

**This statement was reviewed by St Michael & All Angels at a PCC meeting on 15 October 2019.**

**1. This policy will be reviewed each year to monitor the progress which has been achieved. 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.**

- We recognise that a position of power in relation to another creates a risk of vulnerability. As a consequence, we strive to ensure that we consider power when working with and leading people.
- We recognise that children, by virtue of legal status and dependency on adults for their emotional and physical needs, will always be vulnerable and at a disadvantage. We commit to considering this in our children's activities— undertaking supervision of staff working with them and risk assessing activities and groups as a check and balance in our work.
- We understand that illness, disability, race, mental health and other issues can put adults in a position of vulnerability. We accept that these can be long term (ongoing), or temporary. We commit to considering this in our activities and events – undertaking supervision of staff and risk assessing activities and groups as a check and balance in our work.
- We commit to transparency in our actions and accountability for our work.

**2. As members of this parish we commit ourselves to respectful pastoral care for all adults and children to whom we minister.**

- We will consider issues relating to spiritual care in prayer activity, ensuring that members of our prayer team consider power, control and spiritual abuse issues in their ministry.
- We will ensure that leaders of our children's Sunday schools and house groups as well as other ministries that involve working with vulnerable persons have appropriate enhanced DBS checks.
- We will ensure that those who care for people in our parish have attended appropriate safeguarding training.

**3. We commit ourselves to the safeguarding of people who may be vulnerable, ensuring their well-being in the life of this church.**

**4. We commit ourselves to promoting safe practice by those in positions of trust.**

- We will ensure that those in positions of trust (such as wardens), and those with remits or leadership of groups involving vulnerable children etc have appropriate enhanced DBS checks and that these are updated every 5 years.
- We will engage with appropriate training and seek to develop relationships with other agencies and the diocese on safeguarding.
- Safeguarding, including review of this policy, will be an annual agenda item and we agree that, whilst we have a named Co-ordinator, we accept collective ownership for this important issue.
- We will be transparent, open and not have secrets.

**5. The parish commits itself to promoting the inclusion and empowerment of people who may be vulnerable.**

- We will consider the impact of power, disadvantage, inclusion, disability, age and race on how we provide and plan for our ministry.
- We will actively (but appropriately), challenge each other in our work in order to ensure we consider a wide range of perspectives and views— ensuring that we do not oppressively impose our own values or views to another's detriment.
- Where a person struggles with an activity due to disadvantage, disability or illness we will go the extra mile to assist them, so they can participate and contribute as a full part of the church.

**6. It is the responsibility of each of us to prevent the physical, emotional, sexual, financial and spiritual abuse of vulnerable people and to report any such abuse that we discover or suspect.**

- We will not collude, keep secrets or make decisions when we have suspicion of abuse. We will seek through discussion the views of others and ensure through use of external agencies and the diocese safeguarding service that we engage and welcome external perspectives in order to promote a healthy accountable culture.
- We will report without bias to our personal view. We will report and not investigate.
- We will record concerns factually in diocese suggested formats (as per recording with care policy 2017)
- We will not take chances with the welfare of children or vulnerable adults.
- We are open to scrutiny and encourage this in others.
- We have zero tolerance to abuse and put the welfare of vulnerable children and adults first.
- We take seriously training and activities relating to the safeguarding of Children and seek to engrain this in our congregational culture.

**7. We undertake to exercise proper care in the appointment and selection of those who will work with people who may be vulnerable.**

- We will engage with appropriate training and seek to develop relationships with other agencies and the diocese on safeguarding.
- Our incumbent undertakes to ensure that to the best of his or her knowledge all PCC members, wardens and ministry leaders are of good standing.
- The PCC undertakes to appoint a dedicated Safeguarding Co-ordinator and ensure that they have the requisite skills.
- The Parish Safeguarding Co-ordinator will maintain a relationship with the diocesan safeguarding team and ensure that this policy is followed.

**8. The parish is committed to supporting, resourcing, training and regularly reviewing those who undertake work amongst people who may be vulnerable.**

**9. The parish adopts the guidelines of the Church of England and the Diocese.**

- The Parish will report and record in line with Diocesan policies and comply with local guidance for implementing national policies as defined in diocesan policies. These include the diocese safeguarding policy, recording with care policy, social media policy and safer recruitment policy.

**10. Each person who works with vulnerable people will agree to abide by these recommendations and the guidelines established by this church.**

- Those working with vulnerable adults or children will sign a declaration to state that they have read and agree to abide by the points outlined in this policy.

**This church appoints Emma Coleman to represent the concerns and views of vulnerable people at our meetings and to outside bodies as Parish Safeguarding Co-ordinator.**

Incumbent A. R. Reilly

Churchwarden [Signature]

Churchwarden 15/10/19

Date 15/10/19