



Formal Safeguarding Statement

The Parish of St Birinus, Morgan's Vale, (Diocese of Salisbury; Forest and Avon Team) is committed to implementing the House of Bishops' safeguarding policies and good practice guidance.

A formal statement to adopt the House of Bishops' "Promoting a Safer Church; safeguarding policy statement" was agreed by the Parochial Church Council and recorded in the minutes of the meeting on Tuesday 9th May, 2023.

Signed V. Barwell Date 9/5/23

(Parish Priest)

Signed C. N. P. M. Date 9/5/23

(Church Warden(s))



Introduction

St Birinus Church, Morgan's Vale and St Mary's Church, Redlynch, are members of the Forest and Avon Team in the Alderbury Deanery of the Diocese of Salisbury. Together with Woodfalls Methodist Church, St Birinus' and St Mary's form the "One Church, three Buildings" in the Civil Parish of Redlynch. St Birinus Church and St Mary's Church have agreed to work in accordance with the guidelines of the Anglican Church for Safeguarding issues, hence the Churches' Safeguarding Policy and Guidelines have been developed in accordance with the principles contained in the House of Bishops' publications "Promoting a Safer Church. Safeguarding policy statement for children, young people and adults" (2017), "Parish Safeguarding Handbook" (2018), and the "Diocese of Salisbury Framework for Safeguarding and Good Practice" (June 2014)

Salisbury's Diocesan guidelines state that "The Diocese is committed to:

- The care and nurture of, and respectful pastoral ministry with all children and all adults.
- The safeguarding and protection of all children, young people and adults when they are vulnerable.
- The establishing of safe, caring communities which provide a loving environment where there is a culture of 'informed vigilance' as to the dangers of abuse.
- The careful selection, support and training of all those with any responsibility within the church, in line with Safer Recruitment principles, including the use of criminal records disclosures and registration/membership of the relevant vetting and barring schemes.
- Responding without delay to every complaint made, that any adult, child or young person may have been harmed, co-operating with the police and local authority in any investigation.
- Seeking to offer informed pastoral care and support to anyone who has suffered abuse, developing with them an appropriate ministry that recognizes the importance of understanding the needs of those who have been abused, including their feelings of alienation and/or isolation.
- Seeking to protect survivors of sexual abuse from the possibility of further harm and abuse.
- Seeking to challenge any abuse of power, especially by anyone in a position of trust.
- Seeking to provide pastoral care and support, including supervision and referral to the appropriate authorities, to any member of the church community

known to have offended against a child, young person or vulnerable adult, or is accused of abuse.

- Following, in all these principles, legislation, guidance and recognized good practice.”

St Birinus’ and St Mary’s Churches hold a trusted position in the community. To support this, the churches will adhere to the Policy, guidelines and good practice as expressed in this document; this will ensure best practice by all who work with children, young people and vulnerable adults so that they know how to:

- Protect them from abuse
- Act responsibly and appropriately if abuse is discovered or disclosed.
- Work safely, promoting the well-being of all.

In order to achieve these aims the shared Parochial Church Council (PCC) of St Birinus’ and St Mary’s has formally adopted:

- The House of Bishops’ “Promoting a Safer Church; Safeguarding Policy Statement.”
- The Diocese of Salisbury Safeguarding and Good Practice Framework.
- A local Policy Statement for children, young people and vulnerable adults
- A parish Statement on Domestic Abuse.
- A Policy for Safer Recruitment.

A statement that these Policies have been adopted should appear on all information issued about work with children, young people and vulnerable adults.

The PCC will regularly appraise and monitor its activities, and review the Policies annually, amending or adding procedures as necessary, to ensure continued compliance with best practice.

For the purposes of this document the incumbent is Reverend Veronica Batchelor, Team Vicar, Telephone: 01725 513878
The Forest and Avon Team Rector is Reverend David Bacon, Telephone: 01794 390256.



Parishes of St Mary's Church, Redlynch and St Birinus Church,
Morgan's Vale.

Safer Recruitment Policy

In accordance with the House of Bishops' safeguarding policy and practice guidance** our churches are committed to safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the church. By following these principles we will, to the best of our ability, only recruit people, whether paid staff or volunteers, who have the right skills, values and experience, showing themselves suitable to deal with children, young people and vulnerable adults.

The Safer Recruitment process will follow the steps as laid out in the "Parish Safeguarding Handbook: Promoting a Safer Church" (Published 2018 for the House of Bishops of the Church of England) and will include provision of clear and accurate job descriptions, appropriate advertising, shortlisting, equal and fair interviewing, vetting, formal appointment, setting a probation period, and provision of ongoing training and support.

All applicants will be treated fairly and without discrimination, but we will state clearly our commitment to safeguarding, when advertising roles, on application forms and in recruitment briefs, and state that necessary checks will be carried out, including DBS criminal record checks. Applicants will be required to disclose any previous convictions, whether "spent" or "unspent", if they are to be considered for a position that involves contact with children, young people or vulnerable adults. (ie any "excepted" post - see WWW.Gov.UK on employment of ex-offenders, and the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975).

We are committed to confidentiality (except when required by law to disclose information) and to keeping all forms (including DBS Certificates) securely, under the terms of the Data Protection Act 2018.

*** Church of England's "Promoting a Safer Church Safeguarding Policy Statement for Children, Young People and Adults", published in 2017.*

This policy was agreed and adopted by the shared Parochial Church Council of St Birinus' and St Mary's Churches at the PCC meeting held on 11 July 2023

Signed: V. Batchelor Rev. Veronica Batchelor, Team Vicar

Date: 11/7/23

Signed: P. Bishop Peter Bishop, Churchwarden, St Mary's

Date: 11/7/23

Signed: C. N. M. Catherine Poole, Churchwarden, St Birinus.

To be reviewed annually.

**The Parishes of St Mary's, Redlynch and St Birinus, Morgan's Vale
(Diocese of Salisbury; Forest and Avon Team)
SAFEGUARDING POLICY
PROMOTING A SAFER CHURCH**



The following policy was agreed at the shared Parochial Church Council (PCC) meeting held on 11 July 2023

In accordance with the Church of England Safeguarding Policy our churches are 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.

The Parishes 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.
- 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 these church communities will agree to abide by these guidelines and policy.

These churches appoint: Mrs Sheila Youings as the Parish Safeguarding Officer

Incumbent: Rev Veronica Batchelor (Team Priest)

Churchwardens: Mr Peter Bishop (St Mary's) and Mrs Catherine Poole (St Birinus)

Signed: _____ (For St Mary's PCC)

Signed: _____ (For St Birinus' PCC)

Date:

4/7/23

Useful contacts:

➤ **Salisbury Diocese Safeguarding Team:**

Email safeguarding@salisbury.anglican.org

- **Diocesan Safeguarding Adviser/ Team Leader – Suzi Futcher**

Phone: 07500 664800 (Monday to Thursday inclusive and on call Monday and Tuesday evenings until 9pm)

- **Diocesan Safeguarding Adviser – Jem Carter**

Phone 07469 857888 (Tuesday to Friday inclusive and on call Wednesday and Thursday evenings until 9pm) Email: jem.carter@salisbury.anglican.org

If your query is urgent or out of hours, please contact thirtyone:eight on 0303 0031111.

➤ **Wiltshire Council Social Care**

- **Children and Young Persons – Multi-Agency Safeguarding Hub (MASH)**

Phone: 0300 456 1018 (Out of hours: 0300 456 0100)

- **Adult Services**

Phone: 0300 456 0111

To be reviewed: May 2024



Parishes of St Birinus, Morgan's Vale and St Mary's, Redlynch

Parish Policy Statement for Safeguarding Children, Young People and Vulnerable Adults

As members of the shared Parochial Church Council we commit our church community to the support, nurture, protection and safeguarding of all, especially the young and the vulnerable. We recognize that our work with children, young people *and* vulnerable adults is the responsibility of the whole church community. We recognize that everyone has different levels of vulnerability, but that all God's people should be offered respect and be given inclusion and empowerment within the church. We are fully committed to acting within the current legislation, guidance, national frameworks and the Diocese of Salisbury Safeguarding and Good Practice Guidelines. We will also endeavor to act in an open, transparent and accountable way in working in partnership with the Diocesan Safeguarding Adviser, Children and Adult Social Care Services, the Police, Probation Services and other agencies to safeguard children, young people and vulnerable adults, and assist in bringing to justice anyone who has committed an offence against them.

1. We will ensure that all the necessary checks are made to promote the safe selection and recruitment of ordained and lay ministers, paid workers and volunteers working with children, young people and vulnerable adults, and to provide the necessary supervision, support and training to them in order that they can undertake their roles effectively and safely.
2. We will respond without delay to every concern raised that a child, young person or vulnerable adult may have been harmed, may be at risk from harm or abuse, or be at risk from the behavior of another person, whether adult or child.
3. We will fully co-operate with the Diocese and appropriate statutory agencies during any investigation into abuse, including when allegations are made against a member of the church community.
4. We will ensure that pastoral care is made available to vulnerable adults, children, and young people who have experienced abuse, and to their families
5. We will ensure, in partnership with the Diocese and other agencies, that pastoral 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 pose a risk to them.

6. We are committed to reviewing our Safeguarding Policy annually, and as part of this, to check that our safeguarding procedures, including DBS checks, are up-to-date and relevant.

7. Following annual review, the Safeguarding Policy will be agreed and adopted by the shared Parochial Church Council. A copy of the Safeguarding Policy will be made available to new PCC members, to ensure knowledge of, and compliance with the principles and practice contained within it.

We have appointed as our Parish Safeguarding Officer:

Mrs Sheila Youings,
Phone: 01725 512747.
Email: sayouings@btinternet.com

Signed : V Batchelor Reverend Veronica Batchelor (Incumbent)

Date: 11/7/23

Signed: [Signature] For St Mary's, Redlynch PCC

Date: 11/7/23

Signed: C.N. [Signature] For St Birinus, Morgan's Vale PCC

Date: 11/7/23



Parishes of St Mary's Church, Redlynch and St Birinus Church,
Morgan's Vale.

Policy for responding to Domestic Abuse

“Domestic abuse in all its forms is contrary to the will of God and an affront to human dignity. All need to play their part in preventing or halting it.” (From the House of Bishops’ publication “Responding Well to Domestic Abuse; Policy and Practice Guidance” – 2017.)

In keeping with this statement, and as a natural outworking of the Christian principles of compassion and care, mercy and wisdom, our Parishes are committed to promoting and supporting environments which

- Ensure that all people feel welcomed, respected and safe from abuse;
- Protect those vulnerable to domestic abuse from actual or potential harm;
- Recognize equality amongst people and within relationships;
- Enable and encourage concerns to be raised and responded to appropriately and consistently.

We recognize that:

- All forms of domestic abuse cause damage to the survivor, and express an imbalance of power in the relationship;
- Domestic abuse, if overheard or witnessed by a child, is a form of abuse by the perpetrator of the abusive behavior.
- All survivors (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.
- Domestic abuse may be a single incident, but is usually a systematic, repeated pattern which escalates in severity and frequency;
- Working in partnership with children, adults and other agencies is essential in promoting the welfare of any child or adult suffering abuse.

We will endeavor to respond to domestic abuse by:

In all our activities –

- Valuing, listening to and respecting both survivors and alleged or known perpetrators of domestic abuse.

In our publicity –

- Raising awareness about other agencies, support services, resources and expertise by providing information of relevance to survivors, children and alleged or known perpetrators via the church website and in both public and women-only areas of our church building.

When concerns are raised –

- Ensuring that those who have experienced abuse can find safety and informed help.
- Working with the appropriate statutory bodies during an investigation into domestic 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;
- Identifying and outlining the appropriate relationship of those with pastoral care responsibilities with both survivors and alleged or known perpetrators of domestic abuse.

We are committed to reviewing this policy at least annually to ensure its information and guidance is appropriate and up-to-date.

If you have any concerns, or need to talk to someone, please contact:

Sheila Youings (Parish Safeguarding Officer)

Tel.: 01725 512747. Email: sayouings@btinternet.com

For further information and guidance please see “Responding well to Domestic Abuse – Policy and practice guidance” second edition © The Archbishops’ Council 2017. Published in 2017 for the House of Bishops of the General Synod of the Church of England. Available at www.churchofengland.org.

This policy was adopted at the PCC meeting held on 11 July 2023

Signed: V Batchelor Date: 11/7/23
Reverend Veronica Batchelor, Team Vicar

Signed: P Bishop Date: 11/7/23
Peter Bishop, Churchwarden, St Mary’s Church, Redlynch

Signed: C Poole Date: 11/7/23
Catherine Poole, Churchwarden, St Birinus’ Church, Morgan’s Vale.

Useful contacts:

- **Diocesan Safeguarding Adviser** – Phone: 07500 664800 / 07469 857888
- **FearLess (Domestic Abuse Charity) Sexual Violence Adviser** – Nina Tanner –Phone: 07825 74175

Email: nina.tanner@salisbury.anglican.org or nina.tanner@Fear-Less.org.uk