

St John the Evangelist, Ranmoor

Safeguarding Children and Vulnerable Adults Policy April 2018

A Policy Statement

As members of the Church of England we are concerned with the wholeness of each individual within God's purpose for everyone. We seek to safeguard all members of the church community, of all ages. It is the responsibility of each one of us to protect children, young people and vulnerable adults from physical, emotional and sexual abuse, and from neglect. The policy and the procedures are kept under constant review and can be changed at any time. Such changes would be notified to PCC members.

Setting Aims

Our aims are:

- To help young people in their Christian discipleship through a programme of learning and thereby to deepen their Christian faith
- To enable young people to experience the love of God
- To encourage a strong Christian fellowship
- To help young people and vulnerable adults realise their full potential physically, mentally, emotionally and spiritually
- To encourage young people and vulnerable adults to take a full part in the Church's life and worship
- To provide a safe meeting place for all people
- To encourage young people to become responsible adults
- To provide indoor and outdoor leisure activities for all people
- To promote equality of opportunity for all

This document covers the work of St. John's with children and young people, in its services and in the groups meeting throughout the week.

- **Choir Meeting Times:**
 - Regular times when children under-18 are required DURING TERM TIME:
 - Monday 1545-1800 (Boys aged 4 to 13)
 - Tuesday 1545-1800 (Girls aged 5 to 18)
 - Wednesday 1545-1800 (Boys aged 4 to 13)
 - Wednesday 1900-2130 (Boys aged 13 to 18)
 - Thursday 1545-1800 (Girls aged 5 to 18)
 - Thursday (not every week) 1800-1830 (Girls aged 13 to 18)
 - Saturday (not every week) 0930-1030 (Any combination of the above depending on who is required and present)
 - Sunday 0900-1145 & 1700-1930 (Any combination of the above personnel is possible - or none at all - depending on which choir is in residence and singing for that service)

On top of the above timings, there are extra rehearsals, different combinations of children and extra services, events and concerts as determined by the performing schedule for the liturgical and the extra-liturgical year. Out of term time, timings are again different determined by the same criteria with no specific set pattern rather it is dictated by the schedule of actual performing events and services.

- **Footsteps (Sunday school) (3 – 15 years) Sundays 10.30 -11.30am**
- **Bell Ringers (8 years upwards)**
 - Services – Sunday morning and evening
 - Weddings and funerals as published in the church diary
 - Practices - Tuesday 7.30 – 9.00pm
- **Baby and Toddler Group – meets once per week in term time Thursday 10.00-11.30**

Choir

St John's has a long and established tradition of choral music and have separate boys and girls choirs. It is the responsibility of the Director of music and the PCC to ensure that all aspects of this safeguarding policy are fully complied with across all the work with young people. As the Director of music is the person who has day to day responsibility for the choirs he/she will undertake Diocesan safeguarding training in line with Diocesan expectations. A signed register of all children and adults present at choir practices must be filled in.

Bell ringing

The PCC adopts all of the principals, procedures and guidance as set out in the Church Bell Ringers-General statement on safeguarding children in towers as issued in December 2015.(Appendix A).The Tower Captain and the PCC will ensure that all aspects of the statement and this safeguarding policy will be fully complied with. In line with Appendix A the Tower Captain and Deputy/assistant/bell ringing teachers/trainers must undertake safeguarding training, in line with Diocesan expectations, which must be refreshed every three years. A signed register of all children and adults attending bell ringing practices and ringing sessions where children and adults are present must be filled in.

Activities away from the church building

Our policy must also cover activities which take place away from the church building but under the auspices of the church; these may involve people from several of these groups.

- We recognize that everyone has different levels of vulnerability and that each of us may be regarded as vulnerable at some time in our lives.
- As members of this parish we commit ourselves to respectful pastoral care for all children and adults to whom we minister.
- We commit ourselves to the safeguarding of people who may be vulnerable, ensuring their well-being in the life of this church.
- We commit ourselves to promoting safe practice by those in positions of trust.
- The parish commits itself to promoting the inclusion and empowerment of people who may be vulnerable.
- It is the responsibility of each of us to prevent the physical, emotional, sexual, financial and spiritual abuse of vulnerable people, and to report any such abuse that we discover or suspect.
- We undertake to exercise proper care in the appointment and selection of those who will work with people who may be vulnerable.
- The parish is committed to supporting, resourcing, training and regularly reviewing those who undertake work amongst people who may be vulnerable.
- The parish adopts the guidelines of the Church of England and the Diocese.
- Each person who works with vulnerable people will agree to abide by these recommendations and the guidelines established by this church.

Policy Statement

The P.C.C. adopts the policy statement of the Diocese and will display it prominently in all church premises. The P.C.C. expects all church workers to follow its Safeguarding Children and vulnerable adults Policy and will display it in a prominent place. The policy will be displayed in the entrance of Ranmoor Parish Centre, in the entrance of the Annexe to Ranmoor Parish Centre. The choir vestry, the back of church near to North Door as well as in the Bell Tower.

Application of the Policy

All new workers, whether paid or voluntary, working for church-based organisations, will be informed of the policy by the Vicar, the Safeguarding Representative or the group leader. They will be expected to accept the policy and guidelines and work according to their requirements.

All new members of the P.C.C. will be required to accept the policy and guidelines. The P.C.C. will appoint a group to oversee the Policy, and it will be placed on the Agenda of the P.C.C. at least annually for review.

The P.C.C. will appoint a Safeguarding Representative and will inform the Church House administrator of their details.

Disclosure and Barring Service

It is the responsibility of all Group Leaders to inform the Safeguarding Representative (Claire Webber) of any new individuals over 18 involved in any capacity with children and vulnerable adults. New applicants will be required to complete a DBS online. The DBS will be completed online by the applicant and the applicant will have to arrange with the Safeguarding Representative to bring in suitable ID and verification documents. Until authority has been given by the Safeguarding Representative it is the responsibility of the Group Leader to ensure activities are not undertaken by the applicant. The Update DBS service is not permitted in the Diocese.

PCC Members

All members of the PCC should complete a confidential declaration before appointment and depending on the role they have a DBS may be required.

Church Premises

Any organisation booking the use of church premises will be informed of the need to observe the policy via a statement on the Booking Form. They should be expected to confirm they have a Safeguarding policy and appropriate insurance. Individuals booking church premise for private functions will have the policy drawn to their attention and accept their responsibility for protecting children at that function.

Parish Centre Premises Hire – If the premises are hired the user will sign the model church premises agreement. The booking agreement is conditional upon the user complying with it unless they already have an equivalent Safeguarding policy of their own.

Recruitment

The P.C.C. will follow the recruitment process included in the Safeguarding Children Policy. References, the Confidential Declaration and a DBS via the Diocesan system will be obtained. Appointment to any post, paid or voluntary, will not be made until these processes are complete. All appointments will be made on a conditional basis until the completion of a satisfactory probationary period. All those working with children and young people will follow the good practice guidelines in the Diocesan Safeguarding Children Policy and Guidelines.

Staffing

There must be at least two adults present at meetings of Footsteps, Junior Choir practices and Bell Ringers. If the group is of mixed sex, ideally there should be a male and a female leader present.

Under 2 years of age	1 adult for every 3 children
2-3 years	1 adult for every 4 children
3-8 years	1 adult for every 8 children
Over 8 years	1 adult for the first 8 children and then 1 for each additional 12

Registration and Parental consent

All groups will keep a register of those attending each session. Parental consent forms, including emergency contact details, must be completed for all participants, and must be available to group leaders whenever the group meets. This applies to all groups, whether meeting on church premises or elsewhere.

Insurance

The P.C.C. will ensure that there is adequate insurance cover for all activities for children and young people.

Fire Regulations and Security

All group leaders will be aware of fire regulations and the positions of fire extinguishers. They will be vigilant as to the presence of anyone on the premises during the meetings of the groups. They should know who to contact in an emergency relating to the building.

Food and Hygiene

If any group is involved in the preparation or selling of food, at least one leader should have completed the food hygiene and food safety course to ensure good practice is followed. Any allergies should be ascertained from the registration forms completed by the parents.

First Aid and Accidents

St. John's is committed to the policy of each group having at least one adult present who has attended a basic course on first aid. There is a properly stocked first aid kit in the following places:

Ranmoor Parish Centre: located in the cleaning cupboard

Church: located on the wall at the entrance to the toilet

Annexe: located in the kitchen area

In the event of any accident, an incident and accident report form should be completed. This should be kept securely in a marked file. Parents should also be informed of any accident.

Providing an Independent Person

Children and young people should have the opportunity to raise any concerns about any health and safety or protection matters. A notice will be placed on the noticeboard and/or entrance to church and to all church premises with the name of the Parish Safeguarding Representative, Childline telephone number and of any other independent person the parish appoints to afford this opportunity.

Allegations

If an allegation is received concerning the behaviour of an adult, the Diocesan Allegations Policy (a copy of which can be found in the Safeguarding Children Policy) will be followed. (this can be found in appendix B)

Concerns About or Reported by a Child

This parish will follow the Diocesan Guidelines and report the concern to the Diocesan Safeguarding Adviser, or to the appropriate Archdeacon.

Risk Assessment

A risk assessment will take place when any out of the ordinary church activities take place. A representative on the PCC will be nominated on behalf of the PCC to undertake this usually with the group leader.

Review

All children and young people's workers will meet to review their work on an annual basis. This should include a review of child protection issues and health and safety issues relating to each group. Notification of this meeting should be reported to the P.C.C.. The Parish Safeguarding Representative will review the parish policy annually and report to the P.C.C. who will record this review in their minutes. The P.C.C. will inform the Archdeacon via the visitation that this has been done. A copy of the current Parish Safeguarding Policy should be sent to the Archdeacon for inclusion in the parish file. A further copy should be sent if there are substantial amendments.

Training

The Safeguarding Officer, Churchwardens, Director of Music and Bellringing Captain will be required to attend Diocesan Training. Group leaders will be encouraged to attend the Safeguarding training provided by the Diocese or by the Local Authority. All other group leaders and members to attend church led training. The parish will consider its training needs at the time it reviews the Safeguarding Policy. If specific needs are identified the parish will consult with the Diocesan Safeguarding Adviser.

Resourcing the work

Financial resources must not be a hindrance to the promotion of safeguarding children and vulnerable adults. The Church's budget has an allocation for this.

APPENDIX A

**Central Council of Church Bell Ringers
General statement on Safeguarding Children in Towers**