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## Parish Safeguarding Policy

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In accordance with the House of Bishops' [Policy Statement Promoting a Safer Church \(2017\)](#), our church is committed to:

- Promoting a safer environment and culture.
- Safely recruiting and supporting all those with any responsibility related to children, young people and adults at risk of abuse within the church.
- Responding promptly to every safeguarding concern or allegation.
- Caring pastorally for victims/survivors of abuse and other affected persons.
- Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons.
- Responding to those that may pose a present risk to others.

### **We believe that:**

- Everyone who engages with our church community, including staff, volunteers and beneficiaries, has the right to be protected from any form of bullying, harassment, exploitation, or abuse.
- Everyone who engages with our church community has the right to be treated with dignity and respect.

### **Our responsibilities:**

- To treat each person as equal, showing no favour or partiality.
- To value, respect and listen to every member of our church community, aware that some may be vulnerable or find it difficult to make their voice heard.
- To ensure that as a church we are alert to the risks within society, including risks associated with grooming, online abuse, sexual abuse, radicalisation, gender-based violence, exploitation, domestic abuse, etc., and to report appropriately.
- To work in partnership with children, their parents/carers, adults at risk of abuse and local and national partner agencies and organisations as appropriate, to promote the welfare of, and to protect, each member of our church community, particularly those who are vulnerable.
- To work to develop and maintain an environment that is proactive, caring and nurturing for all who engage with our church community, in accordance with our beliefs.

### **How we will seek to fulfil these responsibilities**

Our commitment to safeguarding will be evident throughout the church. Our senior leaders will support the development of best practice and provide accountability structures for everyone who works (whether paid or voluntarily) on our behalf, as outlined below:

- We will further develop an open and transparent culture which provides a healthy and nurturing environment for everyone who engages with our church community and encourages and supports the raising of concerns, complaints and allegations.
- We will strive to protect every member of our church community from harm, and if harm is identified, we will handle it effectively, promptly and proportionately following the House of Bishops guidance, including notifying the Diocesan Safeguarding Adviser (DSA) and statutory agencies immediately.
- We will offer support to victims/survivors of abuse regardless of the type of abuse, when or where it occurred.
- We will monitor any member of the church community who may pose a risk to ensure the safety of children and adults whilst maintaining appropriate confidentiality and the safety of all parties, and caring for the person who may pose a risk.
- We will seek to identify and report concerns about the safety or wellbeing of those who are part of our church community and to respond appropriately and proportionately:
  - To signpost or refer them to local or national services that can help them.
  - To provide information, guidance and support as we are able.
  - To share information appropriately with partner agencies where we have concerns about the safety of an individual and statutory thresholds and/or criteria are met.
- We will record and store necessary information accurately, keeping it securely in line with our legal duties, information sharing policies and national and local guidance and agreements.
- We will involve children, their parents or carers and adults at risk of abuse in our safeguarding processes wherever possible; making reasonable adjustments where necessary to enable them to participate in the decisions that affect them.
- We will ensure that best practice in safeguarding is embedded into the culture of our church.
- We will have a named Parish Safeguarding Officer (PSO) and supporting team to work with the incumbent and the Parochial Church Council (PCC) to implement policy and procedures and take responsibility for leading the safeguarding of children and adults across the organisation. The team's contact details will be available and displayed along with other support agencies.
- We will ensure that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the parish.
- We will review the implementation of the Safeguarding Policy, Procedures and Practices at least annually.
- Safeguarding is the responsibility of our PCC and will be promoted and overseen by the PSO and team.
- We will provide training on Safer Recruitment procedures and follow those rules and guidelines.
- We will consider appropriate safeguarding measures for online as well as the physical environment, including our use of social media and technology.
- We will ensure that relevant policies, procedures, codes of conduct, etc., are publicly available.

## Relevant Policies and Documents

House of Bishops' Policy Statement Promoting a Safer Church (2017)

Safeguarding Good Practice Guidelines

Whistleblowing Policy

Online and Social Media Guidance

Domestic Abuse Policy

## External Mission Partners

ASLS will require all charities and organisations in receipt of our external mission grants to have a published safeguarding policy. Where such policies are inadequate we will use our influence to request improvements. Where an organisation shows unwillingness to produce an adequate Safeguarding policy, financial support will be withdrawn.


The PCC has overall responsibility for safeguarding within All Saints Little Shelford. This policy is maintained, reviewed, and sanctioned by the PCC.

The PSO is the PCC member given responsibility for safeguarding within the church community and all its various ministries.

## Training

The Church of England has a 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://www.elydiocese.org/safeguarding/safeguarding-training-and-development/>

Approved by the PCC: 16<sup>th</sup> September 2024

Signed 

Name Simon J Scott (Incumbent or Churchwarden)

This policy will be reviewed by the PCC in September 2025.

