

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 18 November 2025.

The care and protection of children, young people and vulnerable adults involved in Church activities is the responsibility of the whole Church. Everyone who participates in the life of the Church has a role to play in promoting a safer Church for all.

In accordance with both the House of Bishops' Safeguarding Policy and practice guidance and The Church of England: Birmingham's procedures 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
- Ensure the welfare of the child, young person and vulnerable adult is paramount
- Ensure a leadership commitment, at all levels, to the importance of safeguarding and promoting the welfare of children, young people and vulnerable adults with a clear line of accountability within our church for work on safe-guarding
- Listen to and take seriously all those who disclose abuse and offer appropriate support to all those with lived experience of abuse
- Take steps to protect children and adults when a safeguarding concern of any kind arises, including concerns and allegations against church officers*, to the Diocesan Safeguarding Adviser and statutory agencies immediately
- Make referrals to, and work with, statutory and voluntary sector partners in accordance with legislation and House of Bishop's requirements
- We will inform the Diocesan 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 advice and recommendations of the Diocesan Safeguarding Advisor in this regard
- Display in church premises, and on the Parish website, the details of who to contact if there are safeguarding concerns or support needs together with details of other agencies available to be contacted for support and advice
- Ensure good record keeping and effective information sharing
- 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 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 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 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 keep all records in relation to safeguarding concerns, allegations and the recruitment of volunteers and paid workers securely
- Ensure that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the parish
- We require all hirers of our premises to have their own safeguarding policy and procedures, and to provide us with a copy
- Ensure that health and safety policy, procedures and risk assessments are in place and that these are reviewed annually
- This policy will be clearly displayed on church premises (and our website) with both the policy and its implementation being reviewed annually

This church appoints **Diane Milford** as the Parish Safeguarding Officer (PSO) to work with the incumbent and the PCC to implement policy and procedures.

**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.*

If you have any concerns or need to talk to someone please contact

Diane Milford or Andy Hobbs
07547 267746 0121 445 1269

If you cannot contact the person above and someone is being harmed or is not safe and needs immediate help, dial 999, or contact social care services.

Other useful contacts:

Diocesan Safeguarding Officer	07342 993 844
NSPCC	help@NSPCC.org.uk
Childline	0800 1111
Family Lives Helpline	0808 800 2222
Samaritans	116 123
Hourglass – Safer Aging Stopping Abuse	0808 808 8141
Domestic Violence Helpline	0808 2000 247
Men's Domestic Violence Helpline	0808 801 0327
LGBT+ Domestic Violence Helpline	0300 999 5428
National Association of People Abused in Childhood	0808 801 0331
Stop It Now! Helpline	0808 1000 900
Safe Spaces (when abuse was by a Church of England minister, volunteer or worker)	0300 0303 1056

Local Authority Children's Social Care Services:
01905 822666 (Worcestershire)

Local Authority Adult Social Care Services:
01905 768053 (Worcestershire)