

ECCLESHALL PARISH, DIOCESE OF LICHFIELD
Policy on the Safeguarding of Adults/Children

This statement was adopted by Eccleshall Parish at a Parochial Church Council meeting held on 28th April 2022. This policy and its procedures will be reviewed each year to ensure that it remains fit for purpose.

1. **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.**
 - 1.1. 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 with, and leading people.
 - 1.2. 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 potential 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.
 - 1.3. 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 activities and events – undertaking supervision of staff and risk assessing activities and groups as a check and balance in our work.
 - 1.4. We commit to transparency in our actions and accountability for our work.
2. **As members of this parish we commit ourselves to respectful pastoral care for all adults and children to whom we minister.**
 - 2.1. 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.
 - 2.2. 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.
 - 2.3. We will ensure that those who care for people in our parish attend appropriate safeguarding training.
 - 2.4. We will include safeguarding and support of safeguarding as a regular PCC agenda item.
3. **We commit ourselves to the safeguarding of people who may be vulnerable, ensuring their well-being in the life of this church.**
 - 3.1. **Health and Safety**

The PCC will ensure full compliance with Health and Safety Guidelines, including fire safety procedures. Premises will be assessed for the suitability for children and vulnerable adults, and activities to be undertaken.
 - 3.2. **Groups which use the church premises (Holy Trinity Church and grounds, St Chad's Church and grounds and the Parish Room)**
 - 3.2.1. **The PCC is directly responsible for Church groups or Church-organised events which may include children and young people or vulnerable adults.**
 - 3.2.2. **Other groups that meet on/hire church premises**

Groups who meet on or hire Eccleshall Parish church premises will satisfy the PCC that they have a Safeguarding policy that is congruent with the PCC's own Safeguarding Policy. If a group does not have its own policy the person signing the letting agreement will be given a copy of this policy for the group to adopt and implement.

The PCC requires groups to provide, in writing, the following:

- a list of its current leaders and details of their roles, provision for training and support;
- when and where the group meets, its normal working pattern and the age range it covers;
- a copy of its safeguarding policy (if it has one).

4. **We commit ourselves to promoting safe practice by those in positions of trust and to supporting, resourcing, training and regularly reviewing those who undertake work amongst people who may be vulnerable.**
 - 4.1. 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 3 years.
 - 4.2. We will engage with appropriate training and seek to develop relationships with the diocese on safeguarding.
 - 4.3. Safeguarding, including annual revision of policy, will be a regular PCC agenda item, and we agree that, whilst we have a named co-ordinator, we will accept collective ownership for this important issue.
 - 4.4. We will be transparent, open and not have secrets.

5. **The parish commits itself to promoting the inclusion and empowerment of people who may be vulnerable.**
 - 5.1. We will consider the impact of power, disadvantage, inclusion, disability, age and race on how we provide and plan for our ministry.
 - 5.2. 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 values or views to another’s detriment.
 - 5.3. 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 as a full part of the church.

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.**

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.

 - 6.1. We will report without being biased to our personal view. We will report and not investigate.
 - 6.2. We will record concerns factually in diocese suggested formats (as in **Diocese of Lichfield Recording with Care Policy 2017**)
 - 6.3. We will not take chances with the welfare of children or vulnerable adults.
 - 6.4. We are open to scrutiny and encourage this in others.
 - 6.5. We have zero tolerance to abuse and put the welfare of children and vulnerable adults first.
 - 6.6. We take seriously training and activities relating to the safeguarding of children and vulnerable adults and seek to engrain this in our congregational culture by displaying relevant posters, and offering safeguarding awareness training as appropriate

7. **We undertake to exercise proper care in the appointment and selection of those who will work with people who may be vulnerable.**
 - 7.1. Appointment of workers
 - 7.1.1. The PCC will follow the **Lichfield Diocese Safer recruitment; application of DBS and training policy as relating to safeguarding (2017)**, which applies to paid workers and volunteers.
 - 7.1.2. Leaders working with children and young people must be aged 18 years or over. People aged under 18 years may assist with leadership roles but must be supervised at all times. Depending on the role:
 - applicants may be required to complete the Lichfield Diocesan self-declaration form;
 - applicants may be required to provide two references using the Diocesan Safeguarding Policy form;
 - before appointment or the continuation of any appointment, appointees may need to apply for and supply clearance from the Disclosure & Barring Service.
 - 7.1.3. Completed declaration forms and references will be confidential to and securely held by the Incumbent or, in the event of a vacancy, by the Rural Dean or Archdeacon.

- 7.2. Our incumbent undertakes to ensure that, to the best of her knowledge, all PCC members, wardens and ministry leaders are of good standing.
- 7.3. The PCC undertakes to appoint and upskill a dedicated Safeguarding Co-ordinator.
- 7.4. The Safeguarding Co-ordinator undertakes to maintain a relationship with the diocesan safeguarding team and ensure that this policy is followed.
- 8. Guidelines for working with children, young people and vulnerable adults**
- 8.1. The PCC require groups that are working with children, young people and vulnerable adults:
- agree clear roles for leaders,
 - set up structures to train and support their leaders in their roles,
 - agree statements of working practice.
- 8.2. The PCC will issue clear guidelines for avoiding situations where children or young people could be in danger. It is considered good practice to make sure that, wherever possible, those who act on behalf of the Church do not to meet or work alone with a child or vulnerable adult where the activity cannot be seen.
- 9. The parish adopts the guidelines of the Church of England and the Diocese.**
- 9.1. The PCC adopts the Church of England House of Bishops' 'Promoting a Safer Church; Safeguarding Policy Statement' 2017
- 9.2. The Parish will report and record in line with Diocese policies and comply with local guidances for implementing national policies as defined in diocese polices. These include the Diocese Safeguarding Policy, Recording With Care Policy, Social Media Policy and Safer Recruitment Policy.
- 10. Each person who works with vulnerable people will agree to abide by these recommendations and the guidelines established by this church.**
- 10.1. 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 Hazel Bradshaw as Parish Safeguarding Co-ordinator for the year 2022/23 to represent the concerns and views of vulnerable people at our meetings and to outside bodies.

Churchwarden  Date 28/04/22

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