

Safeguarding Policy

The following policy has been agreed and implemented by the PCC. We are committed to:

- The care, nurture of, and respectful pastoral ministry with, all children, young people and all adults;
- The safeguarding and protection of all children, young people and all adults;
- The establishing of safe, caring communities which provide a loving environment where victims of abuse can report or disclose abuse and where they can find support and best practice that contributes to the prevention of abuse.

To this end:

1. All Saints Worcester will adhere to the Church of England safeguarding policies to carefully select, support and train all those with any responsibility within the Church in line with the principles of 'Safer Recruitment', 'Protecting All God's Children', 'Promoting a Safer Church' and Domestic Abuse Policy Statement. Links to these policies can be found at <https://www.cofe-worcester.org.uk/diocesan-compendium/safeguarding/safeguarding-policies/>
2. The Safer Recruitment process will ensure that lay ministers, volunteers and paid workers who work with children and vulnerable adults are carefully selected and trained using the safer recruitment process and Disclosure and Barring Service to check the background of each person as outlined in the diocesan procedures. The Diocese will do likewise in respect of the ordained.
3. We will respond without delay to every complaint made, that any adult, child or young person may have been harmed, cooperating with the police and local authority in any investigation.
4. We will seek to offer informed pastoral care and support to anyone who has suffered abuse, developing with them an appropriate ministry that recognises the importance of understanding the needs of those who have been abused, including their feelings of alienation and / or isolation.
5. We will seek to protect survivors of abuse from the possibility of further harm and abuse.
6. We will seek to challenge any abuse of power, especially by anyone in a position of respect and responsibility, where they are trusted by others.
7. We will seek to offer pastoral care and support, including ensuring appropriate ongoing supervision, and referral to the appropriate authorities, to any member of our church community known to have offended against a child, young person or adult who is vulnerable.

8. We will review this policy annually, checking that all our procedures and activities involving children and vulnerable adults are up to date including the Disclosure and Barring Checks.
9. A copy of this Policy will be displayed on the Parish Notice Boards, alongside a Childline poster.
PLEASE NOTE THAT YOU CAN CONTACT CHILDLINE FREE ON 0800 1111 AT ANY TIME.
10. The safeguarding policy applies to all PCC sponsored activities, and activities which take place on premises for which the PCC is responsible. This includes (but is not limited to):

Activity	Leader
• Youth	Jo Oates
• Children incl Sunday Creche	Annabel Wade
• Mainly Music Parent and Toddler group	Annabel Wade
• Students	Jess Fellows
• Sport	Bryan Mason
• Foodbank	Grahame Lucas
• Pastoral Care	Rich Johnson
• Prayer Ministry	Rich & Kath Johnson
• Life Groups / mid week groups	Fraser Oates
• Worship and Creative team	Phil Wade

11. Our nominated Parish Safeguarding Officers (PSO) are:

Sue Price at safeguarding@allsaintsworcester.org.uk

The PSO is responsible to the Bishop of Worcester to validate identity documents in connection with applications for disclosure from the Disclosure and Barring Service(DBS). They are responsible to the PCC to ensure that they record the names of all who work with children under 18yo and vulnerable adults, and ensuring ready has access to updated diocesan safeguarding guidance.

The implementation of the All Saints Worcester safeguarding policy and practices are carried out and upheld by the Strategic and the Operational safeguarding teams, which are made up of the Incumbent Vicar, PSO, members of Clergy, the Operations Manager and the Ministries Coordinator.

Passed through the PCC on the meeting of 11/09/2023