

SAFEGUARDING IS EVERYONE'S RESPONSIBILITY

As a church we are committed to ensuring that everyone is safe and feels safe. Our safeguarding policy has been approved by the PCC and provides an important resource for staff, leaders and volunteers. It helps us to be clear about our obligations and responsibilities and demonstrates our commitment to take safeguarding very seriously. Watchwords for us all are:-

DO

- **Be aware**
- **Listen to concerns raised**
- **Report concerns to the Parish Safeguarding Officer ((Louise Whaites – 07305 449227) or the Vicar (Steve Kelly – 01604 627680)**

DON'T

- **Ever be on your own with a child or vulnerable adult**
- **Ask questions, except to clarify**
- **Ignore concerns or warning signs**
- **Promise confidentiality**

Refer to page 6-7 of the Safeguarding Policy in the case of any child or adult who is deemed to be at risk of harm or who has been harmed.

Refer to page 9 of the Policy for contact details.

Refer to page 10 of the Policy for parish responsibilities.

Refer to page 11 of the Policy for the specifics of **safer practice with children** and **visiting vulnerable adults in the home**.

Refer to page 12 of the Policy for guidelines on engaging with young people on social media. This covers emails, mobile phones and FaceBook.

(Our full Safeguarding Policy is on our website under Safer Church. Everyone should read it.)



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SAFER Church

Safeguarding Children and Vulnerable Adults: Policy and Procedure

St Giles Church Northampton

.....
Parish Church/LEP/Benefice/Cathedral

This Policy and Procedure was adopted
at a Parochial Church Council meeting held on ...20th January 2020.....
It follows and is consistent with the Church of England House of Bishops' 'Promoting a
Safer Church 2017, "Protecting All God's Children" 4th edition 2010, and Safer Recruitment
Policy 2013 (Church of England and Methodist Church)

*Each person who works with children and vulnerable adults
will agree to abide by this policy.*

It will be reviewed annually, accepted and written in the minutes of the PCC.

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Introduction

The Church of England's Safeguarding Policy for children, young people and adults was formally adopted by the Diocese of Peterborough at the Diocesan Synod in March 2017.

This policy is based on the recommended Diocese of Peterborough Safeguarding policy template and within it adopts and takes into account the House of Bishops safeguarding policy for children, young people and adults, 2017.

The care and protection of children, young people and vulnerable adults involved in Church activities is the responsibility of the whole Church. Everyone who participates in the life of the Church has a role to play in promoting a Safer Church for all.

Under section 5 of the Safeguarding and Clergy Discipline Measure 2016, all authorised clergy, bishops, archdeacons, licensed readers and lay workers, churchwardens and PCCs must have 'due regard' to safeguarding guidance issued by the House of Bishops (this will include both policy and practice guidance). A duty to have 'due regard' to guidance means that the person under the duty is not free to disregard it but is required to follow it unless there are cogent reasons for not doing so. ('Cogent' for this purpose means clear, logical and convincing.) Failure by clergy to comply with the duty imposed by the 2016 Measure may result in disciplinary action. (Church of England Safeguarding Children Young People, Adults 2017)

The Parochial Church Council (PCC) takes seriously its responsibility to protect and safeguard the welfare of children, young people and vulnerable adults.

This Policy and Procedure applies to all who have received the Bishop's Licence or Permission to work and all others who work with children and young people and vulnerable adults in our Parish/LEP/Benefice.

The term 'Parish' is used to denote the PCC and Incumbent who are together responsible for ensuring that safeguarding policies and procedures are implemented.

The PCC will:

- 1 Appoint a **Designated Person** to work with the Incumbent on safeguarding matters
- 2 Follow the **Safeguarding Children and Vulnerable Adults Policy and Procedures**
- 3 Report any abuse or suspected abuse if discovered.
- 4 Have adequate insurance cover in place
- 5 Ensure all those whose work brings them into regular contact with children and vulnerable adults are safely recruited, complete a Confidential Declaration Form and are subject to a criminal records disclosure.

For the purposes of this document a child is anyone under the age of eighteen years.

For advice on all safeguarding issues including allegations or suspicions of abuse contact:

Bev Huff DIOCESAN SAFEGUARDING OFFICER 01733887000

bev.huff@peterborough-diocese.org.uk

PROMOTING A SAFER CHURCH

Safeguarding means the action that we take to promote a safer culture. This means we will: promote the welfare of children, young people and adults working to prevent abuse from occurring, seek to protect those that are at risk of being abused and respond well to those that have been abused.

We will take care to identify where a person may present a risk to others, offer and support them whilst taking steps to mitigate such risks.

Our church will take appropriate steps to maintain a safer environment for all and to practice fully and positively Christ's Ministry towards children, young people and adults. To respond sensitively and compassionately to their needs in order to help keep them safe from harm.

We are guided by the following **5 foundations**:

1. Gospel – being faithful to our call to share the gospel compels us to take with the utmost seriousness the challenge of: preventing abuse from happening and responding well where it has
2. Human Rights and the Law – safeguarding work is undertaken within a legislative framework supported by government guidance
3. Core Principles – welfare of the child, young person and vulnerable adult is paramount
4. Good Safeguarding Practice – includes: leadership commitment; safeguarding policy; clear lines of accountability; clear reporting procedures and record keeping and effective information sharing/ working with partner agencies
5. Learning from the past – statutory reports and independent reviews into abuse that have involved the Church of England highlight past errors and significant lessons learnt to improve safeguarding

Based on the 5 foundations outlined above we commit to the following **6 overarching policy commitments**:

1. Promoting a Safer environment and culture
2. Safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the Church
3. Responding promptly to every safeguarding concern or allegation
4. Caring pastorally for victims/survivors of abuse and other affected persons
5. Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons
6. Responding to those that may pose a risk to others

A copy of The Church of England's Safeguarding Policy for children, young people and adults can be found here: Click on the below and press the option 'open hyperlink'

<https://www.churchofengland.org/safeguarding/promoting-safer-church/policy-practice-guidance>

1 Safeguarding Children and Vulnerable Adults Policy

Definition:

- A vulnerable adult is someone who is or may be for any reason unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation.

We recognise that:

- the welfare of the child or young person is paramount
- everyone has different levels of vulnerability, and each of us may be regarded as vulnerable at some time in our lives
- all children and adults who may be vulnerable (regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity) have the right to equal protection from all types of harm or abuse which can occur in all families and communities
- domestic abuse if witnessed or overheard by a child, is a form of child abuse by the perpetrator of the abusive behaviour
- working in partnership with children, their parents, adults who may be vulnerable, their carers' and other agencies is essential in promoting their welfare.

We will develop a safeguarding culture in our church that:

- enables and encourage concerns to be raised and responded to openly and consistently and protects children and adults who may be vulnerable from actual or potential harm
- is child-friendly and ensures that all people feel welcomed, respected and safe from abuse
- values, listens to and respects children and adults who may be vulnerable, encouraging them to be active contributors to the church community
- encourages adults who may be vulnerable to lead as independent a life as possible

When concerns are raised we will:

- respond without delay to every concern raised that a child, or adult who may be vulnerable may have been harmed, or may be at risk from harm, through abuse, harassment or bullying; or about the behaviour of an adult or child
- work with the DSO and the appropriate statutory bodies during an investigation into abuse, including when allegations are made against a member of the church community
- challenge any abuse of power especially by anyone in a position of trust

If abuse has occurred, we will ensure in partnership with the DSA and other agencies that:

- informed and appropriate pastoral care is offered to any child, young person or adult who has suffered abuse, including support to make a complaint if so desired
- supervision is provided for any member of our church community known to have offended against a child or vulnerable adult, or to pose a risk to them.
- appropriate pastoral care is offered to any member of our church community against whom an allegation is made

In all recruitment and selection we will:

- ensure careful selection of ordained and lay ministers, voluntary and paid workers with children and young people and adults in line with safer recruitment principles and checks
- provide supervision, support and training after appointment
- commit ourselves to support, resource train and regularly review those who undertake work amongst people who may be vulnerable.

In our publicity we will:

- share information about good safeguarding practice with children, parents and adults who may be vulnerable, their carers' and all those working with them

2 Responding to a child or adult who may be disclosing abuse

We will endeavour to:

- Listen carefully, take the child or vulnerable adult seriously
- Tell the child s/he has done the right thing by telling
- Clarify if necessary
- Say if we can what we will do next
- Make an accurate record as soon as possible*

We will not

- Promise confidentiality
- Investigate
- Ask leading questions
- Repeatedly question/ask the child or adult to repeat the disclosure over and over

Imminent risk

- If we encounter a child in a situation where the child or adult is in imminent danger, we will act immediately to secure the safety of the child or adult. We will seek the assistance of the police and then make a referral to Local Authority Social Care in accordance with the Child and Adult Protection Procedure below. If a child or adult needs emergency medical attention, we will seek this immediately and directly from the emergency services. We will keep parents, if available, fully informed, (*notwithstanding paragraph 6 on page 10 below*).

3 Child and Adult Protection Procedure

We will follow the procedure below where there is concern that a child or vulnerable adult has been harmed as a result of abuse and urgent action is needed

1. If there is concern that a child or vulnerable adult is at risk of harm, inform the Parish Safeguarding Officer or Incumbent who will take advice from the Diocesan Safeguarding Officer (DSA) or Local Authority Social Care. ***If the incumbent is implicated, inform the DSA.***
2. If there is concern that a child or vulnerable adult has been harmed, immediately inform the Parish Safeguarding Officer or Incumbent or DSA and agree who will make the referral to Local Authority Social Care team. If no-one is available contact the Local Authority Social Care Team or Police directly.
3. Make an immediate telephone referral to the Local Authority Social Care. Make it clear from the first point of contact that you are making a child or adult protection referral.
4. Describe the event or disclosure and give information about the child and family or adult for example the child/adult's name, date of birth, address, telephone number and GP if known.
5. Follow up your telephone call with a completed referral form (sometimes available on the Local Authority web site) or letter. This should be acknowledged. If it is not, chase it.
6. Remember that the child and family should, wherever possible, be informed about and consent to the referral ***unless this would put the welfare of the child or vital interests of the adult who may be vulnerable, or another person at further risk.*** *If you have serious concerns, the absence of consent should not prevent a referral.* The Duty Social Worker will give you advice over this if necessary.
7. Be prepared to have further discussions with the social work team or the police investigation team. Say if you do not want your details disclosed to the family.
8. For out of hours referrals, call the Emergency Social Work Team or where urgent, the Police.
9. Consult with the DSA at any point in this process but in any case always ensure the DSA is informed of the concern and actions taken.

Do not delay your referral. Clergy and Diocesan Officers are NOT authorised to investigate any allegations and must never attempt to do so. Only the Police and the Local Authorities are granted such powers in law.

Most situations are not emergencies.

However: If a child or adult who may be vulnerable needs immediate medical help, call emergency services, and ensure that ambulance and hospital staff are informed of any protection concerns. If it would be dangerous for the child or adult who may be vulnerable to return home, or he or she does not want to return home and you are sufficiently concerned for their safety, contact the emergency social care service or the police. If you observe a child or adult who may be vulnerable being harmed by someone other than a family member, or you believe they are at risk of harm from someone other than a family member, you should inform the parents or carers immediately, so that an appropriate referral to the police or social care can be made.

4 Who to Contact if there is worry about a child or adult

If a child or adult is in serious danger, then phone 999 / 101

In the event of any other safeguarding concern then please contact the Multi Agency Safeguarding Hub (MASH) for your area

Northants MASH: 01604 626938

Northamptonshire

CHILDREN (Children and Young People's Contact Centre)	Contact Number
All Areas and out of hours Option 1	0300 126 1000
Adult Care Team Option2	0300 126 1000
POLICE 24hrs	101

Local Safeguarding Children :

<https://www.northamptonshire.gov.uk/councilservices/children-families-education/help-and-protection-for-children/Pages/default.aspx>

Adults:

<https://www.northamptonshire.gov.uk/councilservices/adult-social-care/safeguarding/Pages/default.aspx>

Childline	0800 1111
NSPCC Freephone National Helpline	0808 800 5000

DIOCESAN SAFEGUARDING OFFICER (DSA) 01733887000
bev.huff@peterborough-diocese.org.uk

5 Safeguarding children and adults training

The Parish will make every effort to ensure that clergy, licensed workers and lay ministers, volunteers and employees working with children and vulnerable adults regularly seek and obtain safeguarding training to the level of their responsibility. Clergy should attend the Diocesan Safeguarding Children Basic Awareness /Refresher training once every three years.

6 Safer Recruitment

- All church workers with children and adults will complete and sign an application form and confidential declaration.
- Written references and identification will be required and will be carefully checked.
- A criminal disclosure will be required in relation to all eligible roles
- All church workers with children and adults will be interviewed in relation to a role/job description or person specification.
- After appointment support and training will be offered.
- Any 'blemishes' on a person's DBS certificate will be referred to the DSA for advice and guidance.

In relation to a clergy person who holds a licence for Permission to Officiate, the incumbent or their representative will check that the clergyperson does hold a licence. In all cases a check will be made via the Bishop's Office.

7 Those who pose a risk to children

When it is known that a member of the congregation, or someone wishing to join the congregation, has sexually abused a child or young person, or is not a sexual offender against children but nevertheless may pose a risk, we will consult with the Diocesan Safeguarding Officer, so that a safe course of action in accordance with recommended Church of England procedure can be pursued in conjunction with the relevant statutory agencies.

8 Care of Survivors of abuse and their families

We will seek to work with anyone who has suffered abuse, developing with them an appropriate ministry of informed pastoral care.

9 Record Keeping and Storage

Notes will be made of all safeguarding incidents involving children or adults. They will be treated confidentially and will be securely stored by the incumbent or designated person. They will be retained even if the information received was judged to be malicious, unsubstantiated or unfounded. Any trends in safeguarding incidents will be monitored by incumbent and Safeguarding Officer at the monthly safeguarding meeting. During an interregnum, the designated person will be responsible for all safeguarding records which will be passed to the incoming incumbent.

10 Safer Practice with children

We will ensure our work with children is carried out in a 'safe' environment in accordance with Safe Parish Guidelines

- The ratio of leaders to children will comply with the Children Act 1989
- Each group will have a minimum of two adults and a gender balance will be maintained if possible.
- Adults will not work alone with children
- We will seek to ensure meeting places are safe, secure and suitable for purpose
- We will be clear about boundaries with regard to touching always related to the child's needs and normally initiated by the child.
- We will obtain parental/guardian permission for attendance at groups, trips, use of images and transporting children in private cars
- All those who drive children on church-organized activities should have held a full Drivers' licence for over two years which must be "clean" i.e. with no current points.
- All cars that carry children should be comprehensively insured for both private and business use. The insured person should make sure that their insurance covers the giving of lifts relating to church-sponsored activities.

11 Unaccompanied Children

If children attend our church services without their parents' or carers' knowledge we will welcome the child(ren) and try to establish whether their parents are aware of where they are. We will make sure an adult recruited for work with children takes care of the child and try to discover when they are due home and encourage them to keep to that arrangement. Depending on the age and competence of the child, we will ring the parents or ask the young person to ring to gain the parents' consent to the child remaining. If the child comes regularly, we will endeavour to establish regular contact with the parents or carers.

12 Visiting adults who may be vulnerable, in their homes

(Including residential homes)

Church workers will have individual responsibility for assessing the risk before undertaking a home visit. They will always carry a mobile phone on a home visit, and ensure that someone knows where they are and when they are expected to return. They will always call by appointment and carry identification. Where our workers need to refer the person to another agency we will talk this through with the vulnerable adult, seeking his/her permission before passing on personal information. Our workers will always endeavour to be clear about what behaviour from the vulnerable adults is acceptable and what is not.

13 Bell Ringing

The PCC will appoint the tower captain and others who are likely to be in charge of ringing at any time. All Tower Captains and ringers are expected to abide by the Diocesan Guidance "Safeguarding Children and Young people who are Bell Ringers" which follows the Child Protection policy of the Central Council for Bell Ringers. In particular, no adults will work alone with children and young people, at least one adult should be in calling distance at all times and instruction should be given with minimum physical contact as set out in paragraph 6 of the Diocesan Policy.

14 Organizations hiring Church Building or Premises

In relation to all activities and events which are not run directly by the church but which take place in church buildings or grounds the responsibility for implementing safeguarding policies rests with the hiring organisation and not with the PCC. However, the PCC needs to take reasonable steps to ensure that safeguarding policies and procedures are being practised by the hiring organisation. The PCC will require visiting groups to ensure that children and vulnerable adults are protected at all times, follow safe recruitment procedures, and are aware of health and safety issues in the building. Visiting groups will be required to sign a hire agreement and abide by the Parish Safeguarding Policy.

15 Social Media and Engaging with Young People

Children and Young people's workers should be familiar with the full policy set out in the Safe Parish Guidance

E mails on line chat and texting

- Parental agreement should be obtained before communicating with young people.
- Language should be clear and unambiguous
- All conversations must be made available for viewing by a workers supervisor.
- Workers may provide advice and support, but avoid counselling

Mobile Phones

- Workers will be allocated a dedicated work phone
- They should use group texts wherever possible
- There should be an agreed length of time for conversations and a curfew e.g. no communication between 10.00pm and 7.00am
- Conversations causing concern should be saved and passed to supervisor
- A record needs to be kept of any significant conversations with individuals relating to personal safety or the safety of others.
- Photos should only be taken in accordance with safeguarding guidance
- Images should only be downloaded to a church computer

All of the above should be shared with young people.

Facebook and all other social media.

- All staff and church wardens who have online contact with young people under the age of 18 should have a "Work" Facebook (or other) profile. This account should only be used for official work purposes. The safeguarding officer and the incumbent should have full access to the account.
- Any conversations with young people and vulnerable adults should follow the Good Practice Guidelines and not be deleted for any reason. See Toolkit 5 on Peterborough Diocese Website <http://www.peterborough-diocese.org.uk/code-of-practice/toolkit-5-forms-you-need-for-safer-working->
- When using their personal Facebook (or other) profiles, volunteers are encouraged to act in a responsible manner and in a way that are appropriate and consistent with the values of St Giles Church. Because of the public nature of information on Facebook and other social media, volunteers should use their account responsibly, and should be mindful of those who look up to them.

- There should be an agreed length of time for conversations and a curfew e.g. no communication between 10.00pm and 7.00am

16. FREEDOM TO SPEAK UP

- To fulfil their commitment to safeguard and promote the welfare of children, all organisations that provide services for, or work with, children or vulnerable adults are required to have appropriate whistle-blowing procedures, and a culture that enables issues about safeguarding and promoting the welfare of children to be addressed.
- Members of a congregation should be encouraged to acknowledge their individual responsibility to bring matters of unacceptable practice, performance or behaviour to the attention of the incumbent. It is often the case that a co-worker or co-voluntary worker may be the first to recognise that something is wrong but may not feel able to express concerns, feeling that this would be disloyal; he or she may fear harassment or victimisation. These feelings, however, natural, must never result in a child or adult who may be vulnerable continuing to be unnecessarily at risk.

How to raise a concern:

- Concerns, suspicions or uneasiness about practice or behaviour of an individual should be voiced as soon as possible to the Incumbent or Dean
- If the concern is about the Incumbent inform the Archdeacon and DSA
- If the concern is about the Dean inform the Bishops Chaplain and DSA
- Be specific about what practice is concerning, what has been heard or what has been observed
- Ideally put concerns in writing, outlining the background and history, and providing dates and times
- People are encouraged to put your name to any disclosure; however, any concern raised anonymously should be considered at the discretion of the church, taking into account the seriousness of the issue raised, the credibility of the concern and the likelihood of confirming the allegation from attributable sources