fire. All parents/guardians must remain responsible for their own children while in the designated safety area and until an official announcement is made that it is safe to return. Where this is not possible, the children will be supervised by teachers.

Any areas used for children's activities must comply with the church's Health and Safety procedures. This includes ensuring:

- Children remain within designated areas of the building
- Adequate and appropriate heating and lighting
- Furniture is safe, stable, and suitable for children
- The premises are secure and access is appropriately controlled

. All furniture, toys, and resources should be safe and are regularly cleaned and sanitised after use.

Physical Contact

- Keep everything public. A hug within a group context is very different from one behind closed doors.
- Touch should be related to the child's needs, not the worker's.
- Touch should be age-appropriate and generally initiated by the child rather than the worker.
- Volunteers should avoid any physical activity that is, or may be thought to be, sexually stimulating to the adult or the child.
- Children are entitled to privacy to ensure their personal dignity.
- Children have the right to decide how much physical contact they have with others, except in exceptional circumstances such as when they need medical attention.

When giving first aid, volunteers should encourage the child to do what they can manage themselves but consider the child's best interests and give appropriate help where necessary.

Team members should monitor one another in the area of physical contact. They should help each other by constructively challenging anything which could be misunderstood or misconstrued.

Appendix 6

Remnant Teens Policy

This policy applies to all team members within the Remnant Christian Network Wales Remnant Teens Ministry. The Remnant Teens Ministry works with young people aged 13 to 19, and this policy should be read in conjunction with the most recent version of the Remnant Christian Network Wales Safeguarding Policy.

Pastoral support

- Listen without interrupting
- Be attentive to what they are saying
- Remain calm even if what they are saying is emotive or shocking
- Be honest and don't make promises you cannot keep regarding confidentiality
- If they decide not to tell you accept their decision but let them know that you are willing to listen

- Be encouraging with responses e.g I am glad you have told me or you have done the right thing in telling someone. NOT why didn't you tell anyone before, I can't believe this, are you sure this is true?

Young People With Additional Needs

- Every aim should be taken to be as inclusive as possible. This includes contact with parents/guardians to come up with strategies and ways to ensure inclusivity.
- Where appropriate a personalised behaviour management plan would be created in conjunction with the young person and parent/guardian.
- Having a space for young people experiencing high levels of anxiety and stress should be made available.

Altar calls

- Obtain verbal consent before praying for a child: e.g. 'Do you mind if I pray with you? Am I okay to pray with you?'
- Touch them where appropriate (Signal where: Shoulder, Head). Aim to stand in front of them where possible.
- Girl to girl, boy to boy where possible.

Anti Bullying

- Physical, Verbal, Cyber or indirect bullying are all unacceptable. This must be dealt with immediately, if you have concerns please see the Remnant Teens teacher.
- Bullying needs to be reported to the Remnant Teens teacher and they will communicate with the safeguarding coordinator and parents or guardian.

Social Media

Be aware you are representing Remnant Christian Network Wales at all times, whatever you choose to make public please have this in mind.

- Following young people on social media (e.g Instagram, Tik-Tok, Youtube) needs to be from them, they must follow you. You may follow young people you have a relationship with or are in your life group.
- Do not take pictures with young people's faces in them, if you post pictures with an under 18 in them you must have the parent's consent for this publicity, this can only be done by Remnant Christian Network Wales approved accounts. - @rcncardiff
- You may not private message any under 18 on any form of social media unless this is on an approved Church account.

- Snapchat under no circumstances can be used with any under 18.

Phones and Texting

- Do not engage in deep or meaningful conversations with young people over text message or social media.
- If a sensitive or important conversation is necessary, arrange to speak in person at the church premises, and only when another team member or the department head is present or nearby.
- All communication must remain professional, appropriate, and transparent at all times.
- Be aware of conversations, if it's getting very late maybe suggest continuing the conversation another time.
- Where possible keep a record of conversations.
- Voice notes in text messages should not be used.

Physical Touch

- Keep everything public - If you are in a room when in a group please prop the door open.
- Think about the context, a hug in a group is different to behind closed doors
- Touch should be age and gender appropriate and initiated by the young person. Avoid touch that could be sexually stimulating e.g. a touch on the leg.
- All children, young people and vulnerable adults are entitled to personal privacy and the right to decide how much physical contact they have with others, except in circumstances such as a medical emergency .
- Team members should monitor one another in the area of physical contact. They should be free to help each other by constructively challenging anything which could be misunderstood or misconstrued.

Transport

- Must always be two over 18's in the car when transporting a young person or a group of young people.
- Seatbelts must be worn at all times

Restraint

- The Remnant Christian Network Wales behaviour policy should be followed.
- Restraint in extreme situations should only be employed as a last resort to ensure the safety of the young person or other young people.
- Restraint should be used only by trained people with experience.

Headcount

- To ensure an accurate headcount in the event of a fire or emergency, ushers must count all individuals, including young people, volunteers, and any parents/guardians who remain in the building. This headcount must be updated if people join or leave during the activity so we always know who is inside the premises.
- At the end of activities, at least two staff members must be positioned at the main exit to ensure that each young person leaves with the appropriate parent/guardian. Young people who are permitted to travel home independently must inform a staff member before leaving so the headcount can be adjusted accordingly.
- Before locking the building, a full sweep of all rooms and areas must be carried out to confirm that everyone has safely exited the premises.

Volunteer and Visitor Identification

- All volunteers must wear a lanyard at all times to clearly identify themselves as part of the church team.
- Contractors and official visitors (e.g., external professionals, maintenance staff) should be given an appropriate lanyard or badge so they are easily identifiable.
- Any contractor or official visitor who does not have a valid and clear DBS check must be accompanied at all times by an approved volunteer or staff member.
- This does not apply to general church attendees or guests who visit for Sunday services, who are not required to wear identification.