

St Faith and St Laurence Church

Child Protection Policy

The Parish Church Council of St Faith and St Laurence Harborne recognises the need to safeguard the children and young people in our care and guard against the possibility of any form of abuse of children and young people by persons who may be acting in the name of our church. We aim to create a safe environment for the nurture and development of children and young people, in order for them to feel valued and confident to ask for support and help. Children and young people are a precious gift from God and we have a clear responsibility to do all that we can to ensure their safety and well-being. We will treat them with respect, take their views seriously and always take appropriate action to ensure their welfare is given priority. We will pay particular attention to children and young people with additional needs, physical, behavioural, learning – or from minority ethnic groups to ensure their full integration and protection within the church family. We will create policies and procedures that uphold the importance of our responsibility to protect and safeguard the welfare of children and young people entrusted to our care. A Parish Safeguarding Children Co-ordinator will be appointed to ensure the implementation of this policy.

OUR POLICY

- We commit to providing a safe physical environment for work with children and young people.
- We will ensure that the children and young people in our care know who they can talk to if they have any concerns.
- We will always listen to and take seriously any child or young person who reports that they have been abused, following our procedures.
- We recognise our responsibility to always respond to and report abuse in whatever context, inside or outside the church environment.
- We will always report allegations of abuse and concerns about a child or young person in accordance with our procedures
- We will always report all allegations of abuse to the appropriate statutory agency and to the Bishop's Safeguarding Children Adviser.
- We will keep all records in relation to safeguarding concerns, allegations and the recruitment of volunteers and paid workers securely.
- We commit to informing the whole church community about our child protection policy and procedures
- We commit to the safe recruitment of all new and current volunteers and paid workers who have contact with children and young people.
- We will assess all new and current volunteer and paid worker roles and, where the role is deemed to be eligible, apply for an appropriate level criminal record check every five years.
- We commit to providing every worker and volunteers with clear instructions and information in respect of their role, adequate support and supervision and regular opportunities for review.
- We accept responsibility for initiating and providing initial and on-going training for all our paid workers and volunteers.

- We will suspend a worker or volunteer about whom there are concerns or against whom an allegation has been made as a neutral act while an investigation into the allegation/ concern is conducted.
- We will ensure appropriate supervision of anyone who is known to have offended against a child or young person who attends activities organised by the Parish Church Council of St Faith and St Laurence Church
- We commit to the support of child and adult survivors of abuse.
- We commit to providing adequate support and guidance to any individual within our church community who is accused of causing harm to a child or young person in our care.
- We require all organisations who hire our premises to have their own child protection policy and procedures, to provide us with an assurance that these are implemented and to provide us with a copy.
- We will review our child protection policy annually to ensure that it meets all current legislation, House of Bishops' Policies and God's Children: Our Diocese.

OUR PROCEDURES

- We will have a published health and safety policy and have regular checks of the environment for safety.
- We will ensure that there is easy access to a named person or persons with whom concerns can be shared
- If a concern is shared with a member of the congregation, a volunteer or a paid worker it will be reported as soon as possible (within 24 hours) to the Incumbent or Parish Safety Co-ordinator so that appropriate action can be taken.
- We will use the DBS eligibility chart and the regulated activity decision making flow-chart to make decisions about DBS checks
- All volunteers, whether checked by the DBS or not will be given a role outline and reminded of their responsibilities around abuse and care of children
- We will ask all volunteers to complete an agreement form
- We will keep a list of volunteer contact information which will also enable us to keep a check of the need for DBS checks and rechecks.
- Our Parish Safeguarding children co-ordinator will be Dr Sally Griffiths.

Adopted:

To be reviewed: