

The Benefice of East Mendip Trinity Safeguarding Policy and Procedures

The following policy and its appendices were agreed at the
Annual Parochial Church Meetings April/May 2024
To be reviewed at the Annual Meeting 2025

Introduction:

The PCC's for the churches of Holy Trinity Coleford, St Andrew's Holcombe and St Peter and St Paul Kilmersdon, comprising the Benefice of East Mendip Trinity, recognise the need to safeguard children, young people and vulnerable adults in its care. The policy and procedures, adopted to guard against any form of abuse by persons acting in the name of our parishes, follows the Church of England House of Bishops Safeguarding policy and guidance issued in 2017 and earlier

- 'Promoting a Safer Church': House of Bishops Policy Statement 2017
- 'Protecting all God's Children' (Safeguarding policy for children and young people, 4th edition 2010)
- 'Promoting a Safe Church' (Safeguarding Policy for Adults, 2006).

and adopt the safeguarding policies and practice guidance of the Diocese of Bath and Wells

Safeguarding Action Plan:

The Parish Safeguarding Officer maintains a Safeguarding Action Plan through the online Safeguarding Dashboard and Hub and the PCC adopts, *Promoting a Safer Church Action Plan*, which recognises that

- The paramount welfare of the child, young person or vulnerable adult takes precedence over all other considerations
- The Diocesan Safeguarding Adviser must be consulted where a safeguarding concern of any kind arises in the parish
- The PCC receive regular updates and reports from the Parish Safeguarding Officer

Hire and Use of churches, church buildings and halls

The benefice of East Mendip Trinity expects **all groups** working with children or vulnerable adults who wish to hire a church building (eg. Coleford Church Hall) to have in place appropriate practices and procedures to ensure they are protected from harm; that the event has been Risk Assessed and a Safeguarding Policy is in place and adhere to its own Safeguarding Policy and Procedures. If none are in place the PCC requires Hirers to comply with its Safeguarding Policy and Procedures. A copy will be attached to the Hire Agreement upon booking together with a Safeguarding Provision to be signed by the Hirer.

The PCC will implement these policies by:-

- Creating and promoting a safe and caring place for all and to create a culture of informed vigilance which takes children seriously.
- Listen to and take seriously all those who disclose abuse.
- Responding promptly to every safeguarding concern or allegation.
- Take steps to protect children and adults when a safeguarding concern of any kind arises, following House of Bishops guidance, including notifying the Diocesan Safeguarding Adviser (DSA) and statutory agencies immediately.
- Having a named Parish Safeguarding Officer (PSO) to work with the incumbent and the PCC to implement policy and procedures and to ensure that any concerns about a child or behaviour of an adult are appropriately reported both to the statutory agencies and to the Diocesan Safeguarding Adviser.
- Display in church premises and on the Parish website the details of who to contact if there are safeguarding concerns or support needs.
- Display in church premises where children's, young people's and vulnerable adults' activities take place, the contact details of the PSO along with the Childline and Parentline

(Incumbent/Diocesan Safeguarding Adviser/Police/Social Services) telephone numbers and web addresses

- Display in church premises a copy of this statement of policy
- Ensure that all those authorised to work with children, young people or vulnerable adults or who are in a position of authority are appropriately recruited according to safer recruitment practice in line with Church of England national policy, and are trained, resourced and supported enabling them to have the confidence and skills to recognise and respond to abuse.
- Caring pastorally for victims/survivors of abuse and other affected persons.
- Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons.
- Responding to those that may pose a present risk to others or themselves
- Ensure that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the parish.
- Offer support to victims/survivors of abuse regardless of the type of abuse, when or where it occurred.
- Care for and monitor any member of the church community who may pose a risk to children and adults whilst maintaining appropriate confidentiality and the safety of all parties.
- Ensure that health and safety policy, procedures and risk assessments are in place and that these are reviewed annually.
- Review the implementation of the Safeguarding Policy, Procedures and Practices at least annually.

Statutory classification of abuse is defined in the Parish Safeguarding Handbook published by the Church of England:-

Abuse of Children, Young People

Physical, Emotional, Sexual and Sexual exploitation, Neglect, Domestic Abuse, and Bullying and cyberbullying.

Abuse and Neglect of adults.

Potentially anyone can be an abuser including relatives, partners or children, neighbours, paid carers, workers in places of worship confidence tricksters.

Abuse can be deliberate, or unintended consequence of ignorance, lack of support.

It can take the form of physical abuse, sexual abuse, coercion through psychological and emotional abuse, financial or material abuse, neglect or omission discriminatory, domestic, organisation, modern slavery

Responding to and Reporting Cases of Abuse

At first instance (by suspicion, witnessing or disclosure)

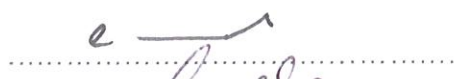
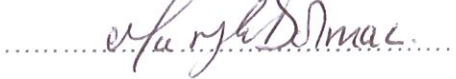

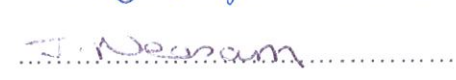

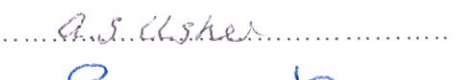


1. Emergency: Police 101/999 or
Social Services 0300 1232224
2. Non emergency Diocesan Safeguarding Manager; Ben Goodhind 01749 588917 or :
thirtyone:eight Safeguarding Helpline 03030031111:
3. Record and report within 24 hours and agree who will inform Diocesan Safeguarding Manager (DSM)
 - Incumbent : Rev Clarissa Cridland: 01373 812705: clarissacridland@hotmail.com
 - Parish Safeguarding Officer: Gay Curtis 01761 232140: safechurch84@gmail.com
 - Church Hall booking manager: Ann Usher 01373 812179: ausher148@gmail.com
4. The Diocesan Safeguarding Manager will provide advice and guidance depending on whether there are no longer concerns; still have concerns about a child or adult; still have concerns about a church officer

5. All allegations of abuse against Church Officers will be reported to the appropriate statutory agency and to the Diocesan Safeguarding Adviser
6. All records in relation to safeguarding concerns, allegations and the recruitment of volunteers and aid workers will be securely filed.

Safeguarding- Parish Who's Who

Incumbent/Vicar	Reverend Clarissa Cridland	01373 812705	clarissacridland@hotmail.com
Lay Reader	Mary Dolman	01761 472635	mary.dolman74@gmail.com
Churchwardens:			
St Andrew's, Holcombe	Anne Marie Cartwright	01761 569914	douglascartwright@hotmail.co.uk
Holy Trinity, Coleford	Julia Neesam Philip Brewer	01373 812686 01373 812525	jutheharbour@gmail.com philipgbrewer@gmail.com
St Peter and St Paul, Kilmersdon	Rosie Kane	01761 439062	rosie@kane.at
Church Hall Booking Officer, Holy Trinity Coleford	Ann Usher	01373 812179	ausher148@gmail.com
Parish Safeguarding Officer	Gay Curtis	01761 232140	safechurch84@gmail.com

Every person who works within the community of each church agrees to abide by this policy and the guidelines established. Details of the information contained in this document have been entered on the Parish Dashboard and Hub for each of the East Mendip Trinity churches

Incumbent	Reverend Clarissa Cridland	
Lay Reader	Mary Dolman	
Churchwardens:		
St Andrew's Holcombe	Anne Marie Cartwright	
Holy Trinity, Coleford	Julia Neesam	
	Philip Brewer	
Church Hall Booking Manager	Ann Usher	
St Peter and St Paul, Kilmersdon	Rosie Kane	
Parish Safeguarding Officer	Gay Curtis	

Appendix 2

Model Safeguarding Provision that can be attached to any Hire of Church Premises Agreement

The Parochial Church Council ofParish Church has a Policy for Safeguarding Children, Young People and Vulnerable Adults. A copy is attached. Your booking agreement is conditional upon you complying with it unless you already have an equivalent policy of your own.

You are required to ensure that children, young people and vulnerable adults are protected at all times, by taking all reasonable steps to prevent injury, illness, loss or damage occurring; and that you carry full liability insurance for this.

In particular this means that:

- you will comply with the attached good practice guide with children and young people or vulnerable adults unless you already have an equivalent;
- you will provide the church with a copy of your organisation's Safeguarding Policy/ies or if you do not have one adopt the current parish policy;
- you will recruit safely all current paid and voluntary workers who work with children and/or vulnerable adults, by obtaining satisfactory disclosures from the Disclosure and Barring Service where eligible, and keeping records of dates and disclosure numbers indefinitely;
- you will keep a list of the names of all paid and voluntary workers with regular and direct contact with children/vulnerable adults, and update it annually;
- you will always have at least two leaders over the age of 18 years in any group of children and young people, no matter how small the group;
- no person under the age of 18 years will be left in charge of any children or young people of any age;
- no child or group of children or young people should be left unattended at any time;
- a register of children, young people or vulnerable adults attending the activity will be kept securely. This will include details of their name, contact details of parent/guardian/carer etc., date of birth and next of kin;
- you will immediately (within 24 hours) inform the Parish Safeguarding Officer of:
 - (a) the occurrence of any incidents or allegations of abuse or causes of concern relating to members or leaders of your organisation, and contact details for the person in your organisation who is dealing with it
 - (b) any known offenders against children or vulnerable adults seeking to join your membership, and manage such allegations or agreements with offenders in co-operation with statutory agencies, and with the church.

The Parish Safeguarding Officer is:

Name: Mrs Gay Curtis

E-mail: safechurch84@googlemail.com Tel. No: 07938 962097

Declaration: I agree to abide by appropriate safeguarding procedures. I understand that my booking agreement may be terminated in the event of my failing to comply with these procedures.

Signed ...

Designation

Organisation Date

Please sign two copies, one to be retained by the church

Appendix 3: Domestic Abuse – Church of England: Responding Well to Domestic Abuse: Policy and Practice Guidance.

Policy for Responding to Domestic Abuse

Parish Statement on Domestic Abuse : Holy Trinity, Coleford, St Andrew's, Holcombe, St Peter and St Paul, Kilmersdon

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 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;
- 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 any one please contact Reverend Clarissa Cridland (incumbent) or Gay Curtis, Parish Safeguarding Officer

Appendix 4 : Known Offenders

(Section 10 Parish Safeguarding Handbook pages 34-38)

'Where people may pose a risk to others, their position in a congregation will need to be carefully and sensitively assessed to decide whether they pose a present risk to others and to put in place arrangements to ensure that these risks are mitigated. In these circumstances it is not only about monitoring individuals but offering support to lead a fulfilled life. As such the Church has an important role in contributing to the prevention of future abuse.'

If the Diocesan Safeguarding Advisor is aware of a person in the above category, intending to, or is, worshipping at our church, the PSO/incumbent will be notified

or

If the PCC is aware that anyone worshipping in our church poses a known risk to other church members due to their behaviour, or has received a complaint or concern alleging their inappropriate behaviour, irrespective of criminal status it will take action by contacting the Diocesan Safeguarding Administrator as soon as practicable but within 24 hours of becoming aware.

The DSA will determine the appropriate action to be taken to best safeguard the parish and its congregation; the DSA will undertake a risk assessment and form a risk management which will be placed in a Safeguarding Agreement which will involve the respondent and the incumbent, church warden, Parish Safeguarding Officer and statutory agencies if they are already involved.

Together the DSA and statutory agencies will support the parish appropriately