



## This policy was adopted by Bishop's Hatfield: St Michael and All Angels at a Parochial Church Council meeting held in September 2023

St Michael and All Angels adopts the guidelines of the Church of England and the Diocese.

This church appoints Nikki Spencer to represent the concerns and views of vulnerable people at our meetings and to outside bodies.

As members of this parish we commit ourselves to respectful pastoral care for all adults to whom we minister we:

- ensure that all people feel welcomed, respected and safe from abuse
- commit ourselves to promoting safe practice by those in positions of trust
- encourage adults who may be vulnerable to lead as independent a life as possible, to choose how to lead their life, and to be active contributors to the church community
- protect adults who may be vulnerable from actual or potential harm
- enable and encourage concerns to be raised and responded to openly and consistently.

We recognise that:

- we commit ourselves to the safeguarding of people who may be vulnerable, ensuring their well-being in the life of this church
- everyone has different levels of vulnerability, and that each of us may be regarded as vulnerable at some time in our lives
- all adults who may be vulnerable (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
- abuse of adults who may be vulnerable can occur in all communities and is most likely to occur within families and by people known to them
- working in partnership with adults who may be vulnerable, their carers and other agencies is essential in promoting their welfare

St Michael and All Angels commits itself to promoting the inclusion and empowerment of people who may be vulnerable, including those who may have been abused:

In all our activities we

- value, listen to and respect adults who may be vulnerable
- foster and encourage best practice by setting standards for working with adults who may be vulnerable, and boundaries for acceptable behaviour, in co-operation with statutory bodies, voluntary agencies and other faith communities



In our recruitment of paid staff and volunteers, following Diocesan procedures, in undertaking to exercise proper care in the appointment and selection of those who will work with people who may be vulnerable, St Michael and All Angels is committed to supporting, resourcing, training and regularly reviewing those who undertake work amongst people who may be vulnerable,

- ensuring careful selection and recruitment of ordained and lay ministers as appropriate, voluntary workers, and paid workers with adults who may be vulnerable, in line with safer recruitment principles and checks
- each person who works with vulnerable people will agree to abide by these recommendations and the guidelines established by this church.
- providing supervision, support and training

In our publicity -

- sharing information about good safeguarding practice with adults who may be vulnerable, their carers, and all those working with them
- following the guidance and rules of GDPR.

When concerns are raised, following Diocesan procedures in -

- responding without delay to every concern raised that an adult who may be vulnerable may have been harmed, or be at risk from harm, through abuse, harassment or bullying; or about the behaviour of an adult or child
- working with the diocese and the appropriate statutory bodies during an investigation into abuse, including when allegations are made against a member of the church community
- challenging any abuse of power, especially by anyone in a position of trust

In our care – 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,

- ensuring that informed and appropriate pastoral care is offered to any vulnerable adult who has suffered abuse, including support to make a complaint if so desired
- ensuring that appropriate pastoral care is offered to any member of our church community against whom an allegation is made

In our supervision, following Diocesan procedures in -

- ensuring, in partnership with the diocese and other agencies, that care and supervision is provided for any member of our church community known to have offended against a vulnerable adult, or to pose a risk to them.

**Parish Safeguarding Officer:** Nikki Spencer



We are committed to reviewing our policy and procedures annually.

Incumbent .....

Churchwarden .....

Churchwarden .....

Date .....