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Safeguarding and Protecting Children Policy

CONTENTS

1. Introduction	1
2. Scope	1
3. Definitions:	2
4. Policy	3
5. Monitoring and Review	3
6. Responsibility	4
7. Further Support	4

1. Introduction

The Salvation Army believes that every human being, created and valued by God should be given respect, dignity and neighbourly love as all children without exception have the right to protection from abuse regardless of gender, ethnicity, disability, sexuality or beliefs. Consequently, we must all be committed to the safeguarding of every child within our programmes and to the prevention, identification and consideration of abuse and our response to it. This is achieved through systems that recognise, reduce and manage risk. When it comes to safeguarding, everyone has a role to play.

2. Scope

The Salvation Army United Kingdom and Ireland Territory includes England, Scotland, Wales, Northern Ireland, the Republic of Ireland and the Crown Dependencies.

This policy is adopted by The Salvation Army Trustee Company and relates to all the activities for which it is legally responsible in the Territory. This does not include activities taking place in The Republic of Ireland or its subsidiaries (Salvation Army Homes, SAGIC and SATCoL). This is a parent policy statement and must be read in conjunction with service-specific procedures as follows:

- In Corps and Community programmes, this policy should be read in conjunction with *SG12 Safeguarding and Protecting Children Procedure (Corps and Community)* and *SG01 Risk Assessment Management Plan Policy and Procedure*¹. *SG11 Safeguarding and Protecting Adults Policy* and the associated *SG11 Safeguarding and Protecting Adults Procedure (Corps and Community)* should also be consulted.
- Service-specific safeguarding procedures are in place for ATMS, Child Contact Centres, Early Years settings, Employment Plus, HS, OPS, and William Booth College, in addition to smaller local

procedures for specific programmes¹. Officers, staff and volunteers in those settings should have regard to the relevant procedure for those services.

- Safeguarding policies and procedures are available on NetConsent.
- Additional guidance on working with children and young people is available from Children and Youth Ministries.

3. Definitions:

Abuse	A form of maltreatment perpetrated by one or more individuals which causes harm to a child. Abuse can be something that is done, or something that is omitted from being done ² .
Cadet	A soldier in residential or distance learning training to become an officer.
Child	Child: A child is anyone who is under 18 ³
Local Officer	A Salvation Army member commissioned or warranted to a position of responsibility and authority in the corps; carries out the duties of the appointment without being separated from regular employment or receiving remuneration from the Army.
Officer	A Salvationist who has been trained, commissioned and ordained to service and leadership in response to God's call. An officer is a recognised minister of religion.
Safeguarding Children and Young People	Defined as 'the action taken to promote the welfare of children and protect them from harm' ³ and includes: - Protecting children from maltreatment; - Preventing impairment of children's health or development - Ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and - Taking action to enable all children to have the best outcomes⁴.
SATCo	The Salvation Army Trustee Company Board ('SATCo')
Staff	Relates to all employees, agency staff and consultants
Territorial Envoy	A soldier who is appointed as a spiritual leader for a three-year, renewable period, but who has not completed Salvation Army officer training at William Booth College.
Volunteers	Relates to those who serve in an unpaid capacity (including, but not restricted to, soldiers, adherent members and members of a congregation, Community Sponsorship

¹ Additional guidance is available for specific programmes such as the Vulnerable Person's Resettlement Scheme (Community Sponsorship) and is available from the Safeguarding Department. Additional guidance on working with children and young people is available from Children and Youth Ministries.

² Definitions of abuse vary between different jurisdictions. Relevant definitions and types and signs of abuse can be found in the *Types of Abuse* appendices found in service-specific procedures and in guidance available from the Safeguarding Department.

³ In Scotland the definition of a child varies in different legal contexts. While the age of legal capacity in Scotland is 16, the age of majority is 18 and statutory guidance supporting the Children and Young People (Scotland) Act includes children and young people up to the age of 18.

⁴ There may be jurisdictional differences in the way that the definition of safeguarding is worded, but the principles of safe and effective care and timely and effective responses to child protection concerns will apply across the territory.

	Group members, Local Officers, in Charity Shops, Junior Camps and Summer Schools).
Young Person	Used within this document to refer to those aged 16 and 17. While there is recognition in law across the territory of 'decreasing vulnerability' for 16- and 17-year-olds, they are still legally considered children until the age of 18.

4. Policy

We are committed to protecting children by:

- Ensuring that the child's welfare is and always will be the paramount consideration as all children have a right to be protected from abuse and neglect
- Providing a safe environment where Officers, Cadets, Envoys, Staff, and Volunteers adhere to good safeguarding practice
- Ensuring that children and parents/carers are informed of The Salvation Army policy and procedures as appropriate
- Empowering children to 'have a voice' by actively encouraging them to think about how to keep themselves safe and how to protect themselves and their peers from harmful or inappropriate behaviour shown by adults or other children
- Offering informed pastoral care to those that have been affected by abuse
- Ensuring that a Safeguarding Lead (SGL) and a Deputy Safeguarding Lead (DSGL) are in place at all TSA programmes and services
- Taking all concerns, disclosures and allegations of abuse seriously and responding in a timely and effective manner
- Ensuring that relevant information is shared on a need-to-know basis in relation to safeguarding concerns
- Providing codes of conduct for all Officers, staff and volunteers, including retired officers who work with children and providing clear guidance on safe boundaries
- Ensuring that policy and procedure breaches will either be followed up through supervision or through the disciplinary process which may lead to dismissal.
- Ensuring that there is a robust recruitment process in place and by carefully assessing and selecting Officers, Cadets, Envoys, Staff, and Volunteers through the process of interviews, reference checking and the use of criminal record background checks where applicable
- Providing clear job/role descriptions to which Officers, Cadets, Envoys, Staff, and Volunteers will be held accountable
- Ongoing training and development of Officers, Cadets, Envoys, Staff, and Volunteers to encourage a safeguarding culture through prevention, reporting, risk management plans and an understanding of confidentiality
- Ensuring that safeguarding-related information and records are processed and retained in line with good data protection, information sharing and record keeping practice.
- Implementing ongoing auditing of safeguarding provision
- Promoting an overall adherence to all Salvation Army policies and procedures that promote children's safety and welfare
- Ensuring appropriate governance in relation to safeguarding at all levels of the organisation

5. Monitoring and Review

A documented safeguarding audit is conducted every three years by the Secretary for Personnel of the effectiveness, awareness and use of safeguarding procedures in corps and community programmes, unless circumstances arise which require an interim review. Any identified needs for change to this policy must be sent to the Secretary for Personnel at Territorial Headquarters, and

approval given by SATCo. Monitoring of the policy will be achieved by ensuring the full involvement of line managers at Divisional and Territorial Headquarters.

Additional auditing is also conducted on a service-by-service basis, and services must cooperate fully with the auditing requirements of regulators, inspectorates and contractual partners where appropriate.

6. Responsibility

- SATCo, is accountable for the oversight of the safeguarding of beneficiaries, Officers, Cadets, Envoys, Staff, and Volunteers, whether on our premises or at other locations, for which it is legally responsible. To assist in this, the Chief Secretary (CS) has ultimate decision-making authority for safeguarding matters and has established the Territorial Safeguarding Board to advise and inform on all safeguarding concerns, in addition to the quarterly Territorial Safeguarding Committee.
- The Safeguarding Department oversees safeguarding matters for the UKI Territory and provides resources, training and support to all parts of the organisation.
- Internal Audit provides independent assurance that risk management, governance and internal control procedures are operating effectively.
- Divisional Commanders will have overall responsibility for oversight of all safeguarding matters in the divisions they manage. The DC can delegate administrative safeguarding responsibilities to an appointed Divisional Safeguarding Lead.
- Regional/Area Managers will have overall responsibility for oversight of all safeguarding matters in the areas or regions they manage. The DC or RM can delegate administrative safeguarding responsibilities to an appointed Regional Safeguarding Lead⁵.
- Heads of Service have overall responsibility for safeguarding in their unit or department.
- Safeguarding Leads (SGL) have a responsibility to ensure that safeguarding procedures are in place at their corps/centre. Deputy Safeguarding Leads (DSGL) will act for the SGL in the event of their absence or where allegations or concerns are raised about the SGL. Service specific procedures should be consulted for further guidance where, in exceptional cases, there are difficulties appointing a SGL or DSGL (for example, in unofficered corps).
- It is the responsibility of the corps officer / programme manager / service manager / line manager (this can be through delegation) that everyone involved in their programme has access to safeguarding information relevant to their role, including safeguarding procedures and associated resources, at induction stage and on an ongoing basis, as required.
- It is also the responsibility of Officers, Cadets, Envoys, Staff, and Volunteers to ensure that they acquire the knowledge and skills to ensure that their safeguarding duty of care is met.

7. Further Support

Further information can be found in service-specific procedures which are available through NetConsent. Safeguarding training is available for Officers, Cadets, Envoys, Staff, and Volunteers both online and in person. Safeguarding guidance and resources can be found, on the Safeguarding Ourhub, and from the Safeguarding Department via safeguarding@salvationarmy.org.uk.

⁵ Terminology may differ eg. SPOC (Single Point of Contact)