

2023

Safeguarding Policy ...All Saints Fishponds Bristol

Policy Statement

All Saints Church community must be a place where all are safe and protected from abuse .

As a church we seek to provide effective recruitment, safeguarding training, support, advice and policies so that children, young people, and vulnerable adults are safe from abuse in the life of the church and their wellbeing is enhanced.

Safeguarding is about preventing harm to children and vulnerable adults. This may involve needing to use the child protection system to address concerns, make someone safer and bring an offender to justice.

All children are vulnerable to harm caused by others: they are reliant on adults to meet their basic needs, they are taught in most cases to respect and trust adults, they have limited independent access to public services. A vulnerable adult is someone at risk of, or experiencing abuse..this may be physical, spiritual, social or financial.

Safeguarding children and young people and vulnerable adults, is the responsibility of everyone.

Procedures

The following procedures are designed to maximize protection for children and vulnerable adults, for whom AS has a responsibility and are in accordance with Bristol Diocesan Safeguarding Policy and procedures.

1. Safeguarding Officers

The PCC will nominate one or two people, to be known as Parish Safeguarding Officers. These persons will ensure the application of C of E Safeguarding policy at All Saints.

Photographs of PSOs with their names and contact numbers and the Childline no: 08001111 must be clearly displayed in a prominent place, regularly seen by children. The PCC, all children's leaders and workers and the entire congregation should be made aware of the role and contact numbers of PSOs.

Contact numbers of relevant support agencies must also be displayed in both church and church hall.

Safeguarding must be a Standing Item at each PCC meeting.

Safeguarding Officers must update the Parish Dashboard regularly to inform the Diocese of the parish's compliance with all aspects of safeguarding.

****SAFEGUARDING IS THE RESPONSIBILITY OF ALL.****

2. Responding to Concerns and Allegations

In issues of Child Protection, the person to whom a child makes a disclosure or who has concerns about a child must ensure that Child Protection and Safeguarding come before confidentiality.

NEVER AGREE TO KEEP A SECRET...listen to the child/vulnerable adult...NEVER ASK LEADING QUESTIONS-this can make evidence inadmissible in court-always REFER...never investigate.

3. Dealing with Concerns or Allegations

(i.) If abuse is suspected or disclosed a Parish Safeguarding Officer must be approached immediately in person, telephone call or email. They will then report to the Diocesan Safeguarding Advisor and if appropriate the Children's Department or Police. If the situation demands it on account of perceived immediate danger to a child inform the Police and/or Social Services immediately.

(ii.) In the event of PSOs not being available or if the concern is about them the following should be contacted

The Incumbent, Revd. Lizzie Kesteven tel 01179650856, who will then contact the Diocesan Safeguarding Adviser, (Adam Bond,) office hours, tel . 01179060100, out hours 03030031111 (Thirty One Eight, formerly CCPAS, saying you are ringing from Bristol Diocese.)

Bristol Social Services tel. 01179036500..out of hours 01454615165, Police, 01179454320, First Response 01179036444.

(iii) If the concern/complaint is against a person in a position of trust the diocesan 'Allegations Management Procedure' must be followed..it can be found on the Diocesan website.

(iv) Details of Confidentiality-who will be told about a concern, who will not be told?..Guidance in 'Information Storage' (Bristol Diocese website) will be followed.

(v) Record Keeping. Always keep a written record of any involvement including any concerns you have with a family or child. Records should include what a child has/may have said to you, actions you have taken and who you have spoken to, decisions that have been made including how and why these were made.

Have a clear, objective, dated written record of your concerns.

(vi) The PCC must approve of procedures for dealing with abuse and allegations annually.

3. Safer Recruitment

Everyone within the Church of England must be recruited to any paid or voluntary role according to Church of England Safer Recruitment Policy.

(i) All persons wishing to work with children and young people in a paid or voluntary capacity at All Saints must complete an application form, sign a Confidential Declaration, be supported by two referees, obtain a DBS (Disclosure and Barring Service) Enhanced Disclosure and be interviewed before commencing their duties. PSOs are responsible for enabling this procedure through Bristol Diocese and ThirtyOne Eight (was CCPAS).

(ii) The Bristol Diocesan Safeguarding Training programme must be undertaken and updated by all volunteers and paid staff.

The Courses are as follows:

- a. Basic Awareness: for all church officers and volunteers. This course is on-line at, <http://safeguardingtraining.cofeportal.org>
Those only doing this training, need to renew every three years.
- b. Foundation Safeguarding: for all PCC members, churchwardens, PSOs and volunteers working with vulnerable groups.
Accessible on line, as above, or at group sessions held locally.
<http://safeguardingtraining.cofeportal.org>

- c. Leadership Safeguarding: for all churchwardens, PSOs and LLMs. Training organised by the Diocese. See Diocesan website for details.
- d. Recognising and Responding to Domestic Abuse: for all PCC members, churchwardens, PSOs and LLMs. Available at: <http://safeguardingtraining.cofeportal.org>
- e. Safer Recruiting: Training organised by the Diocese for PSOs.
NB: When you contact <http://safeguardingtraining.cofeportal.org> you will be asked name your church, which is All Saints, Fishponds, Bristol.

ALL THE ABOVE COURSES NEED TO BE RENEWED EVERY THREE YEARS.

(iii.) All Saints will follow the Diocesan policy on Fair Recruitment of Ex Offenders (2016).

See Diocese of Bristol safeguarding policies:
<https://www.bristol.anglican.org/aboutus/safeguarding/safeguardingresources/>

4. Practice Guidance for Church Children's and Vulnerable Adults Groups

- (i) Attendance Registers, including contact details, must be kept and stored securely for all group activities, including names of adults present.
- (ii) Records of appointments, dates of issue of DBS issue and records of training are reported to PCC and kept securely by PSO.

All Saints follows Diocesan Guidelines on record keeping, data protection and confidentiality...ref Bristol Diocese Website.

(iii) All regular children's and young person's groups should have at least 2 DBS cleared persons present for all of their activities of whom one is a woman. In the event of a married couple or a couple in long term relationship leading an activity another DBS cleared adult must also be present.

(iv) All group activities must be risk-assessed before taking place.

(v) Some activities need Role Descriptions for volunteer roles.

(vi) Anyone wishing to open a new church based group or hold an activity for children and young people must obtain PCC permission and comply fully with this policy.

(vii) In the event of an activity requiring transport permission from parents (or those with parental responsibility) must always be obtained prior to transporting children by car or minibus. The driver must be DBS cleared and hold a clean licence. Any person with a history of road traffic offence must never transport children. Drivers are responsible for ensuring that their insurance is sufficient and valid for that sort of journey. No more than the maximum number of people lawfully insured to be carried in that particular vehicle should be transported. Each child should be secured by the appropriate seat belt or child seat. Children should not normally be alone with a driver.

(viii) Parent/carer's written consent must be obtained in order for their child to be photographed during children's activities. Additional consent must be sought for the publication of photographs. Children's names must not be displayed with photographs. Photographs must only be taken by a named

photographer or activity leader and stored securely. A child's wish not to be photographed on any occasion must be respected by the photographer regardless of consent having been given.

(ix) All Accidents must be recorded in the accident books kept with First Aid box.

5. Hire of Church Premises and Safeguarding

(i) Groups using the hall regularly must abide by this policy. They must also read and sign a copy of "Safeguarding Conditions for the Hire of Church Premises. They must provide the church with a copy of their own organisation's Safeguarding Policy and Procedures, if they have one.

(ii) Individuals hiring the Hall for a one-off event, eg a party, need to ensure that there are a minimum of two adults present for activities involving children and vulnerable adults. DBS does not apply for one-off hires.

(iii.) Insurance cover..ensure that all activities are covered including trips and special events.

This policy will be reviewed at least annually.

Helen Whitehead, All Saints PSO, 12.04.23

Date: Approved by PCC: 19.04.23

