



Parish of Holy Trinity and Christ Church, Richmond

Safeguarding Policy Promoting a Safer Church

The following policy was agreed at the Parochial Church Council (PCC) meeting held on 20 May 2019:

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 who may pose a present risk to others.

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 on church premises and on the parish website the details of whom to contact with 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 immediately notifying the Diocesan Safeguarding Adviser (DSA) and statutory agencies
- 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 Practice at least annually.

COVID Contingencies:

During the Coronavirus pandemic in 2020/21 HTR staff and volunteers will continue to follow the safeguarding policy. Constant referral to government, Church of England, best practice and Diocesan guidelines as they are updated will be central to all decisions made by the Vicar, Operations Manager and PCC. Risk assessments will be created, actioned and approved by the PCC prior to church activities re-starting to ensure COVID-secure measures are in place. Reporting a concern will remain the same process, please see policy 'recording a safeguarding cause for concern'.

HTR staff and volunteers will be using online resources more, for example Zoom. Clear notice is given prior to each session either via email, the church website or verbally at the beginning of a session to ensure participants are made comfortable to join with or without video and to lay out best practice guidelines such as mute on, raise hands or how turn taking will be navigated.

Prior to beginning online sessions with youth and children, the following safeguards are put in place:

- a full risk assessment is carried out and approved by the PCC
- session guidelines are created for all participants and are regularly shared with staff, youth, parents and volunteers taking part in them
- parental and youth consent forms are completed in advance and kept on file for any person under 18 who is taking part

With the increased use of various platforms to stay connected, please see the 'social media policy' which outlines how staff and volunteers can keep themselves and others safe while using social media platforms.

When HTR Services are livestreamed, clear signage is in use along with verbal notice from the stewards so those who will be in the broadcast are aware. Written consent for those under 18 is obtained in advance of the broadcast and kept on file.

Video footage and digital images used in the livestreamed services or on our website that contain under 18's must be accompanied by written consent in advance of the broadcast and it is kept on file.

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

	(Michelle Rutter)	Parish Safeguarding Officer
	(Graham Bamping)	Parish Safeguarding Officer
	(Dan Wells)	Incumbent
	(Penny Cox)	Churchwarden
	(David Ewart)	Churchwarden

January 2021