

# **St Mark's – Basford**

## **Diocese of Lichfield**

### **Safeguarding Policy**

#### **March 2025**

This statement was adopted by St. Mark's at a Parochial Church Council meeting held on Tuesday 11<sup>th</sup> March 2025

**1. This policy will be reviewed each year to monitor the progress which has been achieved. 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.**

- We recognise that a position of power in relation to another creates a risk of vulnerability. As a consequence we strive to ensure that we consider power when working and leading with people.
- We 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. We commit to considering this in our children's activities– undertaking supervision of staff working with them and risk assessing activities and groups as a check and balance in our work.
- We understand that illness, disability, race, mental health and other issues can put adults in a position of vulnerability. We accept that these can be long term (ongoing), or temporary. We commit to considering this in our adults activities and events – undertaking supervision of staff and risk assessing activities and groups as a check and balance in our work.
- We commit to transparency in our actions and accountability for our work.

**2. As members of this parish we commit ourselves to respectful pastoral care for all adults and children to whom we minister.**

- We will ensure that leaders of our children's groups as well as other ministries that involve working with vulnerable persons have appropriate enhanced DBS checks.
- We will ensure that those who care for people in our parish attend appropriate safeguarding training.
- We commit to discuss safeguarding and support safeguarding as a standing PCC agenda item

**3. We commit ourselves to the safeguarding of people who may be vulnerable, ensuring their well-being in the life of this church, and the hall.**

- Such commitment will extend to groups working with children or vulnerable adults that hire the church hall on a regular basis. The PCC will ensure that such groups have an appropriate, maintained Safeguarding policy of their own.
- The Safeguarding co-ordinator will make contact with each group and keep copies of their policies in the safeguarding folder.
- The PCC will publish on the Church Notice Board and in the hall, the protection flow chart and all validated leaders will be given a copy. PCC members will also be provided with a copy.

**4. We commit ourselves to promoting safe practice by those in positions of trust.**

- We will ensure that those in positions of trust (such as wardens and PCC Members) or those with remits or leadership of groups involving vulnerable children, such as Seedlings, etc have appropriate enhanced DBS checks and that these are updated every 3 years.
- We will engage with appropriate training and seek to develop relationships with other agencies and the diocese on safeguarding.
- Safeguarding including revision of the policy will be a regular PCC agenda item and agree that whilst we have a named co-ordinator we will accept collective ownership for this important issue.
- We will be transparent, open and not have secrets.

**5. The parish commits itself to promoting the inclusion and empowerment of people who may be vulnerable.**

- We will consider the impact of power, disadvantage, inclusion, disability, age and race on how we provide and plan for our ministry.
- We will actively (but appropriately), challenge 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.
- Where a person struggles with an activity due to disadvantage, disability or illness we will go the extra mile to assist them so they can participate and contribute as a full part of the church.

**6. 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 will not collude, keep secrets or make decisions when we have suspicion of abuse. We will seek through discussion the views of others and ensure through use of external agencies and the diocese safeguarding service that we engage and welcome external perspectives in order to promote a healthy accountable culture.
- We will report without being biased to our personal view. We will report and not investigate.
- We will record concerns factually in diocese suggested formats.
- We will not take chances with the welfare of children or vulnerable adults.
- We are open to scrutiny and encourage this in others.
- We have zero tolerance to abuse and put the welfare of vulnerable children and adults first.
- We take seriously training and activities relating to the safeguarding of Children and seek to engrain this in our congregational culture.

**7. We undertake to exercise proper care in the appointment and selection of those who will work with people who may be vulnerable.**

- We will engage with appropriate training and seek to develop relationships with other agencies and the diocese on safeguarding.
- The PCC will ensure that we take advice on safer recruitment when recruiting people to official roles. The Diocese have a policy to use.
- The PCC undertakes to appoint and upskill a dedicated Safeguarding co-ordinator whose training will be refreshed in line with diocesan expectations.

- Safeguarding co-ordination will be undertaken to maintain a relationship with diocese level safeguarding team and endure that this policy is followed.

All new leaders and others as determined, working with children, young people or vulnerable adults will be validated (DBS) on appointment. They must

- be over 18, young people under 18 may assist in leadership roles, but must be supervised at all times.
- *\* complete the Confidential Parish Declaration based on the Lichfield Diocesan guideline.*
- *\* provide two references using the Child Protection Policy Form as appropriate.*
- apply for and supply clearance from the Disclosure and Barring Service before taking up post and every three years thereafter. Only the applicant will receive hard copy through the post of the outcome. The outcome of the Criminal Record disclosure will only be seen by the Safeguarding Administrators at the Diocese. If the record is not clear following evaluation the incumbent or designated person will be advised as to the suitability of the applicant for the role applied for.
- Confidential Declarations will continue to be carried out locally and a record kept by the Safeguarding Co-ordinator or incumbent.

#### **8. The parish is committed to supporting, resourcing, training and regularly reviewing those who undertake work amongst people who may be vulnerable.**

- We will engage with appropriate training and seek to develop relationships with other agencies and the diocese on safeguarding.
- We will also aim to have a regular safeguarding Sunday to inform the congregation of safeguarding.

#### **9. The parish adopts the guidelines of the Church of England and the Diocese.**

- The Parish will report and record in line with Diocese policies and comply with local guidance for implementing national policies as defined in diocese policies. These include
  - The Diocese of Lichfield Handbook 2021
  - Safeguarding 2021 Policy and Guidance (2017) as amended 2021.
  - Safer Recruitment Policy 2022. Up to date guidance on DBS checks and Safeguarding Training will be followed

#### **10. Each person who works with vulnerable people will agree to abide by these recommendations 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.

**This church appointed Jill Ayres to represent the concerns and views of vulnerable people at our meetings and to outside bodies as Parish Safeguarding Co-ordinator.**

Vicar: Fr Tommy Merry.....

Churchwarden: Nick Atkins .....

Churchwarden: Diane Downward .....

Date: Tuesday 11<sup>th</sup> March 2025

*Review Date: 1<sup>st</sup> Meeting after the Annual Meeting for 2025 – approximately May 2025*

*\* To be reviewed*

## St Mark's Safeguarding Policy 2025 - Declarations

*I have read and fully understand the St Mark's Basford: Safeguarding Policy March 2025,  
and I sign to say I agree to abide by the points outlined in this policy.*

<i>Name</i>	<i>Signature</i>	<i>Date</i>