

Safeguarding Children, Young People and Vulnerable Adults

A new command I give you: love one another, as I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another.
John 13:34-35

Safeguarding refers to the range of plans and activities that are put in place to protect children, young people and adults who may be vulnerable to abuse and neglect from being exploited or harmed. Safeguarding in the church community – making our churches safe for children, young people and vulnerable adults – is everyone's responsibility.

The diocesan safeguarding team provide professional advice and training to parishes to ensure they can meet that responsibility, as well as support those who may have suffered abuse or exploitation in a church setting. This support extends to providing professional advice to offenders and their receiving church.

Everyone involved in church life should know what to do in situations where a child, young person or vulnerable adult may have been harmed. Each parish or benefice should have in place a safeguarding person who knows how to respond and where to seek further help and advice. Anyone who wishes to report abuse or exploitation needs to know that they can do so and receive the support they need.

Safeguarding

- Keeping our congregations safe – protecting all Gods children

Why do we do it?

- Central Tenet of Christian Faith
- It's a legal requirement

Why is it important?

- Well being of everyone in the community
- A failure to keep people safe is damaging for individuals, the community and the Church

The term safeguarding is used for responding to concerns where it appears that a child, young person or vulnerable adult may have been harmed, and it covers:

- Vetting and safer recruitment
- Safer working practices
- Responding to concerns
- Working with partner agencies
- Dealing with allegations against those responsible for children, young people and vulnerable adults.
- Everyone has a responsibility to be aware of Safeguarding and Safe Recruitment Guidelines, especially those on the PCC and those involved in ministry with children, young people and vulnerable adults.

Benefice Safeguarding Policy

The Benefice comprises of:

St Mary's Church, Saltford: All Saints' Church, Corston: Holy Trinity Church, Newton St Loe

The following policy was agreed at the PCC meeting of **St Mary's held on 16th June 2016, Holy Trinity held on 23rd June 2016 and All Saints held on 7th July 2016.**

1. We are committed to:
 - The care, nurture of, and respectful pastoral ministry with, all children and all adults
 - The safeguarding and protection of all children, young people and adults when they are vulnerable
 - The establishing of safe and welcoming, caring communities which provide a loving environment where there is a culture of 'informed vigilance' as to the dangers of abuse.
2. We will carefully select and train all those with any responsibility within the Churches, in line with safe recruitment principles, including the use of Criminal Records disclosures.
3. We will respond without delay to every complaint made which suggests that an adult, child or young person may have been harmed, co-operating with the police and local authority in any investigation and we will have a clear reporting procedure in place.
4. We will seek to work with anyone who has suffered abuse, developing with him, or her, an appropriate ministry of informed pastoral care.
5. We will seek to challenge any abuse of power, especially by anyone in a position of trust.
6. We will seek to offer pastoral care and support, including supervision and referral to the proper authorities, to any member of our church community known to have offended against a child, young person or vulnerable adult.
7. In all these principles we will follow statute, guidance and recognised good practice.
8. We will advise the Diocesan Safeguarding Adviser if we receive a Disclosure which is 'blemished' or 'positive'.
9. We will review this policy annually and check that our policies are up to date.

Signed on behalf of the PCC

Churchwarden(s).....

[Handwritten signatures]
 Stephen M. Auld
 DM Phillips

Rector:

[Handwritten signature]

Benefice Safeguarding Officer:

[Handwritten signature]
S.M. Dixon

The Benefice of Salford, Corston and Newton St Loe Safeguarding Flowchart: what to do, by whom and by when

A Safeguarding concern is reported, or identified, by someone within the parish or anonymously.
Firstly, is the child or adult at **IMMEDIATE** risk?

YES

If the person is at immediate risk of danger - or needs medical attention - dial 999 to contact the Ambulance Service and/or the Police. Follow any advice given. As soon as possible (and within 24 hrs) follow the process in green on the right.

Useful Contacts:

Rector:

Rev'd Daile Wilshere
01225 872275 or 07810551447
dailewilshere@live.co.uk

Benefice Safeguarding Officer:

Mrs Sue Dixon
01225 359014
susandixon@blueyonder.co.uk

NO

If the concern is about a member of the clergy...

Inform the Benefice Safeguarding Officer, who **MUST** seek advice on the next steps from the Diocesan Safeguarding Adviser,

Glenys Armstrong
01749 685135 or 07834 514842

glenys.armstrong@louthandnottsdiocese.org
louthandnottsdiocese.org

Record the concern (who, what, when where, why, how?) within 24 hrs of an issue being raised, and file it securely in the parish office.
Send a copy to the Diocesan Safeguarding Adviser.

If the concern is about a member of the laity...

Inform the Rector and/or the Benefice Safeguarding Officer

Formally report to the Diocesan Safeguarding Adviser

Safe Recruitment Procedure

It is the policy of the churches within the Benefice of Saltford, Corston and Newton St Loe that all people wishing to serve in the church in a role which involves working with children or vulnerable adults, should follow the safe recruitment procedure as agreed by the PCC's of each church. It is accepted that this is a generic procedure, and may be subject to variations across the churches in the Benefice, or for commissioned role such as Lay Pastoral Assistants or Licensed Lay Readers.

Following a request to work in a position which involves working with children or vulnerable adults, the following will be followed for each application:

1. An informal conversation with the Rector or their representative, and a role description given.
2. An opportunity will be given to observe the role in practice.
3. The Standing Committee will be asked if there are any initial concerns regarding the application.
4. The applicant will complete an application form.
5. The applicant will name two referees, one of which should be from their current employer and/or previous church.
6. The applicant will complete a confidential declaration form
7. The applicant will attend an informal interview with the Rector (or her representative) and someone who is in the role.

If the decision is made to appoint, the offer is dependent on a satisfactory confidential declaration and DBS Screening. The appointee should:

1. Complete a Confidential Declaration Form
2. Complete/provide a disclosure at the appropriate level from the Disclosure and Barring Service.

Continuous Safeguarding Expectations

1. To attend a Safeguarding Training Session in the first year following appointment, and bi-annually thereafter.
2. The commitment of the PCC to support requests for training in relation to role
3. An informal review of the volunteer agreement to be undertaken bi-annually by the Rector or her representative.
4. The data will be held safely and in confidence, in accordance with the Data Protection Act 1998 for a period of 10 years after the end of a person's tenure of role.
5. The only people with PCC approval to undertake an Online DBS status check on behalf of the PCC is the Rector or Benefice Safeguarding Officer.

6. An applicant will sign to give permission to the PCC to perform an online status check.

7. For online checks – the level of clearance must be equal to or above that required for the new role.

Churchwarden(s): ~~James R Judd~~ Elizabeth M Acton
James R Judd Don Phillips

Rector: Dwiibhere

Benefice Safeguarding Officer: S. M Dixon

Date: 7th July 2016