

# **Safeguarding Children and Vulnerable Adults Policy for the Parish of St Thomas a Becket's, Farlam 2019**

**Date last reviewed: 19<sup>th</sup> April 2018**

The PCC of St Thomas a Becket's, Farlam approved this policy at the PCC preceding the APCM held on April 4<sup>th</sup> 2019

The PCC of St Thomas a Becket's Farlam has adopted the safeguarding policies and guidance of the Church of England and the Carlisle Diocese Safeguarding Policy.

## **Ethos Statement**

The teaching of Christ establishes the special significance of every human being and especially the central place of children in the sight of God. Our church is committed to fulfil His law of love and to provide for the safety, wellbeing and proper development of all children, young people and vulnerable adults in our care. We will also properly equip and support those adults who work with and relate to them.

## **Parish Safeguarding Officer**

The PCC is to appoint a PSO asap who will ensure the implementation of this policy and the diocesan policy for Safeguarding, and make regular reports to the PCC and the APCM.

The person appointed is –

**Name :** LINDA MURPHY

**Address:** 1 SCHOOL HOUSE, TINDALE, BRAMPTON CA8 2QQ

**Tel. No:** 016977 46301

**e-mail:** lindamurphy@btinternet.com

## **Health and Safety Assessment**

The PCC will ensure that an annual assessment takes place to ensure that every activity which it organises for children or vulnerable adults, on or off the premises, will provide proper safeguards to protect them from harm. The assessment will consider the premises, activities, procedures, equipment, staffing and all other issues which may affect the potential safety of staff and users. The PCC will require all workers to re-fresh their understanding of the diocesan Code of Conduct and Practice.

The PCC requires that every other organisation which uses its premises will regularly conduct a similar assessment.

## **Insurance**

The PCC will ensure that appropriate insurance (and third party liability) cover exists for all participants in the activities that it organises.

**The current policies are:** Ecclesiastical Insurance policy *04/XPG/ 9066561*

Details of the policies and the cover they provide are held by *Mrs Lynne Mckenzie (treasurer)*

The PCC requires that any individual or organisation using its premises will also provide adequate insurance cover.

### **Appointment of Voluntary and paid staff who work with children and vulnerable adults**

In accordance with the Diocesan policy for Safer Recruitment, the PCC will ensure that all those who work with children will be properly appointed, trained and supervised. This will include:

#### **When appointing new staff – before they begin their role**

- Appropriate Job Descriptions will be drawn up in advance;
- Interviews will be held;
- At least two References will be sought and taken up;
- A Confidential declaration will be completed;
- All new personnel will be required to undergo a DBS check before they are appointed.

#### **Existing staff –**

- Will be given a written Job Description if this was not done at the time of their original appointment then any references which were obtained but not taken up will now be pursued;
- Renew their DBS certificate every five years

#### **All staff –**

- Will receive regular in-service training
- Will be properly supervised

**Activities/Organisations:** N/A

### **Allegations of Abuse**

Allegations against anyone who attends any church activity will be fully and honestly dealt with. The Diocesan procedures will be followed. All allegations will be taken seriously and recorded. The Diocesan Safeguarding Adviser (and in an emergency children's social care, adult social services or Police) will be contacted without delay, and all information will be shared.

### **Disclosures**

Any person who makes a disclosure or allegation of abuse will be sensitively and appropriately dealt with, following the Diocese policy. Any adult to whom a disclosure is made will contact the Diocesan Safeguarding Adviser and will follow his/her advice.

### **Suspicious**

Any member of the Church who suspects that a child or vulnerable adult is being abused in any way whatsoever will immediately contact the Diocesan Safeguarding Adviser and follow his/her advice.

### **Confidentiality**

Confidential information concerning any adult or child will be fully protected.

### **Complaints**

Any complaint against any member of the Church will be dealt with in accordance to the Diocese's current complaints procedure. If a complaint relates to the treatment of children or vulnerable adults, the Diocesan Safeguarding Adviser will be informed immediately.

### **Monitoring & Review**

This policy will be reviewed annually as part of the PSO's preparation for the annual report to the PCC. The Archdeacon will discuss the policy when he makes his three yearly visit to St Thomas a Becket's, Farlam.

Incumbent *Edward A Johnsen*

Churchwarden *Timothy Arndt*

Churchwarden *Angus Murray*

Date *4<sup>th</sup> April 2019*