

The Parish of Cannock and Huntington

Building Community with Christ at the Centre

Safeguarding Policy 2022 - 2023

1. Safeguarding Policy

- This policy will be reviewed each year to monitor the progress that 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 adults activities and events – 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.

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 team consider power, control and spiritual abuse issues in their ministry.
- We will ensure that two persons are present when members of the Pastoral Care Team are ministering.
- We will ensure that leaders in all spheres of our ministry that involve working with vulnerable persons have appropriate enhanced DBS checks
- We will ensure attendance at safeguarding training
- DBS checks and Safeguarding Training will take place every 3 years
- We commit to having safeguarding as a standing PCC agenda

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

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

- We will follow the Diocesan Safer Recruitment and People Management Policy
- We will ensure that those in positions of trust including all the leadership of groups involving vulnerable people have appropriate enhanced DBS check and that these are updated every three years.
- We will engage with appropriate training and seek to develop relationships with other agencies and the diocese on safeguarding.
- Safeguarding Policies will be reviewed and revised annually and agree that whilst we have a named Parish Safeguarding Officer we will accept collective ownership of this important issue.
- We will be transparent, open and not have secrets.

5. 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.
- We will actively (but appropriately), challenge each other in our work in order to ensure we consider a wide range of perspectives and views– ensuring that 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 they can participate and contribute as a full part of the church.

6. 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 and 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 biased to our personal view. We will report and not investigate.
- We will record concerns factually in diocese suggested formats
- 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 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 people who may be vulnerable.

- We will ensure that we will undertake safer recruitment as outlined by the Diocesan policy and ensure that those appointed to positions of trust will be only be accepted once a DBS check has been done.
- Our incumbent undertakes to ensure that to the best of his or her knowledge all Church Wardens, PCC members and ministry leaders are of good standing
- The PCC undertakes to appoint and upskill a Parish Safeguarding Co-ordinator and a deputy to cover both centres of worship.
- The Parish Safeguarding Co-ordinator undertakes to maintain a relationship with the diocesan safeguarding team and ensure that this policy is followed.

8. The parish is committed to supporting, resourcing, training and regularly reviewing those who undertake work amongst people who may be vulnerable.

- The PCC will ensure that all those employed by us or are part of the Licenced Ministry team will have robust contracts or working agreements.
- They will have role descriptions which include their responsibility for safeguarding.
- They will each have a yearly review and offered the opportunity for training including up to date safeguarding training.

9. The parish adopts the guidelines of the Church of England and the 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.
- We will endeavour to form links with safeguarding coordinators of other faith groups locally

10. 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 Teresa Atherton to represent the concerns and views of vulnerable people at our meetings and to outside bodies as Parish Safeguarding Co-ordinator.

This statement was adopted by the parish at a Parochial Church Council meeting held on 27th September 2022 and will be reviewed annually.

Incumbent ...Rev. Vicky Fleming

Churchwarden ..Janice Middleton

Churchwarden ..Janet Bolton

Date ..27th September 2022.