



Safeguarding Policy

All Saints Church, Ripley - March 2019

Introduction

At All Saints Church we are committed to valuing all people, and providing an environment in which everyone can be nurtured and safe. We are particularly concerned to ensure this is true for children, young people and vulnerable adults.

This policy sets out some principles, guidance and best practice to ensure this happens. It aims to be a practical document that can be easily read and understood. As a church in the Derby Diocese we follow the current diocesan guidance, policies and training related to safeguarding, which draw on the policies and guidance of the House of Bishops of the Church of England. Our full policy can be found by reading this document in conjunction with the Derby Diocese policy, which provides further detail and practice.

See also the Policy Statement of the Parochial Church Council (PCC) in Appendix 1.

Roles and Responsibilities

Responsibility for safeguarding in All Saints Church rests jointly with the vicar, the Revd John Wigram, and the Parochial Church Council.

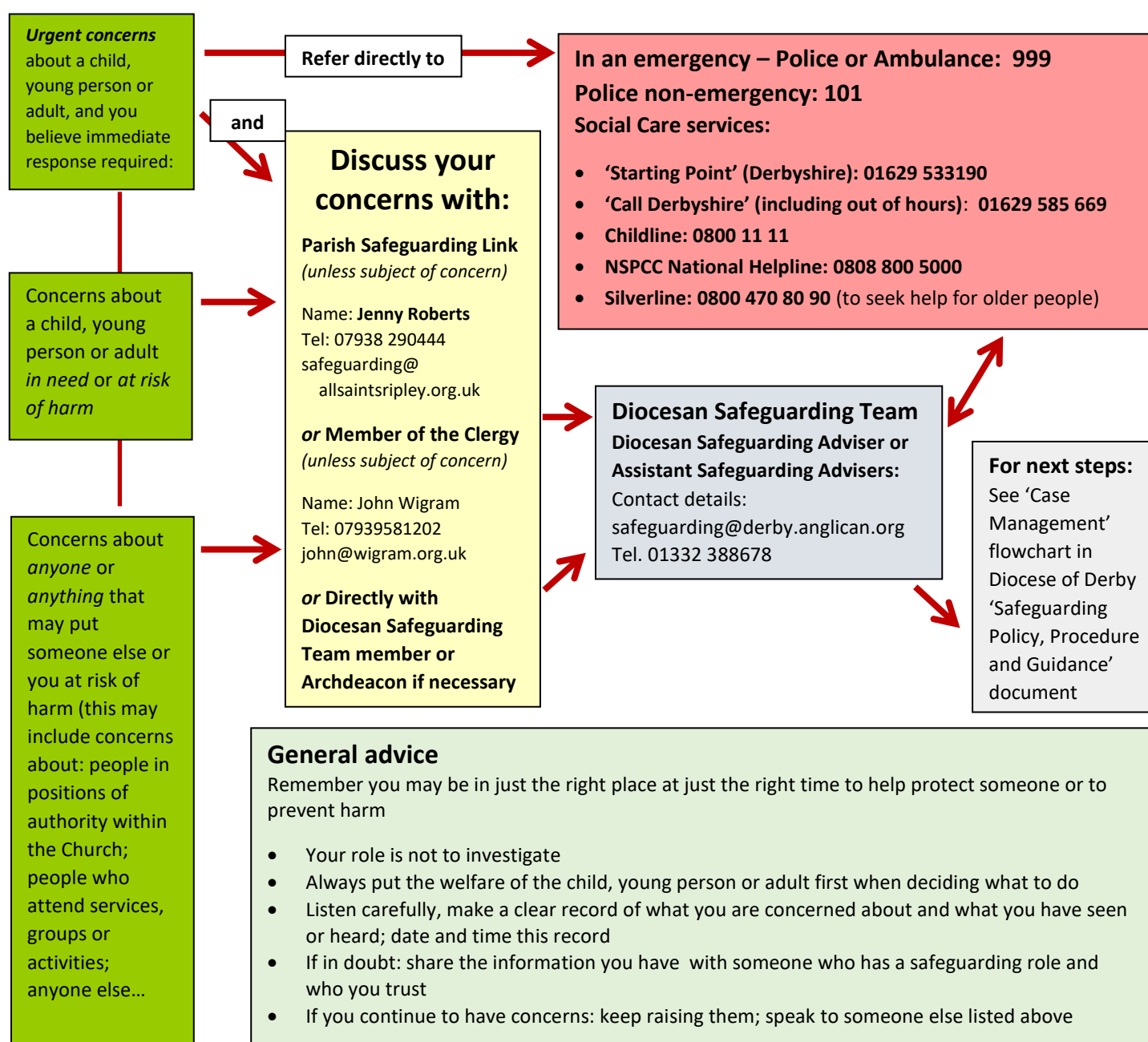
The work of safeguarding is facilitated by our Parish Safeguarding Link (PSL), currently Jenny Roberts, who can be contacted on 07938 290444 or safeguarding@allsaintsripley.org.uk (this email account is accessed by the vicar and the PSL).

All those responsible for, or involved with, the care and support of children, young people and vulnerable adults within our church agree to comply with this policy and the diocesan guidelines at all times. As part of this they will attend appropriate safeguarding training, and ensure they are aware of and alert to the various forms of abuse and signs of concern, and as far as possible avoid situations which could lead to false allegations or misunderstandings.

What to do if you are concerned

If you are concerned about the safety of any child or vulnerable adult, or that abuse may be occurring or may have occurred, **talk immediately to the PSL or a member of clergy.** They have clear procedures to follow to ensure that matters are dealt with correctly. Do not talk to anyone else about your concerns, especially not anyone who the concerns relate to (even if they are someone you would otherwise have reported to). If necessary, if neither PSL nor clergy are available, you can talk directly with a member of the Derby Diocese Safeguarding Team (safeguarding@derby.anglican.org or 01332 388678), or the archdeacon (Christopher Cunliffe, archderby@derby.anglican.org, 01332 388676).

The following flow chart from the Derby Diocese Safeguarding policy tells you what to do, and what others will do, if you have a safeguarding concern.



Policies we follow

The Derby Diocesan Safeguarding policies and practice guides that we follow are in the Safeguarding section of the Derby Diocese website: www.derby.anglican.org/safeguarding.

The Church of England safeguarding policies are available on their website, www.cofe.anglican.org/safeguarding.

PCC Policy Statement

This is the Policy statement of the Parochial Church Council of All Saints Church, Ripley, on the safeguarding of children, young people and vulnerable adults for All Saints parish, updated January 2019.

It will be reviewed every 12 months by the vicar (or their representative) and the Parish Safeguarding Link (PSL) to monitor progress in its implementation and to report to a subsequent PCC meeting.

We as PCC members commit ourselves to the nurturing, protection and safekeeping of all.

It is the responsibility of each of us to prevent the neglect and the spiritual, physical, sexual and emotional abuse of children, young people and vulnerable adults, and to report concerns of abuse, known or suspected, to the PSL or a member of clergy, or if unavailable, direct to statutory agencies and the Diocesan Safeguarding Team.

The church is committed to supporting, training and offering resources to those who work with children, young people and vulnerable adults, and to providing leadership.

The church is committed to working with and following national and diocesan safeguarding procedures and guidelines.

Each person responsible for, or leading work with, children, young people or vulnerable adults shall complete a DBS disclosure form and attend appropriate safeguarding training. All leaders shall be familiar with our policy and agree to observe the guidelines and procedures. Others involved in work with children, young people or vulnerable adults will be required to complete a DBS disclosure when appropriate.

All forms are held securely in the church office. The PCC uses the DBS disclosure system, alongside the Safer Recruitment Policy 2015, to check new leaders' and helpers' records to ensure suitability.

An up to date copy of this policy is on display in church. The Derby Diocese Safeguarding Policy is available to view in the church office.

Details of the Parish Safeguarding Link(s) are on display in the church.

Signed on behalf of the PCC:

Date:

Good Practice and Practical Guidance

1. General approach and procedures

All clergy, paid employees and volunteers working with children or adults must bear in mind safeguarding principles in all parts of their work. As such they should:

- Treat all children and adults with respect and dignity, with due consideration of their age and ability to understand and respond. Attention should be paid to tone of voice, language used, and respect for personal space.
- Never meet or work alone with a child or vulnerable adult where the activity cannot be seen by another responsible adult. If this should be necessary for pastoral reasons, a written note of the date, time, place and nature of activity should be kept with the PSL.
- Never use inappropriate or intrusive touch of any form when interactive with adults or children. Care should be taken not to invade the privacy of children while toileting.
- Consider carefully the appropriateness of hugs or kisses, taking care that they are always mutually appreciated and pastorally encouraging, as such expressions may be difficult for some people. Particular care and consideration must be taken when the initiator holds a position of responsibility, and/or when the recipient is a child or may be vulnerable.
- Never give lifts to children on their own unless with prior consent from their parents or carers, and having let another leader know. If they are alone, they should sit in the rear of the car. Care should be taken with any lift given to an unknown or vulnerable adult.
- Be prepared to speak to another worker if they are acting in ways which seem inappropriate or could be misconstrued, and if necessary to speak also to the PSL.
- Be prepared to be spoken to by colleagues about any behaviour and to receive the concerns with good grace and constructive reflection.

As a church we aim to encourage an atmosphere of mutual support and care which enables all workers to be comfortable and well equipped in their roles, and willing to discuss inappropriate attitudes or behaviour.

2. Church Premises

The church premises will be assessed for safety for all users, with particular consideration of children and vulnerable adults. The PCC will consider the extent to which the premises and equipment are suitable, or should be made more suitable, for the activities taking place in the building.

A risk assessment using the church pro-forma will be undertaken before each new or exceptional event, particularly when run by an outside organisation. The risk assessment will be signed by the event supervisor. Health and Safety policy and procedures will be followed.

When the building is hired for outside use, the person signing the letting agreement will be asked to read and adhere to this policy and procedure at all times. Current notices of Safeguarding and Health and Safety policies will be on permanent display in the church building.

3. Church events or activities happening off the premises

Any church-organised transport of children or vulnerable adults will be checked to ensure that the vehicle is suitable, the journey is adequately covered by insurance, consent forms have been filled in by a parent or guardian, and that the driver and escort are appropriate. This does not apply to informal lifts between friends arranged on a non-church basis.

For any off-site event with church groups adequate supervision must be in place. Notification of off-site events must be given to the PSL and the vicar. Consent forms must be completed by a parent or guardian for any unaccompanied children.

Pastoral visitors will be vigilant about safeguarding, to ensure that neither the person being visited nor the visitor are put at risk. They will be supported in their role with the provision of basic safeguarding training upon appointment, as necessary and available.

4. Photography and Electronic Communications

Data Protection concerns require that utmost care should be taken with clearly identifiable photographic, video or web cam images of children:

- Permission (verbal or written) must be obtained from all the individuals (children and adults) before taking any photographs.
- Photographs depicting children must be for personal use only and should not be put on social media or publicly displayed in any other way. The exception is if agreement from every child and their responsible carer has been obtained beforehand.
- Written and specific consent must be obtained from parents or responsible carers before any photographs depicting children can be used on the church website.

Care should be taken when giving out or requesting private numbers from anyone for church purposes, taking into account the GDPR policy and requirements. As such they must only be used as part of the function of the relevant church's activities. The Parish Administrator will be able to identify the type of consent given by church members for sharing their information.

Care should be taken when texting or messaging any child or vulnerable adult, as these forms of communication are by very nature private and unobserved, and messages can be misconstrued. It is not unusual for a young or vulnerable person to imagine "feelings" towards a responsible adult, and the nature of messaging can contribute to this confusion.