



Parishes of Hilperton, Staverton and Semington.

**St Michael and All Angels, Hilperton,
St Mary the Virgin, Whaddon
St Mary Magdalen, Hilperton Marsh
St George, Semington**

SAFEGUARDING POLICY

Promoting a safer church

St Michael and All Angels, Hilperton, with St Mary the Virgin, Whaddon, St Mary Magdalen Hilperton Marsh, and St George Semington are part of the Canalside Benefice within the Bradford Deanery. We agree to work under the safeguarding rules and guidelines as outlined this Policy, the Church of England Parish Safeguarding Handbook 2018 (index at Appendix 2; copies of the book are in all the Benefice Churches) and the Salisbury Diocese Safeguarding Strategy August 2019 (at Appendix 3). A flowchart showing who does what and when is at Appendix 5. This policy should be read in conjunction with those documents.

In accordance with the Church of England Safeguarding Policy, our Churches are committed to:

- Promoting a safer environment and culture.
- Safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults 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.

These commitments are displayed in a prominent place in the Churches.

The Churches will:

- Create a safe and caring place for all.
- Have a named Parish Safeguarding Representative (PSR) to work with the incumbent and the PCC to implement policy and procedures.
- Safely recruit, train and support all those with any responsibility for children, young people and adults to have the confidence and skills to recognise and respond to abuse.
- Ensure that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the parish.
- Display in church premises and on the Parish website the details of whom to contact if there are safeguarding concerns or support needs.
- Listen to and take seriously all those who disclose abuse.
- Take steps to protect children and adults when a safeguarding concern of any kind arises, following House of Bishops guidance, including notifying the Diocesan Safeguarding Adviser (DSA) and statutory agencies immediately.
- Offer support to victims/survivors of abuse regardless of the type of abuse, when or where it occurred.
- Care for and monitor any member of the church community who may pose a risk to children and adults whilst maintaining appropriate confidentiality and the safety of all parties.
- Ensure that health and safety policy, procedures and risk assessments are in place and that these are reviewed annually.
- Review the implementation of the Safeguarding Policy, Procedures and Practices at least annually.

Each person who works within this church community will agree to abide by this policy and the guidelines established by the Church of England and the Diocese of Salisbury.

Diocesan Safeguarding Advisers

Jem Carter: (Tuesday to Friday inclusive and on call Wednesday and Thursday evenings until 9pm) T: 07469 857888 E: jem.carter@salisbury.anglican.org

Suzy Futcher: (Monday to Thursday inclusive and on call Monday and Tuesday evenings until 9pm) T: 07500 664800 E: suzy.futcher@salisbury.anglican.org

Diocesan Independent Sexual Violence Advisor – Nina Tanner

The team is available from Monday to Friday 9am to 5pm. You can:

- **Email** safeguarding@salisbury.anglican.org
- **Phone** 07500 664800 (Monday to Thursday inclusive and on call Monday and Tuesday evenings until 9pm)
- **Phone** 07469 857888 (Tuesday to Friday inclusive and on call Wednesday and Thursday evenings until 9pm)

If your query is urgent or out of hours, please contact thirtyone:eight on [0303 0031111](tel:03030031111).

If someone is at immediate risk of harm, please call 999 in an emergency

Parishes Safeguarding Representative

Hilperton with Whaddon, Hilperton Marsh and Semington appoint Stella Wilkes as Parish Safeguarding Representative and supports her in her role which is to:

- i) support and advise the Incumbent and the Churchwardens in fulfilling their roles
- ii) provide a point of reference to advise on safeguarding issues
- iii) promote safeguarding best practice within the local churches.

Stella Wilkes Tel 07590410245

email stella.wilkes@btinternet.com

These contact details are displayed in each church.

Dated 26/5/23

Signed

Chair of Parochial Church Councils

Appendix 1 - Policy Statement Review

The Safeguarding Policy for St Michael and All Angels, Hilperton,
 St Mary the Virgin, Whaddon
 St Mary Magdalen, Hilperton Marsh
 St George, Semington
 was approved at the P.C.C. meeting held on ...26/5/23

Version	Review Date	Signed	Position (Chair of P.C.C)	Comments/Updates made
	26/5/23		Chair of P.C.C	Policy reviewed and updated in line with The Diocese of Salisbury Safeguarding Strategy (2019) and the Church of England Parish Safeguarding Handbook (2018)

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A copy of this handbook is available in each of the Canalside Benefice Churches.

Appendix 3 The Diocese of Salisbury Safeguarding Strategy (August 2019)

Safeguarding: Guiding Principles

We are all in need of protection from harm and as a Christian community it is the responsibility of every one of us to protect those less able to protect themselves. The safeguarding and protection of children, and adults at risk is everyone's responsibility, not just parents, guardians and carers.

The Diocese of Salisbury is committed to:

- The safeguarding and protection of all children and young people.
- Safeguarding adults who may be at risk of abuse or neglect
- The care, nurture of, and respectful pastoral ministry with all adults and children.
- The establishing of safe, caring communities which provide a loving environment where there is a culture of 'informed vigilance' as to the dangers of abuse
- Engaging with survivors of abuse in a way that is respectful and supportive to help inform this strategy and our safeguarding objectives.

We will respond without delay to every concern raised which suggests that an adult, child or young person may have been harmed or is at risk of harm, co-operating with the police and local authority in any investigation.

Our vision

It is our aim that each Parish in the Diocese of Salisbury has a robust safeguarding policy and supporting procedures, every member of staff and volunteer has received training appropriate to their role and we have created a culture across the Diocese which reflects our commitment to safeguarding as defined by the Guiding Principles.

Training

It is imperative that all members of the Diocese who come into contact with children or adults who may be at risk whilst carrying out their role, are equipped with the necessary knowledge of legislation and guidance and that an opportunity is provided to discuss in an open and confidential environment situations they have experienced or can anticipate. Every three years a new three-year training plan is written and put to DSMG and Bishop's Council for ratification.

Disclosure Barring System (DBS)

The law requires that every person within the Diocese working or volunteering in a role which brings them into significant contact with children or adults who may be at risk completes a DBS check. In the Church of England this is renewed every five years.

Communication

It is important that information on matters such as national guidance received by the Diocese, significant events and other safeguarding matters are communicated effectively and appropriately to those within the Diocese in accordance with the Safeguarding Guiding Principles. Moreover, the Diocese needs to have effective communication with other interested external agencies and to respond accordingly to issues reported in the media. These and other objectives are contained within the Diocese Communications Strategy. The responsibility for implementing this strategy rests with the Diocesan Communications Group chaired by the Bishop of Sherborne.

Responsibilities of Parishes

Every parish has a moral and legal responsibility to implement a robust safeguarding policy that sets out how the Safeguarding Guiding Principles will be applied and to have in place a Safer Recruitment Policy and process which sets out how they will recruit people to those roles working directly with vulnerable people, both paid and voluntary. They are also required to adopt the Church of England Policy - Promoting a Safer Church.

Diocesan Safeguarding Management Group (DSMG)

The Group is responsible for overseeing arrangements for safeguarding in the Diocese, to report and as appropriate make recommendations to Bishop's Council. It is chaired by an Independent Chair appointed by the Bishop and includes the Diocesan Safeguarding Advisor, Parish Safeguarding representatives and members of the Diocesan management team.

Purpose

- 1) To promote good safeguarding practice in relation to children, and adults who may be at risk of abuse or neglect, encouraging the development of consistent safeguarding standards across the Diocese.
- 2) To provide an independent voice on safeguarding matters, monitoring and constructively challenging the effectiveness of Diocesan safeguarding work, including holding the Diocese to account regarding the deployment of resources required for safeguarding work.
- 3) To ensure the Diocese's safeguarding policy and practice is aligned with National Church policy developments and best practice, relevant legislation and guidance, including equality and diversity, and to review safeguarding policy and practice annually.
- 4) To monitor the Diocesan Safeguarding Training programme, reviewing implementation and user responses annually.

5) To work with survivors to help ensure the safeguarding strategy and objectives are fit for purpose.

6) Where required, to provide a confidential panel to assist the Diocesan Safeguarding Advisor in assessing risk in cases of positive Criminal Records Disclosures, or in parish situations which cause concern and to provide members for the Risk Management Panel which monitors the quality of worship agreements for sex offenders.

Leadership

Every member of the Diocese with a leadership role has special responsibilities to ensure not only that the relevant policies and procedures are implemented, but that the culture of the Diocese is one which recognises the obligations of safeguarding and demonstrates our commitment to creating and maintaining an environment where children and adults feel safe.

Appendix 5

Model Parish Safeguarding Checklist

At Canalside Benefice we recognise that the few who are determined to harm children or adults, deliberately seek out groups or organisations where they can meet children or other vulnerable people. The Church is particularly vulnerable to these people. Creating and maintaining a safeguarding culture will discourage them from becoming involved for the wrong reasons and make it difficult for them to harm or abuse children or adults if they do. To assist with the creation of a safeguarding culture each PCC (or equivalent charitable body) must:

Appoint:

- At least one appropriately experienced designated Parish Safeguarding Officer (PSO) to work with the incumbent and PCC. This PSO should be a lay person. The PSO may also be the DBS administrator for church officers who work with children or vulnerable adults but if not, the PCC should appoint another individual. The PSO should be supported, trained and given a copy of the parish safeguarding policy and procedures; (see separate Model PSP role description)

Safer Recruit, Support and Train:

- Ensure that all church officers who work with children, young people and/or vulnerable adults are:
 - recruited following the House of Bishops' Safer Recruitment practice guidance;
 - aware of and work to House of Bishops' safeguarding guidance (includes both policies and practice guidance);
 - attend diocesan safeguarding training at least every three years;
- Provide appropriate insurance to cover for all activities undertaken in the name of the PCC which involve children and vulnerable adults;

Display:

- A formal statement of adoption of the House of Bishops 'Promoting a Safer Church; safeguarding policy statement'. This should be signed on behalf of the PCC.
- Contact details of the PSO, Churchwarden and any other local leaders.
- Contact details for the Diocesan Safeguarding Team – including phone, email and website details.
- Information about where to get help with child and adult safeguarding issues, domestic abuse and key helplines e.g. ChildLine (See separate 'Model Safeguarding in parishes-who's who')
- Provide access to a hard copy Parish Safeguarding Handbook (see separate Handbook)
- Provide access to a hard copy of the Diocese Safeguarding Manual

Respond:

- Create an environment, which is welcoming and respectful and enables safeguarding concerns to be raised and responded to openly, promptly and consistently;
- Have a procedure in place to deal promptly with safeguarding allegations or suspicions of abuse in accordance with the relevant policy and practice guidance and in consultation with the Diocesan Safeguarding Adviser;
- Report all safeguarding concerns or allegations against church officers to the Diocesan Safeguarding Adviser;
- To ensure that known offenders or others who may pose a risk to children and/or vulnerable adults are effectively managed and monitored in consultation with the Diocesan Safeguarding Adviser;
- Comply with all data protection legislation especially in regard to storing information about the 'church workforce', including volunteers and any safeguarding records;
- Ensure that an "activity risk assessment" is completed and reviewed regularly for each activity, which is associated with either children or vulnerable adults, and run in the name of the Church.

Review and Report Progress:

- The PSO should regularly report on safeguarding in the parish. Safeguarding should be a standing agenda item at each PCC meeting. At the APCM the PCC should provide an annual report in relation to safeguarding. In the PCC's annual report will be a statement which reports on progress and a statement as to whether or not the PCC has complied with the duty to have "due regard" to the House of Bishops' guidance in relation to safeguarding.

Other points to consider:

Are you working in an LEP?

- If working within Local Ecumenical Partnerships (LEPs), agree which denomination or organisation's safeguarding policy to follow, including where to seek advice in urgent situations in line with the practice guidance. This decision should be ratified both by the bishop and other appropriate church leaders in the partnership and shared with the DSA; in the event of a specific safeguarding concern, ensure that all the LEP partners are notified.

Irrespective of this choice all abuse cases arising in Church of England settings must be notified to the Diocesan Safeguarding Team.

Hire out your church premises?

- Any hire agreement with any person/body wishing to hire church premises must contain a provision whereby the person/body hiring the premises agrees to comply with the relevant safeguarding guidance issued by the House of Bishops and the diocese (see separate Model Safeguarding Provision that can be attached to any Hire of Church Premises Agreement).

- The hire agreement should also contain a provision whereby all those hiring church premises are required to ensure that children and vulnerable adults are protected at all times, relevant staff have had appropriate DBS checks and that all reasonable steps have been taken to prevent injury, illness, loss or damage occurring.
- Ensure that all those hiring church premises carry full public liability insurance for this or are covered through the church insurance (for example hire for a children's party).

Do you have a clergy vacancy?

- During an interregnum the PCC must, working with the churchwardens, ensure that all information about safeguarding matters is securely stored before passing the information on to the new incumbent. The departing incumbent must give the safeguarding information to the Parish Safeguarding Officer who can pass the information on to the new incumbent when he/she takes up his new role.

Support & Compliance

The measures identified in the list above will be checked during parish visitations and the documents referred to can be found on National website or Diocesan Website. If you have questions or need support to complete the steps on the checklist you can contact the DSA for further support and advice:

Diocesan Safeguarding Phone Number: