

POLICY NO 2

SAFEGUARDING POLICY



This is a policy of the Parochial Church Council (PCC) of St Andrew Laverstock and St Mark Salisbury. It has been written in line with our mission and values to enable St Mark's and St Andrew's to serve our vision.

Signed:

Policy History: subject to Annual Ratification		
Date	Action	Person / Group Responsible
March 2018	Policy reviewed	Thelma Claydon
March 2020	Policy reviewed and approved	Karen Bell / Jo King
March 2021	Next ratification	PCC

This document sets out our policy on Safeguarding to be upheld by the clergy, church officers and members of Salisbury St Mark and Laverstock St Andrew in respect of keeping children and adults who may be at risk of abuse safe. This document follows the current guidelines of Salisbury Diocese.

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 Parochial Church Council (PCC) of Salisbury St Mark and Laverstock St Andrew are committed to following the principles of good practice as set out in the Diocesan Safeguarding Strategy (2019), Promoting a Safer Church (2017), and the Parish Safeguarding Handbook (2018) and updates.

In line with those guidelines the PCC 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

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.

To support this commitment, the PCC will ensure that all those authorised to work with children and adults are:

- Recruited and selected in line with safer recruitment practice including the taking up of references and where appropriate the use of DBS checks.
- Required to undertake appropriate training with respect to their role.
- Have a clear line of accountability and reporting and be offered on-going support.

Additionally, we will:

- Cooperate with the police and local authority in any investigation.
- Seek to offer informed pastoral care and support to any member of the church who has suffered abuse and will seek to protect survivors of sexual abuse from the possibility of further harm and abuse.
- Seek to offer informed pastoral care and support to any member of the church who is known to have offended against a child, young person or adult at risk of abuse, or who is accused of abuse.
- Ensure that there is appropriate insurance cover for all activities undertaken with children and adults in the name of the parish.
- Ratify annually the safeguarding policy, and review the procedures, guidance and forms when necessary.
- Ensure that any organisations which are commissioned to provide a service on behalf of the PCC agree to abide by our safeguarding policy or provide a copy of their own

safeguarding procedures. These should include the requirement for people working with children, young people or adults at risk of abuse to have current DBS Checks in place.

- Ensure that any agreements in respect of the hiring of church premises reflect the PCC's commitment to safeguarding.
- If working within Local Ecumenical Partnerships (LEPs), agree which denomination or organisation's safeguarding policies to follow, including where to seek advice in urgent situations. This decision should be ratified both by the bishop and other appropriate church leaders in the partnership. In the event of a specific safeguarding concern the PCC should ensure that all the LEP partners are notified.

The companion Policy No 2.1 Safeguarding Procedures sets out guidelines for implementation, and the associated supplementary documents contain sign-up forms with approved wording.

PCC Annual Safeguarding Statement

As members of this PCC we are committed to the safeguarding, care and nurture of all our members.

We recognise that safeguarding is everyone's responsibility.

We are committed to implementing principles of good practice following Diocesan and national Church guidelines.

We will carefully select and train all those who work or volunteer in positions of trust. We will use the Disclosure and Barring Service, amongst other tools, to check the background of each person.

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.

We will co-operate fully with the police and local authority in any investigation.

We will seek to ensure that anyone for whom we have pastoral responsibility who has suffered abuse is offered support that meets their needs.

We will respond appropriately to those who have committed sexual offences who wish to join our fellowship, following House of Bishop's guidance and the advice of the Safeguarding Team.

We will review this policy annually and as part of this process will ensure that all our procedures, particularly in relation to the Disclosure and Barring Service, are up to date.