



# Safeguarding Policy 2026–27

## Introduction

St Augustine's College of Theology, as a Church of England Theological Education Institution (TEI), a church body and a charity regulated by the Charity Commission, is committed to giving safeguarding the highest possible priority in all aspects of its work.

The College has adopted *Promoting a Safer Church – The Church of England's Safeguarding Policy for Children, Young People and Vulnerable Adults* (House of Bishops, 2017) and follows all safeguarding guidance issued by the House of Bishops.

## Designated Safeguarding Leads

### Designated Safeguarding Lead (DSL)

**Thomas Sharp**

Tutor for Pastoral Theology and Lay Ministry Lead

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07769 737314

### Deputy Designated Safeguarding Lead

**Rebecca Young**

Head of Operations

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07849 084370

### Trustee with Responsibility for Safeguarding

John Moss

## Safer Recruitment

All staff employed by St Augustine's are recruited in accordance with the House of Bishops' *Safer Recruitment and People Management Guidance* (January 2022).

## Safeguarding Training

All staff and students undertake safeguarding training in accordance with the House of Bishops' *Safeguarding Learning and Development Framework* (2021).

### Basic Awareness

The following must complete Basic Awareness training:

- All staff, including associate and temporary tutors.



- Students training for ordained or licensed lay ministry, whether or not they already hold a licence within a Church of England diocese.

## **Foundation**

The following must complete Foundation training:

- All clergy.
- Staff with student-facing roles (excluding administrative staff).
- Students training for ordained or licensed lay ministry, whether or not they already hold a licence within a Church of England diocese.

## **Leadership**

The following must complete Leadership training:

- All clergy.
- Safeguarding Officers.
- Students training for ordained or licensed lay ministry.

## **Senior Leadership**

The following must complete Senior Leadership training:

- Principal.
- Designated Safeguarding Lead.

## **Raising Awareness of Domestic Abuse**

The following must complete Raising Awareness of Domestic Abuse training:

- Staff with student-facing roles (excluding administrative staff).
- Students training for ordained ministry.

## **Safer Recruitment and People Management**

The following must complete Safer Recruitment and People Management training:

- Line managers responsible for recruitment.
- Students training for ordained ministry.

## **Responding to an Incident**

All disclosures, allegations and concerns must be acted upon and referred to the Designated Safeguarding Lead within 24 hours.

Even if you are unsure whether a situation constitutes abuse, always seek advice from the DSL. In the absence of the DSL, contact the Diocesan Safeguarding Adviser in the relevant diocese.

If there is an immediate risk to a child or adult, call **999**.

All allegations and concerns will be managed in accordance with the relevant House of Bishops Practice Guidance, as appropriate to the circumstances.

## **Records**

The Head of Operations is responsible for ensuring that records relating to safeguarding training, safer recruitment, safeguarding concerns, decision-making and reporting are maintained and kept up to date.