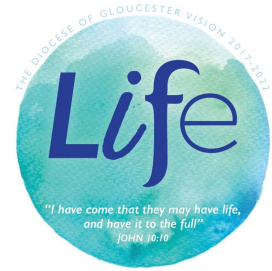




St Paul &
St Stephen
Gloucester



The following statements were adopted by the PCC of St Paul and St Stephen, Gloucester at the Parochial Church Council meeting held on 7th September 2020.

**Safeguarding Policy for the Parochial Church Council of
St Paul and St Stephen (Adults),
Gloucester 2020**

This policy will be reviewed each year to monitor the progress which has been achieved and a copy shared with the Archdeacon at the time of the Visitation.

1. We recognise that everyone has different levels of vulnerability and that each of us may be regarded as vulnerable at some time in our lives.
2. As members of this parish we commit ourselves to respectful pastoral care for all adults to whom we minister.
3. We commit ourselves to the safeguarding of all adults who may be at risk, ensuring their well-being in the life of this church.
4. We commit ourselves to promoting safe practice by those in positions of trust.
5. The parish commits itself to promoting the inclusion and empowerment of all adults who may be at risk.
6. It is the responsibility of each of us to prevent the physical, emotional, mental, psychological sexual, financial and spiritual abuse of adults

who may be at risk and to report any such abuse that we discover/suspect.

7. We undertake to exercise proper care in the safer recruitment practices of all appointment processes of those who will work with adults who may be at risk.
8. The parish is committed to supporting, resourcing, training and regularly reviewing those who undertake work amongst adults who may be at risk.
9. The parish adopts the national Church of England guidelines; and those of the Diocese.
10. Each person who works with adults who may be at risk will agree to abide by these recommendations and the guidelines established by this church.

If you have any concerns about any safeguarding issues please don't hesitate to be in touch with a member of clergy or with our Nominated Person

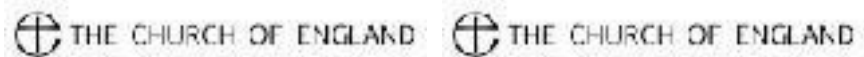
NAME Cynthia Kerr CONTACT 01452 302180

Incumbent **Rev Ruth Fitter**

Date

Churchwarden

Churchwarden



Safeguarding Policy for the Parochial Church Council of
St Paul and St Stephen (Children and Young People),
Gloucester 2020

1. The PCC accepts the Gloucester diocesan policy statement and guidelines on working with children and young people. The Parish Handbook can be found at this link <https://www.gloucester.anglican.org/wp-content/uploads/2019/01/Parish-Safeguarding-Handbook.pdf>. A hard copy can be provided upon request to the Incumbent.

2. The PCC seeks to provide a caring, warm and consistent atmosphere and environment in which children and young people can develop and grow and in which they can learn in safety. Children and young people will be treated as individuals and with equal concern.

3. Therefore the PCC:

Recognises the following areas of work with children and young people (currently due to Covid-19 these activities are suspended but we are including them in the hope they may resume in some format in 2021):

- Sunday groups, weekly during 10am service in church hall [Helen Scott, Ruth Parsons]

- Little Angels, Weekly in term time in church hall [Rev Ruth Fitter, Rev Heather de Gruyther, Ruth Parsons]

- Open the book team fortnightly in term time at St Paul's School [Rev Ruth Fitter, Rev Heather de Gruyther, Ruth Parsons]

- Messy church, monthly on a Saturday morning in church and church hall [Ruth Parsons, Helen Scott]

- Music group - at least twice monthly with rehearsals in between on a one to one basis occasionally. [Steve Roberts, Kiri Roberts, Rev Jonathan Evans]

4. The PCC therefore:

- I. Will ensure that everyone involved in the care of children and young people, whether through paid employment or volunteer roles are personally made aware of the diocesan policy and the PCC policy.

- II. Will ensure that everyone involved in the care of children and young people (*existing and in the future from the date the PCC policy is accepted*) will be interviewed by the parish priest, or appropriate other and asked to complete the disclosure form which will be checked by a diocesan counter signatory. (It will be strictly confidential and, except under compulsion of law will be seen only by the above named person or those acting on the Bishop's behalf).

- III. Will ensure that completed forms are appropriately held in church records. All information on workers with children and young people should be kept locked away safely and confidentially.

- IV. Will ensure it review its employment and volunteer recruitment practices so that every position sets out clearly what level of disclosure (where appropriate) applies, that no one is active in that role until the required disclosure has been received, and any subsequent risk assessment has been completed satisfactorily.

- V. Will ensure that candidates for a paid post or volunteer position submit in writing any convictions or other disqualifying behaviour that might be revealed in the disclosure process in order to assist the recruitment decision process. (This information will only be taken into account when relevant to the post in question. It should be submitted in an envelope clearly marked 'Private and confidential' and handed to the

person specifically identified for this purpose in the recruitment process).

VI. Will ensure that it complies with the rolling programme of (DBS) rechecks that are administered through the diocese.

VII. Will ensure everyone involved in working with children and young people are clear of the nature of the work they have agreed to do and the name of the person to whom they are responsible.

VIII. Will ensure the parish priest/named person will be responsible on the PCC's behalf for implementing and monitoring the PCC's policy

IX. Will ensure that training opportunities are encouraged (*Diocesan Safeguarding training as appropriate and any other training particularly in conjunction with training offered for volunteers at the Gloucester Child Contact Centre*).

X. Will ensure that the PCC and the Diocesan Human Resources Manager are informed of the names of those who work with children and young people and will be notified of any changes.

XI. Nominates **Susan Matthews** and **Cynthia Kerr** to be the Nominated Person to whom all cases of suspected or alleged abuse must be reported immediately.

XII. Will make adequate provision for insurance cover for all activities for children and young people in line with the House of Bishop's guidance.

XIII. Will make a copy of this policy available to all employees and volunteers of this church, and to parents/guardians.

XIV. Will review this policy annually and ensure that a copy of this policy will be presented to the Archdeacon at the Visitation.

XV. Will ensure that any individual organisation renting/using its premises for activities involving children and young people, are aware of their own individual responsibilities to have appropriate safeguarding policies and processes in place.

XVI. Will ensure that any complaint made regarding a child for whom we are responsible who may have been harmed or is in significant danger will be reported immediately and that we will fully cooperate with statutory agencies

during any investigation into allegations concerning a member of the church community.

XVII. Will inform the statutory agency of any suspected criminal offenders or concerns that we are made aware of in respect of our contact with children and will inform and work closely with the Diocesan Human Resources Manager and all statutory agencies throughout.

XVIII. Will offer informed pastoral care to any child, young person or adult who has suffered abuse and provide them with details of local and national support agencies.

XIX. Will work closely with the diocese to ensure that we effectively supervise and support any member of our church community known to have offended against a child.

XX. Will ensure that we work closely with the diocese to ensure that any required DBSs or other required checks and references including the five year rolling re-check programme are complied with.

XXI. Will work closely with the diocese in ensuring appropriate people are trained and updated on good practice, legal changes etc.

XXII. Will ensure that a copy of this policy will be displayed on the parish notice board alongside a Child-Line poster which can be downloaded from www.nspcc.org.uk free of charge.

XXIII. Will ensure that a copy of this policy is accessible on our website at www.paulsthenglos.org.uk.

XXIII. Will ensure that safeguarding protocols are followed with digital services (live streaming and zoom). These protocols will include parents/carers being present with children during Teatime Church and any other zoom worship; appropriate dress being worn at all times on zoom worship; children will not 'zoom' from their bedrooms; all appropriate security measures such as waiting room and passwords will be used.

By the incumbent

Signed:

Dated:

By the churchwardens

Signed:

Dated:

Signed:

Dated: