



## Safeguarding Policy 2019

This statement was adopted by St. John's Church at a Parochial Church Council meeting held on

**1. This policy will be reviewed each year to monitor the progress which has been achieved. We recognise that everyone has different levels of vulnerability and that each of us may be regarded as vulnerable at some time in our lives.**

- We 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 and leading with people.
- We recognise that children by virtue of legal status and dependency on adults for their emotional and physical needs will always be vulnerable and at a disadvantage. We commit to considering this in our children's activities— undertaking supervision of staff working with them and risk assessing activities and groups as a check and balance in our work.
- We understand that illness, physical disability, neuro disability, race, mental health, sexuality and other issues can put adults in a position of vulnerability. We accept that these can be long term (ongoing), or temporary. We commit to considering this in our adults activities and events – undertaking supervision of staff and risk assessing activities and groups as a check and balance in our work.
- We commit to transparency in our actions and accountability for our work.

**2. As members of this parish we commit ourselves to respectful pastoral care for all adults and children to whom we minister.**

- We will consider issues relating to spiritual care in prayer activity, ensuring that members of our prayer team consider power, control and spiritual abuse issues in their ministry.
- We will ensure that leaders of our children's Sunday schools and House Groups as well as other ministries that involve working with vulnerable persons have appropriate enhanced DBS checks.
- We will ensure that those who care for people in our parish attend appropriate safeguarding training which is renewed every 3 years.
- We commit to discuss safeguarding and have safeguarding as a standing PCC agenda item

**3. We commit ourselves to the safeguarding of people who may be vulnerable, ensuring their well-being in the life of this church.**

- At St. John's the PCC is directly responsible for all those who attend services as well as the following groups:
  - Sunday School
  - Choir
  - Baby and Toddler Group
  - The Ark
  - Coffee mornings
  - Messy Church
  - Lent and Advent Lunches
  - Pastoral visits
  - House Groups
  - Social and fundraising activities
  - And other groups that the Church sets up in its future growth

#### **4. We commit ourselves to promoting safe practice by those in positions of trust.**

- We commit to discuss safeguarding and to have safeguarding as a standing PCC agenda item
- We will ensure that those in positions of trust (such as Wardens), and those with remits or leadership of groups involving vulnerable children and adults have appropriate enhanced DBS checks and that these are updated every 5 years.
- We will engage with appropriate training and seek to develop relationships with other agencies and the diocese on safeguarding.
- Safeguarding including revision of policy will be a regular PCC agenda item and agree that whilst we have a named co-ordinator we will accept collective ownership for this important issue.
- We will be transparent, open and not have secrets.

#### **5. The parish commits itself to promoting the inclusion and empowerment of people who may be vulnerable.**

We will consider the impact of power, disadvantage, inclusion, physical disability, neuro disability, mental health, age, sexuality and race on how we provide and plan for our ministry.

- We will actively (but appropriately), challenge each other in our work in order to ensure we consider a wide range of perspectives and views– ensuring that we do not oppressively impose our own values or views to another's detriment.
- Where a person struggles with an activity due to disadvantage, disability or illness we will go the extra mile to assist them so they can participate and contribute as a full part of the church.

#### **6. It is the responsibility of each of us to prevent the physical, emotional, sexual, financial and spiritual abuse of vulnerable people and to report any such abuse that we discover or suspect.**

- We will not collude, keep secrets or make decisions when we have suspicion of abuse. We will seek through discussion the views of others and ensure through use of external agencies and the diocese safeguarding service that we engage and welcome external perspectives in order to promote a healthy accountable culture.
- We will report without being biased to our personal view. We will report and not investigate.
- We will record concerns factually in diocese suggested formats (as per recording with care policy 2017)
- We will not take chances with the welfare of children or vulnerable adults.
- We are open to scrutiny and encourage this in others.
- We have zero tolerance to abuse and put the welfare of vulnerable children and adults first.
- We take seriously training and activities relating to the safeguarding of Children and seek to engrain this in our congregational culture.

#### **7. We undertake to exercise proper care in the appointment and selection of those who will work with people who may be vulnerable.**

- We will ensure that those in positions of trust (such as wardens), and those with remits or leadership of groups involving vulnerable children etc have appropriate enhanced DBS checks and that these are updated every 5 years.
- We will engage with appropriate training and seek to develop relationships with other agencies and the diocese on safeguarding.
- Safeguarding training will be updated every 3 years by those who it is deemed necessary to have it.
- Safeguarding including revision of policy will be a regular PCC agenda item and agree that whilst we have a named co-ordinator we will accept collective ownership for this important issue. We will be transparent, open and not have secrets.
- Our incumbent undertakes to ensure that to the best of his or her knowledge all PCC members, wardens and ministry leaders are of good standing.

- The PCC undertakes to appoint and upskill a dedicated Safeguarding co-ordinator.
- Safeguarding co-ordination undertakes to maintain a relationship with diocese level safeguarding team and ensure that this policy is followed.

**8. The parish is committed to supporting, resourcing, training and regularly reviewing those who undertake work amongst people who may be vulnerable.**

- We will ensure that those in positions of trust (such as wardens), and those with remits or leadership of groups involving vulnerable children etc have appropriate enhanced DBS checks and that these are updated every 5 years.
- We will engage with appropriate training and seek to develop relationships with other agencies and the diocese on safeguarding.
- Safeguarding including revision of policy will be a regular PCC agenda item and agree that whilst we have a named co-ordinator we will accept collective ownership for this important issue. We will be transparent, open and not have secrets.
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- The PCC undertakes to appoint and upskill a dedicated Safeguarding co-ordinator.
- Safeguarding co-ordination undertakes to maintain a relationship with diocese level safeguarding team and ensure that this policy is followed.

**9. The parish adopts the guidelines of the Church of England and the Diocese.**

- The Parish will report and record in line with Diocese policies and comply with local guidance for implementing national policies as defined in diocese policies. These include the diocese safeguarding policy, recording with care policy, social media policy and safer recruitment policy.

**10. Each person who works with vulnerable people will agree to abide by these recommendations and the guidelines established by this church.**

- Those working with vulnerable adults or children will sign a declaration to state that they have read and agree to abide by the points outlined in this policy.

**11. The hirers of the Community Hall will sign a declaration to say that they uphold the statements within the Church’s Safeguarding Policy and be given a copy of it.**

- The policy covers both the hall and the Church and neither should be treated as a separate entity.

**This church appoints Kate Coulter to represent the concerns and views of vulnerable people at our meetings and to outside bodies as Parish Safeguarding Co-ordinator.**

Incumbent ..... Churchwarden .....

Churchwarden ..... DATE \_\_\_\_/\_\_\_\_/2019

Date .....