



## **SAFEGUARDING CHILDREN AND YOUNG PEOPLE**

This statement was adopted by the PCC of

**St. James the Great, Cranham, Glos**

at the Parochial Church Council meeting held on **7th November 2019**

This policy will be reviewed each year to monitor the progress which has been achieved and a copy shared with the Archdeacon at the time of the Visitation.

1. The PCC accepts the diocesan policy statement and guidelines on working with children and young people.
2. The PCC seeks to provide a caring, warm and consistent atmosphere and environment in which children and young people can develop and grow, and in which they can learn in safety. Children and young people will be treated as individuals and with equal concern.
3. The PCC recognises the following areas of work with children and young people in the areas of: **Bell Ringers, Server, Family Service, School Services, Open the Book.**
4. The PCC:
  - I. Will ensure that everyone involved in the care of children and young people, whether through paid employment or volunteer roles, are personally made aware of the diocesan policy and the PCC policy.
  - II. Will ensure that everyone involved in the care of children and young people (*existing and in the future from the date the PCC policy is accepted*) will be recruited through the Church of England's Safer Recruitment processes.
  - III. Will ensure that completed personnel records are appropriately stored. All information on workers with children and young people will be kept locked away safely and confidentially in line with data protection legal requirements.

- IV. Will ensure that every appropriate position is recruited to in line with national church and diocesan Safer Recruitment processes.
- V. Will ensure that it complies with the rolling programme of DBS rechecks that are supported/administered by the diocese.
- VI. Will ensure everyone involved in working with children and young people are clear of the nature of the work they have agreed to do and the name of the person to whom they are responsible.
- VII. Will ensure the parish priest/person nominated by the PCC will be responsible on the PCC's behalf for implementing and monitoring the PCC's policy.
- VIII. Will ensure that training opportunities are undertaken within national/diocesan requirements.
- IX. Will ensure that the PCC are regularly informed of the names of those who work with children and young people for parish records.
- X. Nominates **Mrs. Hazel Stacey** to be the Nominated Person to whom all concerns and cases of suspected or alleged abuse must be reported immediately.
- XI. Will make adequate provision for insurance cover for all activities for children and young people in line with the House of Bishop's guidance.
- XII. Will make a copy of this policy available to all employees and volunteers of this church, and to parents/guardians.
- XIII. Will review this policy annually at the PCC meeting immediately following the APCM and ensure that a copy of this policy will be presented to the Archdeacon at the Visitation.
- XIV. Will ensure that any individual organisation renting/using its premises for activities involving children and young people is aware of its own individual responsibilities to have appropriate safeguarding policies and processes in place.
- XV. Will ensure that any complaint made regarding a child for whom we are responsible, who may have been harmed or is in significant danger, will be reported immediately and that we will fully cooperate with statutory agencies during any investigation into allegations concerning a member of the church community.

- XVI. Will inform the statutory agency of any suspected criminal offenders or concerns that we are made aware of in respect of our contact with children, and will inform and work closely with Diocesan staff and all statutory agencies.
- XVII. Will offer informed pastoral care to any child, young person or adult who has suffered abuse, and provide them with details of local and national support agencies.
- XVIII. Will work closely with the diocese to ensure that we effectively supervise and support any member of our church community known to have offended against a child.
- XIX. Will ensure that we work closely with the diocese to ensure that any required DBSs or other required checks and references, including the five year rolling re-check programme, are complied with.
- XX. Will work closely with the diocese in ensuring appropriate people are trained and updated on good practice, legal changes etc.
- XXI. Will ensure that a copy of this policy will be displayed on the parish noticeboard alongside a ChildLine poster.

If you have any concerns about any safeguarding issues please don't hesitate to be in touch with a member of clergy or with our Nominated Person

**NAME                      Mrs. Hazel Stacey                      CONTACT 01452 863493**

Should more information be required please contact Mrs. Stacey or go on line @ [www.nspcc.org.uk](http://www.nspcc.org.uk) where more information may be obtained, free of charge.

Incumbent .....**Revd. Janet Turville** .....Date ...7/11/19.....

Churchwarden **Mrs. Linda de Cossart** ... ..

Churchwarden **Mr. Keith Ardron** ... ..



This statement was adopted by the PCC of

at the Parochial Church Council meeting held on Wednesday 23<sup>rd</sup> May 2018

This policy will be reviewed each year to monitor the progress which has been achieved and a copy shared with the Archdeacon at the time of the Visitation.

1. We recognise that everyone has different levels of vulnerability and that each of us may be regarded as vulnerable at some time in our lives.
2. As members of this parish we commit ourselves to respectful pastoral care for all adults to whom we minister.
3. We commit ourselves to the safeguarding of all adults who may be at risk, ensuring their well-being in the life of this church.
4. We commit ourselves to promoting safe practice by those in positions of trust.
5. The parish commits itself to promoting the inclusion and empowerment of all adults who may be at risk.
6. It is the responsibility of each of us to prevent the physical, emotional, sexual, financial and spiritual abuse of adults who may be at risk and to report any such abuse that we discover or suspect.
7. We undertake to exercise proper care in the safer recruitment practices of all appointment processes of those who will work with adults who may be at risk.
8. The parish is committed to supporting, resourcing, training and regularly reviewing those who undertake work amongst adults who may be at risk.
9. The parish adopts the national Church of England guidelines; and those of the Diocese.

10. Each person who works with adults who may be at risk will agree to abide by these recommendations and the guidelines established by this church.

If you have any concerns about any safeguarding issues please don't hesitate to be in touch with a member of clergy or with our Nominated Person

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<b>Good Practice</b>	<b>Poor Practice</b>
Being careful of our language. Always use positive language, for example, a person has a physical, mental or learning disability.	Maintaining a 'them' and 'us' divide in our attitudes, speech and actions. By not speaking to vulnerable adults as one would other adults or by only talking about 'them' without using individuals' names.
Treat vulnerable adults with the same respect as you would when speaking to or about anyone else. Always refer to them by name, e.g. 'We must remember to save a seat so Bill can join in.'	By not speaking to or about vulnerable adults as one would to other adults. Grouping people together as if they are all the same increases unhelpful stereotyping and removes their individuality.
Use proper sign language for the deaf and for those with learning difficulties.	Using action songs as a substitute for signing is inappropriate. The 'actions' are not necessarily intelligible to deaf people or

	those with learning difficulties. They may be fun but actions don't use the words; they are also fine for children or as an aid to worship.
Make sure everyone can get to where the coffee is served and that they receive the necessary books or papers on arrival at church. Clear access to enable independence is always the preferred option, but remember to be available to offer help should it be needed.	Assuming that the person with a disability has no need of books, etc. Assuming that all disabled people have to be served and cannot help themselves or express a choice or preference.
Giving the same respect as to others Always knocking on the door before entering a room or home. Asking permission to join them; respecting their home and possessions.	Touching or moving personal possessions without permission. Many people rely on familiarity as navigation aids around their homes.
Respecting differences – be it in appearance, ability or ideas.	Attempting to change someone's appearance to a more acceptable style. Assuming that odd or challenging behaviour is a sign of demon possession. Imposing, 'ministry' on vulnerable adults without their informed permission. Assuming that everyone shares your Christian values.
Make sure that everyone has access to all the projected words, pictures and presentations by offering seating with a clear sight line' by, for example, offering seats near the front (if they are wanted). Have more than one screen for OHPs or PowerPoint presentations and ensure that the images are not adversely affected by light, or provide written copies.	Ignoring or excluding people from everyday events or special occasions either by not inviting them or by not making communication possible. Ignoring people that are below your eye-level by only taking to their companions who may be on your eye-level. Standing whilst talking to someone in a wheelchair assumes you are talking down to them (even if you aren't) and makes two way communication difficult.
Have a proper conversation using appropriate language. Ask about interests and hobbies.	Using euphemisms, irony and some jokes with some vulnerable adults can sometimes be misunderstood and your true meaning will not be grasped or it may be felt to be offensive. Just because someone has a disability it doesn't mean they can't hold an adult conversation with you – avoid using childish language.
Vulnerable adults sometimes welcome physical contact, but remember to ask first. Not withholding physical contact because someone has a disability.	Hugging people without asking can cause distress; people who have disabilities have preferences too. Leaving a disabled person

	out of 'hugging' or handshakes can be very rejecting and hurtful.
Check the building for accessibility. This doesn't only mean doors, steps and toilets, but also includes sight lines, lighting, acoustics, etc.	Failing to see that we all have similar needs.
Respect for dignity and feelings. Ask about personal preferences, forms or address and how much help might be needed.	Excluding vulnerable adults from events like funerals because, in your opinion, it may be upsetting. Assuming that help is needed all the time with everything.
Remember the needs of carers for breaks and short times apart (they may want to go the shops or the person cared for may welcome the chance to go shopping without their carer – it gives something different to talk about on return home).	Being insensitive or neglectful of the emotional needs of carers. Judging how they spend their time or money.