

**The Parish of St Michael and All Angels, Cofton Hackett and St Andrew's, Barnt Green**

**SAFEGUARDING POLICY PROMOTING A SAFER CHURCH**

The following policy was agreed at the Parochial Church Council (PCC) meeting held on 15 November 2022.

In accordance with the Church of England Safeguarding Policy our church is committed to:

- Promoting a safer environment and culture.
- Safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the church.
- Responding promptly to every safeguarding concern or allegation.
- 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.

The Parish will:

- Create a safe and caring place for all.
- Have a named Parish Safeguarding Officer (PSO) to work with the incumbent and the PCC to implement policy and procedures.
- Ensure that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the parish.
- Display in church premises and on the Parish 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.
- Take steps to protect children and adults when a safeguarding concern of any kind arises, following House of Bishops' guidance, including notifying the Bishop's Safeguarding Adviser (BSA) and statutory agencies immediately.
- We will keep all records in relation to safeguarding concerns, allegations and the recruitment of volunteers and paid workers securely.
- We commit to the safe recruitment of new and current Church Officers\* who have contact with or any responsibility for children, young people, and adults. We will ensure that they attend training to have the confidence and skills necessary to recognise and respond to abuse.
- We will assess all new and current Church Officer roles and, in every case where the role is deemed to be eligible, apply for appropriate Disclosure and Barring Service checks every three years.
- We commit to providing every Church Officer with clear instructions and information in respect of their role, adequate resources and support and regular opportunities for review.
- We will ensure that all Church Officers working with children, young people and adults experiencing or at risk of abuse due to their illness or disability, or are in a trusted role, attend Church of England safeguarding training every three years.
- We will inform the Bishop's Safeguarding Advisor, and ensure appropriate supervision of anyone who is known to have offended against a child, young person or adult at risk of abuse due to their age, illness or disability who attends activities organised by the Parochial Church Council and will follow all recommendations of the Bishop's Safeguarding Advisor in this regard.
- We require all hirers of our premises to have their own safeguarding policy and procedures, and to provide us with a copy.
- 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.

Each person who works within this church community will agree to abide by this policy and the guidelines established by this church.

This church appoints Diane Milford as the Parish Safeguarding Officer.

\*A Church Officer is anyone appointed by or on behalf of the Church to a post or role, whether they are ordained or lay, paid or unpaid.

Incumbent:

  
 Rev Andy Hobbs

Churchwardens:

  
 Peter Talbot

  
 Betty Tilt

  
 Geoff Hall

  
 Jill Newton

Date: 15 November 2022