

# **BENEFICE OF SALISBURY PLAIN**



CHITTERNE • ORCHESTON  
SHREWTON • TILSHEAD

## **SAFEGUARDING**

## **POLICY**

## **Safeguarding Policy for the Benefice of Salisbury Plain**

1. The Church of England, along with the whole Christian community, believes each person has a value and dignity which comes directly from God's creation of male and female in God's own image and likeness. Christians see this as fulfilled by God's recreation of us in Christ. Among other things, this implies a duty to value all people as bearing the image of God and therefore to protect them from harm.
2. The Benefice of Salisbury Plain is committed to the safeguarding and protection of all and affirms that the needs of children and vulnerable people are paramount.
3. The Benefice recognises that we may all be vulnerable from time to time. However, there is a particular need to care for those whose vulnerability is increased by situations, by disabilities or by reduction in capacities or faculties. It is recognised that this increased vulnerability may be temporary or permanent, visible or invisible. Whatever the cause of vulnerability or the effect, the Benefice is committed to treating all with equal humanity and seeks to affirm the gifts and graces of all God's people.
4. This policy addresses the safeguarding of individuals. It is intended to be dynamic and to support the Church in being a safe, supportive and caring community for children, young people, and vulnerable adults. In this regard the term vulnerable adult includes all who may be at risk of abuse or neglect, survivors of abuse or neglect, and those in the community affected by abuse or neglect.
5. The Benefice recognises the serious issue of the abuse of children and vulnerable adults, and recognises that this may take the form of physical, emotional, sexual, financial, spiritual or institutional abuse, or neglect. It acknowledges the effects such abuse may have on people and their development, including spiritual and religious. The Benefice accepts its responsibility for ensuring that all people are safe in its care, and that their dignity and their right to be heard are maintained. It accepts its responsibility to support, listen to and work for healing with survivors, offenders, communities and those who care about them. It takes seriously the promotion of welfare, so that each of us can develop and realise our full potential in God's grace. The Benefice commits itself to respond without delay to any allegation or cause for concern that a child or vulnerable adult may have been harmed, whether in the church or in another context. It commits itself to challenge any abuse of trust by anyone.

6. The Benefice commits itself to the provision of support, advice and training for lay and ordained people, in order to ensure people are clear and confident about their roles and responsibilities with regard to safeguarding and promoting the welfare of children and vulnerable adults.

7. The Benefice acknowledges and gives thanks for the work of those who are workers with children and vulnerable adults, and acknowledges the shared responsibility of all of us for safeguarding those on the Benefice premises.

8. The Benefice appoints Angela Webb as Benefice Safeguarding Officer and supports her in her role to:

- support and advise the Rector, Ministers and Lay Workers in fulfilling their duties and responsibilities;
- provide a point of reference for advice on safeguarding issues;
- promote safeguarding best practice within the Benefice of Salisbury Plain.

### **Purpose**

9. The purpose of this safeguarding policy is to ensure procedures are in place and people understand their duties and responsibilities regarding children and vulnerable adults in our care and using the Benefice premises. ( This policy is to be read in conjunction with The Parish Safeguarding Handbook.) <sup>1</sup>

### **Good Practice**

10. The Benefice Parochial Church Council believes good practice means that:

- All people are treated with respect and dignity;
- Those who act on behalf of the Church should not meet or work alone with a child or vulnerable adult where the activity cannot be seen, unless in exceptional circumstances or an emergency in which case a written note is to be made and kept, noting the date, time and place of the visit.
- All the churches and premises within the Benefice will be assessed for safety for children and vulnerable adults, and will produce a written risk assessment report, including fire safety procedures, annually. The Benefice Parochial Church Council will consider the reports and assess the extent to which the premises and equipment are suitable, and authorise any action necessary.
- Any driver using their own vehicle for the transportation of children or vulnerable adults is responsible for ensuring the vehicle is roadworthy and comprehensively insured.
- Promotion of safeguarding is recognised to include undertaking those tasks which enable all God's people to reach their full potential.

## **Appointment and Training of Lay Pastoral Assistants and Lay Worship Leader**

11. Lay Pastoral Assistants and Lay Worship Readers will be appointed after a Safer Recruitment Process and completion of a safeguarding course at the appropriate level.

## **Pastoral Visitors**

12. In terms of safeguarding, Pastoral Visitors will be supported in their role with the provision of basic safeguarding training upon appointment.

## **Guidelines for Working with Children, Young People and Vulnerable Adults**

13. The guidelines outlining good practice when working with children, young people and vulnerable adults can be found in Section 11.1 of The Parish Safeguarding Handbook.<sup>1</sup>

## **Events with Church Groups off the Premises**

14. In the case of children, young people and vulnerable adults safely recruited and suitably vetted staff will be provided for events off Benefice premises. Organisers are to notify the Rector and obtain advance approval in writing.

## **On-line Activities**

15. When taking part in on-line activities the safeguarding of children, young people and vulnerable adults should be ensured with the same diligence as normal face-to-face activities.

- Virtual meetings, services or other acts of worship on platforms such as Zoom should only be instigated by the Rector.
- Any safely recruited and suitably vetted person who wishes to hold such a meeting should first get the permission of the Rector.
- Zoom meeting should never be recorded as consent is needed under GDPR requirements

For more information on ZOOM follow this link

<https://www.churchofengland.org/safeguarding/safeguarding-and-coronavirus-covid-19>

- Social media platforms, such as Facebook, should not be used in connection with church activities or to contact any child, young person or vulnerable adult either individually or as a group.

## **Safeguarding Complaints Procedure**

16. Any complaint regarding the Benefice's Safeguarding procedure should be made to or referred to the Benefice Safeguarding Officer, who will arrange a meeting with the complainant and initially try to resolve the complaint locally. If the complaint cannot be resolved locally, the complaints procedure of the Church of England will be invoked.

## **Safeguarding Concerns**

17. Any specific safeguarding concerns should be brought to the attention of the Benefice Safeguarding Officer without delay and referred to the Diocesan Safeguarding Advisor within 24 hours. (See contact details at the end of this document)

## **Review**

18. This policy will be reviewed annually by the Benefice Parochial Church Council.

## **Key Concepts and Definitions**

### **Vulnerable Adults.**

- a. Any adult who
  - has needs for care or support (whether or not the local authority is meeting any of those needs),
  - is experiencing, or is at risk of, abuse or neglect, and
  - as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

### **Safeguarding and Protecting Children or Vulnerable Adults.**

- b. Preventing maltreatment; preventing impairment of their health and ensuring safe and effective care.

### **Adult/Child Protection.**

- c. Protection is a part of safeguarding and promoting welfare. It refers to the activity undertaken to protect children and vulnerable adults.

### **Abuse and Neglect.**

- d. Abuse or neglect may occur within a family, a community or in an institution. It may be perpetrated by a person or persons known or by strangers. It may be the infliction of harm or a failure to prevent harm.

Signed: *EJ Rance*

The Reverend Canon Eleanor Rance  
Rector of the Benefice of Salisbury Plain

Date: 10<sup>th</sup> March 2021

## **CONTACT DETAILS**

### **Benefice/Parish Safeguarding Officer**

Name: Angela Webb  
Email: angelamwebb840@btinternet.co.uk  
Tel: 01980 620840

### **Rector**

Name: Revd Canon Eleanor Rance  
Email: reveleanorrance@gmail.com  
Tel: 01980 620580

### **Salisbury Diocese Safeguarding**

[safeguarding@salisbury.anglican.org](mailto:safeguarding@salisbury.anglican.org)

or to contact a Diocesan Safeguarding Advisor by phone go to

[Safeguarding – Diocese of Salisbury \(anglican.org\)](http://www.anglican.org/Safeguarding-Diocese-of-Salisbury)

to find contact numbers and times of availability

Notes:

1. These guidelines can be found in:

<https://www.churchofengland.org/sites/default/files/2019-10/ParishSafeGuardingHandBookAugust2019Web.pdf>