



C/o Address.

44 Polesdon Avenue,
Swindon, UK, SN3 6AE

Charity Number: 1196987 EST 2009

Safeguarding Policy: Working with Ex-Offenders

1. Purpose

This policy sets out how the church welcomes, supports, and safeguards when working with individuals who have previous criminal convictions (ex-offenders), while prioritising the safety and wellbeing of children, young people, and vulnerable adults.

The church believes in redemption, restoration, and accountability, and seeks to balance grace with responsibility (Micah 6:8; Romans 13:1; Matthew 18:6).

2. Scope

This policy applies to:

- All church members and attendees with previous convictions
- Volunteers, leaders, staff, and trustees
- All church activities, including worship services, small groups, youth/children's ministry, pastoral care, outreach, and events

3. Core Principles

- **Safeguarding first:** The safety of children and vulnerable adults is paramount.
- **Transparency:** Known risks must be disclosed and appropriately managed.
- **Individual assessment:** Each case will be considered on its own merits.
- **Confidentiality:** Information will be shared only on a need-to-know basis.
- **Grace with boundaries:** Forgiveness does not remove safeguarding responsibilities.

4. Legal and Safeguarding Framework (UK)

The church commits to operating in line with:

- Safeguarding Vulnerable Groups Act 2006
- Children Act 1989 & 2004
- Working Together to Safeguard Children (HM Government)
- Disclosure and Barring Service (DBS) requirements



Phone.

+44 7795 681469
+44 7580 061553



Email.

admin@jjhop.co.uk



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5. Disclosure of Convictions

- Individuals are encouraged to disclose any relevant convictions to the Safeguarding Lead or designated church leader.
- Failure to disclose relevant information may result in restriction from roles or activities.
- Spent convictions may still need to be disclosed where DBS checks are required.

6. Risk Assessment

- Where a conviction is disclosed:
- A written Risk Assessment will be completed by the Safeguarding Lead.
- Factors considered will include:
 - Nature and seriousness of the offence
 - Time elapsed since the offence
 - Pattern of behaviour or repeat offending
 - Evidence of rehabilitation
 - Current risk to children or vulnerable adults

7. Role Restrictions

- Individuals with convictions related to sexual, violent, or abuse offences against children or vulnerable adults will not be permitted to:
 - Work with children or youth
 - Hold safeguarding-regulated roles
 - Be alone with children or vulnerable adults
- Restrictions may include:
 - Supervised attendance only
 - No access to children's or youth areas
 - Exclusion from overnight events or pastoral roles

8. Safeguarding Agreements

Where appropriate, a Safeguarding Agreement (Covenant of Care) will be established, outlining:

- Permitted and restricted activities
- Supervision arrangements
- Behaviour expectations
- Review dates

The individual must agree to and sign this document.



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9. Support and Pastoral Care

The church commits to:

- Offering pastoral support and accountability
- Encouraging engagement with professional services where needed
- Promoting rehabilitation while maintaining safeguards

Pastoral support will never override safeguarding decisions.

10. Confidentiality and Information Sharing

- Information will be recorded securely.
- Only the Safeguarding Lead, senior leadership, and relevant authorities will have access.
- Information may be shared without consent if there is a safeguarding concern.

11. Training and Awareness

- Church leaders and volunteers will receive safeguarding training.
- Safeguarding policies will be reviewed and communicated regularly.

12. Responding to Concerns

Any safeguarding concern must be reported immediately to:

- The Church Safeguarding Lead
- Local Authority Safeguarding Team
- Police (in an emergency)

The church will cooperate fully with statutory authorities.

13. Review

This policy will be reviewed annually or following any safeguarding incident.



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