THE VALE OF PEWSEY TEAM SAFEGUARDING POLICY

This policy has been given to the PCC members and will be put forward for acceptance at the Annual Parochial Church Meeting on

The Church of England, along with the whole Christian community, believes each person has a value and dignity which comes directly from God's creation of male and female in God's own image and likeness. Christians see this as fulfilled by God's re-creation of us in Christ. Among other things, this implies a duty to value all people as bearing the image of God and therefore to protect them from harm.

The Vale of Pewsey Team is committed to the safeguarding and protection of all and affirms that the needs of children and young people, and adults who may be at risk are paramount.

We recognise that none of us is invulnerable but that there is a particular care for those whose vulnerability is increased by situations, by disabilities or by reduction in capacities. It is recognised that this increased vulnerability may be temporary or permanent and may be visible or invisible, but that it does not diminish our humanity and seeks to affirm the gifts and graces of all God's people.

This policy addresses the safeguarding of individuals. It is intended to be a dynamic policy. It is intended to support the Church in being a safe supportive and caring community for children, young people, vulnerable adults, for survivors of abuse, for communities and for those affected by abuse.

- **We recognise the serious issue of the abuse of children and vulnerable adults and recognises that this may take the form of physical, emotional, sexual, financial, spiritual or organisational abuse or neglect.**
- **We acknowledge the effects these may have on people and their development including spiritual and religious development.**
- **We accept responsibility for ensuring that all people are safe in our care and that their dignity and right to be heard is maintained.**
- **We accept responsibility to support, listen to and work for healing with survivors, offenders, communities and those who care about them.**
- **We take seriously the issues of promotion of welfare so that each of us can reach our full potential in God's grace.**

The Vale of Pewsey Team commits to respond without delay to any allegation or cause for concern that a child, or adult who may be at risk of abuse may have been harmed, whether in the church or in another context. It commits itself to challenge the abuse of power of anyone in a position of trust.

The Vale of Pewsey Team commits to the provision of support, advice and training for lay and ordained people that will ensure people are clear and confident about their roles and responsibilities in safeguarding and promoting the welfare of children and young people, and adults who may be at risk of abuse.

The Vale of Pewsey Team affirms and gives thanks for the work of those who are workers or volunteers with children, and adults who may be at risk of abuse and acknowledges the

shared responsibility of all of us for safeguarding children and adults who are on our premises.

The Vale of Pewsey Team appoints Pauline Dark as Parish Safeguarding Representative and supports her in her role which is to:
i) support and advise the minister and the church officers in fulfilling their roles
ii) provide a point of reference to advise on safeguarding issues
iii) promote safeguarding best practice within the local church.

a) Purpose
The purposes of this safeguarding policy are to ensure procedures are in place and people are clear about their roles and responsibilities regarding children, and adults who may be at risk in our care and using our premises. To be read in conjunction with 'The Diocese of Salisbury Safeguarding Framework and Good Practice Guidelines'

b) Good Practice
We believe good practice means that:
i) All people are treated with respect and dignity.
ii) Those who act on behalf of the Church should not meet or work alone with a child, young person or adult who may be at risk of abuse where the activity cannot be seen unless this is necessary for pastoral reasons, in which case a written note of this will be made and kept noting date, time and place of visit.
iii) The church premises will be assessed for safety and the risk assessment report will be given annually to the Parochial Church Council in written form. This will include fire safety procedures. The Parochial Church Council will consider the extent to which the premises and equipment are suitable or should be made more suitable.
iv) Any driver using their own vehicle for the transportation of children, young people or adults who may be at risk of abuse is responsible for ensuring the vehicle is roadworthy and comprehensively insured. (Drivers to check with their Insurance Company re the requirement for business cover)
v) Promotion of safeguarding is recognised to include undertaking those tasks which enable all God's people to reach their full potential.

c) Appointment and training of workers
Workers and volunteers will be appointed after a Safer Recruitment process and a satisfactory Disclosure and Barring Service (DBS) check and completion of *SG7 - Confidential Declaration Form, Appendix 2*. Each worker/volunteer will be required to undergo basic safeguarding training, within the first six months of appointment. The other training needs of each worker will be considered (e.g. food hygiene, first aid, lifting and handling, etc.) and each worker will have an annual review conducted by their Supervisor.

d) Lay Pastoral Assistants/Pastoral Visitors
In terms of safeguarding, LPAs will be required to attend safeguarding training before commissioning. Pastoral Visitors will be supported in their role with the provision of basic safeguarding training appointment.

e) Guidelines for working with children and young people and adults who may be at risk of abuse
The Guidelines exist and are reviewed annually. These are accessible to each worker with children and young people and adults who may be at risk of abuse outlining good practice.

f) Events with church groups off the premises
Adequate staffing will be ensured for such events. Notification of the event will be given to the PCC in advance.

g) E-safety
The Guidelines exist and are reviewed annually. These are accessible to each worker with children, young people and vulnerable adults outlining good practice.

h) Other groups on church premises
Where the building is hired for outside use the person will be required to sign a letting agreement. If they are to be provided with a key they will be asked to sign a keyholder agreement.

i) Complaints procedure
It is hoped that complaints relating to safeguarding can be dealt with internally by individual group leaders. However, a complaint may be made to the Parish Safeguarding Representative. If a complaint is made to another person, it should be passed on to the **Parish Safeguarding Representative who will arrange to meet with the complainant and attempt to resolve the complaint. If the complaint cannot be resolved, consideration will be given to invoking the complaints procedure of the Church of England.**

j) Review
This policy will be reviewed annually by the Parochial Church Council.

k) Key concepts and definitions:

i) Safeguarding and protecting children, or adults who may be at risk of abuse: preventing maltreatment; preventing impairment of their health and ensuring safe and effective care.

ii) Adult/child protection is a part of safeguarding and promoting welfare. This refers to the activity which is undertaken to protect children/specific adults who are suffering or are at risk of suffering significant harm, including neglect.

iii) Abuse and neglect may occur in a family, in a community and in an institution. It may be perpetrated by a person or persons known to the child or adult or by strangers; by an adult or by a child. It may be an infliction of harm or a failure to prevent harm.

All relevant people to annually read and sign The Vale of Pewsey Team Safeguarding Policy.