

The Parish of the Solway Plain

PARISH POLICY FOR SAFEGUARDING CHILDREN & VULNERABLE ADULTS

The Parish of the Solway Plain

- adopted this policy at the Parochial Church Council meeting held on 7th February 2024
- adopted Promoting a Safer Church, the House of Bishops Safeguarding Policy
- adopted the Safeguarding Policies & Guidance of the Church of England and the Carlisle Diocesan Safeguarding Policy and subsequent revisions.

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 (PSO)

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

The person appointed is –

Mrs Frances McIntyre

Sunny House

Proctor's Square

Wigton CA7 9AR

frannymac55@gmail.com

016973 44756

Diocesan Safeguarding Advisor (DSA)

Jo van Lachterop

safeguarding.adviser@carlisle-diocese.org.uk

07458016884

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 current Codes 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 with Ecclesiastical Insurance Group are held by the PCC Treasurers

Contact details available from Revd Canon Bryan Rothwell 016913 31413 or Mrs Frances McIntyre, as above

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

Appointment of voluntary and paid staff

In accordance with the diocesan policy and national guidelines for Safer Recruitment, the PCC will ensure that all those who work with children, young people and vulnerable adults will be properly appointed, trained (Appendix A) and supervised. The parish statement on the Recruitment of ex-offenders is attached (Appendix B)

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 check every five years

All staff –

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

Activities/Organisations

Organisations using the churches must agree to abide by the Parish Policy on Safeguarding.

Allegations of Abuse

Allegations against anyone who attends any church activity will be fully and honestly dealt with. The Diocesan procedures will be followed and 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. 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. Archdeacons will discuss it every three years with parishes at their Visitations.

Incumbent: Revd Canon Bryan Rothwell

Churchwardens: Abbeystown – Margaret Graham & Brenda Sim; Holme St Cuthbert – Brian Bailey & Lynda Bailey; Kirkbride - Josephine Jefferson & Stephen Sowerby; Newton Arlosh - Willie Bell & Sherry King; Silloth – Margaret Graham & Jean Oliver; Westnewton – Christine Young & Mary Hodgson;

Deputy Wardens: Bromfield – Shirley Holland-Reid & Mary Douglas

7th February 2024

Appendix A

Safeguarding Training

There are three levels of training:

- Basic - recommended for everyone who needs a basic level of awareness
- Foundation - required for anyone who has safeguarding responsibilities (children/vulnerable adults)
- Leadership – those who have leadership responsibilities

Safeguarding training must be renewed every three years.

Who needs training and to what level?

Basic Awareness	Recommended for anyone who needs a basic level of awareness of safeguarding <i>Anyone who holds an office within their church (committee membership)</i>
Foundation	Required for anyone who has safeguarding responsibilities/contact with children and/or vulnerable adults <i>Elected Membership of the PCC (Trustees) & Church Wardens</i>
Leadership	Required for anyone who has safeguarding leadership responsibilities/is leading activities involving children and/or vulnerable adults. Clergy; PSO; LLM

Basic and Foundation should be completed ONLINE via the Church of England Safeguarding Training Portal
<https://safeguardingtraining.cofeportal.org/>

Log in (you will need to create a new account if you have not logged in before) and if you have a prompt for which church/parish we are, please put Solway Plain Parish

At the end of the course there is an option to download a certificate. Please either print a copy and hand it to Frances McIntyre or email frannymac55@gmail.com

Leadership training is done by the Diocesan Advisers and consists of two 90 minute sessions with preparation before, between and after the course is completed – courses are listed on the Carlisle Diocesan Website

Appendix B

Statement on the Recruitment of Ex-Offenders

- As an organisation assessing applicants' suitability for positions which are included in the Offenders Act 1974 (Exceptions) Order using criminal records checks processed through the Disclosure and Barring Service (DBS), The Parish of the Solway Plain complies fully with the code of practice and undertakes to treat all applicants for positions fairly.
- The Parish of the Solway Plain undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.
- The Parish of the Solway Plain can only ask individual to provide details of convictions and cautions that The Parish of the Solway Plain are legally entitled to know about. Where a DBS certificate at either standard or enhanced level can legally be requested (where a 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).
- The Parish of the Solway Plain can only ask an individual about convictions and cautions that are not protected.
- The Parish of the Solway Plain is committed to the fair treatment of any staff, any potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependents, age, physical/mental abilities or offending background.
- The Parish of the Solway Plain promotes equality of opportunity for all with the right mix of talent, skills, and potential and welcomes applications from a wide range of candidates including those with criminal records.
- 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 applications, job adverts and recruitment briefs will contain a statement that an application for a DBS certificate will be submitted in the event of an individual being offered the position.
- The Parish of the Solway Plain ensures that all those involved in the recruitment process have received the required level of training by Church of England Birmingham so that they may identify and assess the relevance and circumstances of offence and aware of relevant legislation relating to the employment of ex-offenders eg Rehabilitation of Offenders Act 1974.
- At interview or separate discussion stage, The Parish of the Solway Plain 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 applied for could lead to withdrawal of any offer of employment or voluntary position.
- The Parish of the Solway Plain has developed a Safeguarding policy for Children, Young people and Adults in accordance with the Church of England's Promoting a Safer Church requirements which includes the safer recruitment of its volunteers and employees. The Policy statement was adopted by the Parish Church Council in its meeting held on 7th February 2024
- The statement will be reviewed annually.