



Safeguarding Policy

Contents

1. Purpose
2. Definitions
3. Principles
4. Expectations

1. Purpose

St Cuthman's Church is committed to safeguarding children, young people, and adults at risk. Regardless of age, culture, disability, gender, language, racial origin, religion, or sexual identity, we believe in the universal right to protection from harm. Our policy states the measures we undertake to create a secure environment, applicable to all St Cuthman's staff including paid workers, volunteers, partners, church wardens and members of the PCC.

2. Definitions

The following definitions of who we might be working with are important when identifying how to respond and report instances of harm, abuse or other safeguarding concerns:

- Child. Legally a child is anyone under the age of 18.
- Adult at Risk. This is a person aged 18 and over that has additional care and support needs (physical or mental).
- Young Person. This term refers to any person aged 16-25 that St Cuthman's Church interacts with.

Legislation & Guidance:

Safeguarding of Vulnerable Groups Act 2006

Mental Capacity Act 2005

The Care Act 2014

Counter Terrorism and Security Act 2015 (Prevent)

Children Act 2004

Children and Social Work Act 2017

Working Together to Safeguard Children 2018 (Guidance)

3. Principles

St Cuthman's Church recognises the six principles of safeguarding and will embed these into all areas of its practice:

1. Empowerment

People being supported and encouraged to make their own decisions and give informed consent when sharing information

2. Prevention

It is better to take action before harm occurs

3. Proportionality

The least intrusive response appropriate to the risk and needs presented

4. Protection

Support and representation for those in greatest need

5. Partnership

Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting harm and abuse

6. Accountability

Accountability and transparency in safeguarding practice

5. Expectations

Everyone working with or on behalf of St Cuthman's Church has a responsibility to understand and implement this safeguarding policy and the procedures that sit alongside it. They must maintain a proper focus on the safety and welfare of children and vulnerable adults in all aspects of their work.

Anyone who works St Cuthman's church must inform their manager if they or any adult living in their household become(s) the subject of an allegation involving a safeguarding concern or abuse against a child or vulnerable adult. If anyone is in doubt whether a situation or allegation is relevant, they should:

- Refer to the definitions of safeguarding and protection of vulnerable adults
- Seek advice from the Parish Safeguarding Officer (PSO)

If anyone is concerned that a child, young person or vulnerable adult is at risk of being abused or neglected or is at any other risk, they should not ignore their suspicions and should not assume that someone else will take action to protect that person. If anyone working for St Cuthman's Church is in any doubt about what to do, they must report it to the PSO.

Achieving High Safeguarding Standards:

St Cuthman's church is committed to a safeguarding culture, both on or offline. We:

- We recognise that safeguarding is the responsibility of everyone.
- We carefully select and train all those who work or volunteer within the church's ministry. We use the Safer Recruitment system as recommended by the Diocese of Chichester for all those who will be in a position of trust. We use the Disclosure and Barring Service, to check the background of anyone doing any qualifying ministry with children or vulnerable adults.
- We are committed to implementing all of the safeguarding policies and practice guidance issued by the Diocese of Chichester and the Church of England.
- We will respond promptly to every concern raised about a person for whom we are responsible or whom we minister may have been harmed.
- We will co-operate fully with all statutory agencies during any investigation that may concern a member of our church community.
- We will seek to ensure that anyone who has suffered abuse and for whom we have a pastoral responsibility will be offered appropriate support that meets their individual needs.
- We will respond appropriately to those who wish to join our community who have committed sexual offences, following the guidance of the Diocese of Chichester and after seeking advice from the Safeguarding Team.
- Clergy will review this policy annually and, as part of this process, ensure that all our procedures are up to date.

Learning and improving:

St Cuthman's Church is determined to keep improving our knowledge and understanding of how best to safeguard and protect children and vulnerable adults. We will review our own practice regularly to check that we are placing the right emphasis on safeguarding in our work.

Legislation and Policy Review

This policy has been produced in line with relevant legislation and guidance. It will be reviewed annually, or in line with policy updates, whichever is first. Some notes on key legislation and guidance can be found below:

PREVENT

PREVENT is a key part of the Government's strategy to stop people becoming terrorists (often referred to as being radicalised) or supporting terrorism. Early intervention is at the heart of PREVENT in diverting people away from being drawn into terrorist activity.

PREVENT happens before any criminal activity takes place. It is about recognising, supporting and protecting people who might be susceptible to radicalisation.

All staff should have an awareness of the PREVENT agenda and the various forms that radicalisation takes so that staff are able to recognise signs and indicators and respond appropriately.

Any identified concerns as the result of observed behaviour or reports of conversations to suggest that the young person supports terrorism and/or extremism, must be reported to the PSO.

Modern Slavery Act 2015

Modern slavery is another term which may be used in relation to child trafficking. Modern slavery encompasses slavery, servitude, forced and compulsory labour and human trafficking (HM Government, 2014). The Modern Slavery Act passed in 2015 in England and Wales categorises offences of slavery, servitude, forced or compulsory labour and human trafficking.

All staff should have an awareness of the various forms that modern slavery takes so that staff are able to recognise signs and indicators of concern and respond appropriately. Any identified concerns as the result of observed behaviour or reports of conversations to suggest that the young person is connected to slavery must be reported to the named safeguarding lead immediately.

Mental Capacity Act 2005

Mental Capacity: refers to whether someone has the mental capacity to make a decision or not. The Mental Capacity Act 2005 and the code of practice outlines how agencies should support someone who lacks the capacity to make a decision. Mental capacity should always be considered by staff working with young people in order to determine the level of risk and vulnerability and the safeguards needed to protect an individual from abuse.