

Envoy Safeguarding Standard

Policy owner: Envoy Team Leader

Safeguarding oversight: Church Army Safeguarding Lead

Approved by: Rob Greensmith

Effective from: 1st September 2026

Review date: 1st June 2027

1. Purpose

Envoy is a Church Army programme that forms adult peer-coaching communities around everyday evangelism and discipleship.

This Standard explains how safeguarding is understood and practised within Envoy. It sits beneath, and should be read alongside, Church Army's Safer Ministry Policy. It does not replace Church Army's safeguarding procedures or the statutory responsibilities of a diocese, church or other partner organisation.

Envoy communities invite honest reflection on everyday life, relationships, faith and conversations. Personal or safeguarding concerns may therefore emerge even though Envoy is not a counselling, therapeutic or pastoral-care service.

Our purpose is to create communities in which people can participate openly while being treated with dignity, respect and appropriate care.

2. Reference framework

This Standard has been developed with reference to:

- Church Army's Safer Ministry Policy;
- relevant legislation and Charity Commission safeguarding expectations;
- applicable safeguarding requirements within the jurisdictions in which Church Army operates;
- the Church of England safeguarding framework where Envoy is delivered through the Church of England;
- recognised good practice concerning ethical coaching relationships, confidentiality and boundaries;
- the actual peer-coaching practice and delivery model of Envoy.

Professional coaching ethical frameworks have been used as reference points for healthy coaching relationships. Envoy Hosts are facilitators of peer-coaching communities and are not presented as professional coaches solely by virtue of Hosting Envoy.

3. Scope

This Standard applies to:

- Church Army staff involved in Envoy;
- Envoy Hosts appointed or authorised by Envoy;
- Envoy communities delivered directly by Church Army;
- Envoy communities delivered in partnership with a parish, benefice, deanery, diocese or other organisation;
- adults participating in Envoy while taking part in Envoy activity;
- in-person, online and digital activity connected with an Envoy community.

Envoy is currently a programme for people aged **18 and over**.

Use with under-18s

People who have completed Envoy may independently use Envoy resources within youth ministry or another setting involving under-18s.

Where Envoy does not appoint the leaders, recruit the young people, deliver the group or have contact with participants, this is not an Envoy-delivered community. The church or organisation responsible for the young people must provide the safeguarding framework, safer recruitment, supervision and reporting arrangements.

Envoy must not directly deliver or oversee provision for under-18s until an appropriate safeguarding framework for that work has been approved.

Any concern subsequently received by Church Army relating to Church Army personnel, the Envoy resource or its use must still be passed to the Church Army Safeguarding Team for advice.

4. Safeguarding principles

Envoy will:

- recognise safeguarding as everyone's responsibility;
 - listen to and treat people with dignity and respect;
 - place safety and welfare above the reputation of Envoy, Church Army or a partner organisation;
 - encourage concerns to be raised early rather than carried alone;
 - respond to concerns promptly and proportionately;
 - never require Hosts or participants to investigate safeguarding allegations or concerns;
 - recognise that confidentiality is important but has limits;
 - share safeguarding information only where there is an appropriate reason to do so;
 - maintain healthy boundaries around authority, spirituality, coaching and relationships;
 - recruit and authorise Hosts fairly and proportionately;
 - recognise that a criminal record or previous safeguarding information does not automatically make a person unsuitable;
 - work cooperatively with churches, dioceses, other safeguarding bodies and statutory agencies;
 - ensure that the safeguarding arrangements for every Envoy community are clear before it begins;
 - learn from safeguarding concerns and improve Envoy practice where necessary.
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5. Key terms

Envoy community

A group of adults undertaking Envoy together.

An Envoy community may be based within:

- a parish or benefice;
- a deanery;
- a diocese;
- another partner organisation;
- a national Envoy group;
- a mixed online group.

Envoy Host

A person authorised by Envoy to facilitate an Envoy community.

The Host holds the Envoy process, group agreement and environment.

Hosts are not appointed by Envoy to act as therapists, counsellors, safeguarding investigators or providers of professional one-to-one coaching.

Envoy Team

Church Army-employed staff working on or overseeing Envoy.

Envoy Hosts are not members of the Envoy Team unless they separately hold an employed Church Army Envoy role.

Responsible Safeguarding Body

The organisation identified as having primary responsibility for safeguarding arrangements within a particular Envoy community.

Depending on the setting, this may be:

- Church Army;
- a parish or benefice;
- a deanery or diocese;
- another agreed partner organisation.

Identifying one body as taking the lead does not remove the safeguarding responsibilities of other organisations involved.

6. Governance and accountability

The **Church Army Board** holds overall governance responsibility for safeguarding within Church Army.

The Church Army Safeguarding Lead provides organisational safeguarding leadership, advice and oversight.

The Envoy Team Leader is responsible for ensuring that Envoy operates within this Standard but is not the safeguarding case manager and must not independently investigate safeguarding concerns.

Where another organisation takes the lead for safeguarding within an Envoy community, Church Army retains responsibility for matters concerning:

- Church Army personnel;
- people directly appointed by Church Army;
- the design or operation of Envoy;
- Envoy Host authorisation;
- risks which may affect other Envoy communities;
- information which Church Army needs in order to fulfil its own safeguarding responsibilities.

Safeguarding responsibility must not be assumed to have transferred merely because information has been passed to another organisation.

Where appropriate, confirmation should be obtained that the relevant safeguarding body has received the concern and accepted responsibility for the next steps.

7. Responsibilities

7.1 Church Army / Envoy

Church Army and the Envoy Team are responsible for:

- the design and safeguarding integrity of Envoy;
- providing appropriate Host standards and guidance;
- ensuring safeguarding arrangements exist for Envoy communities delivered directly by Church Army;
- ensuring people directly appointed by Church Army have been appropriately recruited and prepared;
- receiving and escalating concerns appropriately;
- supporting cooperation between safeguarding bodies where responsibilities overlap;
- determining whether someone remains authorised as an Envoy Host;
- reviewing Envoy practice when safeguarding learning identifies a need for change.

7.2 Envoy Team Leader

The Envoy Team Leader is responsible for:

- implementation of this Standard within Envoy;
- Host selection and Envoy authorisation;
- ensuring Hosts understand the safeguarding expectations of their role;
- ensuring each Envoy community has an identified safeguarding route;
- passing concerns promptly to the Church Army Safeguarding Lead where required;
- seeking safeguarding advice rather than making safeguarding judgements alone.

7.3 Diocese, church or partner

Where an Envoy community is locally based, the responsible church, diocese or partner will normally be responsible for:

- its own safeguarding policies and procedures;
- locally required safer recruitment;
- appropriate safeguarding checks;
- locally required safeguarding learning;
- identifying its safeguarding lead or contact;
- managing safeguarding concerns falling within its responsibility;
- informing Church Army of relevant matters connected with Envoy.

7.4 Envoy Hosts

Hosts are responsible for:

- creating and maintaining a safe and respectful environment;
- explaining and maintaining the group agreement;
- maintaining appropriate relational, spiritual and digital boundaries;
- understanding the limits of confidentiality;
- noticing when something heard, seen or experienced may require safeguarding advice;
- responding without investigating;
- making a factual record where appropriate;
- reporting or seeking advice promptly;
- following the advice of the relevant safeguarding professional.

Hosts are not responsible for determining whether abuse has occurred or for managing safeguarding cases.

7.5 Participants

Participants are expected to:

- respect one another and the group agreement;
- maintain appropriate confidentiality;
- understand that confidentiality has limits;
- respond appropriately to one another's stories without taking responsibility for investigating or resolving safeguarding concerns;
- bring concerns to the Host or agreed safeguarding contact;
- respect appropriate relational boundaries.

Peer coaching gives participants an active role within Envoy. It does not give them formal safeguarding responsibility for one another.

8. Before an Envoy community begins

Every Envoy community must have an identified safeguarding arrangement before the first session.

The following must be clear:

- which organisation is the Responsible Safeguarding Body;
- which safeguarding policy applies locally;
- who the safeguarding contact is;
- how a concern is reported;
- what alternative reporting route is available where the concern involves the Host;
- who is responsible for Host safer recruitment and safeguarding checks;
- how Church Army will be informed where a concern relates to Envoy.

For partner-delivered Envoy, these arrangements should be confirmed in writing.

Where responsibility is shared between Church Army and another organisation, the partnership agreement or Memorandum of Agreement should clearly identify which body will normally lead safeguarding case management.

For national or mixed online groups delivered directly by Envoy, Church Army will normally be the Responsible Safeguarding Body.

9. Selection and authorisation of Hosts

No person becomes an Envoy Host solely because they are regarded locally as a capable or trusted church leader.

Anyone authorised as an Envoy Host must first have completed Envoy as a participant.

This allows Envoy to know the person within the Envoy environment and enables potential Hosts to experience its culture and practices before facilitating them for others.

Church Army-appointed Hosts

Where Church Army appoints the Host, the process will include:

- completion of Envoy;
- a clear Host role description;
- consideration of the person's suitability to Host;
- a proportionate safer-appointment process;
- appropriate references or other recognised safer-recruitment assurance;
- safeguarding learning appropriate to the Host role;
- any criminal-record or equivalent check appropriate and legally available for the role;
- Envoy Host preparation;
- formal authorisation by the Envoy Team Leader.

Locally nominated Hosts

Where a church, diocese or partner nominates someone:

- the local body provides its safeguarding approval;
- the individual must already have completed Envoy;
- the local body confirms that its safer-recruitment requirements have been met;
- Envoy assesses whether the person is suitable to Host the Envoy process;
- the person completes Envoy Host preparation;
- Envoy authorises the person to act as an Envoy Host.

There are therefore two distinct decisions:

Safeguarding/local suitability approval — held by the responsible appointing body.

Envoy Host authorisation — held by Envoy.

One does not automatically confer the other.

10. Safeguarding checks and previous convictions

Safeguarding checks will be proportionate to the actual Host role.

A criminal-record check is one part of safer recruitment and is not a substitute for appropriate selection, references, training, boundaries and oversight.

The appropriate check will depend upon:

- the activities undertaken;
- who the Host works with;
- applicable law;
- the jurisdiction;
- the requirements of the Responsible Safeguarding Body.

Envoy will not require a particular level of criminal-record check where the Host role is not legally eligible for it.

Where Church Army appoints the Host, the appropriate process will be managed or confirmed through Church Army rather than administered independently by the Envoy Team Leader.

Where a local partner holds the appropriate criminal-record information, Envoy will normally require confirmation that the necessary check and safeguarding assessment have taken place rather than retaining a duplicate certificate.

Previous convictions or safeguarding information

A previous conviction, caution or safeguarding disclosure does not automatically prevent someone from becoming an Envoy Host.

Relevant information must be referred to the body responsible for safeguarding assessment.

Any decision must be fair, appropriate to the role and proportionate to the information disclosed and any identified risk.

The Envoy Team Leader will not undertake this risk assessment independently.

11. Safeguarding learning and Host preparation

All Hosts must have safeguarding learning appropriate to their role.

Safeguarding learning already completed through a recognised church, diocese, denomination, charity or other appropriate body may be accepted where the Responsible Safeguarding Body confirms that it is current and suitable.

Hosts should not be required to repeat substantially equivalent general safeguarding learning without reason.

All Hosts must additionally complete Envoy Host preparation before Hosting.

Envoy Host preparation will include:

- the role and limits of the Host;
- creating a healthy peer-coaching environment;
- recognising when safeguarding information may have emerged within ordinary conversation;
- confidentiality and its limits;
- responding to safeguarding concerns without investigating;
- recording and reporting concerns;
- the safeguarding route for the community;
- relational and spiritual boundaries;
- dual relationships and conflicts of role;
- digital communication and online groups;
- where to seek support.

For Church Army Safeguarding Lead confirmation

The current Church Army training map refers to “Envoy coaches” at Level 3.

The current role is an **Envoy Host**, facilitating an adult peer-coaching community for a defined period rather than providing professional individual coaching.

Church Army Safeguarding is asked to confirm:

- whether “Envoy coaches” should now read “Envoy Hosts”;
- whether Level 2 is the appropriate general safeguarding requirement for the Host role, together with Envoy-specific Host preparation;

- whether equivalent safeguarding training provided by a recognised diocese, church, denomination, charity or other organisation may be accepted rather than repeated.
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12. Group agreement, confidentiality and information sharing

Before participation begins, the Host must explain the nature of the Envoy community and the group agreement.

Participants should know:

- what the Host role is;
- what is expected of participants;
- that personal sharing should normally remain within the group;
- that confidentiality cannot be absolute;
- circumstances in which information may need to be shared for safeguarding reasons;
- what to do if something shared by another participant causes them concern;
- that they should not independently investigate, contact others involved, or attempt to manage a safeguarding matter themselves;
- how to raise a concern;
- that they are free to withdraw from Envoy.

Confidentiality

Information shared within an Envoy community should be treated respectfully and should not normally be repeated outside the group without permission.

Information may need to be shared where there is concern about:

- a child;
- an adult at risk;
- abuse, neglect or exploitation;
- significant risk of harm;
- inappropriate conduct by a Host, participant or Church Army representative;
- another safeguarding or legal requirement.

Only relevant information should be shared, and only with those who need it for an appropriate safeguarding purpose.

Information shared with sponsors or partners

A church, diocese or organisation sponsoring an Envoy community does not thereby have a right to know the personal content of participants' conversations.

Any information that Envoy routinely shares with a sponsoring body should be explained to participants beforehand.

Personal disclosures should not be used for programme monitoring, reporting or evaluation without an appropriate basis, consent where required, or effective anonymisation.

Safeguarding information is handled separately under the appropriate safeguarding arrangements.

13. Peer coaching, power and healthy boundaries

Envoy is intentionally relational and conversational.

People are encouraged to engage with one another's stories through listening, questions, observations, encouragement, challenge and comfort.

People may also speak honestly about their everyday lives, relationships, churches, experiences and histories. At times, something said within an ordinary Envoy conversation may raise a safeguarding concern even where the person speaking has not intended to make a safeguarding disclosure or recognised what they have described in safeguarding terms.

Hosts should therefore be attentive without becoming watchful or investigative.

A Host's responsibility is to hold the whole Envoy community as a safe and significant space.

This includes:

- facilitating rather than dominating;
- making room for participants' agency and contribution;
- allowing normal peer engagement with one another's stories;

- avoiding pressure to disclose personal information;
- noticing when something said or observed may indicate harm, abuse, coercion, exploitation or significant misuse of power;
- being alert to when questions or responses begin to investigate, diagnose, take responsibility for, or attempt to resolve a possible safeguarding concern;
- gently redirecting the conversation where this happens;
- recognising when something requires safeguarding advice outside the group;
- maintaining appropriate relational, spiritual and digital boundaries;
- avoiding creating dependency;
- recognising when a participant may require pastoral, therapeutic or other specialist support beyond Envoy.

Where safeguarding significance is uncertain, the Host does not need to interrupt ordinary peer conversation or identify the concern to the group.

The Host may allow the conversation to continue naturally while making a mental note of what has caused concern and seeking safeguarding advice afterwards.

Where necessary, the Host may gently limit further questioning without identifying something publicly as a safeguarding concern.

For example:

- "I don't think we need to ask for any more detail there."
- "We can receive what has been said without needing to work it all out together."
- "Thank you. That is enough for us to hear."

The Host is not expected to recognise safeguarding with certainty in the moment.

Hosts must not use prayer, scripture, spiritual authority or claims about God to coerce or control another person.

Dual relationships

A Host may already be a participant's:

- clergy person;
- line manager;

- employer;
- colleague;
- pastoral worker;
- spiritual director;
- counsellor;
- friend or family connection.

Having another relationship does not automatically prevent Hosting, but the implications should be considered and boundaries made clear.

Where the additional relationship creates a significant conflict of interest, imbalance of power or safeguarding concern, alternative arrangements should be considered.

14. When safeguarding information or concern emerges

A safeguarding concern may arise through:

- a direct disclosure;
- something mentioned incidentally during normal group conversation;
- information about something happening to another person;
- description of a participant's current circumstances;
- an experience from the participant's past;
- something happening within a church, family, workplace or other setting;
- behaviour within Envoy itself;
- information communicated through WhatsApp, email or another digital channel.

The person speaking may not recognise what they have said as safeguarding information.

The Host may be the only person in the community who notices that what has been said could have safeguarding significance.

Hosts are not expected to decide within the group whether something reaches a formal safeguarding threshold.

Where information gives reasonable cause for concern, or where the Host remains uncertain after the session, safeguarding advice should be sought.

When something emerges during an Envoy session

The Host remains responsible for holding the whole community safely.

Unless someone is in immediate danger, it will not normally be appropriate to stop the session and question the person in front of the group.

The Host should:

Receive

Listen naturally and calmly to what has been said.

The Host does not need to draw out further information simply because something concerning has been heard.

Hold

Continue to hold the whole community.

Normal peer response may continue where appropriate.

The Host should intervene if the conversation begins to become an investigation, counselling session or collective attempt to resolve the situation.

The Host does not need to tell the group that they have identified a possible safeguarding concern.

Make safe

If the information indicates immediate danger or an urgent risk of serious harm, the Host should take appropriate immediate action.

Record

As soon as reasonably possible after the conversation, the Host should make a factual note of the safeguarding information or concern, including:

- what was said or observed;
- the significant words used where possible;
- the context in which the information arose;
- date and time;
- who was present;
- any immediate action taken.

The Host should distinguish between what was actually said or observed and their own interpretation.

Report or seek advice

The Host should follow the agreed safeguarding route promptly.

Where the Host is unsure whether what they heard constitutes a safeguarding concern, they should seek advice rather than attempting to decide alone.

Follow advice

Any further safeguarding response or conversation should be guided by the relevant safeguarding professional.

The Host must not begin an independent investigation.

Where appropriate, the person concerned should be told sensitively that information needs to be shared.

Safeguarding advice should be sought where there is uncertainty about whether or how to tell them.

15. Reporting routes and escalation

Safeguarding responsibility is determined by the nature and context of the concern, not simply by whether the concerning behaviour happened inside Envoy.

A concern arising during an Envoy community may relate to:

- something currently happening within Envoy;
- an Envoy Host or participant;
- Church Army personnel;
- a participant's church or another Christian organisation;
- family or domestic circumstances;
- employment or another community setting;
- the safety of a child or adult at risk;
- abuse, exploitation or harm that happened in the past.

The Host is not required to identify which organisation ultimately owns or investigates the concern before seeking safeguarding advice.

Where Church Army is the Responsible Safeguarding Body, concerns should be raised through Church Army's safeguarding arrangements.

Where a diocese, church or other partner is the Responsible Safeguarding Body, the agreed local safeguarding route should normally be used.

Church Army should additionally be informed where the concern:

- involves Church Army personnel;
- involves an Envoy Host;
- arose through an Envoy activity and may require Church Army oversight;
- raises concerns about the Envoy model, material or practice;
- may have implications for other Envoy communities;
- may affect someone's continuing authorisation as an Envoy Host.

Where the concern relates principally to circumstances outside Envoy, the safeguarding professional receiving the concern will determine whether it should be referred to another church, organisation or statutory body.

Uncertainty about where responsibility ultimately sits must not delay seeking safeguarding advice.

16. Online groups and digital communication

The same safeguarding principles apply online and in person.

Safeguarding information may arise incidentally in WhatsApp discussion, private messages, email or online Envoy sessions just as it may during an in-person conversation.

Hosts should:

- use agreed communication platforms;
- communicate transparently and maintain appropriate boundaries;
- make clear what group messaging is for;
- allow normal peer conversation while remaining alert to when discussion begins to investigate or collectively manage a possible safeguarding concern;

- avoid encouraging safeguarding conversations to develop unnecessarily within a group chat;
- where concerning information emerges, acknowledge it appropriately and move any necessary follow-up into the agreed safeguarding process;
- avoid unnecessary private contact while recognising that a short private follow-up may sometimes be appropriate;
- preserve relevant information where it may form part of a safeguarding record;
- move safeguarding information into the appropriate secure reporting system rather than leaving it unnecessarily within group communications.

Detailed guidance for WhatsApp and other platforms will be contained in the Envoy Good Practice Guide.

17. Records

Safeguarding records must be:

- factual;
- made promptly;
- relevant and proportionate;
- stored securely;
- available only to those with an appropriate reason to see them;
- transferred to the appropriate safeguarding body without unnecessary delay.

Routine participant reflections and peer-coaching conversations are not safeguarding records simply because they are personal.

Where another organisation is formally managing a safeguarding matter, Envoy should avoid creating unnecessary duplicate case files.

Church Army will retain the information it requires where a concern relates to Church Army personnel, an Envoy Host, Envoy authorisation or the safety and integrity of the programme.

Envoy will not routinely retain copies of criminal-record certificates where appropriate confirmation of the safeguarding check is sufficient.

18. Concerns or allegations about an Envoy Host

Any safeguarding concern about an Envoy Host must be reported through the agreed safeguarding route and brought to Church Army's attention where appropriate.

A Host may be asked to pause Hosting while advice is sought or an allegation is considered.

A temporary pause is a safeguarding measure and does not imply that an allegation has been proven.

Where the Host was locally appointed, the local safeguarding body and Church Army will cooperate within their respective responsibilities.

The appropriate safeguarding body determines safeguarding suitability.

Envoy retains responsibility for deciding whether someone remains authorised to Host Envoy.

19. Safeguarding concerns arising within and beyond Envoy

Most safeguarding information arising during Envoy may relate to experiences, relationships or circumstances **outside the Envoy community**, including experiences from the past.

This may include a participant describing:

- abuse or harm they experienced previously;
- concerns about something currently happening in their church, family, workplace or another setting;
- behaviour towards a child or adult at risk;
- coercive, controlling or abusive relationships;
- misuse of spiritual or other authority;
- something concerning that they have witnessed or become aware of involving another person.

Such information should not be disregarded simply because it did not happen within Envoy or because it happened some time ago.

The Host does not need to determine whether the information constitutes abuse, whether it remains current, or whether action can now be taken.

Where it gives reasonable safeguarding concern, the agreed safeguarding route should be used for advice.

Safeguarding concerns may also arise from within Envoy itself, including concerns about:

- the conduct of an Envoy Host;
- behaviour between participants;
- coercion or misuse of spiritual authority;
- harassment, exploitation or serious boundary violations;
- significant misuse of power.

These concerns should be addressed through the same safeguarding principles and reporting arrangements.

Difficulties that are not necessarily safeguarding concerns

Not every difficult experience within an Envoy community is a safeguarding matter.

Poor facilitation, ordinary disagreement, relational tension, dissatisfaction with Envoy or a challenging conversation may appropriately be addressed through feedback, Host support or Church Army's complaints arrangements.

Where the distinction is unclear, safeguarding advice should be sought rather than expecting the Host to make that judgement alone.

20. Partnership working

Where Envoy is delivered with another organisation, the partnership arrangement should confirm:

- who identifies or nominates Hosts;
- who carries out local safer recruitment;
- who provides safeguarding approval;
- who authorises the person as an Envoy Host;
- which body normally leads safeguarding;
- which safeguarding policy applies;

- the named or identified safeguarding route;
- how relevant concerns will be communicated between partners;
- arrangements for criminal-record checks where required;
- arrangements for Host safeguarding learning.

The Responsible Safeguarding Body for a participant is not determined simply by which church that participant happens to attend.

For national or mixed online Envoy communities delivered directly by Church Army, Church Army will normally fulfil the responsible-body role directly.

21. Host support

Hosts must know where they can seek advice during an Envoy community.

They should be encouraged to ask for safeguarding advice when something concerns them even where they are uncertain whether it reaches a formal safeguarding threshold.

No Host should carry a safeguarding concern alone.

Host support should also provide opportunity to reflect on:

- boundaries;
- group dynamics;
- power;
- difficult situations;
- moments where something gave the Host cause for concern;
- the Host's own wellbeing;
- learning from practice.

Personal safeguarding information should only be discussed within appropriate safeguarding channels.

22. Review and assurance

This Standard will be reviewed at least annually and sooner where:

- Church Army's safeguarding policy changes materially;

- legislation or relevant church safeguarding requirements change;
- significant learning arises from an Envoy safeguarding matter;
- Envoy begins work in a materially different setting or jurisdiction;
- Envoy proposes direct work with under-18s.

The Envoy Team Leader will periodically confirm that Envoy communities have identified safeguarding arrangements and reporting routes.

Safeguarding learning will be used to improve Host preparation, partnership arrangements, resources and practice.

23. Related documents and document control

The following operational resources sit beneath this Standard:

- Envoy Organisational Structure and Safeguarding Responsibilities infographic;
- Envoy Host Role Description;
- Envoy Host Safeguarding and Hosting Induction;
- Envoy Group Agreement;
- Envoy Host Good Practice Guide;
- Envoy Safeguarding Quick Guide;
- Envoy Safeguarding Concern Record;
- Envoy Partnership Safeguarding Confirmation;
- relevant partnership agreements or Memoranda of Agreement.

These documents may be developed or updated as Envoy grows, provided that their content remains consistent with this Standard and Church Army safeguarding requirements.

Document control

Document	Envoy Safeguarding Standard
Version	1.0
Policy owner	Envoy Team Leader
Safeguarding oversight	Church Army Safeguarding Lead
Approved by	Rob Greensmith
Approval date	24 th September 2026
Effective from	24 th September 2026
Next review	1 st June 2027

This Standard will be reviewed annually, or sooner where legislation, Church Army safeguarding requirements, Envoy practice or learning from a safeguarding concern makes revision necessary.