

# Safeguarding Policy:

## Tabernacle of God for all Nations (TOG FAN)

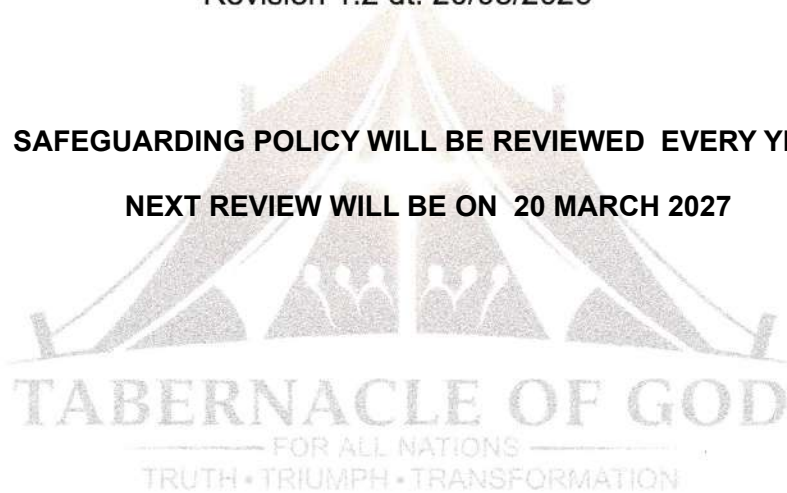
Crewe, England/ Wrexham, Wales.

United Kingdom.

Revision 1:2 dt: 20/03/2026

**SAFEGUARDING POLICY WILL BE REVIEWED EVERY YEAR**

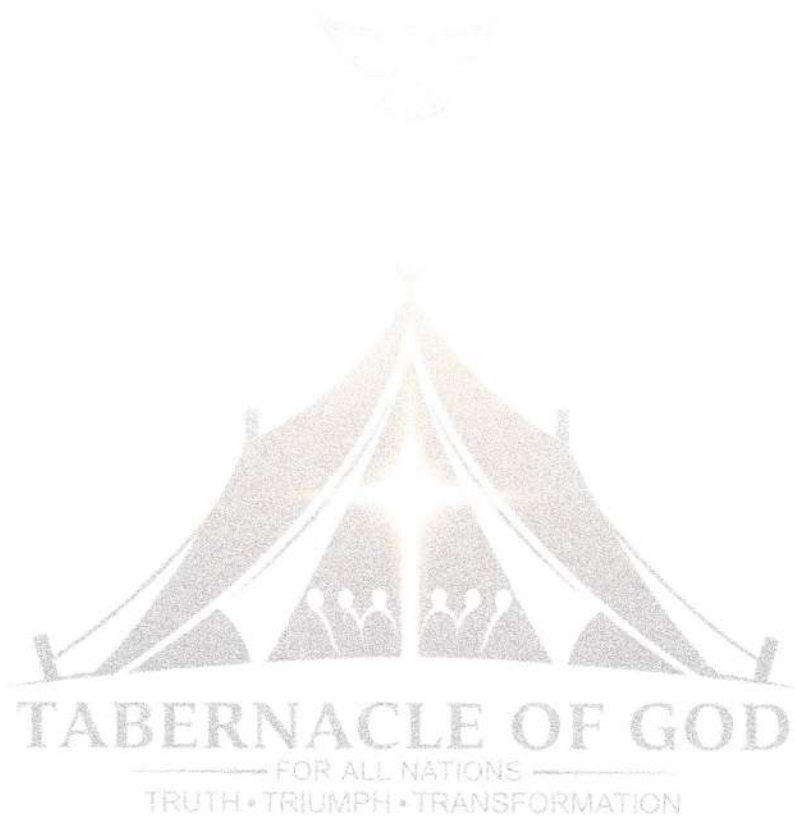
**NEXT REVIEW WILL BE ON 20 MARCH 2027**



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## 1. Details of organisation

Detail	Information
Name of Organisation	<b>TABERNACLE OF GOD FOR ALL NATIONS</b>
Address (Regular Worship)	Community hall (Hire venue for regular Worship), Hopes & Beams, Broad St., Crewe. CW2 8GP. England
	TOG Church, Lone Lane, Brynteg, Wrexham LL11 6LR. Wales.
General Email/ Tel No.	info@tabernacleofgod.co.uk 07466143399
Safeguarding Lead (DSO)	Geetha Joseph Contact: 07886136083 Email: geethanchrist@gmail.com
Deputy Safeguarding Lead (DDSO)	Sajitha Srimurugan Mobile: 07577774154 Email: sajitha_srimurugan@hotmail.co.uk
Pastor/ Senior Leader	JOSEPH BAS Mobile: 07538438390 Email: josenchrist@gmail.com
Charity Number	1216356
Insurance Company	Access Insurance Services – Schemes Selsdon House Ansvar Policy number: CFW 2453203

## 1. Policy Statement and Governance

### 1.1 Policy Statement

Tabernacle of God for All Nations (ToG FAN) facilitates a wide range of activities including worship, youth meetings, and community outreach. We recognize our responsibility to apply comprehensive safeguarding standards across all these contexts, including digital platforms and home visits. This policy outlines the principles,

standards, and procedures that guide our approach to protecting children and adults at risk.

## **1.2 Our Commitment**

The Leadership recognizes the need to provide a safe and caring environment for children, young people, and adults. We acknowledge that they can be victims of physical, sexual, and emotional abuse, and neglect. We have adopted the procedures in this policy in accordance with statutory guidance and are committed to building constructive links with statutory and voluntary agencies.

## **1.3 Governance**

The Board of Trustees has independent authority and overarching responsibility for safeguarding. The Leadership aims to build an open culture where:

- ⇒ Leaders lead by example.
- ⇒ Workers and volunteers are safely recruited and trained.
- ⇒ Accountability structures and codes of conduct are in place.
- ⇒ Communication is transparent and open.

## **2. Legislation and Definitions**

### **2.1 Statutory Context**

ToG FAN adheres to the following UK legislation and statutory guidance:

**The Children Act (1989 & 2004) and Working Together to Safeguard Children (2023).**

**The Care Act (2014) regarding adults with care and support needs.**

**The Equality Act (2010) and The Data Protection Act (2018/GDPR).**

**UN Convention on the Rights of the Child (Article 19) and UN Universal Declaration of Human Rights (Article 5).**

### **2.2 Key Definitions**

**Child:** Any individual under the age of 18.

**Adult at Risk:** An adult (18+) who has needs for care and support, is experiencing (or is at risk of) abuse or neglect, and as a result of those needs is unable to protect themselves.

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### 3. Organisation's Activities

ToG FAN conducts activities involving children (under 18) and adults with care and support needs, including:

**Youth Meet & Kids Bible Club:** Structured religious teaching and social gatherings.

**Prayer Meetings (In-person & Online):** Communal worship sessions.

**Cottage Prayer & House Visits:** Pastoral support in members' homes.

**Outreach & Church Days Out:** Public engagement and organized group excursions.

**Residential Trips:** Overnight trips requiring high levels of supervision.

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### 4. Codes of Conduct and Practice

#### 4.1 Code of Conduct for Workers

**Professional Boundaries:** Maintain clear spiritual/physical boundaries. Avoid being alone with a child or adult at risk; ensure "two-deep" leadership or "open-door" visibility.

**Digital Conduct:** All electronic communication must be transparent. Group chats should be used for youth ministry rather than private messaging.

**Touch:** Physical contact should be child-led, age-appropriate, and occur in public view.

**Language:** Use inclusive, respectful language. Coercive or "spiritualized" pressure is strictly forbidden.

## **4.2 Positions of Trust**

All adults working with vulnerable groups are in a position of trust. It is vital that workers maintain professional boundaries and avoid behaviour that could be misinterpreted.

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## **5. Safer Recruitment and Training**

### **5.1 Safer Recruitment Process**

1. The Leadership ensures all workers are appointed and supervised via:
2. Written job descriptions.
3. Full application forms and interviews (including safeguarding discussions).
4. Verification of two written references.
5. Completion of a self-declaration and relevant **DBS check**.

### **5.2 Safeguarding Training**

**Induction/Basic Training:** All workers and Trustees (renewed every 3 years).

**Advanced Training:** Safeguarding Lead (renewed every 2 years).

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## **6. Key Safeguarding Contacts**

The Leadership has appointed the following individuals to lead safeguarding:

**Safeguarding Lead (Coordinator): Geetha Joseph**

07886136083 | geethanchrist@gmail.com

**Deputy Safeguarding Lead: Sajitha Srimurugan**

07577774154 | sajitha\_srimurugan@hotmail.co.uk

**Senior Pastor (Pastoral Support): Joseph Bas**

07538438390 | josenchrist@gmail.com

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## **7. Responding to Concerns and Allegations**

### **7.1 Reporting Procedure**

Under no circumstances should a worker or volunteer carry out their own investigation.

Immediate Risk: Call 999 if someone is in immediate danger.

Disclosure: Report any concern/disclosure immediately to the Safeguarding Lead (or Deputy if the Lead is involved).

External Advice: Contact Thirtyone:eight (0303 003 1111, Option 2) for professional guidance.

### **7.2 Allegations Against Workers**

#### **Statutory Contact Details for Reporting Allegations**

##### **1. For Concerns in Crewe (Cheshire East)**

- **Children's Social Care (MASH):** \* 0300 123 5012 (Office hours)
  - 0300 123 5022 (Out of hours/Emergency)
- **LADO (Local Authority Designated Officer):**
  - *For allegations against staff/volunteers working with children:* \* 01270 685969 / LADO@cheshireeast.gov.uk
- **Adult Social Care:** \* 0300 123 5010 (Office hours)
  - 0300 123 5022 (Out of hours)

##### **2. For Concerns in Brynteg (Wrexham)**

- **Children's Social Care (SPOA):** \* 01978 292039 (Office hours)
  - 01978 292044 (Out of hours/Emergency)
- **LADO / Safeguarding in Education/Faith Groups:**
  - Contact the Single Point of Access (SPOA) above and request the "LADO" or "Designated Officer" for Wrexham.
- **Adult Social Care:** \* 01978 292066 (Office hours)
  - 01978 292044 (Out of hours)

### 3. National Support & Barring

- **Thirtyone:eight (Independent Safeguarding Advice):**
  - 0303 003 1111 (Option 2)
- **DBS (Disclosure and Barring Service) Referrals:**
  - *To be contacted if a worker is removed from regulated activity due to harm: \* 03000 200 190 / <https://www.gov.uk/guidance/making-a-referral-to-the-dbs>*

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### 7.3 Action Flowchart for Allegations

**If an accusation is made against a worker/volunteer, the Safeguarding Lead (Geetha Joseph) must follow these steps:**

1. **Immediate Safety:** If a child or adult is in immediate danger, call **999** for the Police.
2. **Consultation:** Contact **Thirtyone:eight** for an independent briefing on the situation.
3. **LADO Referral (within 24 hours):** \* If the incident occurred in Crewe, contact the **Cheshire East LADO**.
  - If the incident occurred in Wrexham, contact the **Wrexham SPOA**.
4. **Suspension:** In consultation with the LADO, the worker should be suspended from all duties involving vulnerable groups pending investigation.
5. **Confidentiality:** Do not inform the worker of the specific details of the allegation until the LADO or Police advise that it is safe to do so.
6. **Barring:** If the worker is dismissed or resigns due to the risk of harm, a legal referral **must** be made to the **DBS** by the Trustees.

## **8. Pastoral Care and Management of Risk**

### **8.1 Supporting the Affected**

We are committed to offering wellbeing support and pastoral care to all those affected by abuse, overseen by Pastor Joseph Bas.

### **8.2 Managing Those Who Pose a Risk**

When someone attending the church is known to pose a potential risk, the Leadership will set boundaries based on a formal risk assessment and consultation with external authorities.

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## **9. Communication and Confidentiality**

### **9.1 Communication of Policy**

Display the **Safeguarding Statement** (Appendix 1) at all service venues.

Provide this policy to all volunteers during induction.

Display contact signage for the Safeguarding Lead at all events.

### **9.2 Confidentiality**

Safeguarding info is "Need to Know, Not Need to Tell." Confidentiality must be maintained unless there is a legal obligation to report a crime or an individual is at risk of serious harm. Records are stored securely on password-protected systems.

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## Appendix 1: Safeguarding Statement

(To be displayed prominently at Hopes & Beams, Crewe and TOG Brynteg, Wrexham)

**Tabernacle of God for All Nations** is committed to the safeguarding of children and adults with care and support needs. We recognize that we all have a responsibility to help prevent harm or abuse.

If you have any concerns for a child or adult, please speak to our approved Safeguarding Leads:

**Safeguarding Lead (Coordinator): Geetha Joseph**

07886136083 | geethanchrist@gmail.com

**Deputy Safeguarding Lead: Sajitha Srimurugan**

07577774154 | sajitha\_srimurugan@hotmail.co.uk

**Senior Pastor (Pastoral Support): Joseph Bas**





07538438390 | josenchrist@gmail.com

Prepared by Geetha Joseph 

Date: 20/03/2026

Approved by Trustees:

FOR ALL NATIONS  
TRUTH • TRIUMPH • TRANSFORMATION

Joseph Baskara Pandian (Chair)	
Geetha Joseph	
Elaine Brannon	
Sajana Srimurugan	

Approved date: 20 MARCH 2026

NEXT REVIEW DATE: 20 MARCH 2027