



## **Safeguarding policy statement**

**This statement was adopted by All Saints Church Alrewas) at a Parochial Church Council meeting held on ..Monday 20<sup>th</sup> May 2019 ...**

- 1. This policy will be reviewed each year to monitor the progress which has been achieved.**
- 2. As members of this parish we commit ourselves to respectful pastoral care for all adults and children to whom we minister.**
- 3. We commit ourselves to the safeguarding of people who may be vulnerable, ensuring their well-being in the life of this church.**
- 4. We commit ourselves to promoting safe practice by those in positions of trust.**
- 5. The parish commits itself to promoting the inclusion and empowerment of people who may be vulnerable. We recognize that everyone has different levels of vulnerability and that each of us may be regarded as vulnerable at some time in our lives.**
- 6. It is the responsibility of each of us to prevent the physical, emotional, sexual, financial and spiritual abuse of vulnerable people and to report any such abuse that we discover or suspect.**
- 7. We undertake to exercise proper care in the appointment and selection of those who will work with people who may be vulnerable.**
- 8. The parish is committed to supporting, resourcing, training and regularly reviewing those who undertake work amongst people who may be vulnerable.**
- 9. The parish adopts the guidelines of the Church of England and the Diocese.**
- 10. Each person who works with vulnerable people will agree to abide by these recommendations and the guidelines established by this church.**

**In living out these ten promises in our parish we commit to the following:**

- We recognise that a position of power in relation to another creates a risk of vulnerability. As a consequence we strive to ensure that we consider power when working and leading with people.
- We recognise that children by virtue of legal status and dependency on adults for their emotional and physical needs will always be vulnerable and at a disadvantage. We commit to considering this in our children's activities– undertaking supervision of staff working with them and risk assessing activities and groups as a check and balance in our work.
- We understand that illness, disability, race, mental health and other issues can put adults in a position of vulnerability. We accept that these can be long term (ongoing), or temporary. We commit to considering this in our adult's activities and events – undertaking supervision of staff and risk assessing activities and groups as a check and balance in our work.
- We commit to transparency in our actions and accountability for our work.
- We will consider issues relating to spiritual care in prayer activity, ensuring that members of our prayer team consider power, control and spiritual abuse issues in their ministry.
- We will ensure that leaders of our children's groups and house groups as well as other ministries that involve working with vulnerable persons have appropriate enhanced DBS checks.
- We will ensure that those who care for people in our parish attend appropriate safeguarding training.
- We commit to discuss safeguarding and support of safeguarding, including revision of this policy, as a standing PCC agenda item
- We shall communicate effectively, so events which may cause people to be temporarily vulnerable are acknowledged and people appropriately cared for.
- We shall ensure collaborative safeguarding practice in our ecumenical ventures- Little Fishes, Messy Church, Monday Afternoon Drop In and others- to safeguard the parents/carers and children we minister to.
- We shall ensure group leaders are trained in safeguarding to enable them to identify and communicate vulnerability in those in their care.
- We shall support our Dementia Care Group recognising the increased vulnerability of those living with dementia and those caring for them.
- We shall ensure those working with our local primary schools have up to date DBS checks and safeguarding training in addition to the training provided by the school itself.
- We shall ensure best practice in our Life Events Ministry, to provide appropriate care and support to those made vulnerable during times of sadness and celebration.
- We will ensure that those in positions of trust (such as wardens), and those with remits or leadership of groups involving vulnerable children etc have appropriate enhanced DBS checks and that these are updated every 5 years.
- We will engage with appropriate training and seek to develop relationships with other agencies and the diocese on safeguarding.
- We agree that whilst we have a named co-ordinator and team we will accept collective ownership for this important issue.
- We will be transparent and open in our communication and will not have secrets.
- We will consider the impact of power, disadvantage, inclusion, disability, age and race on how we provide and plan for our ministry.

- We will actively and respectfully challenge each other in our work, in order to ensure we consider a wide range of perspectives and views– ensuring that we do not oppressively impose our own values or views to another’s detriment.
- Where a person struggles with an activity due to disadvantage, disability or illness, we will go the extra mile to assist so they can participate and contribute fully to the life of the church.
- We will not collude, keep secrets or make decisions when we have suspicion of abuse. We will seek through discussion the views of others and ensure through use of external agencies and the diocese safeguarding service that we engage and welcome external perspectives in order to promote a healthy accountable culture.
- We will report without being biased to our personal view.
- We will report and not investigate.
- We will record concerns factually in diocese suggested formats (as per *Recording With Care Policy 2017*)
- We will not take chances with the welfare of children or vulnerable adults.
- We are open to scrutiny and encourage this in others.
- We have zero-tolerance to abuse and put the welfare of vulnerable children and adults first.
- We take seriously training and activities relating to the safeguarding of children and seek to engrain this in our congregational culture.
- Our **Incumbent** undertakes to ensure that to the best of his knowledge all PCC members, wardens and ministry leaders are of good standing.
- The **PCC** undertakes to appoint and upskill a dedicated Safeguarding co-ordinator and safeguarding team.
- Our **Safeguarding Co-ordinator** undertakes to maintain a relationship with our diocese level safeguarding team and ensure that this policy is followed.
- **The Parish** will report and record in line with Diocesan policies and comply with local guidance for implementing national policies as defined in Diocesan polices. These include the *Diocesan Safeguarding Policy, Recording With Care Policy, Social Media Policy and Safer Recruitment Policy.*
- **Those working with vulnerable adults or children will sign a declaration to state that they have read and agree to abide by the points outlined in this policy.**

**This church appoints *..MRS JULIE WILLIS...* to represent the concerns and views of vulnerable people at our meetings and to outside bodies as Parish Safeguarding Co-ordinator. We also appoint a Safeguarding Team to assist our Parish Safeguarding Co-ordinator in the full implementation of this policy.**

Incumbent .....

Safeguarding Co-ordinator.....

Churchwarden .....

Churchwarden .....

Date .....