***Logo, company name

Description automatically generatedSafeguarding Policy***

**This statement was adopted by the church of St Mary, St Giles and All Saints (Canwell Parish) at a Parochial Church Council meeting held on Monday 24th January 2022.**

**1. This policy will be reviewed at the first PCC of each calendar 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.*
* *We recognise that a position of power in relation to another creates a risk of vulnerability. 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 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 activities and events for adults – 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.*
* *We commit ourselves to the safeguarding of people who may be vulnerable, ensuring their wellbeing in the life of this church.*

**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 ministry team consider power, control and the potential for spiritual abuse issues in their ministry.*
* *We will ensure that leaders of our children’s work (Tots and Toys, Messy Church, All Age worship etc.), social groups, ministry to the elderly 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 engage with appropriate safeguarding training, this being the Church of England’s Basic Awareness and Foundations online courses at least once every three years.*

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

* *Every PCC member will complete the CofE Basic Awareness and Foundations online courses at least once every three years.*
* *Safeguarding, including revision of policy, will be a regular PCC agenda item and agree that whilst we have a named Safeguarding Officer, we will accept collective ownership for this important issue.*
* *We will be transparent, open and not have secrets.*

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

* *We will adhere to the Safer Recruitment Policy in the selection of staff and volunteers for work with people who may be vulnerable.*
* *Our incumbent should undertake to ensure that, to the best of his or her knowledge, all PCC members, wardens and ministry leaders are of good standing.*
* *The PCC undertakes to appoint and upskill a dedicated Safeguarding Officer.*
* *The Safeguarding Officer undertakes to maintain a relationship with diocese level safeguarding team and ensures that this policy is followed.*

**5. 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 members of the PCC, those in positions of trust (such as wardens), and those with remits or leadership of groups involving vulnerable children etc. have appropriate enhanced DBS checks and that these are updated every five years.*
* *We take seriously training and activities relating to the safeguarding of children and vulnerable adults and seek to engrain this in our congregational culture through promoting engagement with the Basic Awareness and Foundations training.*

**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 and endeavour to make it accessible for all.*
* *We will actively (but appropriately), challenge each other in our work in order to ensure we consider a wide range of perspectives and views.*

**7. 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 an 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 bias to our personal view and record any concerns accurately.*
* *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.*

**8. The parish adopts the guidelines of the Church of England and the Lichfield Diocese.**

* *The Parish will report and record in line with Diocese policies and comply with local guidance’s for implementing national policies as defined in diocese polices. These include the diocese safeguarding policy, recording with care policy, social media policy and safer recruitment policy.*

*NB. The most recent copies of these policies can be found on the Lichfield Diocese Website, safeguarding section: www.lichfield.anglican.org/safeguarding/safeguarding\_resources/*

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

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

**This church appoints** **Mr Paul Newbold** **to represent the concerns and views of vulnerable people at our meetings and to outside bodies as Parish Safeguarding Officer.**

Incumbent: **Rev. Jonathan Iddon**

Churchwarden: **Mrs Anne Holman**

Churchwarden: **Mrs Sara Jones**

DATE: 24/01/2022