

## St Michael, Baddesley Clinton

# **Safeguarding Policy**

### Introduction

The parish of Baddesley Clinton is a very small with less than 200 residents. The PCC (Parochial Church Council) of St Michael, Baddesley Clinton therefore does not authorise any activities for children, young people or vulnerable adults.

It is recognised that children, young people or vulnerable adults may come to worship in church, or attend parish functions. In such cases they should be accompanied by a parent, relative, friend or carer who will take responsibility for them and any personal care they may need. We seek to provide a safe and welcoming environment. This policy is adopted to guard against any form of abuse by persons who acting in the name of our parish.

### Policy Framework

In so far as they are relevant, this policy implements the expectations of the Church of England for PCCs expressed in:

- 1) Promoting a Safer Church; House of Bishops policy statement (2017)
- 2) Protecting all God's Children  
(Safeguarding policy for children and young people, 4<sup>th</sup> edition, 2010)
- 3) Promoting a Safe Church (safeguarding policy for adults, 2006)

Similarly, the PCC also adopts the safeguarding policies and practice guidance of Diocese of Birmingham.

### The Church Building

We commit to providing a safe physical environment.

A basic first aid kit and accident book is available in the cupboards under the tower.

We expect outside organisations using the church premises for activities involving children, young people or vulnerable adults to have their own safeguarding policy.

## Church Officers

A Church Officer is anyone appointed by or on behalf of the Church to a post or role, whether they are ordained or lay, paid or unpaid.

The Rector fulfils the following roles identified in Diocesan Safeguarding policies and procedures: -

- Parish Safeguarding Co-ordinator
- Parish Identity Verifier
- Domestic Violence Contact
- PCC Safeguarding Lead

## Safe Recruitment

We commit to the safe recruitment of all new and current Church Officers.

The following assessment has been made of the Church Officer roles in the parish to determine appropriate DBS checks and safeguarding training requirements.

### **Safe Recruitment Requirements for Church Officers, St Michael's Baddesley Clinton**

<b>Role</b>	<b>DBS Check</b>	<b>Training</b>	<b>Comment</b>
Rector	Enhanced, regulated	C3	DBS check by Diocese
Reader	Enhanced, regulated	C3	DBS check by Diocese
Churchwarden	Enhanced, not regulated	C2	

DBS checks are made on appointment and renewed every five years. Diocesan procedures will be used.

Church Officers will be given clear instructions and information in respect of their role, adequate resources and support and regular opportunities for review.

Safeguarding Training is given on appointment and refreshed every three years. C1, C2 and C3 refer to different Church of England safeguarding training modules.

Pastoral visits that are formally on behalf of St Michael's Church may only be conducted by the church officers above who have passed through diocesan procedure for DBS checks.

## Informing

We commit to informing the whole church community about our safeguarding policy. The policy will be available on the parish website. A copy will be displayed in church. Copies of the policy will be specifically passed to the Church Officers identified above.

## Responding and Reporting Cases of Abuse

We recognise our responsibility to always respond to and report abuse in whatever context, inside or outside the church environment and will always listen to and take seriously any child, young person or adult who reports that they have been abused.

If there is an immediate danger or if medical attention is required we will immediately call the emergency services 999.

We will always report allegations of abuse and concerns about a child, young person or a vulnerable adult to the Parish Safeguarding Coordinator (unless the allegation is against the Parish Safeguarding Coordinator) and to the Bishop's Safeguarding Adviser.

We will always report all allegations of abuse against Church Officers to the appropriate statutory agency and to the Bishop's Safeguarding Adviser and co-operate with any investigation.

We will keep all records in relation to safeguarding concerns, allegations and the recruitment of volunteers and paid workers securely.

## Dealing with Known Offenders

We will inform the Bishop's Safeguarding Adviser, and ensure appropriate supervision, of anyone who is known to have offended against a child, young person or a vulnerable adult who attends worship or activities organised by the PCC. We will follow all recommendations of the Bishop's Safeguarding Adviser in this regard.

## Review

The policy will be reviewed each year to ensure that the policy is working effectively, that the identified Church Officer roles are still appropriate, and to ensure that it meets all current legislation, House of Bishop's and Diocesan policies and practice guidance.

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The above policy was approved by Baddesley Clinton PCC on 1<sup>st</sup> October 2018.

The PCC noted that CofE policy now requires the Parish Safeguarding Coordinator to be a lay person. The PCC will seek to recruit and train a lay person to this role.