

ALL SAINTS CHURCH, PASTON: SAFEGUARDING CHILDREN AND VULNERABLE ADULTS POLICY

We recognise that :

- the welfare of the child or young person is paramount
- everyone has different levels of vulnerability, and each of us may be regarded as vulnerable at some time in our lives
- all children and adults who may be vulnerable (regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity) have the right to equal protection from all types of harm or abuse which can occur in all families and communities
- domestic abuse if witnessed or overheard by a child, is a form of child abuse by the perpetrator of the abusive behaviour
- working in partnership with children, their parents adults who may be vulnerable, their carers and other agencies is essential in promoting their welfare.

We will develop a safeguarding culture in our church that:

- enables and encourage concerns to be raised and responded to openly and consistently and protects children and adults who may be vulnerable from actual or potential harm
- is child-friendly and ensures that all people feel welcomed, respected and safe from abuse
- values, listens to and respects children and adults who may be vulnerable, encouraging them to be active contributors to the church community
- encourages adults who may be vulnerable to lead as independent a life as possible.

When concerns are raised we will:

- respond without delay to every concern raised that a child, or adult who may be vulnerable may have been harmed, or may be at risk from harm, through abuse, harassment or bullying; or about the behaviour of an adult or child.
- work with the DSO and the appropriate statutory bodies during an investigation into abuse, including when allegations are made against a member of the church community.
- challenge any abuse of power especially by anyone in a position of trust.

If abuse has occurred, we will ensure in partnership with the DSO and other agencies that:

- informed and appropriate pastoral care is offered to any child, young person or adult who has suffered abuse, including support to make a complaint if so desired.
- supervision is provided for any member of our church community known to have offended against a child or vulnerable adult, or to pose a risk to them.
- appropriate pastoral care is offered to any member of our church community against whom an allegation is made.

In all recruitment and selection we will:

- ensure careful selection of ordained and lay ministers, voluntary and paid workers with children and young people and adults in line with safer recruitment principles and checks.
- provide supervision, support and training after appointment.
- commit ourselves to support, resource train and regularly review those who undertake work amongst people who may be vulnerable.

In our publicity we will:

- share information about good safeguarding practice with children, parents and adults who may be vulnerable, their carers, and all those working with them.

ALL SAINTS, PASTON – MARCH 2016: ADDENDUM POLICY STATEMENT FOR PROTECTING CHILDREN, YOUNG PEOPLE & VULNERABLE ADULTS AT ALL SAINTS CHURCH THROUGH GUIDANCE, REGISTRATION, TRAINING AND INFORMATION

Policy Statement: The PCC will take all reasonable care to ensure the safety of the children, young people and vulnerable adults for whom it bears responsibility.

- 1 The Safeguarding Protection Co-ordinator will work directly with children, young people and vulnerable adults. They are responsible to the PCC for ensuring the roles associated with their position are carried out and that safeguarding practices as outlined by the Diocese are fully observed and implemented.
- 2 The PCC will be responsible for all the groups/activities which feature within its life that deal directly and indirectly with children, young people and vulnerable adults.
- 3 All those aged 18+ working or seeking to work with children, young people and vulnerable adults (either paid or voluntary) will be subject to the appropriate Diocesan validation procedure.
- 4 The PCC will give authority to the Safeguarding Protection Co-ordinator to view and make copies of all relevant DBS validation forms of hall users who require such clearance in view of the groups/ activities that are being held. This to be undertaken with all new hall users from March 2016.
- 5 The PCC and the Safeguarding Protection Co-ordinator will ensure that 'Safer Church' policy and procedure adopted by the Diocese of Peterborough, will be distributed to all people working with children, young people and vulnerable adults. Copies will also be kept by the Co-ordinator, PCC Secretary, Incumbent and Churchwardens. These will be updated as required in accordance with Diocesan regulations.
- 6 Copies of DBS validation forms will be held both by the Protection Co-ordinator and the Incumbent.
- 7 The Co-ordinator will distribute relevant training and information courses concerning safeguarding both to those working with this clearance as well as offering such courses to PCC members if interested.
- 8 The 'Safeguarding Children and Vulnerable Adults Policy' agreed by the PCC document will be displayed in church.
- 9 Safeguarding policies and its procedures will be monitored by the Safeguarding Protection Co-ordinator. They will report to the PCC as and when needed.
- 10 The PCC will review the policy and its procedures every year – ideally in the month following the Annual Parochial Church meeting.