


POLICY ON THE SAFEGUARDING OF ADULTS IN A PARISH

Name: St James' Church
Church Address: Church Hill, West End, Southampton, Hants West End SO30 3AT
Safeguarding Officer: Mrs Carol KIDD 02380454883 / 07842244876

This statement was adopted by St James' Parish at a Parochial Church Council meeting held on 11/9/2018 and will be reviewed yearly.

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 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.
5. The parish commits itself to promoting the inclusion and empowerment of people who may be vulnerable.
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.
7. We undertake to exercise proper care in the appointment and selection of those who will work with people who may be vulnerable.
8. The parish is committed to supporting, resourcing and training and regularly reviewing those who undertake work amongst people who may be vulnerable.
9. The parish adopts the guidelines of the Church of England and the Diocese.
10. Each person who works with vulnerable people will agree to abide by these recommendations and the guidelines established by this church.

The PCC has therefore adopted 'Promoting a Safer Church' the Church of England's Safeguarding Policy which is supported by more detailed Practice Guidance and Reference documents which can be downloaded from: <https://www.churchofengland.org/clergy-office-holders/safeguarding-children-vulnerable-adults.aspx>

Vicar..........11/9/2018
Church Warden.....S.E. Langidge.....Church Warden.....J. Bennett.....
Date.....27/9/18.....Date.....13-10-18.....

Policy Statement on the Recruitment of Ex-Offenders

Name: St James' Church
Church Address: Church Hill, West End, Southampton, Hants. West End SO30 3AT
Safeguarding Officer: Mrs Carol KIDD 02380454883 / 07842244876

This statement was adopted by St James' Parish at a Parochial Church Council meeting

held on 11/9/2018

INTRODUCTION: The Church of England's practice guidance on Safer Recruitment requires that all parishes have a written policy statement on the recruitment of ex-offenders. The practice guidance says: "Applicants for paid and volunteer positions must be clear about how they will be treated if they are ex-offenders." See item 2.3 of the Church of England's Practice Guidance: Safer Recruitment (June 2015)

In the following Policy Statement, the term 'we' refers to the PCC formally adopting this statement.

POLICY STATEMENT

Complying fully with the DBS Code of Practice and undertaking to treat all applicants for positions fairly we undertake not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed. We will only ask an individual to provide details of convictions and cautions that we are legally entitled to know about. Where a DBS certificate at either standard or enhanced level can legally be requested we will only ask an individual about convictions and cautions that are not protected.

We are committed to the fair treatment of our volunteers/staff, potential volunteers/staff or users of our services; regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background. We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records.

We will ensure that any job advert clearly states where DBS Enhanced Disclosure is required.

An application for a criminal record check will only be submitted to the DBS after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned.

We will ensure all those who are involved in the recruitment process have been suitably trained.

At interview, or in a separate discussion, we will ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.

****We will always discuss any offending background with the individual and with Winchester Diocese Safeguarding Department whose advice will always be sought and direction followed regarding proceeding to employment or withdrawal of conditional offer of employment****

Vicar [Signature] Date 11/9/2018

Church Warden S.E. Langidge Date 11/9/18

Church Warden J. Barrett Date 13-10-18

CHILD PROTECTION POLICY

Name: St James' Church (hereafter, 'the Church')
Church Address: Church Hill, West End, Southampton, Hants West End SO30 3AT
Safeguarding Officer: Mrs Carol KIDD 02380454883 / 07842244876

This statement was adopted by St James' Parish at a Parochial Church Council meeting held on...11/9/2018

Mission Statement

The PCC recognises the importance of its ministry with children and young people and its responsibility to protect and safeguard the welfare of children and young people entrusted to the church's care. The welfare of the child is always paramount.


As part of its mission, the Church is committed to:

- The safeguarding, care & nurturing of children & young people within our church community & who participate in any activity of the church;
- Safe recruitment, supervision & training for all the children's/youth workers within the church.
- Responding without delay to every report or cause for concern that a child or young person for whom it is responsible may be or may have been harmed in any way;
- Full co-operation with statutory agencies during any investigation into allegations concerning abuse of a child or young person in the church community;
- Providing informed pastoral care to any child, young person or adult who has suffered abuse;
- The management & supervision of any member of the church community known or thought to pose a threat to children or young people.

Church Policy: The PCC recognises the need to provide a safe and caring environment for children and young people. It also recognises that children and young people can be the victims of physical, sexual and emotional abuse and neglect. The PCC has therefore adopted 'Promoting a Safer Church' the Church of England's Safeguarding Policy for children, young people and adults which is available via the church web-site. The Policy Statement is supported by more detailed Practice Guidance and Reference documents which can be downloaded from: <https://www.churchofengland.org/clergy-office-holders/safeguarding-children-vulnerable-adults.aspx>

The PCC is committed to on-going child protection training for all those who work with children and young people and will regularly review the policy and procedures.

Vicar



Church Warden



Church Warden



Date 11/9/2018

St James' Church Policy on Domestic Abuse

Name: St James' Church (hereafter, 'the Church')
Church Address: Church Hill, West End, Southampton, Hants. SO30 3AT

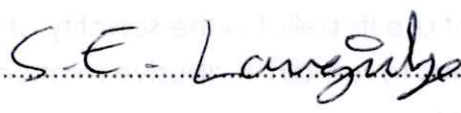
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Domestic Abuse Safeguarding Policy Statement

- We affirm that domestic abuse is always wrong, is contrary to God's intention in human relationships and is a sin
- We will not accept, condone or tolerate abusive behaviour in relationships. Any such behaviour must be repented of by the abuser before God before forgiveness is possible
- We undertake to make those involved in teaching and pastoral care aware of pastoral and theological issues
- We will make links and work with local specialist domestic abuse organisations in order to keep victims and their children safe, recognize levels of risk and appropriately deal with any cases presented to us. We will not undertake to deal with domestic abuse purely on our own
- We will undertake to include discussion of domestic violence and abuse, relationships, communication and conflict resolution in marriage preparation
- This church will not use its belief in the sanctity of marriage as a weapon to 'encourage' victims to remain in abusive relationships or to accept back an abusive partner
- All those working with children and young people will be made aware of the need to be alert for domestic abuse and know how to respond

- All leaders will be responsible for considering how they use their power and the messages this may convey
- This church takes issues of domestic abuse seriously and will, as appropriate speak out publicly against it
- We believe the gospel must be presented as good news to those who experience domestic abuse, in so doing we will take care to ensure our language and way of speaking about God does not alienate those who for whom a male role is not helpful
- We believe the gospel is also good news for those who perpetrate abuse. There is hope for forgiveness and change in the power of the Holy Spirit
- We formally repent of any behaviours or attitudes within this church which may have contributed to a condoning or legitimizing of abuse
- The PCC has adopted 'Promoting a Safer Church' the Church of England's Safeguarding Policy which is available via the church web-site. More detailed Practice Guidance and Reference documents can be downloaded from: <https://www.churchofengland.org/clergy-office-holders/safeguarding-children-vulnerable-adults.aspx>
- The PCC will review the policy annually.

Vicar 

Church Warden 

Church Warden 

Date 11/9/2018