

Introduction

All Saints Little Shelford, in all aspects of its life, is committed to the protection of children, young people and vulnerable adults entrusted to its care. We fully accept and endorse the principle enshrined in the Children's Acts of 1989 and 2004 that the welfare of the child is paramount, and we encourage best practice within the church community by setting standards, following guidelines provided by the Diocese of Ely in their "Safeguarding Procedures" and by supporting and working with parents.

Principles

The following basic principles will be observed in relation to all work with children, young people and vulnerable adults:

- Administration of this policy is the responsibility of the Rector and the PCC.
- We will work with statutory bodies and voluntary agencies to promote the safety and wellbeing of children, young people and vulnerable adults.
- We will act promptly whenever a concern is raised about a child, young person or vulnerable adult or about the behaviour of those in a position of trust, and will work with the appropriate statutory bodies when an investigation into abuse is necessary.
- We have proper procedures in place for reporting any concerns, and will ensure that it is known by all those engaged in working with children, young people or vulnerable adults within the church.
- We will seek to offer informed pastoral care to any child, young person or adult whose life has been affected by abuse.
- We will seek to create a culture where everyone is respected equally to ensure their full integration within the church community.
- We will ensure that Health and Safety policies are in place, and that we have provided appropriate insurance cover for all activities undertaken in the name of the parish.
- We will hold up-to-date registration forms for all children, young people & vulnerable adults (with due regard for procedures for Data Protection) and keep a register of attendance.
- We will not permit those who have a history of offences against children, young people or vulnerable adults and/or may pose a threat to them, to work with children, young people or vulnerable adults, but we will support them pastorally. Where necessary, an agreement of appropriate conduct will be drawn up between the member and the incumbent, with the help of the Bishop's Safeguarding Adviser.
- Where activities are shared with other churches or groups we will ensure that procedures are in line with our own policy.
- All groups will have adequate and appropriate levels of leadership and supervision.
- Adults will not work alone with our vulnerable groups without prior agreement from the Team Leader or Minister and the parent, carer or legal guardian.
- Parents and carers will be made aware of the obligation of everyone to act if a child, young person or vulnerable adult is suffering or is likely to suffer significant harm.

Recruitment: procedures and practice

- We will carefully select, train and support both volunteers and paid workers for work with children, young people and vulnerable adults
- We will follow recommended safeguarding practice in the appointment of all these workers, and for anyone in a position of authority.
- Each person applying for a position working with vulnerable adults and young people under the age of 18 will be subject to an enhanced Disclosure and Barring Service (DBS) check, under the Diocese of Ely's arrangements. All workers will be made aware of what to do if abuse is disclosed or discovered
- All workers will be given the following documents: the church's policy on Safeguarding (this document); good practice guidelines; the name of the person to whom they are responsible (team leader); regularly updated details of the group for which they are responsible; a clear outline of what they are responsible for (orally or in writing from team leader) and regular details of training opportunities available.

PCC members

The Practice Guidance: Safer Recruitment (2016) is clear that all members of any PCC which sponsors and approves work with children or adults at risk of harm will be eligible for an enhanced criminal record ("DBS") check. These checks need to take place after elections to the PCC at the APCM, and it should be made clear to all nominees prior to any election that all appointments will be subject to the appropriate checks.

All Saints, Little Shelford will comply with this guidance.

Training

The Church of England has developed a new safeguarding training framework tailored to the role that any church volunteer or employee undertakes. Details (including on-line access for some modules) are available at <https://safeguardingtraining.cofeportal.org/login/index.php>

Safeguarding Training should be renewed every three years (or when someone is taking on a new role which requires a different level of training).

All Saints, Little Shelford will follow the training framework as detailed below.

TRAINING FRAMEWORK

Core training materials

C0 Basic Awareness

For anyone who needs basic level of safeguarding awareness. All staff and volunteers.

C1 Foundation Level

For anyone who has safeguarding responsibilities or who has contact with children, young people and/or adults who may be vulnerable.

C2 Leadership

Required for anyone who has safeguarding leadership responsibilities or responsibility for leading activities involving children, young people, and/or adults who may be vulnerable.

C3 Clergy & Lay Ministers

Required for those holding a licence, commission, authorisation, or permission to officiate from a Bishop-Ordained and Lay.

C4 Senior Staff

Required for Senior Staff/Clergy who have key roles in safeguarding policy, strategy and practice

In addition to these core training materials the Church of England has produced specialist modules:

S1—Safer Recruitment

S1 training is essential (required) for

- those with responsibility for administering DBS
- Clergy and those with recruitment responsibilities (for example designated members of PCCs or members of staff who regularly sit on interview panels)
- Senior staff where they are involved in recruitment
- Diocesan/Parish/Cathedral Safeguarding Officers
- Safeguarding Leads on PCC/within Religious Communities/within TEIs

S3 —Raising Awareness and Responding Well to Domestic Abuse

S3 training is essential (required) for

- Anyone holding the Bishop's Licence or Permission to Officiate
- Spiritual Directors
- Bishops Visitors
- Pastoral Visitors
- Leaders of children/adults activities
- Diocesan/Parish/Cathedral Safeguarding Officers

Reviewing and implementing our policy

We will review our Safeguarding policy, procedures and practice every year, and we will ensure that it is brought to the attention of the church fellowship, along with appropriate information about where to find help and support. All those who work with children, young people or vulnerable adults have been given a copy of this policy and good practice guidelines (as outlined above) and have agreed to follow them.

People to contact

We have appointed a Safeguarding co-ordinator to take responsibility for supervising our Safeguarding. This person, who will be trained in child protection procedures, is:

Mrs. Polly Stanton, safeguarding@allsaintslittleshelford.org

We have also appointed an independent children's advocate, who can be contacted for advice and support if children are in difficulties. This person, who will be aware of children protection procedures and not involved regularly with other pastoral care of children in the church is:

Mrs. Caroline Kingdon, advocate@allsaintslittleshelford.org

This policy will be reviewed by the PCC in May 2020.