

Safeguarding Policy

Introduction

At Holy Trinity (HT) we affirm the Church of England's 'Whole Church' approach to safeguarding. This means we will:

- Promote the welfare of children, young people and adults.
- Work to prevent abuse and abuse of power from occurring.
- Seek to protect those that are at risk of being abused and respond well to those that have been abused.
- Take care to identify where a person may present a risk to others, and offering support to them, we will take steps to mitigate risks identified.
- Challenge any abuse of power by anyone in a position of trust.
- Work to ensure transparency and accountability.
- Adhere to GDPR

HT is committed to establishing and maintaining a caring environment in which there is an informed vigilance about the dangers of abuse and where the welfare of the child and adult is paramount. We believe that children and adults have the right to be protected from abuse. The welfare of children, young people and adults at risk is of paramount importance.

Therefore, HT is committed to having a consistent policy and practices in place that encompasses the entire church and we believe that everyone associated with HT and who comes into contact with children, young people and vulnerable adults, has a role to play.

HT will take appropriate steps to maintain a safer environment for all and to practice fully and positively Christ's ministry towards children, young people and adults; to respond sensitively and compassionately to their needs in order to help keep them safe from harm.

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 and HT ensures 'due regard' is taken to safeguarding guidance issued by the House of Bishops.

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 parochial church council (PCC) and applies to:

- ▶ All those who attend HT
- ▶ All trustees, staff and volunteers

► Organisations who hire the building with the agreement to operate under the church safeguarding policy.

HT is committed to:

- Safeguarding, caring and nurturing children, young people and adults at risk within our church community
- Promoting a safer environment and culture.
- Following relevant legislation, statutory, denominational and specialist guidelines in relation to safeguarding children, young people and adults at risk.
- Keeping up-to-date with national and local developments relating to safeguarding.
- Safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the church.
- Building constructive links with the relevant voluntary and statutory authorities.
- Responding 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.
- Responding promptly to every safeguarding concern or allegation, and reporting without delay any discovery of suspected abuse of children or adults at risk.
- Supporting and caring pastorally for victims/survivors of abuse and other affected people.
- Supporting, supervising and caring pastorally for those who are the subject of concerns or allegations of abuse and other affected people.
- Responding to those that may pose a present risk to others.

HT will:

- Create a safe and caring place for all. We especially commit to listening to and helping to integrate children with special needs and those from ethnic minorities.
- Organise activities in such a way as to promote a safe environment and minimise the risk of harm to children, young people and adults.
- Have a named Parish Safeguarding Officer (PSO) to work with the incumbent, staff team, volunteers and the PCC to implement policy and procedures.
- Safely recruit, check, train and support all those with any responsibility for children, young people and adults to have the confidence and skills to recognise and respond to abuse.
- Provide ongoing support, supervision, resources, and training to those who work with children and adults, including general and ministry specific guidance of safeguarding-related issues.
- Ensure that there is appropriate insurance cover for all activities undertaken in the name of the church.
- Display in church premises and on the website the details of who to contact if there are safeguarding concerns or support needs.
- Listen to and take seriously all those who disclose abuse.
- Maintain appropriate confidentiality at all times, except in circumstances where to do so would place the individual or another individual at risk of harm.
- 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.

- Co-operate with the statutory authorities in any investigation, follow multiagency decisions and maintain confidentiality of any investigation.
- 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. Those with 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. Where necessary, an agreement of appropriate conduct will be drawn up between the member and the incumbent with the help of the Parish Safeguarding Officer and the Bishop's Advisor.
- Use rigorous and careful supervision to protect people from the risks associated with known offenders within the congregation. 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.
- Ensure that the Health and Safety policy, all associated procedures, good practice and risk assessments are in place and that these are reviewed annually.
- Implement, maintain and regularly review the implementation of this policy, all associated procedures and good practise on an annual basis.

Recruitment

We accept the prime duty of care placed upon the incumbent and parochial church council (PCC) to ensure the wellbeing of children, young people and adults at risk in our church community.

Therefore, we safely recruit and train all those for work with children, young people and adults at HT, whether ordained, lay ministers, volunteers or paid workers.

Recruitment includes Disclosure and Barring Service checks for each person involved in regular or one-to-one work with children, young people under the age of 18 or vulnerable adults. We will follow recommended safeguarding practice in the appointment of all these workers, and for anyone who is in a position of authority. They will be appropriately trained and supported.

Each person who works with children, young people or vulnerable adults within our church community have been given a copy of this policy and have signed a declaration that they have read and will abide by this policy.

HT is committed to reviewing the implementation of this policy annually. The policy was adopted by the PCC on 4th March 2024 It is due to be reviewed in January 2025.