

Diocese of Worcester
Parish Safeguarding Children
Policy Statement.

The Benefice of St James, Badsey with Aldington; St Leonard, Bretforton; St Mary & St Milburgh, Offenham

The nominated Benefice Child Protection Representative is:

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| Name | Mrs Angela Gray |
| Contact | via email Vicarage@ourbenefice.org.uk |

The following policy has been agreed and implemented by the PCC of each parish.

1. Children (2004), and the diocesan procedures. Copies of these can be accessed at www.cofe-worcester.org.uk
2. We are committed to the safeguarding and the care of the children within our church community.
3. We will carefully select and train ordained and lay ministers, volunteers and paid workers who work with children, using the Criminal Records Bureau amongst other tools to check the background of each person as outlined in the diocesan procedures.
4. We will respond without delay to every complaint made that a child for whom we are responsible may have been harmed or is in significant danger.
5. We will fully cooperate with statutory agencies during any investigation into allegations concerning a member of the church community. We will inform the statutory agency of any suspected criminal offences or concerns that we are made aware of in respect of our contact with children.
6. We will offer informed pastoral care to any child, young person or adult who has suffered abuse and provide them with details of local and national support agencies.
7. We will supervise and support any member of our church community known to have offended against a child.
8. We will review this policy annually and, as part of this, check that all our procedures and activities involving children, including the CRB process and checks, are up to date.
9. We will review our insurance policy for those working with children ensuring we adopt the advice in the
10. A copy of this Policy will be displayed on the Parish Notice Board alongside a Child Line poster which can be downloaded from www.nspcc.org.uk free of charge.

The PCC has identified the following activities across the benefice involving children and young people to which the House of Bishops Policy applies. Detail the activities, frequency, location, and person responsible below.

1. New Beginnings & Next Steps (Bretforton) bi-monthly Angela Gray
2. Jigsaw (Badsey) monthly Wendy Morrey
3. Junior Choir (Badsey) weekly (term time) Richard Court
4. Benefice children workshops (Offenham) as required Penny Christison

This Policy was agreed at the PCC meeting held on:

We the PCC agree to review this policy annually and update it if necessary.

Signed by:
PCC Secretary or representative

Church warden
Child Protection Representative

Incumbent

Benefice Statement of policy in respect of Disclosures from the Criminal Records Bureau when using the facility offered by the Bishop of Worcester in his corporate capacity as an Umbrella Body registered with the Criminal Records Bureau.

- I. The Benefice of Badsey with Aldington, Bretforton and Offenham is committed to complying with the CRB Code of Practice and committed to the fair and sensitive use of Disclosure information, and where an applicant feels that this has not happened an appeal process will be available, details of which can be obtained in writing from the PCC Secretary or from the Diocesan Secretary, The Old Palace, Deansway, Worcester WR1 2JE.
- II. The Benefice of Badsey with Aldington, Bretforton and Offenham is committed to the recognition of each individual's abilities, skills, experience and qualifications and will take every step to ensure that these are given appropriate weight and consideration in the appointment or recruitment process. position is assessed for the appropriateness of a CRB Disclosure, that any advertisement or other indication of a paid post or volunteer position will indicate the level of Disclosure to be sought, and that any offer of a paid post or volunteer position will be subject to the receipt of satisfactory Disclosure information. Every change in role or responsibilities will be regarded as a new post for CRB Disclosure, in line with recommendation from the House of Bishops.
- III. The Benefice of Badsey with Aldington, Bretforton and Offenham will ensure that each paid post or volunteer position will be subject to the receipt of satisfactory Disclosure information. Every change in role or responsibilities will be regarded as a new post for CRB Disclosure, in line with recommendation from the House of Bishops.
- IV. The Benefice of Badsey with Aldington, Bretforton and Offenham will request candidates for a paid post or volunteer position to submit in writing any convictions or other disqualifying behaviour that might be revealed in the Disclosure process in order to assist the recruitment decision process. This information will only be taken into account when relevant to the post in question. It should be submitted in an envelope clearly marked 'Private and Confidential' and handed to the person specifically identified for this purpose in the recruitment process.
- V. The Benefice of Badsey with Aldington, Bretforton and Offenham is committed to encouraging the resubmission of applications for Disclosure in respect of all paid employees and volunteers for whom this is appropriate as part of its ongoing strategy for the protection of children and vulnerable adults, in line with recommendations from the House of Bishops.
- VI. The Benefice of Badsey with Aldington, Bretforton and Offenham will also encourage, for appropriate posts, the submission of applications for Disclosure in respect of paid employees and volunteers already in post before Disclosure was available. It will operate a timetable for these submissions to be completed.
- VII. The Benefice of Badsey with Aldington, Bretforton and Offenham is committed to the safe storage and disposal of disclosure outcome information in line with guidance from the Diocesan Office. Its policy is attached.

Appeals and complaints procedure

Every effort is made to ensure that all recruitment decisions involving Disclosure information are made sensitively and fairly. Should an applicant for a paid post or volunteer position feel that this has not happened in their case the matter can be referred to the Diocesan Secretary, The Old Palace, Deansway, Worcester WR1 2JE who will instigate an independent assessment of the issues in question.

The applicant should submit the appeal or complaint in writing within 6 months of the Disclosure, stating their name and address, the nature of the complaint or appeal, the date of the Disclosure document concerned, the identity of the person or appointing body responsible for making the appointment to the paid post or volunteer position, and any other relevant information.

(on behalf of the appointing body)

(A signed copy of the policy should be returned to the diocesan Administrator for CRB)