



SAFEGUARDING POLICY

This statement was adopted by St Chad's Church, Shrewsbury at a Parochial Church Council meeting held on 29 July 2021.

This policy will be reviewed each year to monitor the progress which has been achieved. 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.

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, age, gender, sexuality, disability, race, mental health and other identities can put adults, young people and children in a position of vulnerability. We accept that these can be long term (ongoing), or temporary. We commit to considering this in all our activities and events, to undertake supervision of staff and risk assess activities and groups as a check and balance in our work.

We commit to transparency in our actions and accountability for our work.

As members of this parish we commit ourselves to respectful pastoral care for all adults and children to whom we minister.

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

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

The parish commits itself to promoting the inclusion and empowerment of people who may be vulnerable.

We will consider issues relating to spiritual care in prayer activity, ensuring that members of our prayer team consider power, control and spiritual abuse issues in their ministry.

We will ensure that leaders of our children's junior church and house groups as well as other ministries that involve working with vulnerable persons have appropriate enhanced DBS checks. Specifically Junior Church and Duke of Edinburgh Award.

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

The PCC to St Chad's Church agrees to:

- Discuss safeguarding and support of safeguarding as a standing PCC agenda item.
- Ensure that those in positions of trust, such as wardens, and those with remits or leadership of groups involving children or vulnerable adults have appropriate DBS check and that these are updated every 5 years.
- Engage with appropriate training and seek to develop relationships with other agencies and the diocese on safeguarding.
- Ensure there is a named safeguarding officer in place but also accept collective ownership of this issue.
- Regularly review the safeguarding policy.
- Be transparent and open and have no secrets.

The Incumbent of St Chad's Church agrees to:

- Undertake to ensure to the best of his or her knowledge all PCC members, wardens and ministry leaders are of good standing.
- Appoint and upskill a dedicated Safeguarding Coordinator.

The Safeguarding Officer of St Chad's Church agrees to:

- Maintain a relationship with the diocese level safeguarding team and ensure that this policy is followed

As a church community we will be committed to:

- Considering the impact of power, disadvantage, inclusion, disability, age and race on how we provide and plan for our ministry.
- 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.
- To go the extra mile to assist where a person struggles with an activity due to disadvantage, disability or illness so they can participate and contribute as a full part of the church.

It is the responsibility of each of us to prevent the physical, emotional, sexual, psychological, economic and spiritual abuse of all 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 Lichfield 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 have a zero tolerance to abuse and put the welfare of vulnerable children and adults first.

We will not take chances with the welfare of children, young people or vulnerable adults.

We will record concerns factually in diocese suggested formats (as per recording with care policy 2017)

We are open to scrutiny and encourage this in others.

We take seriously training and activities relating to the safeguarding of children and seek to engrain this in our congregational culture.

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

This parish adopts the guidelines of the Church of England and the Diocese.

Each person who works with vulnerable people will agree to abide by these recommendations and the guidelines established by this church.

The parish will report and record in line with Diocese policies and comply with local guidance's for implementing national policies as defined in diocese polices. These include the diocese safeguarding policy, recording with care policy, social media policy and safer recruitment policy.

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

Churchwarden ...Joanna Hepper

..... (print).*joanna Hepper*..... (sign)

ChurchwardenSusan Kelly..... (print).

.....Susan Kelly..... (sign)

DATE_16____/_August____/2021

Safeguarding Officer – Martha McKirdy – martha@cpm-magazine.co.uk

DATE16/08/2021

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