The following policy was agreed at the Parochial Church Council (PCC) meeting held on 14th November 2018

In accordance with the Church of England Safeguarding Policy our church is committed to:

* Promoting a safer environment and culture.
* Safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the church.
* Responding promptly to every safeguarding concern or allegation.
* Caring pastorally for victims/survivors of abuse and other affected persons.
* Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons.
* Responding to those that may pose a present risk to others.
* In all these principles we will follow statute, guidance and recognised good practice.

The Parish will:

* Create a safe and caring place for all.
* Have a named Parish Safeguarding Officer (PSO) to work with the incumbent and the PCC to implement policy and procedures.
* Safely recruit, train and support all those with any responsibility for children, young people and adults to have the confidence and skills to recognise and respond to abuse.
* Ensure that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the parish.
* Display in church premises and on the Parish website the details of who to contact if there are safeguarding concerns or support needs.
* Listen to and take seriously all those who disclose abuse.
* Take steps to protect children and adults when a safeguarding concern of any kind arises, following House of Bishops guidance, including notifying the Diocesan Safeguarding Adviser (DSA) and statutory agencies immediately.
* Advise the Diocese which Registered Body we use to process applications for Criminal Records Bureau Disclosures.
* Advise the Diocesan Safeguarding Adviser if we receive a Disclosure which is ‘blemished’ or ‘positive’.
* Offer support to victims/survivors of abuse regardless of the type of abuse, when or where it occurred.
* Care for and monitor any member of the church community who may pose a risk to children and adults whilst maintaining appropriate confidentiality and the safety of all parties.
* Ensure that health and safety policy, procedures and risk assessments are in place and that these are reviewed annually.
* Review the implementation of the Safeguarding Policy, Procedures and Practices at least annually.

Each person who works within this church community will agree to abide by this policy and the guidelines established by this church.

Our Safeguarding Officer is:         Mrs Nicola Taylor

Address:                                           108 Kendrick Road, Reading, RG1 5DW

Tel. No:                             07775 627936

Email:                                   safeguarding@redlandsparish.org.uk

Our Recruiter and Verifier is:       Dr Jenny Page

**Signed**

Incumbent: The Rev’d Dr. Graeme Fancourt

Churchwardens: Ms Kirsten Bayes

Mrs. Jane Kenyon

Date: 14th November 2018

**Appendix: Safeguarding Roles**

**The Safeguarding Officer will be responsible for:**

Implementing the Diocesan safeguarding policy in the parish;

Possessing a copy of this Safeguarding handbook;

Making any extra recommendations required for the particular circumstances of a parish and having those agreed by the PCC;

Being a member of the Appointing Body for any new appointments to representsafeguarding concerns;

Being the link person between the Diocesan Safeguarding Adviser and the parish;

Receiving, with the incumbent, any concerns about children or adults in the parish and making sure that proper advice is sought and proper referrals made; concerns about the incumbent should be raised with the bishop;

Ensuring that any ex-offenders against children or vulnerable adults known to be in the church community are notified to the Diocesan Safeguarding Adviser;

Ensuring that any allegations against church workers of misconduct against children are notified to the Diocesan Safeguarding Adviser and as necessary to the Local Authority Designated Officer;

Reporting to the PCC at least annually on the implementation of the policy within the parish.

**The Recruiter and Verifier:**

Selection of people to undertake work with children or vulnerable adults should be confirmed at an interview conducted by an Appointing Body. This should include at least two people, with the Vicar or a churchwarden and the safeguarding officer being among them. One of them should be designated Recruiter.