

Safeguarding Policy for St George's Church, Oakdale

This policy was agreed at the Parochial Church Council (PCC) held on 19 November 2017.

The Church of England, along with the whole Christian community, believes each person has a value and dignity which comes directly from God's creation of male and female in God's own image and likeness. Christians see this as fulfilled by God's re-creation of us in Christ. Among other things, this implies a duty to value all people as bearing the image of God and therefore to protect them from harm.

St George's Church

- ◆ is committed to the safeguarding and protection of all and affirms that the needs of children, young people and adults who may be at risk are paramount.
- ◆ recognises that none of us is invulnerable but that there is a particular care for those whose vulnerability is increased by situations, by disabilities or by reduction in capacities. It is recognised that this increased vulnerability may be temporary or permanent and may be visible or invisible, but that it does not diminish our humanity and seeks to affirm the gifts and graces of all God's people.

This policy addresses the safeguarding of individuals. It is intended to be a dynamic policy. It is intended to support the Church in being a safe supportive and caring community for children, young people, adults who may be at risk, for survivors of abuse, for communities and for those affected by abuse.

- ◆ recognises the serious issue of the abuse of children and adults who may be at risk and recognises that this may take the form of physical, emotional, sexual, financial, spiritual or institutional abuse or neglect. It acknowledges the effects these may have on people and their development including spiritual and religious development. It accepts its responsibility for ensuring that all people are safe in its care and that their dignity and right to be heard is maintained. It accepts its responsibility to support, listen to and work for healing with survivors, offenders, communities and those who care about them. It takes seriously the issues of promotion of welfare so that each of us can reach our full potential in God's grace.
- ◆ commits itself to respond without delay to any allegation or cause for concern that a child or adult who may be at risk may have been harmed, whether in the church or in another context. It commits itself to challenge the abuse of power of anyone in a position of trust.
- ◆ commits itself to the provision of support, advice and training for lay and ordained people that will ensure people are clear and confident about their roles and responsibilities in safeguarding and promoting the welfare of children and adults who may be at risk.
- ◆ affirms and gives thanks for the work of those who are workers with children and adults who may be at risk and acknowledges the shared responsibility of all of us for safeguarding children and adults who may be at risk who are on our premises.
- ◆ appoints Shaun Draper as Parish Safeguarding Representative and supports him in his role which is to:
 - i) support and advise the Vicar and Churchwardens in fulfilling their roles
 - ii) provide a point of reference to advise on safeguarding issues
 - iii) promote safeguarding best practice within the local church.

a) Purpose

The purposes of this safeguarding policy are to ensure procedures are in place and people are clear about their roles and responsibilities regarding children and adults who may be at risk in our care and using our premises. To be read in conjunction with 'The Diocese of Salisbury Safeguarding and Good Practice Guidelines (November 2011)'

b) Good Practice

We believe good practice means that:

- i) All people are treated with respect and dignity.
- ii) Those who act on behalf of the Church should not meet or work alone with a child, young person or adult who may be at risk where the activity cannot be seen unless this is necessary for pastoral reasons, in which case a written note of this will be made and kept noting date, time and place of visit.
- iii) The church premises will be assessed for safety and the risk assessment report will be given annually to the PCC in written form. This will include fire safety procedures. The PCC will consider the extent to which the premises and equipment are suitable or should be made more suitable.
- iv) Any driver using their own vehicle for the transportation of children, young people or adults who may be at risk is responsible for ensuring the vehicle is roadworthy and comprehensively insured. (Drivers to check with their Insurance Company re the requirement for business cover)
- v) Promotion of safeguarding is recognised to include undertaking those tasks which enable all God's people to reach their full potential.

c) Appointment and training of workers

Workers will be appointed after a satisfactory Disclosure and Barring Service (DBS) check and completion of Protection of children, young people and adults who may be at risk *SG7 - Confidential Declaration Form, Appendix 2*. Each worker will be expected to undergo safeguarding training within the first 6 months of appointment. Training is offered by the Diocese at Level C0, C1 and C2. The other training needs of each worker will be considered (e.g. food hygiene, first aid, lifting and handling, etc.) and each worker will have an annual review conducted by their Supervisor. SG7 forms are to be renewed every 5 years.

d) Pastoral visitors

In terms of safeguarding, Pastoral Visitors will be required to undertake C1 & C2 safeguarding training modules upon appointment.

e) Guidelines for working with children, young people and adults who may be at risk

The Guidelines exist and are reviewed annually. These are accessible to each worker with children, young people and adults who may be at risk outlining good practice.

f) Events with church groups off the premises

Adequate staffing will be ensured for such events. Notification of the event will be given to the PCC in advance for recording in the minutes and cover by church insurance.

g) E-safety

The Guidelines exist and are reviewed annually. These are accessible to each worker with children, young people and adults who may be at risk outlining good practice.

h) Other groups on church premises

Where the building is hired for outside use the person will be required to sign a letting agreement. If the group includes young people or adults who may be at risk they will be given a copy of *SG5 - Safeguarding Requirements, Appendix 2*.

i) Keyholders

Before Church keys can be issued keyholders are asked to sign the relevant St George's Church keyholder form SG8. Temporary keyholders (e.g. contractors/ church members one off loan) are asked to sign the Temporary Key Issue Record book held in the office.

j) Complaints procedure

It is hoped that complaints can be dealt with internally by individual group leaders. However, a complaint may be made to the Parish Safeguarding Representative. If a complaint is made to another person, it should be passed on to the Parish Safeguarding Representative who will arrange to meet with the complainant and attempt to resolve the complaint. If the complaint cannot be resolved, consideration will be given to invoking the complaints procedure of the Church of England.

k) Review - This policy will be reviewed annually by the Parochial Church Council.

l) Key concepts and definitions:

i) Safeguarding and protecting children or adults who may be at risk:

preventing maltreatment; preventing impairment of their health and ensuring safe and effective care.

ii) Adult/child protection is a part of safeguarding and promoting welfare. This refers to the activity which is undertaken to protect children/specific adults who are suffering or are at risk of suffering significant harm, including neglect.

iii) Abuse and neglect may occur in a family, in a community and in an institution. It may be perpetrated by a person or persons known to the child or adult who may be at risk or by strangers; by an adult or by a child. It may be an infliction of harm or a failure to prevent harm.

All relevant people to annually read and sign the 'St George's Church Policies Read' checklist (*Contained in Appendix 2 – Forms & Documentation*).

Dated	Signed	Role
27 November 2012	<i>Antony MacRow-Wood</i>	Chair of PCC
19 November 2017	<i>Penny Draper</i>	Chair of PCC
27 November 2018	<i>Penny Draper</i>	Chair of PCC