

## **SAFEGUARDING POLICY JUNE 2019**

### **The Parochial Church Council (PCC) of the Parish of Tettenhall Wood**

**The Parochial Church Council of Tettenhall Wood will take all responsible care to ensure the safety of children, young people and vulnerable adults for whom it bears responsibility. This policy will be reviewed each year to monitor the progress which has been achieved. We recognize that everyone has different levels of vulnerability and that each of us may be regarded as vulnerable at some time in our lives.**

#### **1. Principles**

- We recognise that a position of power or status in relation to another creates a risk of vulnerability. Consequently, we strive to ensure that we consider power when working with all people.
- We recognise that children, by their legal status and their dependency on adults for their emotional and physical needs, will always be vulnerable and at a disadvantage. We commit to considering this in our children's activities– undertaking supervision of staff working with them and risk assessing activities and groups.
- 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 adults' activities and events – undertaking supervision of staff and risk assessing activities and groups.
- 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.**

- We will consider issues relating to spiritual care, ensuring that members of our spiritual leadership team consider power, control and spiritual abuse issues in their ministry.
- We will ensure that leaders of our children's Junior Church and other children's activities, as well as ministries that involve working with vulnerable persons have appropriate Enhanced DBS checks.
- We will ensure that those who care for people in our Parish attend appropriate Safeguarding training.
- We commit to discuss Safeguarding and support of Safeguarding as a standing PCC Agenda item

**3. The PCC is directly responsible for the following groups which include children, young people and vulnerable adults. We commit ourselves to the safeguarding of any who may be vulnerable, ensuring their well-being in the life of this church.**

Christ Church	Good Shepherd
<ul style="list-style-type: none"> <li>• Junior church</li> <li>• Sunday morning crèche</li> <li>• Music Band</li> <li>• Altar servers</li> <li>• Choir</li> <li>• Place of Welcome</li> <li>• Members licensed to administer communion by extension/home communion</li> <li>• Members providing transport to/from church</li> <li>• Dementia friends</li> <li>• Mothers' Union</li> <li>• Ladies Fellowship</li> </ul>	<ul style="list-style-type: none"> <li>• Junior Church</li> <li>• Altar servers</li> <li>• Choir</li> <li>• Good Friends</li> <li>• Members licensed to administer communion by extension/home communion</li> <li>• Members providing transport to/from church</li> </ul>

**4. The following groups who hire the Church Hall will satisfy the PCC that they have a Safeguarding policy. if they do not have their own policy, the PCC will present their own Safeguarding policy for groups to adopt and implement:** (For current status, see Appendix 1)

Christ Church	Good Shepherd
<ul style="list-style-type: none"> <li>• Little Angels</li> <li>• Baby Ballet</li> <li>• Pilates</li> <li>• Compton Choir</li> <li>• Yogazone (2)</li> <li>• Tai chi</li> <li>• Yoga pure and simple</li> </ul>	<ul style="list-style-type: none"> <li>• Community Choir</li> <li>• Innovation Dance</li> <li>• Keep Fit</li> <li>• Line Dancing</li> <li>• NCT</li> <li>• Pilates</li> <li>• Rhythm Baby</li> <li>• Slimming World</li> <li>• Stay and Play Twins Club</li> <li>• Tettenhall Operatic</li> </ul>

**5. We commit ourselves to promoting safe practice by those in positions of trust.**

- We commit to discuss Safeguarding and support of Safeguarding as a standing PCC Agenda item.
- We will ensure that those in positions of trust, e.g. our Churchwardens, and those who lead groups involving vulnerable children etc, have appropriate Enhanced DBS checks and that these are updated at least every 5 years. This will be done via the Safeguarding Office, St Mary's House, The Close, Lichfield. WS13 7LD
- We will undertake appropriate training and seek to develop relationships with other agencies and the Diocese on Safeguarding.

**6. The parish commits itself to promoting the inclusion and empowerment of people who may be vulnerable.**

- We will consider the impact of power, disadvantage, inclusion, disability, age and race on how we provide and plan for our ministry.
- We will actively (but appropriately), challenge each other in our work 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.
- 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.

**7. It is the responsibility of each of us to prevent the physical, emotional, sexual, financial and spiritual abuse of vulnerable children, young people and adults 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.
- We will report without being biased to our personal view.
- We will report and not investigate.
- We will record concerns factually in Diocese suggested formats (as per Recording with Care policy 2017)
- We will not take chances with the welfare of children or vulnerable adults.
- We are open to scrutiny and encourage this in others.
- We have zero tolerance to abuse and put the welfare of vulnerable children and adults first.
- We take seriously training and activities relating to the safeguarding of children and seek to engrain this in our congregational culture.

**8. We undertake to exercise proper care in the appointment and selection of those who will work with people who may be vulnerable.**

- Our incumbent undertakes to ensure that to the best of his knowledge all PCC members, wardens and ministry leaders are of good standing.
- The PCC undertakes to appoint and upskill a dedicated Safeguarding co-ordinator.
- Those co-ordinating Safeguarding undertake to maintain a relationship with the Diocesan level Safeguarding Team and ensure that this policy is followed.
- Only suitable and responsible people may become key holders, references will be taken up in accordance with the Safer Recruitment policy and they will be required to complete the Lichfield Diocese Declaration.
- Access and Usage of Church Buildings will be monitored as far as is reasonably possible.

- 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.

### **9. The parish adopts the guidelines of the Church of England and the Diocese.**

- The Parish will report and record in line with Diocese policies and comply with local guidance for implementing national policies as defined in Diocese policies. These include the Diocese Safeguarding Policy, Recording with Care Policy, Social Media Policy and Safer Recruitment Policy.
- The PCC will publish on the notice boards at the back of the church and in the Church Hall, a copy of the Diocesan Safe Guarding Flow Chart (copy available at each church) In addition, all validated leaders and key holders will be given a copy.
- The PCC will carry public liability insurance and will insure all leaders and staff for personal accident.
- The PCC will make a copy of this policy and its procedures available, if requested, at The Archdeacon's visitation.

### **10. Each person who works with children, or with vulnerable people will agree to abide by these recommendations and the guidelines established by this church.**

- Those working with children or vulnerable adults will sign a declaration to state that they have read and agree to abide by the points outlined in this policy.

**This church appoints Joan Collins to represent the concerns and views of vulnerable people at our meetings and to outside bodies as Parish Safeguarding Co-ordinator.**

*Incumbent:* Rev. Phil Wootton

*Churchwarden:* Joan Collins      *Churchwarden:* David Hughes

*Date of PCC Meeting at which agreed :*20/06 /2019

*Policy Review Date:* June 2020.