

CHILD PROTECTION POLICY

St James' Church, Church Hill, West End, Southampton, SO30 3AT

The following policy statement was agreed at the PCC meeting held on 10 September 2019
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. We are committed to:

- Promoting a safer environment and culture.
- Responding promptly and appropriately to every safeguarding concern or allegation
- Listening to and taking seriously all who disclose they have been abused and following up all reports of actual or suspected abuse taking immediate advice from Parish Safeguarding Officer and/or Diocesan Safeguarding Manager and/or an appropriate approved agency.
- Safely recruiting and supporting all persons with any responsibility related to children and young people attending worship and church led activities.
- Caring pastorally for victim/survivors of child abuse and other affected persons.
- Caring pastorally for those who are the subject of concerns or allegations of the abuse of children / young persons and other affected persons.
- Maintaining the church, its hall and grounds as safe places for children/young persons.
- Ensuring appropriate insurance cover in place for all activities undertaken in the name of St James' Church that involve children.
- Appointing a named Parish Safeguarding Officer [PSO] to work with the incumbent on behalf of the PCC and Churchwardens to implement diocesan recommended policy and procedures

On behalf of the PCC, in conjunction with the Incumbent and Churchwardens, the appointed PSO taking direct advice from Diocesan Safeguarding Manager [DSO] will:

- Regularly review and support all with any responsibility for children/young adults ensuring appropriate DBS screening undertaken and diocesan training requirements met.
- Display in church premises and on the Parish website the details of who to contact if there are safeguarding concerns or support needs including for survivors of abuse.
- Ensure suitable arrangements are in place for the management and supervision of any member of the church community considered to pose a threat to children/young persons.
- Ensure that no-one with disclosed past child abuse conviction/caution, or anyone under investigation regarding an allegation of same, is allowed to work in a position of authority.

The PCC has adopted 'Promoting a Safer Church' the Church of England Safeguarding Policy. Detailed Practice Guidance and Reference documents are available at:

<https://www.churchofengland.org/clergy-office-holders/safeguarding-children-vulnerable-adults.aspx>

The PCC agree to review this policy at least annually.

This church has appointed Carol Kidd as the Parish Safeguarding Officer [at PCC meeting May '19

Signed on behalf of PCC *V. Made* [Incumbent]

Churchwarden *S.E. Langridge* Churchwarden *J. Barrett*

Parish Safeguarding Officer *Carol Kidd* Date *15/9/19*

POLICY ON THE SAFEGUARDING OF ADULTS IN A PARISH
Parish of St James' Church, Church Hill, West End, Southampton. SO30 3AT

The following policy statement was agreed at the PCC meeting held on 10. September 2019
The PCC recognises that everyone has different levels of vulnerability and that each of us may be regarded as vulnerable at some time in our lives. We are committed to:

- Listening to and taking seriously all those who disclose abuse.
- Safeguarding all who may be vulnerable, ensuring their well-being in the life of this church is recognised and nurtured both in our worship and our social activities.
- Safe inclusion and empowerment of vulnerable adults prioritising equal opportunities.
- Prevention of physical, emotional, sexual, financial and spiritual abuse of vulnerable people
- Prompt appropriate response to, and reporting of, every safeguarding concern/allegation including notifying the Parish Safeguarding Officer and Diocesan Safeguarding Manager.
- Proper care in the appointment and selection of those who will work with people who may be vulnerable following diocesan Safer Recruitment Policy.
- Caring pastorally for victims/survivors of abuse and any other affected persons.
- Caring pastorally for those who are the subject of concerns and allegations and other affected persons.
- Ensuring that there is appropriate insurance cover for all activities undertaken in the name of St James' Church including ensuring appropriate risk assessments are in place.

On behalf of the PCC, in conjunction with the Incumbent and Churchwardens, the appointed Parish Safeguarding Officer [PSO] taking direct advice from Diocesan Safeguarding Manager will:

- Regularly review those who undertake work amongst people who may be vulnerable ensuring appropriate DBS screening undertaken and diocesan training requirements met.
- Instruct persons working with vulnerable people in the church building, its hall or surrounding grounds to abide by these recommendations and national C of E Guidelines.
- Ensure suitable arrangements are in place for the management and supervision of any member of the church community considered to pose a threat to vulnerable adults.
- Ensure that no-one with disclosed past conviction/caution for abuse, or anyone undergoing investigation regarding an allegation of abuse, is allowed to work in a position of authority.

The PCC has adopted 'Promoting a Safer Church' the Church of England's Safeguarding Policy 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 agree to review this Policy at least annually.

Signed on behalf of the PCC V. Mander [Incumbent]

Church Warden... S.E. Langridge Church Warden J. Barrett

Parish Safeguarding Officer... [Signature] Date... 15/9/19

Policy for Responding to Domestic Abuse
Parish of St James' Church, Church Hill, West End, Southampton. SO30 3AT

The following policy statement was agreed at the PCC meeting held on...

10th September
2019

All forms of domestic abuse are wrong and must stop.

We are committed to promoting and supporting environments which:

- ensure that all people feel welcomed, respected and safe from abuse;
- protect those vulnerable to domestic abuse from actual or potential harm;
- recognise equality amongst people and within relationships;
- enable and encourage concerns to be raised and responded to appropriately and consistently.

We recognise that:

- all forms of domestic abuse cause damage to the survivor and express an imbalance of power in the relationship;
- all survivors (regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity) have the right to equal protection from all types of harm or abuse;
- domestic abuse can occur in all communities;
- domestic abuse may be a single incident, but is usually a systematic, repeated pattern which escalates in severity and frequency;
- domestic abuse, if witnessed or overheard by a child, is a form of child abuse by the perpetrator of the abusive behaviour;
- working in partnership with children, adults and other agencies is essential in promoting the welfare of any child or adult suffering abuse.

We will endeavour to respond to domestic abuse by:

In all our activities –

- valuing, listening to and respecting both survivors and alleged or known perpetrators of domestic abuse.

In our publicity -

- raising awareness about other agencies, support services, resources and expertise, through providing information in public and women only areas of relevance to survivors, children and alleged or known perpetrators of domestic abuse.

When concerns are raised -

- ensuring that those who have experienced abuse can find safety and informed help;
- working with the appropriate statutory bodies during an investigation into domestic abuse, including when allegations are made against a member of the church community.

In our care -

- ensuring that informed and appropriate pastoral care is offered to any child, young person or adult who has suffered abuse; [children present at domestic abuse address are victims]
- identifying and outlining the appropriate relationship of those with pastoral care responsibilities with both survivors and alleged or known perpetrators of domestic abuse.

If you have any concerns or need to talk to anyone, please contact

Parish Safeguarding Officer 07842244876 / Hampshire Domestic Abuse Service 03300 165 112

Signed on behalf of the PCC:

Incumbent

V. Mander

Date

15/9/19

Churchwarden [1]

S.E. Langridge

[2]

J. Barrett

Date

15/9/19

Carol Kidd

Policy Statement on the Recruitment of Ex-Offenders
Parish of St James' Church, Church Hill, West End, Southampton. SO30 3AT

The following policy statement was agreed at the PCC meeting held on... 10 September 2019

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.

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****

We follow directives within the Winchester Diocese Statement on the recruitment of ex-offenders

Signed on behalf of the PCC by:

Vicar *V. Mander* Date 15/9/19

Church Warden *S.E. Langridge* Date 10/09/19

Church Warden *J. Barrett* Date 15/9/19

Parish Safeguarding Officer *Carol Kidd* Date 19/9/19