

Parish Safeguarding Policy:

Parish of Yeovil with Kingston Pitney (St John's and St Andrew's Churches)

Our Incumbent: James Dudley-Smith

Our Safeguarding Officer: Ros Bush

Churchwardens: Calum McFarlane, Rob Dean

St Andrew's: Brian Gay, David Maynard-Griffin

Our Pastoral Care Co-ordinator: Helen Peace

The Church of England, in all aspects of its life, is committed to and will promote the safeguarding of children, young people and vulnerable adults. It fully accepts and endorses the Children Act 1989 & 2004 & The Protection of Freedoms Act 2012.

Christian communities should be places where all people feel welcomed, respected and safe from abuse. The Church is particularly called by God to support those less powerful and those without a voice in our society. Our Parish is working towards creating a safe and non-discriminatory environment by being aware of some of the particular situations that create vulnerability. Issues which need to be considered include both the physical environment and the attitudes of workers and volunteers.

A person (adult or child) who might be considered vulnerable has the right to:

- Be treated with respect and dignity.
- Have their privacy respected.
- Be able to lead as independent a life as possible.
- Be able to choose how to lead their life.
- Have the protection of the law.
- Have their rights upheld regardless of their ethnicity, gender, sexuality, impairment or disability, age, religion or cultural background.
- Be able to use their chosen language or method of communication.
- Be heard.

In any situations where there may be a difference of opinion about priorities, the welfare of any child or vulnerable adult should be the paramount concern.

We will foster and encourage best practice within our community by setting standards for working with children, young people and vulnerable adults. We will work with the Diocesan Safeguarding team, statutory bodies, voluntary agencies and other faith communities to promote the safety and well-being of children, young people and vulnerable adults, where this is appropriate.

We are committed to acting promptly whenever a concern is raised about a child, young person or vulnerable adult or about the behaviour of an adult in a position of trust, and will work with the Diocesan Team, and the appropriate statutory bodies when an investigation is necessary. We are also committed to the support of those who have been abused and to listening to the voices of survivors, who can help the church learn lessons from the past.

This statement of principles applies to children, young people and adults.

We are committed to:

- The care, nurture of, and respectful pastoral ministry with, all children, young people and adults
- The safeguarding and protection of all children and adults
- The establishment of a safe, caring community which provides an environment where there is a culture of informed vigilance regarding the dangers of abuse, and where victims of abuse can report or disclose abuse and find support.
- The promotion of best practice that contributes to the prevention of abuse.

The safeguarding and protection of children, young people and vulnerable adults is everyone’s responsibility, not just parents or those who have formal leadership or caring responsibilities. Procedures and formal processes alone, though essential, will not protect children and adults. Our community, including all its members, needs to be aware of the dangers and be prepared to report concerns and take action if necessary.

What	How and who
Ensure visibility of information about our parish approach to safeguarding for all members of our church community.	Updates on every PCC agenda – PCC secretary & safeguarding officer, incumbent. Update articles in Focus magazine – Focus editor & safeguarding officer, incumbent. Dedicated section on church web page – webpage manager with safeguarding officer. Display information on church boards & notice sheet – safeguarding officer
Annual safeguarding report	At church APCM - Safeguarding officer
Annual safeguarding audit (Appendix A and B)	At PCC - PCC secretary & safeguarding officer
Update / reinforce prior to specific events (eg annual holiday club, town-linked event).	Event organiser, incumbent or church official

We will carefully select and train all those with any responsibility for children, young people and vulnerable adults within the church in line with safer recruitment principles, including taking up references and the use of criminal records checks.

The suitability of an applicant or nominated volunteer for work with children, young people or vulnerable adult should not be solely dependent upon Disclosure & Barring Service (DBS) disclosures and vetting checks. Someone whose DBS disclosure is clear may still be unsuitable. Hence the need for an interview and references to assure ourselves, as far as we can, that someone is suitable.

What	How and who
Follow safe recruitment process for roles within the church, and ensure potential recruiters are aware of this.	Ensure accurate job descriptions are in place for all roles – the person in charge of a particular area of church life & safeguarding officer.
Follow recruitment process (interview, DBS application, references,)	Direct recruiters to Diocesan Practice Guidance: Safer Recruitment for Parishes (online) – recruiter, incumbent, safeguarding officer, interviewers.

As part of the Safer Recruitment process, it is the policy of our Parish that:

- All those who directly work with children, young people and vulnerable adults should have enhanced DBS checks;
- Those who work only occasionally, but also directly, with children, young people and vulnerable adults will be asked to apply for a DBS check;
- Those who manage or supervise people who work directly with vulnerable groups will be required to be DBS plus Barred List.

We accept that, through our workers and volunteers, we are responsible for children, young people and vulnerable adults when in a church building, on church property and other premises being used by the church and during church activities. Responsibility extends to travel between places, when it is organized by the church. However, as a church we are not responsible for private arrangements.

What, how	Who
C0 On-line training for those without a DBS – See Diocesan Safeguarding Training Brochure (See Diocesan website or church information board)	Anyone who needs a basic level of awareness of safeguarding.
C1 & C2 Training for those with a DBS – See Diocesan Safeguarding Training Brochure for all details of who needs what training (See Diocesan website or church information board)	C1 training to be carried out face to face every 3 years
	C2 training to be carried out face to face every 3 years
	New volunteers to posts during the intervening years will be asked, as part of the recruitment process, to complete the on-line diocesan training for C1 and C2

The term ‘complaint’ can cover an allegation, disclosure or statement, something seen or something heard. The complaint need not be made in writing but once received by us it must be recorded and acted upon. Complaints can be taken from alleged victims and third parties.

If a child, young person or vulnerable adult comes to notice as having suffered abuse in the past, our church officers will notify the Diocesan Safeguarding Team and appropriate authorities to ensure that the matter is on record.

What	How and who
Ensure any allegation, disclosure or statement regarding an abuse is recorded.	Record on the safeguarding disclosure form (see Appendix C) found in the vestry or contact a member of the leadership team for a copy - completed by the person to whom the disclosure is made. The safeguarding officer or member of clergy should be notified – by the person who completed the disclosure form. Safeguarding officer or member of clergy to notify Diocesan Safeguarding Team &/or appropriate authorities (see Appendix D)

We will offer support to adult survivors of child abuse, who will also be encouraged to make a statement to the Police if they have not done so before.

We will seek to offer informed pastoral care and support to anyone who has suffered abuse, developing with them an appropriate ministry that recognises the importance of understanding the needs of those who have been abused, including their feelings of alienation and / or isolation. We recognise that anyone can be a victim of abuse in any setting, including in their own home, and in a church environment, and will work hard to make our church a safe place for people to disclose any concerns they have and receive appropriate support. We will seek to protect survivors of abuse from the possibility of further harm and abuse.

What	How and who
<p>Offer ongoing pastoral care and support in the context of a relationship of trust with the abuse sufferer.</p> <p>Actively work to include the individual in parish life as is appropriate and comfortable for them.</p>	<p>Build a relationship of trust and friendship.</p> <p>Offer individual or group support - to be established with appropriate person/people, possibly involving pastoral care worker, safeguarding officer, clergy.</p>

We will seek to challenge any abuse of power, especially by anyone in a position of trust and responsibility, where they are trusted by others.

What	How and who
<p>Confronting the abuse of power</p>	<p>Challenge the behaviour when it exhibits itself publicly – anyone</p> <p>Discuss the concern with an official of our church community or with Diocesan Safeguarding Team.</p>

We will seek to offer pastoral care and support, including supervision, and referral to the appropriate authorities, to any member of our Church community known to have offended against a child, young person or adult who is vulnerable. We will support them in continuing to attend church services whilst supervising their attendance to reduce the risk of further harm.

What	How and who
<p>One to one pastoral care</p> <p>Contract of behaviour and membership</p> <p>Other support network (eg named pastoral care group, Circles of Support)</p>	<p>Arrangement between appropriate member of congregation or clergy and offender.</p> <p>Drawn up and agreed by Diocesan safeguarding officer, church leadership team, parish safeguarding officer and offender.</p> <p>Support group established with appropriate church members and offender.</p>

Within our parish we agree to follow the Practice Guidance from the House of Bishops on safeguarding matters, and to adopt the Diocese of Bath and Wells Safeguarding Policies.

Accepted by the PCC on:(date)

Signed:(incumbent)

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- Appendix A Annual safeguarding audit - key questions
- Appendix B Annual safeguarding audit - spreadsheet of all jobs/posts with requirements for each
- Appendix C Safeguarding disclosure form
- Appendix D Contact details for Diocesan Safeguarding Team & other appropriate authorities