

# St Peter, Paul & Thomas of Canterbury, Bovey Tracey

## DUTY OF CARE: SAFEGUARDING SAFEGUARDING POLICY

Who approves the policy?	Standing Committee
Who is responsible for updating the policy?	Parish Safeguarding Officer
Classification	Employment
Original Issue Date	19 August 2021
Last Revision date	
Revised By	
Next Revision Date	August 2021
Related Documents	
Location of Electronic Copy	Google Drive PPT Church Admin
Scope	This Policy applies to all EDBF employees plus those individuals identified in paragraph 2. EDBF reserves the right to amend this policy at its discretion at any time. It does not form part of any employees' contract of employment with EDBF.
Extensions	Individuals identified in Paragraph 2. <i>Note in Paragraph 2.</i>
Exclusions	None

# Safeguarding Policy

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## **1. Policy Statement**

The Diocese of Exeter and the PCC of PPT Bovey recognise and are committed to fulfilling our obligation to the protection and safeguarding of all children and adults at risk of abuse. It recognises that safeguarding is everyone's responsibility.

Safeguarding means the action we take to promote a safer culture. We will promote the welfare of children, young people and adults, work to prevent abuse from occurring, seek to protect those that are at risk of being abused and respond well to those that have been abused. We will take care to identify where a person may present a risk to others, and offer support to them whilst taking steps to mitigate such risks.

The PCC of PPT Bovey will take appropriate steps to maintain a safer environment for all and to practice fully and positively Christ's Ministry towards children, young people and adults; to respond sensitively and compassionately to their needs in order to help keep them safe from harm.

We have adopted a safeguarding policy and procedures in line with the House of Bishops Guidance. All employees (see paragraph 2 below) are required to follow the Diocesan Safeguarding Policy which may be found at:

<https://exeter.anglican.org/resources/safeguarding/>

Central to the Diocese Safeguarding Policy is the principle of 'safe recruitment' and adherence to the Safer Recruitment Guidance and Procedures. Certain roles within the Exeter Diocesan Board of Finance will, therefore, be subject to these procedures, including the requirement to undertake Disclosure and Barring Service (DBS) checks.

Safeguarding work is undertaken within a legislative framework supported by government guidance which sets out a range of safeguarding duties, responsibilities and best practice to which we will adhere.

In the event that this policy and the law conflict, the law shall take precedence. If employees are in any doubt as to what their rights are, they are to discuss matters with their manager. If this policy changes as a result of amendments in the law, the changes will be notified to the employee via their manager.

This policy does not form part of your contract of employment and it may be amended at any time.

## **2. Who is Covered by the Policy?**

This policy is intended to apply to all employees of the PCC of PPT Bovey including full-time, part-time and fixed-term employees plus consultants, contractors, trainees and authorised volunteers, whose role has been assessed as requiring safeguarding training.

It is intended that casual and agency staff and volunteers when they are considered to be undertaking activities and duties authorised by EDBF or in a capacity viewed as officially representing EDBF also adhere to this policy. In such cases, the individuals will be made aware of this policy by their official supervisor.

*Note: All references in this document to 'the Diocese of Exeter' refer to the collective bodies under the headship of the Bishop of Exeter including, but not limited to, Exeter Diocesan Board of Finance (EDBF), EDPS Ltd, and the Office of the Bishop of Exeter.*

### **3. Core Principles**

The following key principles underpin our approach to safeguarding practice:

- The welfare of the child, young person and vulnerable adult is paramount.
- Integrity, respect and listening to all.
- Transparency and openness.
- Accountability.
- Collaboration with key statutory authorities and other partners.
- Use of professional safeguarding advice and support both inside and outside the Church.
- A commitment to the prevention of abuse.
- The active management of risk.
- Promoting a culture of informed vigilance.
- Regular evaluation to ensure best practice.

### **4. Good Safeguarding Practice**

We will promote and maintain a safer culture that protects and promotes the welfare of children, young people and vulnerable adults, and in order to do so we will ensure:

- A leadership commitment, at all levels, to the importance of safeguarding and promoting the welfare of children, young people and vulnerable adults.
- A safeguarding policy that is available to Church Officers.
- A clear line of accountability within the Diocese of Exeter for work on safeguarding.
- Clear reporting procedures to deal with safeguarding concerns and allegations.
- Clear roles for Church Officers.
- Practice and services informed by on- going learning, review and by the views of children, young people, families and vulnerable adults.
- Safer recruitment procedures in place.
- Clear arrangements for support and/or supervision.
- Safeguarding training is made available for all Church Officers working with or in contact with children, young people and/or vulnerable adults.
- Effective working with statutory and voluntary sector partners.
- Publicly advertised arrangements for children, young people and vulnerable adults to be able to speak to an independent person, as required.
- Complaints and whistleblowing procedures that are well publicised.
- Effective information sharing.
- Good record keeping.

## **5. Learning from the past**

The recent statutory reports and independent reviews into abuse that have involved the Church of England and other faith organisations highlight past errors and significant lessons to be learnt to improve safeguarding. As a Church we continue to commit to a journey of truth, healing, learning and abuse prevention. We will be open with and fully commit to the Independent Inquiry into Child Sexual Abuse (IICSA) and will promote a culture that takes every opportunity to learn from experiences, however recent, whether they directly relate to the Diocese of Exeter or not, to inform and develop improved practice and response to safeguarding in the Diocese of Exeter.

## **6. Policy Commitments**

Based on the foundations outlined above the Diocese of Exeter commits to:

### **a. Promoting a safer environment and culture**

All Diocese of Exeter Church Officers and EDBF employees will respect all children, young people and vulnerable adults and promote their well-being. We will strive to create and maintain environments that are safer for all, that promote well-being, that prevent abuse, and that create nurturing, caring conditions within our churches for children, young people and vulnerable adults. We will work to continue to strengthen and review these environments through the provision of training, support, communication, learning, governance and quality assurance processes. We will strive to support all Church Officers and EDBF employees to adhere to safer working good practice and to challenge the abuse of power. We will ensure that processes are in place that listen to and advocate on behalf of children, young people and vulnerable adults with the knowledge that they will be cared for.

### **b. Safely recruiting and supporting all those with any responsibility related to children and vulnerable adults within the Church**

We will select and vet all those with any responsibility related to children, young people and vulnerable adults within the Diocese of Exeter and EDBF, in accordance with the House of Bishops safeguarding policy and practice guidance and will train and equip Church Officers and EDBF employees to have the confidence and skills they need to care and support children, young people and vulnerable adults and to recognise and respond to abuse. This will be done by providing and coordinating consistent and accessible safeguarding training in accordance with House of Bishops safeguarding policy and practice guidance.

### **c. Responding promptly to every safeguarding concern or allegation**

Anyone who brings any safeguarding suspicion, concern, knowledge or allegation of current or non-current abuse to the notice of the Diocese of Exeter will be responded to respectfully and in a timely manner, in line with statutory child and adult safeguarding procedures and the House of Bishops safeguarding policy and practice guidance. All safeguarding work will be recorded in line with the House of Bishops safeguarding practice guidance. All suspicions, concerns, knowledge or allegations, that reach the threshold for reporting to the statutory authorities, will be

reported via the diocesan safeguarding adviser or designated safeguarding adviser/officer in another church body to the appropriate statutory authorities. This will be done irrespective of the status of the person. All Church Officers will cooperate with the statutory authorities in all cases. In responding to concerns or allegations of abuse relating to Church Officers, the Diocese of Exeter will act in accordance with the requirements of criminal, civil and ecclesiastical law, and so will respect the rights and uphold the safeguards afforded in these, both to the victim/survivor and the subject of concerns or allegations.

**d. Caring pastorally for victims/survivors of abuse and other affected persons**

We will endeavour to offer care and support to all those that have been abused, regardless of the type of abuse, when or where it occurred.

The Diocese of Exeter is committed to continuing to learn how to respond in a supportive and healing way to the needs of those who have suffered abuse. Those who have suffered abuse within the Diocese of Exeter will receive a compassionate response, be listened to and be taken seriously. The Church will respond to any disclosure of abuse in accordance with House of Bishops policy and practice guidance. This will be done in collaboration with the relevant statutory agencies in accordance with criminal, civil and ecclesiastical law. They will be offered appropriate pastoral care, counselling and support - according to the agreed need. An appropriate pastoral response to the family, parish, congregation or order will be considered, with due regard to the right of privacy of those directly involved, and to the administration of justice.

**e. Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons**

The Diocese of Exeter and its Church Officers, in exercising its responsibilities in respect of suspicions, concerns, knowledge or allegations of abuse, will endeavour to respect the rights under criminal, civil and ecclesiastical law of an accused Church Officer including the clergy. A legal presumption of innocence will be maintained during the statutory and Church inquiry processes. As the process progresses additional assessment, therapy and support services may be offered. The Diocese of Exeter will take responsibility for ensuring that steps are taken to protect others when any Church Officer is considered a risk to children, young people and vulnerable adults. This will be done by working to mitigate any identified risks according to a safeguarding agreement. Church Officers who are the subject of concerns or allegations of abuse belong to families, congregations and church communities. We will be mindful of the need to provide support to members of families, parishes and congregations affected by the Church Officers in such situations.

**f. Responding to those that may pose a present risk to others**

Our churches, based on the message of the gospel, open its doors to all. It will therefore endeavour to offer pastoral care and support to any member of the church community whom may present a known risk. We will ensure that any risk has been assessed and is being managed in a safeguarding agreement in accordance with

House of Bishops policy and practice guidance. This will be done in collaboration with the relevant statutory agencies in accordance with criminal, civil and ecclesiastical law.

## **7. Putting the Policy Into Action**

All parts of the Diocese of Exeter, including Parochial Church Councils, are required to adopt or take account of this Policy Statement within their own safeguarding policy. The Policy Statement will actively underpin all safeguarding work within the Diocese of Exeter and the drive to improve safeguarding practice. We will ensure that:

- All Diocese of Exeter Church Officers have access to and understand this Policy Statement.
- The Policy Statement is promoted and publicised across the Diocese of Exeter and its churches.
- The Church's safeguarding message is communicated as reflected in the policy.
- We will have a "Promoting a Safer Church" action plan in place that sets out, in line with national and local priorities, how the policy is being put into action and is reviewed regularly and will support churches and church groups across the Diocese in implementing this policy at a local level.
- All employees of EDBF will be required to complete safeguarding training commensurate to their role in accordance with the National Church of England Safeguarding Training programme and as a minimum all employees will be expected to complete the C1 Basic Safeguarding Training and update training as required.

### **Practice guidance**

Latest versions of the Church of England's Safeguarding documents can be found at:

[Safeguarding Policy Statements & Practice Guidance](#)

Diocese of Exeter safeguarding documents and resources can be found at:

[Safeguarding and DBS - Diocese of Exeter](#)

If you have any concerns or questions please contact the Diocesan Safeguarding Team:

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