

Policy for Safeguarding Children and Young People

We are committed to promoting and supporting environments which:

- Are youth-friendly and child-friendly and nurture their positive development.
- Enable children and young people to be active contributors to the church community.
- Protect children and young people from actual or potential harm.
- Enable and encourage concerns to be raised and responded to openly and consistently.

We recognise that:

- The welfare of the child or young person is paramount.
- All children (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.
- Abuse of children can occur in all communities and is most likely to occur within families and by people known to the child.
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.
- There is an ever-changing Social Media and 'App' usage; we will therefore follow Diocesan guidelines, in all respects, to social media and 'App' usage. This will include staff and volunteers never contacting a child or young person by direct message or private chat (DM).
- Volunteers and paid staff should not communicate with young people using social media and messaging apps that have an auto-delete feature after the message or media has been viewed. (E.g. Snapchat.)
- All messaging between volunteers and young people where pastoral meetings are arranged will also include another member of staff/team on platforms such as 'whatsapp'.
- The details of the meeting (time and location) will also be logged with the main office on a central Children/Youth ministry calendar.
- Where a child or young person, or another, is deemed 'in danger' confidentiality is never to be assumed. Such information will be shared for the benefit of the child/young person.

We will endeavour to safeguard children and young people by:

In all our activities -

- Valuing, listening to and respecting children and young people.
- Fostering and encouraging best practice by setting standards for working with children and young people, in co-operation with statutory bodies, voluntary agencies and other faith communities.
- Taking measures to ensure parents/carers photographs and video footage is kept for personal use only, with clearly communicated restrictions on social media sharing.
- Ensuring the Data Protection Act is followed at all times with respect to all activities.

In our recruitment of paid staff and volunteers, following Diocesan procedures in -

- Ensuring careful selection and recruitment of ordained and lay ministers, voluntary workers, and paid workers with children and young people, in line with safer recruitment principles and checks.
- Providing supervision, support and training.
- Ensuring all staff and volunteers are aware they can speak to the Safeguarding Lead with any safeguarding concerns.

In our publicity -

- Sharing information about good safeguarding practice with children, parents, and all those working with them

When concerns are raised, following Diocesan procedures in -

- Responding without delay to every concern raised that a child or young person may have been harmed, or be at risk from harm; or about the behaviour of an adult or child.
- Working with the diocese and appropriate statutory bodies during an investigation into child abuse, including when allegations are made against a member of the church community.
- Challenging any abuse of power, especially by anyone in a position of trust.

In our care -

- Ensuring that informed and appropriate pastoral care is offered to any child, young person or adult who has suffered abuse.
- Ensuring that appropriate pastoral care is offered to any member of our church community against whom an allegation is made.

In our supervision, following Diocesan procedures in -

- Ensuring, in partnership with the diocese and other agencies, that care and supervision is provided for any member of our church community known to have offended against a child or young person, or to pose a risk to them.

Policy for Safeguarding Adults who may be Vulnerable

A vulnerable adult is defined as someone “*who is or may be in need of community care services by reason of disability, age or illness; and is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation*”.

We are committed to promoting and supporting environments which:

- Ensure that all people feel welcomed, respected and safe from abuse.
- Encourage adults who may be vulnerable to lead as independent a life as possible, to choose how to lead their life, and to be active contributors to the church community.
- Protect adults who may be vulnerable from actual or potential harm.
- Enable and encourage concerns to be raised and responded to openly and consistently.

We recognise that:

- Everyone has different levels of vulnerability, and that each of us may be regarded as vulnerable at some time in our lives.
- All 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.
- Abuse of adults who may be vulnerable can occur in all communities and is most likely to occur within families and by people known to them.
- Working in partnership with adults who may be vulnerable, their carers and other agencies is essential in promoting their welfare.

We will endeavour to safeguard adults who may be vulnerable by:

In all our activities -

- Valuing, listening to and respecting adults who may be vulnerable
- Fostering and encouraging best practice by setting standards for working with adults who may be vulnerable, and boundaries for acceptable behaviour, in co-operation with statutory bodies, voluntary agencies and other faith communities. This will include all vulnerable adults offered transport to church activities being escorted by a DBS responsible person.

In our recruitment of paid staff and volunteers, following Diocesan procedures in -

- Ensuring careful selection and recruitment of ordained and lay ministers, voluntary workers, and paid workers with adults who may be vulnerable, in line with safer recruitment principles and checks.
- Providing supervision, support and training.

In our publicity -

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

When concerns are raised, following Diocesan procedures in -

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

In our care -

- Ensuring that informed and appropriate pastoral care is offered to any vulnerable adult who has suffered abuse, including support to make a complaint if so desired.
- Ensuring that appropriate pastoral care is offered to any member of our church community against whom an allegation is made.

In our supervision, following Diocesan procedures in -

- Ensuring, in partnership with the diocese and other agencies, that care and supervision is provided for any member of our church community known to have offended against a vulnerable adult, or to pose a risk to them.

Policy for Responding to Domestic Abuse

We are committed to promoting and supporting environments which:

- Ensure that all people feel welcomed, respected and safe from abuse.
- Protect those vulnerable to domestic abuse from actual or potential harm.
- Recognise equality amongst people and within relationships.
- Refuse to condone any form of abuse.
- Enable and encourage concerns to be raised and responded to openly and consistently.

We recognise that:

- All forms of domestic abuse cause damage to the survivor and express an imbalance of power in the relationship.
- All survivors (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.
- Domestic abuse can occur in all communities.
- Domestic abuse may be a single incident, but is usually a systematic, repeated pattern which escalates in severity and frequency.
- 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, adults and other agencies is essential in promoting the welfare of any child or adult suffering abuse.

We will endeavour to respond to domestic abuse by:

In all our activities -

- Valuing, listening to and respecting both survivors and perpetrators of domestic abuse, whilst refusing to condone the perpetration or continuation of any form of abuse.

In our publicity -

- Raising awareness about other agencies, support services, resources and expertise, through providing information in public areas of relevance to survivors, children and perpetrators of domestic abuse.

When concerns are raised -

- Ensuring that those who have experienced abuse can find safety and informed help.
- Working with the appropriate statutory bodies during an investigation into domestic abuse, including when allegations are made against a member of the church community.

In our care -

- Ensuring that informed and appropriate pastoral care is offered to any child, young person or adult who has suffered abuse.
- Identifying and outlining the appropriate relationship of those with pastoral care responsibilities with both survivors and perpetrators of domestic abuse.

We are committed to reviewing our policy and procedures annually and carrying out audits on safeguarding procedures.

[April 2019]