

## **Parish of St Anne, Kew**

### **Safeguarding policy promoting a safer church**

**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 ensuring careful selection and recruitment of ordained and lay ministers as appropriate, voluntary workers and paid workers with children and young people, in line with safer recruitment principles and checks as well as providing supervision, support and training
- 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 who 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
- Safely recruit, train and support all those with any responsibility for children, young people and adults to have the confidence and skills to recognise and respond to abuse
- Ensure that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the parish
- Display on church premises and on the parish website the details of whom to contact with safeguarding concerns or support needs as well as good safeguarding practice
- Listen to and take seriously all those who disclose abuse
- Take steps to protect children, young people and adults when a safeguarding concern of any kind arises, following House of Bishops' guidance, including immediately notifying the Diocesan Safeguarding Adviser (DSA) and statutory agencies
- 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 Practice at least annually

**We are committed to promoting and supporting environments which:**

- Ensure that all people feel welcomed, respected and safe from abuse
- Encourage adults who may be vulnerable to lead as independent a life as possible, to choose how to lead their life and to be active contributors to the church community
- Are youth-friendly and child-friendly and nurture their positive development
- Enable children and young people to be active contributors to the church community
- Valuing, listening to and respecting children and young people
- Fostering and encouraging best practice by setting standards for working with children and young people, in co-operation with statutory bodies, voluntary agencies and other faith communities
- Ensuring, in partnership with the diocese and other agencies, that care and supervision is provided for any member of our church community known to have offended against a child or young person, or to pose a risk to them

**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
- All adults who may be vulnerable (regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity) have the right to equal protection from all types of harm or abuse
- All children (regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity) have the right to equal protection from all types of harm or abuse
- Working in partnership with adults who may be vulnerable, their carers and other agencies is essential in promoting their welfare
- The welfare of the child or young person is paramount
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

**We are committed to reviewing our policy and procedures annually.**