

The Parish Church of St John the Baptist , Holywell cum Needingworth- 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.
- 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.

Our church 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 in church premises and on the Parish website the details of who to contact if there are safeguarding concerns or support needs.
- Listen to and take seriously all those who disclose abuse.
- Take steps to protect children and adults when a safeguarding concern of any kind arises, following House of Bishops guidance, including notifying the Diocesan Safeguarding Adviser (DSA) and statutory agencies immediately.
- 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 regularly reviewed
- Review the implementation of the Safeguarding Policy, Procedures and Practices at least annually.

Each person who works within this church community will agree to abide by this policy and the guidelines established by this church.

This church has appointed Carole Mills as the Parish Safeguarding Officer

Incumbent: In Vacancy

Churchwardens : Mr Stephen York , Mr Roger Beaman

This policy was agreed by the PCC on 27 August 2023

Signed..... (Churchwarden and Vice-chair of the PCC)

Review date: by 30 September 2024

St John the Baptist Holywell cum Needingworth Parish statement on Domestic Abuse

Policy for Responding to Domestic Abuse

All forms of domestic abuse are wrong and must stop. We are committed to promoting and supporting environments which:

- ensure that all people feel welcomed, respected and safe from abuse;
- protect those vulnerable to domestic abuse from actual or potential harm;
- recognise equality amongst people and within relationships;
- enable and encourage concerns to be raised and responded to appropriately and consistently.

We recognise that:

- all forms of domestic abuse cause damage to the survivor and express an imbalance of power in the relationship;
- all survivors (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;
- domestic abuse can occur in all communities;
- domestic abuse may be a single incident, but is usually a systematic, repeated pattern which escalates in severity and frequency;
- domestic abuse, if witnessed or overheard by a child, is a form of abuse by the perpetrator of the abusive behaviour;
- working in partnership with children, adults and other agencies is essential in promoting the welfare of any child or adult suffering abuse.

We will endeavour to respond to domestic abuse by:

In all our activities –

- valuing, listening to and respecting both survivors and alleged or known perpetrators of domestic abuse.

In our publicity –

- raising awareness about other agencies, support services, resources and expertise, through providing information in public and women-only areas of relevance to survivors, children and alleged or known perpetrators of domestic abuse.

When concerns are raised –

- ensuring that those who have experienced abuse can find safety and informed help;
- working with the appropriate statutory bodies during an investigation into domestic abuse, including when allegations are made against a member of the church community.

In our care –

- ensuring that informed and appropriate pastoral care is offered to any child, young person or adult who has suffered abuse;
- identifying and outlining the appropriate relationship of those with pastoral care responsibilities with both survivors and alleged or known perpetrators of domestic abuse

If you have any concerns or need to talk to anyone please contact:

Refuge's National Domestic Abuse helpline on 0808 2000 247 or online at

<https://www.nationaldahelpline.org.uk/Chat-to-us-online>

Or contact the Parish safeguarding Officer on safeguarding.holywell@meridianbenefice.org

Adopted by the PCC on 27 August 2023

Signed (Churchwarden and Vice-chair of the PCC)

Review date: by 30 September 2026



The Recruitment of Ex-offenders – St John the Baptist Holywell-cum-Needingworth

- As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), St John the Baptist Holywell-cum-Needingworth complies fully with the code of practice (www.gov.uk/government/publications/dbs-code-of-practice) and undertakes to treat all applicants for positions fairly
- St John the Baptist Holywell-cum-Needingworth undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed
- St John the Baptist Holywell-cum-Needingworth can only ask an individual to provide details of convictions and cautions that St John the Baptist Holywell-cum-Needingworth are legally entitled to know about. Where a DBS certificate at either standard or enhanced level can legally be requested (where the position is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended, and where appropriate Police Act Regulations as amended)
- St John the Baptist Holywell-cum-Needingworth can only ask an individual about convictions and cautions that are not protected
- St John the Baptist Holywell-cum-Needingworth is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background
- This policy will be made available at the start of the DBS application process.
- St John the Baptist Holywell-cum-Needingworth actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records
- St John the Baptist Holywell-cum-Needingworth selects all candidates for interview based on their skills, qualifications and experience
- An application for a criminal record check is only submitted to DBS after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a criminal record check is identified as necessary, all application forms, job adverts and recruitment briefs will contain a

statement that an application for a DBS certificate will be submitted in the event of the individual being offered the position

- St John the Baptist Holywell-cum-Needingworth ensures that all those in St John the Baptist Holywell-cum-Needingworth who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences
- St John the Baptist Holywell-cum-Needingworth also ensures that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974
- At interview, or in a separate discussion, St John the Baptist Holywell-cum-Needingworth ensures that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment
- St John the Baptist Holywell-cum-Needingworth makes every subject of a criminal record check submitted to DBS aware of the existence of the code of practice and makes a copy available on request
- St John the Baptist Holywell-cum-Needingworth undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.

Policy adopted by the PCC on

Signed.....

Review date.....