**St Alfege Safeguarding Policy**

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

• ensure that all people feel welcomed, respected and safe from abuse

• enable children and young people to be active contributors to the church community

• 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

• protect children, young people and adults who may be vulnerable from actual or potential harm

• enable and encourage concerns to be raised and responded to openly and consistently

**We recognise that:**

• the welfare of the child or young person is paramount

• everyone has different levels of vulnerability, and that each of us may be regarded as vulnerable at some time in our lives

• all children and 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

• abuse of children and adults who may be vulnerable can occur in all communities and is most likely to occur within families and by people known to the child

• working in partnership with adults who may be vulnerable, children, young people, their parents, carers and other agencies is essential in promoting their welfare

**We will endeavour to safeguard children, young people and vulnerable adults by:**

**In all our activities**

**-** • valuing, listening to and respecting children, young people and adults who may be vulnerable

• fostering and encouraging best practice by setting standards for working with children, young people and adults who may be vulnerable in co-operation with statutory bodies, voluntary agencies and other faith communities. This may include establishing boundaries for acceptable behaviour.

**In our recruitment of paid staff and volunteers, following Diocesan procedures in**

**-**

• ensuring all necessary checks (Disclosure and Barring Service clearance- DBS) are made to promote the safe selection and recruitment of ordained and lay ministers, voluntary workers and paid workers with children, young people and adults who may be vulnerable.

• providing supervision, support and training

**In our publicity**

**-**

• sharing information about good safeguarding practice with children and their parents/ carers as well as adults who may be vulnerable and any who care/work for them

When concerns are raised, following Diocesan procedures in

**-**

• responding without delay to every concern raised that a child, young person or adult who may be vulnerable may have been harmed, or be at risk from harm, through abuse, harassment or bullying; or about the behaviour of an adult or child

• working with the diocese and the appropriate statutory bodies during an investigation into 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, including support to make a complaint if so desired

• ensuring that appropriate pastoral care is offered to any member of our church community against whom an allegation is made

**In our supervision, following Diocesan procedures in**

• 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, young person or vulnerable adult, or to pose a risk to them.

**Safeguarding children and young people involved in Church activities away from the Church premises**

Leaders/responsible adults of activities away from church premises need to ensure that parents/guardians of all children/young choristers under the age of 18 give written consent as appropriate. Parents/guardians should be made aware of the responsible adult in any given activity.

We are committed to reviewing our policy and procedures annually.

This policy was adopted by the PCC on 20 September 2017