



# *Safeguarding Policy for the Parochial Church Council of Dumbleton*

*The PCC accepts the diocesan policy statement and guidelines on working with children, young people and vulnerable adults.*

*The PCC seeks to provide a warm and caring environment where everyone will be treated with respect.*

*The PCC will therefore ensure that:*

*1. everyone involved in the care of children, young people and vulnerable adults, whether through paid employment or volunteer roles are personally made aware of the diocesan policy and the PCC policy.*

*2. everyone involved in the care of children, young people and vulnerable adults 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).*

*3. completed forms are appropriately held in church records. All information on workers with children, young people and vulnerable adults should be kept locked away safely and confidentially.*

4. it reviews 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.
5. 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).
6. it complies with the rolling programme of DBS (Disclosure and Barring Service formerly CRB) rechecks that are administered through the diocese.
7. everyone involved in working with children, young people and vulnerable adults, are clear of the nature of the work they have agreed to do and the name of the person to whom they are responsible.
8. the parish priest/named person will be responsible on the PCC's behalf for implementing and monitoring the PCC's policy
9. training opportunities (if appropriate) are encouraged.
10. the PCC and the Diocesan Human Resources Manager are informed of the names of those who work with children, young people and vulnerable adults, and will be notified of any changes.
11. adequate provision will be made for insurance cover for all activities for children, young people and vulnerable adults, in line with the House of Bishop's guidance.

12. a copy of this policy is available to all employees and volunteers of this church, and to parents/guardians.

13. they will review this policy annually at the APCM and ensure that a copy of this policy will be presented to the Archdeacon at the Visitation.

14. any individual organisation renting/using its' premises for activities involving children, young people and vulnerable adults, are aware of their own individual responsibilities to have appropriate safeguarding policies and processes in place.

15. any complaint made regarding a child, young person or vulnerable adult 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.

16. the statutory agency will be informed of any suspected criminal offenders or concerns that we are made aware of in respect of our contact with children, young people or vulnerable adults and will inform and work closely with the Diocesan Human Resources Manager and all statutory agencies throughout.

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

18. they 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.

19. they 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.

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

21. they will ensure that a copy of this policy will be displayed on the parish notice board alongside a Childline poster which can be downloaded from [www.nspcc.org.uk](http://www.nspcc.org.uk) free of charge.

The PCC Nominates Gail Braham to be the person to whom all cases of suspected or alleged abuse must be reported immediately.

By the incumbent

Signed J A Hook

Name Julia A Hook

Date 3/3/24

On behalf of the churchwarden

Signed P M Steggles

Name PATRICIA STEGGLES (Secretary)

Date 3 March 2024