



THE PARISH OF St PAULS WOODFORD BRIDGE

SAFEGUARDING POLICY

PROMOTING A SAFER CHURCH

The following policy was agreed at the Parochial Church Council (PCC) meeting held on Tuesday 18 March 2025

In accordance with the Church of England Safeguarding Policy *we are committed to Safeguarding Children, Young People, Vulnerable Adults and Victims of Domestic Abuse* by:

- 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 National Safeguarding Standards. (ANNEX A)

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.
- 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.

This church appoints Alan R D Clark MBE as the Parish Safeguarding Officer

Incumbent Reverend Alexandra Podd

Churchwardens Paul Malam and Len Stevens Date: The 18TH Day of MARCH 2025



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ANNEX A
TO
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THE FIVE NATIONAL SAFEGUARDING STANDARDS

1. CULTURE, LEADERSHIP AND CAPACITY
 - Fosters and promotes a safe and healthy culture.
 - Engages with and promotes the welfare and voice of children, vulnerable adults, victims and survivors of abuse, as well as those who are subject to concerns or allegations of abuse.
2. PREVENTION
 - Follows 'Safer Recruiting and People Management' House of Bishops' Guidance.
 - Discusses safeguarding understanding in individual reviews and/or supervision meetings.
 - Uses a range of good materials and methods to promote safeguarding to all audiences (e.g. children and young people).
 - Regularly discusses safeguarding at PCC, volunteer, congregational, and children and youth meetings and activities.
 - Develops, adopts and shares good safeguarding practice.
 - Considers the needs, experiences and voices of children, vulnerable adults, and survivors in prevention planning.
 - Raises awareness of different kinds of abuse (e.g. domestic and spiritual abuse) and contemporary safeguarding issues (e.g. modern slavery, county lines).
 - Manages risk for all church activities, identifying safeguarding risk to both those delivering and those receiving activities.
 - Avoids loan working (appropriate precautions are taken to keep everyone safe when it is necessary and unavoidable).
 - Understands appropriate boundaries (e.g. touch, in respect of passing the peace and hugs by the Welcome team).
 - Is aware of the safeguarding risks that are associated with the layout of the church building (e.g. access to toilets and potential blind spots).
3. RECOGNISING, ASSESSING AND MANAGING RISK
 - Identifies, reports and responds to concerns that constitute a safeguarding matter, in accordance with the House of Bishops' Guidance/Code and statutory guidelines.
 - Records all concerns in a clear and concise manner.
 - Stores and shares all personal information in ways which are compliant with data protection legislation and the GDPR.
 - Shares safeguarding information through work-provided (non-personal) forms of communication.
4. VICTIMS AND SURVIVORS
 - Hears, respects, believes and genuinely cares for those who are reporting abuse.
 - Responds to safeguarding disclosures in a victim-centered and trauma-informed way.
 - Is aware of the routes to disclosure and the processes that follow and can communicate that to those who report abuse.
 - Acts on safeguarding concerns appropriately, transparently and in a timely manner.
 - Fulfils the support requirements set out in the 'Responding Well to Victims and Survivors of Abuse' House of Bishops' Guidance.
 - Also supports victims and survivors of non-church-based abuse, abuse within churches other than the Church of England, and those with broader safeguarding issues (e.g. mental health, homelessness) in accessing relevant support services.
 - Ensures that the Bible and Christian theology is used with the victims and survivors sensitively and with their consent, to provide care and support.
5. LEARNING, SUPERVISION AND SUPPORT
 - Ensures church officers are up to date with their safeguarding learning and development requirements.
 - Support Clergy and Parish Safeguarding Officers (PSO's) in their safeguarding roles.
 - Ensures that new PSO's have attended induction programmes.