



Policy on the Safeguarding of Adults/Children

This statement was adopted by the Hanley, Holy Evangelists Team Ministry at a Parochial Church Council meeting held on 23rd November 2018 and updated on 23rd July 2024.

- 1. This policy will be reviewed each 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 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 those who lead prayer consider power, control and spiritual abuse issues in their ministry.
- We will ensure that leaders of our children's groups as specified in Addendum 1 and adult's groups as specified in Addendum 2 as well as other ministries that involve working with vulnerable persons have appropriate enhanced DBS

checks. Parents/ guardians and other responsible persons should be aware of their responsibility for their own children.

- We will ensure that those who care for people in our parish attend appropriate safeguarding training.

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

- We will ensure that those who care for people in our parish attend appropriate safeguarding training.
- Any non-Hanley Team Ministry groups, churches or congregations that use our church buildings or halls, as listed in Addendum 3, must satisfy the PCC that they have a Safeguarding Policy (if relevant); if they do not have their own policy, the PCC will present their own policy for the group to adopt and implement.
- Only suitable and responsible people may become key holders. Access and usage of church building and halls will be monitored as far as is reasonably practicable.
- The PCC will ensure full compliance with Health and Safety legislation.

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

- We commit to discuss safeguarding and support to of safeguarding as a standing PCC agenda item.
- The PCC will review this Policy and its procedures annually at the first full PCC meeting following the Annual Parochial Church Meeting.
- We agree that whilst we have a named co-ordinator (Mary Chanot) we will accept collective ownership for this important issue.
- We will ensure that those in positions of trust (such as Parish Wardens and District Wardens, and all members of the PCC and DCCs), and those with remits or leadership of groups involving vulnerable children etc have appropriate enhanced DBS checks and that these are updated every three years.
- Those responsible for safeguarding co-ordination undertake to maintain a relationship with diocese level safeguarding team and ensure that this policy is followed.

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 (as per the Recording with Care Policy 2017)
- 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 those in positions of trust (such as Parish Wardens and District Wardens and all members of the PCC and DCCs), and those with remits or leadership of groups involving vulnerable children, etc. have appropriate enhanced DBS checks and that these are updated every three years.
- We will make appointments involving working with children and vulnerable adults in accordance with the guidance in 'Safer Recruitment Policy; application of DBS and training policy as relating to safeguarding (revised 2022) [safer-recruitment-and-training-policy-v4-2022.pdf](https://www.cloudfront.net/d3hg1q6yacptf/safer-recruitment-and-training-policy-v4-2022.pdf) ([d3hg1q6yacptf.cloudfront.net](https://www.cloudfront.net/d3hg1q6yacptf))
- We will engage with appropriate training and seek to develop relationships with other agencies and the diocese on safeguarding.
- The Team Rector in conjunction with the Team Staff undertakes 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 co-ordinator.

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

- We will engage with appropriate training and seek to develop relationships with other agencies and the diocese on safeguarding.
- Training will be arranged in accordance with the requirements contained in Safer Recruitment Policy; application of DBS and training policy as relating to safeguarding (revised 2022) [safer-recruitment-and-training-policy-v4-2022.pdf \(d3hgrrlq6yacptf.cloudfront.net\)](https://d3hgrrlq6yacptf.cloudfront.net)
- Once a year the leader of each group will carry out a review with each volunteer to talk about their work and, if they wish to continue, to discuss training opportunities so that there can be an opportunity to develop skills.
- A similar revue with group leaders will take place with the appropriate church leader.

9. The parish adopts the guidelines of the Church of England and the Diocese.

- The Parish will report and record in line with Diocesan policies and comply with local guidance for implementing national policies as defined in diocesan policies. These include the diocesan safeguarding policy, recording with care policy, social media policy and safer recruitment policy.
- It is the responsibility of each District Church Council to ensure this is carried out for their church in conjunction with the PCC.

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

Incumbent Phillip Jones.....

Churchwarden Angus Paterson....

Churchwarden Derek Durber.....

Date 23 July 2024.....

Approved at the Parochial Church Council meeting 23 July 2024

Addendum 1 (Children)

St. Matthew's:

Messy Church, School Holiday Clubs

St. Luke's:

Nana Mags Babies and Toddlers

School Holiday Clubs

Any other children's and youth groups run by the churches of the Team

Add: St. Matthew's and St. Luke's, St. Luke's

Addendum 2 (Vulnerable Adults)

Christ Church:

Lunch club

Wednesday Drop In

St. Luke's:

Place of Welcome

Men's Breakfast

Other events:

Addendum 3 (Non-Church Groups)

Christ Church: *Cobridge Kiddies, Open Door, Anglican Missionary Congregations*

Holy Trinity (Parish Hall): *Eritrean Orthodox Church, Rainbows/Brownies/Guides, YMCA GO, Seventh Day Adventist Church, Games Club*

St. Luke's: *South Indian Orthodox Church*

St. Matthew's, *Over 55s Club,*

St. Mark's: *Coffee and Chat, Circles, Eritrean Orthodox Church*