

SAFEGUARDING POLICY AND PROCEDURES

This statement was adopted by St. Michael & All Angels Parish Church, Pelsall, Diocese of Lichfield at a Parochial Church Council meeting held on 5th March 2020

This policy will be reviewed annually to monitor the progress which has been achieved. 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.

- 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, sexuality, gender and other issues can put adults in a position of vulnerability. We accept that these may be long term (ongoing) or temporary. We commit to considering this in our adults' activities and events – undertaking supervision of staff and volunteers and risk assessing activities and groups as a check and balance in our work.
- We commit to transparency in our action and accountability in our work.

2.

As members of this parish we commit ourselves to respectful pastoral care for all adults and children to whom we minister.

- We will consider issues relating to spiritual care in our prayer activity, ensuring consideration of power, control and spiritual abuse issues.
- We will ensure that all members working with children, adults or vulnerable persons have appropriate enhanced DBS checks and safeguarding training.

3.

As members of this parish we commit ourselves to safeguarding all persons who may be vulnerable ensuring their well-being in the life of this church, including the following groups:

- Little Angels
- Place of Welcome
- Choir
- Bell ringers

- Singing Group
- Ladies.Com
- Server Team
- Mothers Union
- Open The Book
- Pastoral Team
- Men's Fellowship

4.

We commit ourselves to promoting safe practice by those in positions of trust.

- We commit to discussing safeguarding and support of safeguarding as a standing PCC agenda item.
- We will ensure that those in positions of trust such as clergy, lay readers, wardens and all with leadership of groups involving adults, children and vulnerable persons have appropriate DBS checks and that these are updated every 5 years.
- We will ensure that those in positions of trust such as clergy, lay readers, wardens and all with leadership of groups involving adults, children and vulnerable persons attend appropriate safeguarding training and that this training is updated every 3 years.
- No person should undertake any activity with a child or vulnerable adult unless accompanied by a second adult (over 18 years old).
- Home Communion is only conducted by clergy or licensed readers who hold enhanced DBS checks and have attended Diocesan safeguarding training.
- We will engage with appropriate training and seek to develop relationships with other agencies and the diocese on safeguarding.
- We will appoint a named co-ordinator for safeguarding but we will accept collective ownership of this important issue.
- We will be transparent, open and not have secrets.

5.

The parish commits itself to promoting the inclusion and empowerment of all who may be vulnerable.

- We will consider the impact of power, disadvantage, inclusion, disability, sexuality, gender or illness on how we plan and provide for our ministry.
- We will actively (but appropriately) 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 views and values 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 them so they can participate and contribute in the life of the church.

6.

It is the responsibility of each of us to prevent the physical, emotional, sexual, financial or spiritual abuse of vulnerable people and to report to clergy or safeguarding any such abuse that we discover or suspect.

- We will not collude, keep secrets or make decisions when we have a suspicion of abuse. We will seek, through appropriate discussion, the views of others, and ensure through use of external agencies and the diocesan safeguarding team that we engage in and welcome perspectives in order to promote a healthy, accountable culture.
- We will report without bias to our personal view. We will report and not investigate or speculate.
- We will record concerns factually in diocese suggested formats.
- 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 safeguarding of children and seek to engrain this in our congregational culture.

7.

We undertake to exercise proper care in the appointment and selection of those who will work with people who may be vulnerable.

- We will ensure that those in positions of trust such as clergy, lay readers, wardens and all with leadership of groups involving children, adults and vulnerable persons have 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 will be open, transparent and not have secrets.
- The PCC agrees to appoint and upskill a dedicated Safeguarding Co-Ordinator.
- Safeguarding, including revision of policy, will be a regular PCC standing item and we agree that whilst we have a named Safeguarding Co-Ordinator, we will accept collective ownership of this important issue.
- Our incumbent undertakes to ensure that to the best of his or her knowledge, all PCC members, wardens and leaders are of good standing.
- The Safeguarding Co-Ordinator undertakes to maintain a relationship with the Diocesan Safeguarding Team.

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.

- **The parish will report and record in line with diocese policies and comply with local guidelines for implementing national policies as defined in diocese policies. These include the Diocese Safeguarding Policy, Recording with Care Policy, Social Media Policy and Safer Recruitment Policy.**

10.

Each person working with vulnerable adults or children will agree to abide by these recommendations and the guidelines established by this church.

- **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.**

We agree to appoint Mrs. Dana Chantler as our Parish Safeguarding Co-Ordinator.

Agreed and ratified by PCC on

Incumbent

Rev. Preb. Carl Ramsay

Church Warden

Mrs. Sarah Morris

Church Warden

Mr. Andrew Chantler