

Safeguarding Policy

This policy was adopted by the Parish of St. Michael's and All Angels, with St. John Stretton on 18th November 2025 and includes the Mission Churches of Levedale and Pillaton. It is based on the National C of E and Lichfield Diocese policies and procedures and we, as a PCC, commit to operate in line with all such policies on safeguarding.

We also commit to discuss safeguarding and our support of it as a standing PCC agenda item, including the annual revision of policy, and at our APCM. We agree that although we have a named Parish Safeguarding Co Ordinator (PSO) we accept collective ownership for this important issue.

1. 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. Therefore, as a consequence, 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 be vulnerable and at a disadvantage. We commit to considering this in our children's activities by 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 this may be long term or temporary and commit to considering this in activities and events, risk assessing as appropriate.
 - 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 adults and children to whom we minister.

- We will consider issues relating to spiritual care in prayerful activities, ensuring that members of our prayer team consider power, control, and spiritual abuse in their ministry.
- We will ensure that leaders of all children's groups and house groups as well as other ministries that involve working with vulnerable people have appropriate, up to date, enhanced DBS checks.
- We will ensure that those who care for people in our Parish complete appropriate safeguarding training.

3. We commit ourselves to the safeguarding of people who may be vulnerable, ensuring their well being in the life of this church.

- We will have due regard for the care of all those who attend our weekly activities, which we provide for our community and recognise that a minimum of two people should be present when directly undertaking work with a child, young person or vulnerable adult.

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

- We will ensure that those in positions of trust, such as wardens & PCC members, and those with remits of leadership have appropriate enhanced DBS checks, updated every three years.
- We will engage with appropriate training and seek to develop relationships with other agencies and the Diocese on safeguarding.
- We will be transparent and will not have secrets.

5. The Parish commits itself to promoting the inclusion and empowerment of all 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, making sure 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 that they can participate and contribute as fully as possible.
6. It is the responsibility of each of us to prevent the physical, emotional, sexual, financial and spiritual abuse of all vulnerable people and to report any such abuse that we discover or suspect, to the Rector or PSO.
 - We will not collude, keep secrets, or make decisions when we have suspicions of abuse. We will seek, through discussion, the views of others and ensure, through the use of external agencies and the Diocese Safeguarding Team that we engage and welcome external perspectives in order to promote a healthy accountable culture.
 - We will report without bias to our own personal view. We will report and not investigate.
 - We will record concerns factually in Diocese suggested formats according to the Diocesan Recording with care Policy.
 - 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 vulnerable adults 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 all who may be vulnerable.
 - Safer recruitment policy and practices need updating but every care will be taken when new volunteers are appointed. Where possible, our incumbent and churchwardens undertake 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 Parish Safeguarding Officer, who undertakes to establish a relationship with the Diocese Safeguarding Team and ensures this policy is followed and updated annually.
8. The Parish is committed to supporting, resourcing, training and regularly reviewing all those who undertake work amongst people who may be vulnerable.
9. The Parish adopts the guidelines of the C of E and the Diocese
 - The Parish will report and record in line with the Diocese policies and comply with local guidance for implementing national policies as defined in the Diocese policies. These include the Diocese Safeguarding Policy, Recording with Care Policy, Social Media Policy and Safer Recruitment Policy.
10. Each person who works with children and vulnerable adults must agree to abide by these guidelines and recommendations and over time sign a declaration that they have read and agree to abide by the points outlined in this policy.

The PCC appoints Mrs Carol Watson as Parish Safeguarding Coordinator to represent the views and concerns of children and vulnerable people at our meetings and to outside bodies. It is also her role to update PCC members on safeguarding issues and it is the responsibility of all PCC members to keep themselves fully updated on safeguarding matters through the Diocese website.

Incumbent

PSO.....

Churchwardens

Date 18th November 2025