Safeguarding Policy

SECTION 1

Details of the place of worship / organisation

Names of our Places of Worship

All Saints Church, Rectory Road, Campton SG17 5NY
St Mary's Church Meppershall, Church Road, Meppershall, SG17 5NA
St Michael & All Angels Parish Church, High Street, Shefford, SG17 5DD

Insurance Company

Ecclesiastical Insurance Office plc
Beaufort House
Brunswick Road
Gloucester
GL1 1JZ

Tel: 0345 777 3322

The following is a brief description of our places of worship and the type of work and activities we undertake with children and vulnerable adults:

All Saints is the 13th century Parish Church of Campton and Chicksands situated in the centre of the village. It offers regular mixed age Sunday worship, monthly coffee mornings and other occasional community events. The church also has an active band of bellringers and is a venue for regular teaching and training sessions for bellringers from further afield, including a Young Ringers' group.

St Mary's Church Meppershall is a Norman Anglican Village Parish Church situation on the outskirts of the village. It offers regular Sunday worship. A monthly Junior Church is held in the Church/Vestry during services and there is an annual four-day Summer Holiday Club "Sparks".

St Michael & All Angels Parish Church is a 14th Century Country Town Parish Church in the centre of Shefford. It offers regular Sunday worship, Mini Ms (a regular Parent/Carer and Toddler group), and an annual four day Summer Holiday Club also known as "Sparks" (held at St Mary's Church)

At their meetings in July 2019 St Michael's and St Mary's PCCs formally adopted the House of Bishops'…

'Promoting a Safer Church; safeguarding policy statement'

…which already informed our Safeguarding Policy.

At its meeting on 8th November 2021 The Church of All Saints Campton PCC formally adopted the same policy statement which informed its Safeguarding Policy.

Our commitment

As a Leadership we recognise the need to provide a safe and caring environment for children, young people, and vulnerable adults. We acknowledge that children, young people, and vulnerable adults can be the victims of physical, sexual, emotional, spiritual, and domestic abuse, and neglect.

We are committed to implementing a safeguarding children policy and accepting the Church of England Policy Protecting All God's Children (4th edition 2010), Promoting a Safer Church 2017, and Responding Well to Domestic Abuse Policy and Practice Guidance 2nd Edition, and to be responsive to local parish requirements.

We are committed to implementing a safeguarding policy for adults when they are vulnerable accepting the Church of England Policy on safeguarding children, young people, and adults, Promoting a Safer Church 2017 and Responding Well to Domestic Abuse Policy and Practice Guidance 2nd Edition, and being responsive to local parish requirements.

As a Leadership we have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance and having due regard to the Parish Safeguarding Handbook, as reprinted with corrections and revisions August 2019. We are committed to building constructive links with statutory and voluntary agencies involved in safeguarding.

The policy and attached practice guidelines are based on the ten **Safe and Secure** safeguarding standards published by Thirtyone:eight (formerly the Churches' Child Protection Advisory Service) and the Church of England Parish Safeguarding Handbook, as reprinted with corrections and revisions August 2019.

The Leadership undertakes to:

- Provide on-going safeguarding training for all our *workers and will regularly review the operational guidelines attached.
- Ensure that our premises meet legal requirements and are welcoming and inclusive.
- Support our Safeguarding Coordinators in their work and in any action they may need to take in order to protect children and vulnerable adults.
- Review and maintain appropriate polices and risk assessments for Church Groups and Activities.

* Workers - Throughout this policy "workers" should be understood as both our paid workers and our volunteers. That no distinction is made is meant to value the work of all those who are called to, and undertake, these important roles in our churches.

Signed copies available in the Church

SECTION 2

Recognising and responding appropriately to an allegation or suspicion of abuse

Understanding abuse and neglect

Defining child abuse or abuse against a vulnerable adult is a difficult and complex issue. A person may abuse by inflicting harm or failing to prevent harm. Children and adults in need of protection may be abused within a family, an institution, or a community setting. Very often the abuser is known or in a trusted relationship with the child or vulnerable adult.

Abuse includes:

- **Physical abuse** including hitting, slapping, pushing, kicking, misuse of medication, restraint, or inappropriate sanctions.
- **Sexual abuse** including exploitation, rape and sexual assault or sexual acts to which the individual has not consented or could not consent or was pressurised into consenting.
- **Psychological abuse** including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.
- **Financial or material abuse** including theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions, or benefits.
- **Neglect or acts of omission** including ignoring medical or physical care needs, failure to provide access to appropriate health, social care or educational services, the withholding of the necessities of life, such as medication, adequate nutrition, and heating.
- **Discriminatory abuse** including racist, sexist, based on a person's disability, and other forms of harassment, slurs, or similar treatment.
- **Domestic abuse** that is usually a systematic, repeated and often escalating pattern of behaviour by which the abuser seeks to control, limit, and humiliate, often behind closed doors.
- **Human Trafficking:** The number of people trafficked for sexual exploitation, domestic servitude, 'sweat-shop labour' or other exploitation has risen sharply throughout Europe. Violence, intimidation, and restriction of liberty often go hand in hand.
- **Spiritual abuse** is not covered by the standard statutory definitions of abuse but can be part of other forms of abuse. For instance, the Inquiry into the death of Victoria Climbie found that she had been severely traumatised by "deliverance prayer" at her church, which led her to believe that she was possessed by demons and was evil and wicked. A child should never be told this or encouraged to believe it. Sensitivity and discretion are required in prayer for children. These issues are equally applicable to adults.
- **e-Safety and Abuse:** With the ever-growing use of the internet and mobile telephones there has been a corresponding rise in the use of the internet and other electronic communication to target, groom and abuse children. Adults may target chat rooms, social networking sites, messaging services, mobile phones, and the internet generally. Children are particularly vulnerable to abuse by adults who pretend to be children of comparable ages in social networking sites and who try to obtain images or engineer meetings.

- **Non-Recent Abuse:** Safeguarding concerns or allegations may be about something that is going on now and/or something that may happen in the future (recent) or something that happened in the past (non- recent). Non-recent allegations must be treated as seriously as recent allegations.

Safeguarding awareness

The Leadership is committed to on-going safeguarding training and development opportunities for all workers, developing a culture of awareness of safeguarding issues to help protect everyone. All our workers will receive induction training and undertake safeguarding training as required.

The Leadership will also ensure that children and vulnerable adults are provided with information on where to get help and advice in relation to abuse, discrimination, bullying or any other matter where they have a concern.

RESPONDING TO ALLEGATIONS OF ABUSE

IF A CHILD OR ADULT IS IN IMMEDIATE DANGER, CONTACT THE POLICE AND/OR SOCIAL SERVICES IMMEDIATELY.

RING 999

Under no circumstances should a worker carry out their own investigation into an allegation or suspicion of abuse. Follow procedures as below:

- The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to the "Safeguarding Co-ordinator" who is nominated by the Leadership to act on their behalf in dealing with the allegation or suspicion of neglect or abuse, including referring the matter on to the statutory authorities.

- In the absence of the Safeguarding Co-ordinator or, if the suspicions in any way involve the Safeguarding Co-ordinator, then the report should be made to the Deputy Safeguarding Co-ordinator.

- If the suspicions implicate both the Safeguarding Co-ordinator and the Deputy, then the report should be made in the first instance to Diocesan Safeguarding Advisor, and if unable to speak directly to the Diocesan Safeguarding Advisor, to Thirtyone:eight, telephone 0303 003 1111, or contact Social Services or the Police.

- Where the concern is about a child the Safeguarding Co-ordinator should contact Children's Social Services. Where the concern is regarding an adult in need of protection contact Adult Social Services or take advice from Thirtyone:eight as above.

  The local Children's Social Services office telephone number (office hours) is 0300 300 8585. (Out of hours 0300 300 8123).
  www.centralbedfordshire.gov.uk/children/child-protection/report-abuse.aspx

- The local Adult Social Services office telephone number (office hours) is 0300 300 8122 (Out of hours 0300 300 8123).
  http://www.centralbedfordshire.gov.uk/health-social-care/protection/report-abuse.aspx

- Unless involved in the allegations both the Rector and the Diocesan Safeguarding Advisor should be informed.
  Diocesan Safeguarding Advisor: Jeremy Hirst 01727 818107 M : 07867 350886
  safeguarding@stalbans.anglican.org
  Assistant Safeguarding Advisors : Dave Adams 01727 818104 M : 07469 351357
  Warren Lucas 01727 818106 M : 07311 310545

- Suspicions must not be discussed with anyone other than those nominated above. A written record of the concerns should be made in accordance with these procedures and kept in a secure place.

- Whilst allegations or suspicions of abuse will normally be reported to the Safeguarding Co-ordinator, the absence of the Safeguarding Co-ordinator or Deputy should not delay referral to Social Services, the Police or the Diocese or taking advice from Thirtyone:eight.

- The Leadership will support the Safeguarding Co-ordinator/Deputy in their role and accept that any information they may have in their possession will be shared in a strictly limited way on a need-to-know basis.

- It is, of course, the right of any individual as a citizen to make a direct referral to the safeguarding agencies or seek advice from Thirtyone:eight, although the Leadership hope that members of the place of worship will use this procedure. If, however, the individual with the concern feels that the Safeguarding Co-ordinator/Deputy has not responded appropriately, or where they have a disagreement with the Safeguarding Co-ordinator(s) as to the appropriateness of a referral they are free to contact an outside agency direct. We hope by making this statement that the Leadership demonstrate its commitment to effective safeguarding and the protection of all those who are vulnerable.

The role of the safeguarding co-ordinator and deputy is to collate and clarify the precise details of the allegation or suspicion and pass this information on to statutory agencies which have a legal duty to investigate.

Detailed procedures where there is a concern about a child:

ALLEGATIONS OF PHYSICAL INJURY, NEGLECT OR EMOTIONAL ABUSE

If a child has a physical injury, a symptom of neglect or where there are concerns about emotional abuse, the Safeguarding Co-ordinator/Deputy will:

- Contact Children's Social Services, the Diocesan Safeguarding Advisor (or Thirtyone:eight) for advice in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home. Seeking urgent medical help or contacting Police in an emergency should not be delayed.

- Not tell the parents or carers unless advised to do so, having contacted Children's Social Services.

- Seek medical help if needed urgently, informing the doctor of any suspicions.

- For lesser concerns, (e.g. poor parenting), encourage parent/carer to seek help, but not if this places the child at risk of significant harm.

- Where the parent/carer is unwilling to seek help, offer to accompany them. In cases of real concern, if they still fail to act, contact Children's Social Services direct for advice.

- Seek and follow advice given by the Diocesan Safeguarding Advisor, Thirtyone:eight and/or the Diocese (who will confirm their advice in writing) if unsure whether or not to refer a case to Children's Social Services.

ALLEGATIONS OF SEXUAL ABUSE

In the event of allegations or suspicions of sexual abuse, the Safeguarding Co-ordinator/Deputy will:

- Contact the Children's Social Services Department Duty Social Worker for children and families or Police (ask for the team that investigate child sexual abuse). The Safeguarding Co-Ordinator/Deputy will NOT speak to the parent/carer or anyone else.

- Seek and follow the advice given by the Diocesan Safeguarding Advisor, or Thirtyone:eight if, for any reason they are unsure whether or not to contact Children's Social Services/Police. Thirtyone:eight will confirm its advice in writing for future reference.

The following procedure will be followed where there is a concern that an adult is in need of protection:

SUSPICIONS OR ALLEGATIONS OF ABUSE:

If a vulnerable adult has a physical injury or symptoms of abuse of any kind the Safeguarding Co-ordinator/Deputy will:

- Discuss any concerns with the individual themselves giving due regard to their autonomy, privacy, and rights to lead an independent life.

- If the vulnerable adult is in immediate danger or has sustained a serious injury contact the Emergency Services, informing them of any suspicions.

- Contact the Adult Social Care Vulnerable Adults Team for advice, which has responsibility under Section 47 of the NHS and Community Care Act 1990 and government guidance, 'No Secrets', to investigate allegations of abuse.

ALLEGATIONS OF ABUSE AGAINST A PERSON WHO WORKS WITH CHILDREN

If an accusation is made against a worker (whether a volunteer or paid member of staff) whilst following the procedure outlined above, the Safeguarding Co-ordinator, in accordance with Local Safeguarding Children Board (LSCB) procedures will need to liaise with Children's Social Services in regard to the suspension of the worker, also making a referral to a Safeguarding Adviser (SA) or Local Authority Designated Officer (LADO).

SECTION 3

Prevention

Safer recruitment

The PCC acknowledges its responsibility for all work with children and young people done in the name of the Church and requires all those engaged in such work to be properly appointed and supported in accordance with the Church of England Practice Guidance: Safer Recruitment (July 2016).

The Leadership will ensure all workers will be appointed, trained, supported, and supervised in accordance with government guidance on safe recruitment. This includes ensuring that:

- There is a written job description / person specification for the post
- Those applying have completed a self-declaration form
- A DBS (disclosure and barring) check has been completed (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information)
- Qualifications where relevant have been verified
- A suitable training programme is provided for the successful applicant
- All workers know where a copy of the organisation's safeguarding policy can be found and know how to report concerns.
- The Parish Policy on Recruitment of Ex-Offenders is followed.

Management of Workers – Codes of Conduct

As a Leadership we are committed to supporting all workers and ensuring they receive support and supervision. The Leadership undertakes to follow the principles found within the 'Abuse of Trust 'guidance issued by the Home Office, and it is therefore unacceptable for those in a position of trust to engage in any behaviour which might allow a sexual relationship to develop for as long as the relationship of trust continues.

SECTION 4

Pastoral Care

Supporting those affected by abuse

The Leadership is committed to offering pastoral care, working with statutory agencies as appropriate, and support to all those who have been affected by abuse who have contact with or are part of the Church, regardless of the type of abuse, when or where it occurred.

Working with offenders

When someone attending our place of worship is known to have abused children, or is known to be a risk to vulnerable adults the Leadership will supervise the individual concerned and offer pastoral care and maintain appropriate confidentiality, but in its safeguarding commitment to the protection of children and vulnerable adults, set boundaries for that person which they will be expected to keep.

SECTION 5

Practice Guidelines

As a Church working with children, young people, and vulnerable adults we wish to operate and promote good working practice. This will enable workers to run activities safely, develop good relationships and minimise the risk of false accusation.

As well as a general code of conduct for workers we will seek to develop good practice guidelines for every activity we are involved in.

Working in Partnership

The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding children, young people, and vulnerable adults. This can be because of cultural tradition, belief and religious practice or understanding, for example, of what constitutes abuse.

We therefore have clear guidelines in regard to our expectations of those with whom we work in partnership, whether in the UK or not. We will discuss our safeguarding expectations with all prospective partners.

Good communication is essential in promoting safeguarding, both to those we wish to protect, to everyone involved in working with children and vulnerable adults and to all those with whom we work in partnership. This safeguarding policy is just one means of promoting safeguarding.

Signed by: _____

Date: _____

APPENDIX 1

Leadership Safeguarding Statement

At their meetings in July 2019 St Michael's and St Mary's PCCs formally adopted the House of Bishops'…*'Promoting a Safer Church; safeguarding policy statement' w*hich already informed our Safeguarding Policy.

At its meeting on 8th November 2021 The Church of All Saints Campton PCC formally adopted the same policy statement which informed its Safeguarding Policy.

The Leadership team recognises the importance of its ministry/work with children and young people and adults in need of protection and its responsibility to protect everyone entrusted to our care.

Our places of worship are committed to the safeguarding of children and vulnerable adults and ensuring their well-being.

Specifically:

- We recognise that we all have a responsibility to help prevent the physical, sexual, emotional abuse and neglect of children and young people (those under 18 years of age) and to report any such abuse that we discover or suspect.
- We believe every child should be valued, safe and happy. We want to make sure that children we have contact with know this and are empowered to tell us if they are suffering harm.
- All children and young people have the right to be treated with respect and to be protected from all forms of abuse.
- We recognise that we all have a responsibility to help prevent the physical, sexual, psychological, financial, and discriminatory abuse and neglect of vulnerable adults and to report any such abuse that we discover or suspect.
- We recognise the personal dignity and rights of vulnerable adults and will ensure all our policies and procedures reflect this.
- We believe all adults should enjoy and have access to every aspect of the life of our place of worship unless they pose a risk to the safety of those we serve.
- We undertake to exercise proper care in the appointment and selection of all those who will work with children and vulnerable adults.

We are committed to:

The House of Bishops'… 'Promoting a Safer Church; safeguarding policy statement'

- Following the requirements for UK legislation in relation to safeguarding children and vulnerable adults and good practice recommendations.
- Ensuring that workers adhere to the agreed procedures of our safeguarding policy.
- Keeping up to date with national and local developments relating to safeguarding.
- Following any denominational guidelines in relation to safeguarding children and adults in need of protection.
- Supporting the safeguarding co-ordinators in their work and in any action they may need to take in order to protect children and vulnerable adults.
- Supporting parents and families
- Nurturing, protecting, and safeguarding of children and young people
- Supporting, monitoring, and providing supervision to all those who undertake this work.

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- Supporting all in our places of worship affected by abuse.
- Adopting and following the ‘Safe and Secure’ safeguarding standards developed by Thirtyone:eight.

We recognise:

- Children’s Social Services (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a child. Adult Social Care (or equivalent) has lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about a vulnerable adult.
- Where an allegation suggests that a criminal offence may have been committed then the Police should be contacted as a matter of urgency.
- Safeguarding is everyone’s responsibility.

We will review this statement, its implementation, and our policy and procedures annually.

If you have any concerns for a child or vulnerable adult then speak to the Rector Reverend Roni Goodman on 07533376880 or one of the following who have been approved as safeguarding co-ordinators for our places of worship

Benefice Safeguarding Coordinator

Graham Jones 10 Taylors Close, Meppershall 07702 345029

Parish Safeguarding Coordinators

All Saints Deborah Maggs 07778424408

St Michael’s Pat Goulding 07901972392.

St Mary’s Gillian Marshall-Davies 07778449051

A copy of the full policy and procedures is available from the Safeguarding Co-Ordinators.

Signed by leadership

Signed _____

Date _____

Signed copies available in the Church

APPENDIX 2

Parish Statement on Domestic Abuse

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.

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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 anyone, please contact the Rector or our safeguarding officers as below.

We will review this statement, its implementation, and our policy and procedures annually.

If you have any concerns for a child or vulnerable adult then speak to the Rector, Reverend Roni Goodman 07533376880 or one of the following who have been approved as safeguarding co-ordinators for our places of worship

Benefice Safeguarding Coordinator

Graham Jones 10 Taylors Close, Meppershall 07702 345029

Parish Safeguarding Coordinators

All Saints	Deborah Maggs	07778424408
St Michael's	Pat Goulding	07901972392.
St Mary's	Gillian Marshall-Davies	07778449051

A copy of the full policy and procedures is available from the Safeguarding Co-Ordinator or Deputy Safeguarding Coordinator.

Signed by leadership

Signed _____ _____

Date _____

Signed copies available in the Church

USEFUL CONTACT NUMBERS

Incumbent

Reverend Roni Goodman 07533 376880

Benefice Safeguarding Coordinator

Graham Jones 10 Taylors Close, Meppershall 07702 345029

Parish Safeguarding Coordinators

All Saints Deborah Maggs 07778 424408

St Michael's Pat Goulding 07901972392

St Mary's Gillian Marshall-Davies 07778449051

Diocesan Safeguarding Advisor

Jeremy Hirst 01727 818107 07867 350886 safeguarding@stalbans.anglican.org

Assistant Diocesan Safeguarding Advisors

Dave Adams 01727 818104 M : 07469 351357

Warren Lucas 01727 818106 M : 07311 310545

Thirtyone:eight Telephone 0303 003 1111

Central Bedfordshire Council

Children

Concerned about a child or young person? Call **0300 300 8585** immediately.

Out of hours: **0300 300 8123**

Adults

0300 300 8122 (Monday to Friday, 8:45am to 5:20pm)

0300 300 8123 (outside of these hours)

Or **Police - 999 and ask for the team that investigates child sexual abuse**