

# ALL SAINTS CHURCH BAKEWELL WITH ST ANNE'S OVER HADDON- DIOCESE OF DERBY

## PCC SAFEGUARDING POLICY STATEMENT

- The Parochial Church Council (PCC) acknowledges that safeguarding is everybody's responsibility. It will safeguard and protect all children and vulnerable adults for whom it has a responsibility.

The PCC will strive to set positive examples of behaviour for all to follow, as well as to promote and prioritise safety. The PCC requires church members, friends, visitors and contractors to promote a welcoming, supportive and safe environment for all children and adults, and where abuse can be disclosed or reported and support offered

- The PCC will not tolerate any form of abuse. It will adopt and implement procedures to seek to prevent abuse in church related activities and in any outside contact between church members and children/vulnerable adults. It will challenge behaviour and activities that may put others at risk of harm.

- The PCC will seek to help leaders recognise signs of possible abuse, and will advise on action to be taken if there is a concern that abuse may have occurred

- Any allegation of abuse will be taken seriously and the church will respond without delay to any concern raised. The PCC will co-operate sensitively with any investigation by the police and the local authority.

- The church will offer informed pastoral support to anyone shown to have been abused – or falsely accused of abuse. The PCC acknowledges a need to protect children and vulnerable adults from abuse and to protect others from unfounded accusations and recognises the importance of understanding the needs of those who have been abused, including their feelings of isolation.

- The PCC acknowledges that information may have to be shared in accordance with the Diocese of Derby guidance on "what to do if you have safeguarding concerns"

- **DEFINITIONS**

- Safeguarding - action to protect the welfare, health, development and basic rights of individuals, so they can live free from harm, abuse and neglect, with the opportunity to achieve their potential

- Children:- All who are under 18 years of age

- Vulnerable adults: a person aged 18 or over whose ability to protect himself or herself from violence, abuse, neglect or exploitation is significantly impaired through physical or mental disability or illness, old age, emotional fragility or distress or otherwise, and for that purpose the reference to being impaired is to being temporarily or permanently impaired.

- **Abuse;**

Adults - Abuse can take many forms and includes physical abuse, domestic violence, sexual abuse, psychological abuse, exploitation, financial or material abuse, modern slavery, neglect and acts of omission, discriminatory abuse and institutional abuse, spiritual, or a combination of these.

Child abuse is any form of maltreatment of a child. Someone may abuse or neglect a child by inflicting harm, or failing to act to prevent harm. Abuse may take the form of physical abuse, emotional abuse, sexual abuse, or neglect, or a combination of these. Harm can also be caused by inappropriate use of religious belief or practice, such as penitential discipline, oppressive teaching or intrusive healing or deliverance ministries.

Domestic Abuse- Any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 and over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to: Psychological; Physical; Sexual; Financial or Emotional.

We recognise that: All forms of domestic abuse cause damage to the survivor and express an imbalance of power in the relationship. All survivors (regardless of age, disability, gender, heritage, ethnicity, religious belief, sexual orientation or identity) have the right to equal protection from all types of harm or abuse.

Domestic abuse can occur in all communities.

Domestic abuse may be a single incident, but can also be a systematic, repeated pattern which escalates in severity and frequency.

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, adults and other agencies, is essential in promoting the welfare of any child or adult suffering abuse

- **IMPLEMENTATION AND ADMINISTRATION**

- The PCC must appoint a Parish Safeguarding Officer (PSO) who shall:
  - advise the PCC on relevant information provided by the Diocese and by the Disclosure and Barring Service
  - arrange applications for clearance for church members responsible for children and vulnerable adults
  - be the first point of contact in the event of any concerns arising
  - attend relevant training sessions
  - provide reports as requested by the PCC

For the avoidance of doubt the PSO shall be subject to a satisfactory check from the Disclosure and Barring Service

- The Chair, Churchwardens and Secretary of the PCC must ensure that all PCC members and all who have regular responsibility within the church for children and vulnerable adults, are made aware of this policy and receive a copy of it.
- A copy of this policy must be displayed in each church, and on the church website.
- The PCC will ensure that all who have regular responsibility within the church for children and vulnerable adults are aware of their responsibilities under this policy, the law and recognised good practice
- The PCC shall :-
  - Approve all groups that will be active within the church, and all keyholders,
  - Be responsible for all the training and induction of group leaders and helpers
  - Inform the Parish Safeguarding Officers of clearances and/or safeguard training required
  - Not confirm any relevant appointment, where identified a DBS is required, until a satisfactory check is notified from the Disclosure and Barring Service
  - Be responsible for ensuring that no leader or assistant is allowed to work unsupervised until clearance is received

- Be responsible for managing risk
- The PCC must receive a copy of the safeguarding policy of any group wishing to hire any part of the church
- The PCC acknowledges the requirements of the Diocese of Derby to:-
- display copies of the Diocesan flow chart, showing procedures to follow in the event of concern
- follow the Diocese of Derby Safeguarding Policy Procedures and Guidance
- carry sufficient public liability insurance (currently £5m), including cover for church activities away from parish premises and accident cover for all leaders and staff

- [supply a copy of this policy to the Diocese](#)

- **IMPLEMENTATION -PREVENTATIVE ACTION AND PRACTICE GUIDELINES**

- Consider wellbeing and safety in the planning and development of all activities
- Explain the standards of behaviour required and encourage participants to accept responsibility for their own performance, behaviour and safety
- Work in an area where all activities can be seen by others, wherever possible leave room doors open
- Avoid all unnecessary contact – like hugging, touching, kissing and picking up or unnecessary invasion of private space. If physical contact is necessary keep it formal, and touch only hands or arms.
- Have a witness for any first aid given and record it in the accident book.
- Avoid being alone with a child or vulnerable adult wherever possible. If this is unavoidable make another adult or family member aware of the situation e.g. a car journey, taking to the toilet
- Avoid anything that could lead to personal relationships with a child or vulnerable adult
- Avoid appearing to show favouritism or special attention
- Avoid inappropriate or suggestive remarks, even if intended as a joke – misinterpretation is so easy. towards particular individuals. This includes electronic communications as well as the spoken word.
- Do not take children or vulnerable adults to your home
- Do not take photographs or videos without informed or parental consent and the subject being appropriately dressed
- Maintain confidentiality about sensitive information (but remembering that information may have to be disclosed under the Diocesan Safeguarding Policy Procedures and guidance)
- Report any incidents that might involve [alleged] abuse – see the Diocesan Flow Chart – and keep a written record of facts and what you report, to whom made and when

- **IMPLEMENTATION – RECOGNISING SIGNS OF ABUSE**

- An individual may disclose information or may be given it by a third party

- Physical Injuries may be visible, eg bruises, burns, falls, limping
- Significant changes in behaviours, e.g. avoiding contact, becoming withdrawn, becoming very aggressive, unusual appearance or lack of personal care, weight change inappropriate clothing, tearfulness, lack of money
- **IMPLEMENTATION – HOW TO RESPOND IF CONCERNED**
- Inform the Vicar or PSO. For emergency situations contact the police or social services. See Diocesan flow chart in church for further information
- You are advised to refer any concern
- If a child/adult starts talking to you about abuse:
  - stay calm, listen, be sympathetic, take what is said seriously, try not to interrupt, let them recall what is important to them
  - try to be reassuring “you have been right to talk about this” “it is not your fault”
  - do not press for more detail
  - Do not make promises you can’t keep (“it won’t happen again”)
  - Do not agree to keep secrets
  - Do not be judgemental (“why didn’t you run away?”)
  - Do not contact the alleged abuser
- Record what you have been told, in writing as soon as you can with details of who you contacted, when and how.

Adopted by the PCC on 21<sup>st</sup> September 2022

Confirmed by the Chair of the PCC



To be reviewed annually- Date of next review: September 2023

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