The Parish of Holy Trinity Church, West Bromwich
SAFEGUARDING POLICY STATEMENT

This church takes safeguarding seriously as we believe it to be a reflection of God's agenda for the world and everyone's responsibility to prevent the physical, emotional, sexual, financial and spiritual abuse of vulnerable people.

Therefore, the following policy was agreed by the Parochial Church Council (PCC) on 24th February 2025.

Adopting the guidelines for safeguarding of the Church of England and Lichfield Diocese, this 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 to all those affected by abuse, including victims/survivors of abuse, those who are the subject of concerns or allegations and other affected persons.
- Responding to those that may pose a present risk to others.

Each person who works within this church community will agree to abide by this policy and the guidelines established by this church. Those working with vulnerable adults or children will sign a declaration to state that they have read and agree to abide by the points outlined in this policy.

We appoint Tim Crothers as Parish Safeguarding Officer (PSO) and Helen Morrow as Deputy Parish Safeguarding Officer (dPSO)

Signed on behalf of Holy Trinity Church PCC on …….. by Vicar, Rev N Robbie……..

Churchwarden, Mr Jack Forrest-Sadler …….. and Churchwarden, Ms Sunita Pal…….

The Parish will:

- Create a safe and caring place for all, seeking to ingrain safeguarding best practice into our culture church and so ensuring the safeguarding of those in our church who may be vulnerable.

- Review the implementation of the Safeguarding Policy, Procedures and Practices, including this document, at least annually as part of the parish safeguarding audit; discussing and supporting safeguarding as a standing PCC agenda item

- Have a named PSO (and where possible a dPSO) to work with the vicar and PCC to implement policy and procedures, represent the concerns and views of vulnerable people at PCC meetings and to outside bodies. PSO will also undertake to maintain a relationship with the diocesan safeguarding team and ensure that this policy is followed.

- In accordance with Safer Recruitment and People Management guidance (Jan 2022) we will safely recruit, train, resource, support and review all those with any responsibility for children, young people and adults to have the confidence and skills to recognise and respond to abuse; and support our vicar in establishing that, all PCC members, wardens and ministry leaders are of good standing, to the best of his knowledge.

- Ensure that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the parish.

- Display the details of who to contact if there are safeguarding concerns or support needs in church premises and on the Parish website.

- Listen to and take seriously all those who disclose abuse; taking steps to protect children and adults when a safeguarding concern of any kind arises, following House of Bishops guidance and established Diocesan protocols by notifying the Diocesan Safeguarding Adviser and statutory agencies immediately; reporting and recording any such abuse we discover or suspect without colluding, keeping secrets or being bias to our personal view. We will not investigate but comply with local guidance.

- 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.

We recognise that a position of power in relation to another creates a risk of vulnerability and that everyone has different levels of vulnerability and that each of us may be regarded as vulnerable at some time in our lives. Illness, disability, race, mental health and other issues can put adults in a position of vulnerability on a long term (ongoing), or temporary basis. We also recognise that children, by virtue of legal status and dependency on adults for their emotional and physical needs, will always be vulnerable and at a disadvantage. Therefore we will strive to ensure that we consider and seek to mitigate issues of power, control and spiritual abuse when working and leading ministries of prayer, pastoral care or any other church activities or events, undertaking the supervision of staff and volunteers, being accountable, transparent and open to scrutiny; encouraging this in others actively and appropriately by challenging each other in our work in order to ensure we consider a wide range of perspectives and views – ensuring that we do not oppressively impose our own values or views to another's detriment, and risk assessing activities and groups as a check and balance in our work.

Therefore we:

- seek to create a healthy and accountable culture, through discussion and cooperation with the diocese safeguarding team and other external agencies.
- commit to respectful pastoral care for all adults and children to whom we minister and to promote the inclusion and empowerment of people who may be vulnerable. Assisting to make reasonable accommodations where a person struggles with an activity due to disadvantage, disability or illness, so they can participate and contribute fully to the life of the church.