



# Holy Trinity Safeguarding Policy

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## Introduction

At HT we affirm the Church of England's 'Whole Church' approach to safeguarding. This approach encompasses a commitment to consistent policy and practice across the church and that everyone associated with HT and who comes into contact with children, young people and vulnerable adults, has a role to play.

All safeguarding work is undertaken within a legislative framework supported by government guidance which sets out a range of safeguarding duties, responsibilities and best practice.

HT ensure 'due regard' is taken to safeguarding guidance issued by the House of Bishops (this includes both policy and practice guidance). A copy of 'Promoting a Safer Church; House of Bishop's policy statement (2017)' can be found [here](#).

At Holy Trinity, we acknowledge children and adults have the right to protection from abuse. The welfare of children, youth and adults at risk is of paramount importance. The Church follows legislation, statutory guidance and recognised good practice in order to protect young and vulnerable people. The church is committed to the safeguarding of children and adults at risk, and to ensuring their well-being. HT will seek to establish a caring environment in which there is an informed vigilance about the dangers of abuse.

## Aim and Purpose of this Policy

The aim of this policy is to provide procedures for promoting safeguarding, preventing abuse and protecting children, adults at risk, and staff. This includes clear procedures for taking appropriate action when safeguarding concerns are raised involving children and adults within our church, or those who attend our activities and events.



## Who this policy applies to

This policy is approved and endorsed by the PCC and applies to:

- All those who attend Holy Trinity
- All trustees, staff and volunteers
- Organizations who hire the building with the agreement to operate under the church safeguarding policy

Children and parents/carers will be informed of this policy and our procedures. The term 'children' and 'youth' are used interchangeably and both refer to those under the age of 18 years.

## The principles of the policy

We are committed to the safeguarding, care and nurture of children and adults at risk within our church community. We will respond without delay to any complaint that a child or vulnerable adult, for whom we are responsible, may have been harmed in our care, taking advice as necessary from statutory agencies. In addition, we will seek to offer informed pastoral care to any child or young person whose life has been affected by abuse.

In fulfilling our responsibilities in child protection and the protection of adults at risk, we will seek to create a culture of 'informed vigilance' where the welfare of the child and adult is paramount.

Health and safety policies are in place, and we have provided appropriate insurance cover for all activities undertaken in the name of the parish.

The church wishes to welcome and support all members of its community. Those who have a history of offences against children and adults at risk and/or who may pose a threat to them will not be permitted to work with children or adults at risk but will be supported pastorally. Where necessary, an agreement of appropriate conduct will be drawn up between the member and the incumbent with the help of the Bishop's Adviser.

## Safeguarding policy statement

- Every person has a value and dignity which comes directly from the creation of male and female in God's own image and likeness. Christians see this potential as fulfilled by God's re-creation of us in Christ. This implies a duty to value all people as bearing the image of God and therefore to protect them from harm.
- We accept and endorse the principles set out in 'Promoting a Safer Church; House of Bishops Policy Statement (2017)'.
- We commit ourselves to nurture, protect and safeguard all our members, particularly children, young people and adults at risk.



- We recognise that safeguarding is the responsibility of the whole church.
- We undertake to exercise proper care in the selection, appointment, training and support of those working in both paid and voluntary positions with children and adults at risk, including the use of Disclosure and Barring Service (DBS) disclosures and making appropriate referrals to the Disclosure and Barring Service.
- We will respond without delay to concerns or allegations that a child or adult at risk may have been harmed, cooperating fully in any investigation.
- We will challenge any abuse of power by anyone in a position of trust.
- We will seek to offer pastoral care to anyone who has suffered abuse.
- We will seek to offer pastoral care and support, including supervision and referral to the proper authorities, to any member of our church community, known to have offended against a child, young person or adult at risk.

### Holy Trinity is committed to:

- The establishment of a loving environment, which is safe and caring, and where there is an informed vigilance about the dangers of abuse
- Following the relevant legislation, statutory, denominational and specialist guidelines in relation to safeguarding children and adults at risk
- Ensuring that we keep up-to-date with national and local developments relating to safeguarding
- Building constructive links with the relevant voluntary and statutory authorities
- Taking all reasonable steps to ensure that as a church, everyone works within the agreed procedures of our safeguarding policies
- Supporting the Safeguarding Coordinator and Officers and any action they may need to take in order to protect children and adults at risk
- Following Safer Recruitment principles in the appointment and selection of all those who work with children and adults at risk, be they volunteer or paid staff, lay or ordained
- Supporting, supervising, resourcing and training all those who undertake work with children and adults at risk
- Ensuring that the children and adults know that they are valued and feel empowered to tell someone and ask for help or support if they are suffering harm.
- Reporting any discovered or suspected abuse of children or adults at risk
- Supporting all those in our church who are affected by abuse
- Supporting and supervising those who pose a risk to children or adults at risk and implementing contracts of behaviour, whilst bearing in mind that the welfare of the child/adult is of paramount importance.



## Holy Trinity will:

- Implement, maintain and regularly review the procedures outlined in this policy which are designed to prevent harm and ensure those working with vulnerable adults/children are alert to the indicators of abuse
- Organise activities in such a way as to promote a safe environment and minimise the risk of harm to children and adults.
- Follow a Safer Recruitment process for the selection and appointment of people to work with children or adults at risk, whether voluntary or paid, lay or ordained.
- Commit to providing ongoing support, supervision, resources, and training to those who work with children and adults.
- Use rigorous and careful supervision to protect people from the risks associated with known offenders within the congregation, including putting appropriate restrictions in place for known offenders and those who have been assessed as posing a risk.
- Respond appropriately and promptly to all concerns and allegations of abuse, including referring to the statutory authorities if necessary.
- Co-operate with the statutory authorities in any investigation, follow multi-agency decisions and maintain confidentiality of any investigation.
- If an assessment concludes that someone poses an unmanageable risk to those in need of protection and could not safely attend our church, we will ensure that they continue to be offered pastoral care and will signpost them to appropriate agencies for support.

## Duty of care and confidentiality

There is a duty of care to all beneficiaries of the church, whether adults or children. We will maintain appropriate confidentiality at all times, except in circumstances where to do so would place the individual or another individual at risk of harm.

Adopted by PCC 14<sup>th</sup> October 2016

Updated: May 2018