

ALL SAINTS CHAPLAINCY CENTRAL BUSOGA DIOCESE

(CHURCH OF UGANDA)

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SAFE GUARDING POLICY

Institution: All Saints Chaplaincy Central Busoga Diocese

Effective Date: May 7, 2026

Next Review Date: May 7, 2027 (or as required by emerging concerns)

1. Statement of Intent

All Saints Chaplaincy Central Busoga Diocese is committed to creating a culture of safety where children and vulnerable adults can grow, learn, and worship without fear of harm. We recognize our moral and legal obligation to protect those entrusted to our care, grounded in the biblical truth that every person is created in the image of God (Imago Dei).

2. Key Definitions

- **Child:** Any person under the age of 18, as defined by the Uganda Children Act.
- **Vulnerable Adult:** Any person aged 18 or over who is or may be in need of care services by reason of mental or other disability, age, or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation.
- **Abuse:** A violation of an individual's human and civil rights. This includes physical, sexual, emotional, or financial abuse and neglect.

3. Scope

This policy applies to all clergy, staff, volunteers, and contractors working under the authority of All Saints Chaplaincy Central Busoga Diocese, including ministry activities, All Saints Secondary School, and the Mission Restoration Centre (MRC).

4. Code of Conduct: Physical & Digital Boundaries

- **The "Two-Adult" Rule:** Avoid being alone and unobserved with a minor. Ensure a second adult is present or within a clear line of sight during all activities.
- **Visibility:** All counseling, confession, or private tutoring must occur in rooms with clear visibility (e.g., windows or open doors).
- **Digital Boundaries:** Staff and volunteers must not engage in private, unmonitored digital communication (SMS, Social Media, WhatsApp) with minors.
- **No Corporal Punishment:** Physical violence as a form of discipline is strictly prohibited in all settings.

- **Media Consent:** Written parental/guardian consent is mandatory before taking or using photos of children for any publication.

5. Safer Recruitment & Training

- **Eligibility:** Any person with a documented history of abuse, violence, or exploitation shall be ineligible to work or volunteer with children or vulnerable adults.
- **Vetting:** All personnel must provide a pastoral recommendation and a valid Certificate of Good Conduct.
- **Training Frequency:** All clergy, staff, and volunteers shall receive safeguarding orientation upon appointment and refresher training annually to ensure continuous compliance with international expectations.

6. Confidentiality & Whistleblower Protection

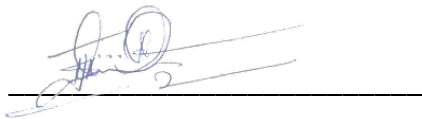
- **Confidentiality:** All reports shall be handled with the highest level of confidentiality, shared only with those responsible for protection and legal compliance.
- **Non-Retaliation:** No person reporting a concern in good faith shall suffer any form of retaliation, victimization, or professional disadvantage.

7. Reporting Procedures

1. Immediate Action: Document the facts of the concern immediately.
2. Internal Report: Notify the Designated Safeguarding Officer (DSO) within 24 hours.
3. Diocesan Oversight: The DSO will inform the Central Busoga Diocesan Safeguarding Committee.
4. Legal Referral: Suspected criminal acts will be referred to the Uganda Police Force (Child and Family Protection Unit).

8. Governance

This policy is approved by the All Saints Chaplaincy Board of Governors. It shall be reviewed annually to ensure continued effectiveness and alignment with the Anglican Communion Charter for Safeguarding.



Rev. James Ddembe Izimba

Chaplain, All Saints Chaplaincy Central Busoga Diocese / Coordinator MRC

Designated Safeguarding Officer (DSO): NELSON WANDIRA

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