

The following policy was agreed at the Parochial Church Council (PCC) meeting held on: 22<sup>nd</sup> November 2021.

In accordance with the Church of England Safeguarding Policy our church is committed to:

- Promoting a safer environment and culture.
- Safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the church.
- Responding promptly to every safeguarding concern or allegation.
- Caring pastorally for victims/survivors of abuse and other affected persons.
- Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons.
- Responding to those that may pose a present risk to others.

The Parish will:

- Create a safe and caring place for all. We will recognise that a position of power in relation to another creates a risk of vulnerability. As a consequence, we strive to ensure that we consider power when working with people.
- Have a named Parish Safeguarding Officer (PSO) to work with the incumbent and the PCC to implement policy and procedures.
- Safely recruit, train and support all those with any responsibility for children, young people and adults to have the confidence and skills to recognise and respond to abuse.
- Ensure that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the parish.
- Display in church premises and on the website the details of who to contact if there are safeguarding concerns or support needs.
- Listen to and take seriously all those who disclose abuse.
- Take steps to protect children and adults when a safeguarding concern of any kind arises, following House of Bishops guidance, including notifying the Diocesan Safeguarding Adviser (DSA) and statutory agencies immediately.
- Offer support to victims/survivors of abuse regardless of the type of abuse, when or where it occurred.
- Support those who may struggle with an activity for whatever reason, so that they can participate fully in activities within church life.
- Consider the impact of disability, gender, age and race on how we provide and plan for our ministries.
- Care for and monitor any member of the church community who may pose a risk to children and adults whilst maintaining appropriate confidentiality and the safety of all parties.

- Ensure that the Health and Safety policy, procedures and risk assessments are in place and that these are reviewed annually.
- Review the implementation of the Safeguarding Policy, Procedures and Practices at least annually.
- Commit to discuss safeguarding as an item at each PCC meeting.
- Seek to develop relationships with other agencies as is appropriate re: safeguarding.

Each person who works within this church community will agree to abide by this policy and the guidelines established by this church.

This church appoints **Mr Roger Corbett** as the Parish Safeguarding Officer.

Incumbent - Revd Gayle K Greenway. Churchwardens – Mr Roger Corbett & Mrs Margaret Powell

Date 22.11.2021

## **Safeguarding Procedures**

1. The PCC will adopt the recommendations of the House of Bishops as published in 'Protecting all God's Children' (2010), 'Promoting a safe church' (2006), and 'Promoting a Safer Church (2017)'. These can be found as hard copies in the Vestry.
2. The PCC will ensure full compliance with Health and Safety Guidelines.
3. The PCC is directly responsible for the following groups which include children and young people, and vulnerable adults:
  - a. Sunday Club & Tribe Groups (during Sunday morning worship, serving children aged 5-16 yrs).
  - b. Open the Book Team (serving 5-11 yr olds).
  - c. Place of Welcome (serving vulnerable adults)
  - d. The Lamp Foodbank (serving vulnerable adults & families).
  - e. Those receiving our pastoral care and prayer ministry in church and in their own homes.
4. Any groups that hire the Church Hall whose activity involves work with children, young people or adults who may be vulnerable, will satisfy the PCC (represented by the Hall Bookings Coordinator) that they have a safeguarding policy in place prior to their usage commencing. If they do not have their own policy the Hall Bookings Coordinator will present the church's own safeguarding policy for the group to implement.
5. Working with children and young people:
  - a. Leaders must be aged 18 or over working with children and young people. Under 18s may assist with leadership but must be supervised at all times.
  - b. Applicants will be required to follow the Safer Recruitment Process – as outlined in the 'Parish Safeguarding Handbook – Promoting a Safer Church', this includes the request of a DBS through the Diocese of Lichfield every 5 years.
  - c. The PCC formally adopts the Safeguarding Social Media and Online Policy issued on 17/09/2018 on behalf of the Diocese of Lichfield Board of Finance and any subsequent amendments issued on its behalf.
6. Keyholders will also follow the Safer Recruitment Process.
7. All data taken in the recruitment process will be kept in accordance with the current Data Privacy Policy.
8. The PCC requires the groups listed in Section 3 to provide, in writing, at least the following:
  - a. A list of current leaders and details of their roles, & provision for training and support.
  - b. When and where the groups meet, it's normal working patten and the age range it covers.
9. The PCC will provide leaders and those working in safeguarding access to guidelines and training in the understanding of child/vulnerable adult abuse.

c. Access to the safeguarding flowchart.

10. The PCC will publish visibly in church the 'Promoting a safer church' poster as well as the Diocesan Flowchart - these will also be sent to all PCC members and anyone who has been safely recruited.
11. The PCC will carry public liability insurance and will insure all leaders and staff for personal accident.
12. The PCC will review this policy annually in the month of November, & it will be monitored by the Safeguarding Coordinator in the meantime.
13. The PCC will make a copy of this policy and its procedures at the Archdeacon's Visitation.