

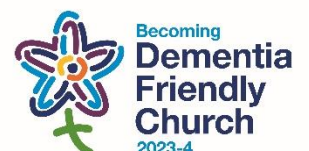


St James' Church, Barton under Needwood

Policy on the Safeguarding of Adults, Children and Young People

***This statement was adopted by the
Parochial Church Council of St James'
Church, Barton under Needwood at a
meeting held on 13 June 2023***

***The next review of this policy is
due on or before 13 June 2024***



- 1. This policy will be reviewed each year to monitor the progress which has been achieved. We recognise that everyone has different levels of vulnerability and that each of us may be regarded as vulnerable at some time in our lives.**
 - We recognise that a position of power in relation to another creates a risk of vulnerability. Consequently, we strive to ensure that we consider power when working and leading with people.
 - We recognise that children by virtue of legal status and 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 as a check and balance in our work.
 - 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 as a check and balance in our work.
 - 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 in prayer activity, ensuring that members of our prayer team consider power, control and spiritual abuse issues in their ministry, along with pastoral sensitivity.
 - We will ensure that leaders of sessions involving children, as well as other 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 to safeguarding as a standing PCC agenda item.

- 3. We commit ourselves to the safeguarding of people who may be vulnerable, ensuring their well-being in the life of this church**
 - Children's session – WOW, Sunday Sesh
 - Young People – ROOTS!, Sunday Sesh
 - Adults – Tea and Chat, Sunday Sesh, Eden
 - We commit to knowing our congregations and those who attend sessions within our church

- 4. We commit ourselves to promoting safe practice by those in position of trust**
 - We commit to discuss safeguarding and support to safeguarding as a standing PCC agenda item
 - We will ensure that those in positions of trust (such as wardens) and those with remits of leadership of groups involving vulnerable children, young people and adults have appropriate enhanced DBS checks and that these are updated every 3 years in line with Diocesan policy
 - We will engage with appropriate training and seek to develop relationships with other agencies and the Diocese of Lichfield on safeguarding
 - Safeguarding, including revision of policy, will be a regular PCC agenda item and agree that whilst we have a named coordinator, we will accept collective ownership for this essential issue
 - We will be transparent, open, and not have secrets.

5. 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 in order 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.

6. It is the responsibility of each of us to prevent the physical, emotional, sexual, financial, and spiritual abuse of vulnerable people 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 of Lichfield Safeguarding Team 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 of Lichfield approved and 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.

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

- We will ensure that those in positions of trust (such as wardens), and those with remit or leadership of groups involving vulnerable children, young people and adults have appropriate enhanced DBS checks and that these are updated every 3 years in accordance with Diocesan policy.
- We will engage with appropriate training and seek to develop relationships with other agencies and the Diocese of Lichfield on safeguarding.
- Safeguarding, including revision of policy, will be a regular PCC agenda item and agree that whilst we have a named coordinator, we will accept collective ownership for this essential issue.
- We will be transparent, open, and not have secrets.
- Our incumbent undertakes to ensure that to the best of their knowledge all PCC members, wardens and ministry leaders are of good standing.
- The PCC undertakes to appoint and upskill a dedicated Safeguarding Coordinator
- The Safeguarding Coordinator undertakes to maintain a relationship with the Diocesan level safeguarding team and ensure that this policy is followed, hold regular review meetings with the Incumbent and report regularly to the PCC.

8. The Parish is committed to supporting, resourcing, training and regularly reviewing those who undertake work amongst people who may be vulnerable.

- We will ensure that those in positions of trust (such as wardens), and those with a remit or leadership of groups involving vulnerable children, young people and adults have appropriate enhanced DBS checks and that these are updated every 3 years in accordance with Diocesan policy
- We will engage with appropriate training and seek to develop relationships with other agencies and the Diocese of Lichfield on safeguarding.
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9. This Parish adopts the guidelines of the Church of England and the Diocese of Lichfield

- The Parish will report and record in line with Diocesan policies and comply with local guidelines for implementing national policies as defined in Diocesan policies. These include the Diocesan Safeguarding policy, recording with care policy, social media policy and safer recruitment policy.

10. Each person who works with vulnerable people will agree to abide by these recommendations and the guidelines established by the church.

- Ensure that those with a remit of leadership of groups involving vulnerable children, young people and adults have appropriate enhanced DBS checks and that these are updated every 3 years in accordance with Diocesan policy.
- Ensure that all volunteers of groups involving children, young people and adults engage with appropriate training relating to their roles which is updated every 3 years in line with Diocesan policy.
- Ensure that a group involving vulnerable children, young people and adults does not run if somebody with an enhanced DBS check is not present
- Those working with vulnerable children, young people and adults will sign a declaration to state that they have read and agree to abide by the points outlined in this policy.

The church appoints Mrs Jill Rogers to represent the concerns and views of vulnerable people at our meetings and to outside bodies as Parish Safeguarding Coordinator

Vicar _____ Date _____

Churchwarden _____ Date _____

Churchwarden _____ Date _____

PSO _____ Date _____