

ST JOHN THE EVANGELIST PERRY BARR

PARISH SAFEGUARDING POLICY FOR THE PROTECTION OF CHILDREN AND VULNERABLE ADULTS

ADOPTED BY THE PAROCHIAL CHURCH COUNCIL

ON 9TH NOVEMBER 2024

CONTENTS OF DOCUMENT:

| | |
|---|-----------|
| St John’s Safeguarding Statement..... | 2 |
| 1. Introduction | 3 |
| 2. Promoting a Safer Church | 3 |
| 3. Safeguarding Policy Statement | 5 |
| 4. Working with Children and Young People | 7 |
| Safer Toileting for Children..... | 8 |
| 5. Safeguarding Adults..... | 9 |
| 6. Recognition of Abuse..... | 10 |
| 7. Responding to Domestic Abuse | 11 |
| 8. Responding to Survivors of Abuse..... | 13 |
| 9. Taking Action: Disclosure, Concerns or Suspicions | 14 |
| Who Reports and to Whom?..... | 14 |
| Confidentiality | 14 |
| Record Keeping..... | 15 |
| Support of Workers | 16 |
| Further Guidance..... | 16 |
| GDPR..... | 16 |
| 10. The Role of the Church | 17 |
| 11. Safe Recruitment Process Summary..... | 18 |
| 12. Statement on the Recruitment of Ex-Offenders | 20 |
| 13. Health and Safety | 21 |
| Risk Assessments | 21 |
| 14. Online Safety | 22 |
| 15. Visiting Alone | 22 |
| Before the Visit..... | 23 |
| Before Entering the Premises..... | 23 |
| During the Visit..... | 24 |
| After the Visit..... | 24 |
| 16. Code of Safer Working Practices | 25 |
| 17. Parish Safeguarding Complaints Procedure..... | 27 |
| Addendum: Residents of St John’s Walk | 29 |
| Policy - Residents of St John’s Walk..... | 29 |
| Procedure - Residents of St John’s Walk | 30 |
| INCLUSIVE CHURCH STATEMENT | 32 |
| USEFUL CONTACTS | 32 |
| PCC RESOLUTION..... | 33 |

ST JOHN'S SAFEGUARDING STATEMENT

St John's is committed to safeguarding and promoting the welfare of children, young people and adults, and expects all church members and visitors to share and promote this commitment.

1. INTRODUCTION

In response to the Children's Act 1989, subsequent government papers, the House of Bishops' Report *Protecting All God's Children* (2004), the Diocese of Birmingham's policy document *God's children: our Diocese* (2005 with amendments), most recently, government and Diocesan procedures on the safeguarding of vulnerable adults and *Promoting a Safer Church* (2017), the Parochial Church Council (PCC) of St John the Evangelist, Perry Barr, has adopted the following policy to protect children, vulnerable adults, and those who care for them within the context of our church life.

The Children's Act 1989 states that the welfare of the child is the paramount consideration for all organisations providing services for children. In the light of this, the PCC endorses the Diocesan statement of values, namely:

- a. The welfare of children will be given first priority.
- b. The spiritual welfare of children will be seen as particularly important.
- c. Well-informed, professional standards of care will be demonstrated.
- d. The procedures to protect children will be open and made clear to all.
- e. The welfare of children will have priority over the interests of the establishment.

The Disclosure and Barring Service (DBS) helps organisations make safer recruitment and deployment decisions and prevent unsuitable people from working with vulnerable groups, including children. It was established under the Protection of Freedoms Act 2012 and replaces the Criminal Records Bureau (CRB) and Independent Safeguarding Authority (ISA). As a Regulated Activity Provider the PCC is committed to safe recruiting and continuing vigilance for the safety and protection of vulnerable people in our community.

The PCC undertakes to review this policy whenever it appears necessary, and in particular in response to revisions to the Diocesan policy or new government legislation.

2. PROMOTING A SAFER CHURCH

Parish Policy Statement

The Parochial Church Council (PCC) of St John the Evangelist, Perry Barr agreed to adopt all the House of Bishop's safeguarding policy and practice guidance and The Church of England Birmingham's procedures for their implementation.

...All forms of abuse are wrong and must stop...

The care and protection of children, young people and vulnerable adults involved in the church activities is the responsibility of the whole church. Everyone who participates in the life of the church has a role to play in promoting a safer church for all.

Our commitments:

1. Promoting a safer environment and culture.
2. Safely recruiting and supporting all those with any responsibility related to children and vulnerable adults within the church.
3. Responding promptly to every safeguarding concern and allegation.
4. Caring pastorally for victims/ survivors of abuse and other affected persons.
5. Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons.
6. Responding to those that may pose a present risk to others.

We will implement good safeguarding practice by ensuring:

- The welfare of the child, young person and vulnerable adult is paramount;
- A leadership commitment, at all levels, to the importance of safeguarding and promoting the welfare of children, young people and vulnerable adults;
- Our safeguarding policy is available to all church officers¹;
- A clear line of accountability within our church for work on safeguarding;
- Clear reporting procedures to deal with safeguarding concerns and allegations;
- We report all concerns and allegations against church officers* to the Bishop's Safeguarding Adviser and statutory agencies;
- Clear roles for church officers*;
- We have clear arrangements for support and/ or supervision of church officers*;
- All church officers* working with or in contact with children, young people and/ or vulnerable adults attend diocesan safeguarding training.
- Our practice and service are informed by on-going learning, reviews and by the views of children, young people and vulnerable adults;
- Safer recruitment procedures are in place;
- Effective working with statutory and voluntary sector partners;
- We have publicly advertised arrangements for children, young people and vulnerable adults to be able to speak to an independent person, as required;

¹ A 'Church Officer' is anyone appointed by or on behalf of the Church to a post or role, whether they are ordained or lay, paid or unpaid.

- Our complaints and whistleblowing procedures are well publicised;
- Effective information sharing;
- Good record keeping.

IF YOU HAVE ANY CONCERNS OR NEED TO TALK TO SOMEONE PLEASE CONTACT:

Helen Greenwood (Parish Safeguarding Officer) - 07907779814

Reverend Danny Payne (Vicar) - 07475005055 vicar@st-johns-perry-barr.org.uk

If you cannot contact the people above and someone is being harmed or is not safe and needs immediate help, dial 999, or contact social care services, or, for a child, the NSPCC helpline 0800 800 5000.

3. SAFEGUARDING POLICY STATEMENT

The Parish Church Council (PCC) of St John the Evangelist, Perry Barr, recognises the need to safeguard the children, young people and adults in our care and guard against the possibility of any form of abuse against children, young people and adults by persons who may be acting in the name of our parish. We aim to create a safe environment for the nurture and development of children, young people and adults, in order for them to feel valued and confident to ask for support and help. We will create policies and procedures that uphold the importance of our responsibility to protect and safeguard the welfare of children, young people and adults entrusted to our care. A Parish Safeguarding Officer (PSO) will be appointed to ensure the implementation of this policy.

- We commit to providing a safe physical environment for work with children, young people and adults.
- 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.
- As members of this parish we commit ourselves to respectful pastoral care for all adults to whom we minister.
- We commit ourselves to the safeguarding of people who may be vulnerable, ensuring their well-being in the life of this church.
- We commit ourselves to promoting safe practice by those in positions of trust.
- The parish commits itself to promoting the inclusion and empowerment of people who may be vulnerable.
- We commit to informing the whole church community about our safeguarding policy and procedures and recognise that it is the responsibility of each of us to prevent and report abuse that we discover or suspect.

- We will ensure the children, young people and adults in our care know who they can talk to if they have any concerns.
- We recognise our responsibility to always respond to and report abuse in whatever context, inside or outside the church environment and will always listen to and take seriously any child, young person or adult who reports that they have been abused.
- We will always report allegations of abuse and concerns about a child, young person or an adult who is experiencing or at risk of abuse due to their, illness or disability in accordance with our procedures.
- We will always report all allegations of abuse against Church Officers* to the appropriate statutory agency and to the Bishop's Safeguarding Adviser and co-operate with any investigation.
- We will keep all records in relation to safeguarding concerns, allegations and the recruitment of volunteers and paid workers securely.
- We commit to the safe recruitment of all new and current Church Officers* who have contact with children, young people and adults experiencing or at risk of abuse due to their illness or disability.
- We will assess all new and current Church Officer* roles and, in every case where the role is deemed to be eligible, apply for an appropriate level criminal record check every three years.
- We commit to providing every Church Officer* with clear instructions and information in respect of their role, adequate resources and support and regular opportunities for review.
- We will ensure that all Church Officers* working with children, young people and adults experiencing or at risk of abuse due to their age, illness, disability or are in a trusted role attend Church of England safeguarding training every three years.
- We will inform the Bishop's Safeguarding Adviser, and ensure appropriate supervision, of anyone who is known to have offended against a child, young person or an adult at risk of abuse due to their age, illness or disability who attends activities organised by the Parish Church Council of St John's and will follow all recommendations of the Bishop's Safeguarding Adviser in this regard.
- We require all hirers of our premises to have their own safeguarding policy and procedures, to provide us with an assurance that these are implemented and to provide us with a copy.
- The parish adopts the policy and practice guidance of The Church of England and The Church of England – Birmingham.
- The policy will be reviewed each year to monitor the progress which has been achieved.
- We will review our safeguarding policy annually to ensure that it meets all current legislation, House of Bishop's and The Church of England – Birmingham policies and practice guidance.
- Each person who works with vulnerable people will agree to abide by these recommendations and the guidelines established by this church.

This PCC appoints **Helen Greenwood** to represent the concerns and views of all vulnerable people (children and adults) at our meetings and to outside bodies as the Parish Safeguarding Officer.

This PCC appoints **Helen Greenwood** as a Lead Parish Identity Checker (DBS Verifier) to process online Disclosure and Barring Service applications.

There is clear signage indicating how *Helen Greenwood* may be contacted.

4. WORKING WITH CHILDREN AND YOUNG PEOPLE

The PCC endorses the summary of 'good working practice' for those working with children and young people which is published in the Diocesan policy.

- Treat all children and young people with dignity and respect.
- Respect personal privacy.
- Be sensitive to others.
- Be sensitive to a child's wish to opt out of an activity.
- Provide access for young people to talk to appropriate others about their problems.
- Follow accepted guidelines relating to contact with children and young people.
- Challenge unacceptable behaviour, e.g. bullying.
- Plan activities appropriately.
- Do not rely on your good name to protect you.
- Provide an example for others to follow.
- Do not show favouritism to any individual.
- Remember that your actions may be misinterpreted by others.
- Regularly review your work with others.
- Never exaggerate or trivialize child abuse issues.
- Seek support, i.e. don't try to deal with everything on your own.
- Be aware of inappropriate physical contact.

Always respond to a child who is telling you anything. If it is possible, try to have another adult present whilst the child speaks, but do not prevent the child from speaking if this is not a possibility or if it would inhibit the child.

The Diocese provides training and resources for those who work with children and the PCC will support anyone who wishes to undergo training. The leaders of all children's groups within the church must be familiar with this policy. External organisations which lead children's activities in the Church Centre should follow this policy if they have not adopted a comprehensive policy of their own (e.g. The Scout Association's Child Protection policy, known as the *Young People First* policy). Additional copies of this policy are available on request from the Vicar or Parish Safeguarding Officer.

This PCC appoints **Ann Harris** to represent the concerns and views of children and young people at our meetings as our Children's and Young Persons Advocate.

There is clear signage indicating how *Ann Harris* may be contacted.

SAFER TOILETING FOR CHILDREN

Our Policy:

[When the Church Centre is in general public use] No child under the age of eight should be in the toilets alone, this includes washing hands.

All children below the age of eight must be supported when using the toilet and must never be left alone, children below the age of 5 years must not be in a cubicle alone.

Boys (0-8) may enter the ladies with their female parent/ carer (18+). Girls (0-8) and their male parent/ carer (18+) must use the disabled toilet.

If the child(ren) in your care is (are) above eight years old and below eleven years old and wishes to use a toilet that you are not permitted to enter and there is no one you can call upon to assist, you must wait outside the toilet door until they are finished. In an emergency you may enter the toilet (and cubicle) to assist the child.

The NSPCC Child Protection in Sport Unit released the following guidelines (2016) with regard to children changing in a public changing room.

<https://www.slsqb.org.uk/wp-content/uploads/2016/01/safe-use-of-changing-facilities-june-2016.pdf>

[When the Church Centre is hired or booked for private use] Any groups or organisations that have use of the Church Centre or the Church building which are specifically for children and allow no general adult admittance, such as: St. John's Youth Club, The Jesse Tree Stay & Play and Scouting, must have safe toileting as part of their risk assessment in a way that suits the children that attend their sessions.

Please keep in mind, if the Church has been booked/ hired, the hall may still be open for general public use.

Even in this case St John's Policy is that no child below Primary School age (5 years old) should use the toilets on their own, including washing their hands. A child below the age of 5 years must not be in a cubicle alone. A child below the age of 5 years must be supported by a responsible adult (18+).

5. SAFEGUARDING ADULTS

1. 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.
2. As members of this parish we commit ourselves to respectful pastoral care for all adults to whom we minister.
3. We commit ourselves to the safeguarding of people who may be vulnerable, ensuring their well-being in the life of this church.
4. We commit ourselves to promoting safe practice by those in positions of trust.
5. The parish commits itself to promoting the inclusion and empowerment of people who may be vulnerable.
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.
7. We undertake to exercise proper care in the appointment and selection of those who will work with people who may be vulnerable.
8. The parish is committed to supporting, resourcing, training and regularly reviewing those who undertake work amongst people who may be vulnerable.
9. The parish will follow guidelines issued by the House of Bishops and the Diocese of Birmingham.

10. Each person who works with vulnerable people will agree to abide by these recommendations and the guidelines established by this church.

The following is the definition of a vulnerable adult as set out in the House of Bishops' Report [Promoting a Safe Church]:

Any adult aged 18 or over who, by reason of mental or other disability, age, illness or other situation is permanently or for the time being unable to take care of him or herself, or to protect him or herself against significant harm or exploitation.

The phrase 'other situation' includes in the case of the Diocese of Birmingham those who are vulnerable for medical and social reasons and also those who are vulnerable by virtue of their economic position or their status under 'immigration' laws (for example, those who are asylum seekers or refugees). Taking into account the breadth of the definition, it is probably the case that in a good proportion of congregations in the Diocese there are many people who can be considered vulnerable in some respects.

This PCC appoints **Audrey Robbins** to represent the concerns and views of vulnerable adults and seniors at our meetings as our Vulnerable Adults and Seniors Advocate.

There is clear signage indicating how *Audrey Robbins* may be contacted.

6. RECOGNITION OF ABUSE

Children may suffer from one or a combination of categories of abuse. The government guidelines *Working together to safeguard children* (1999, updated 2013) identifies four categories: physical abuse, emotional abuse, sexual abuse, and neglect. In addition, the Department of Health's document *No Secrets* (2000) defines mistreatment as "a violation of an individual's human and civil rights by any other person or persons." Mistreatment covers abuse, bullying and harassment.

Concerns about the wellbeing of a child or adult may come from a number of sources:

- From the person him/ herself.
- From a family member or other adult.
- From someone who has abused.
- From someone who has been abused.

- From a teacher, health visitor, or other professional.

In addition, there are various ways in which a child or adult may give signals that possible abuse is taking place: visual, behavioural, verbal, or a combination of these. The Diocesan policy gives examples of how these signals may be manifested. For example,

- visual signals might include a child looking thin, pale, tired and poorly cared for. There may be repeated signs of bruising or marks which are quite different from the usual childhood bruises and cuts.
- behavioural signs may include a sudden change in temperament. A cheerful and outgoing child might become withdrawn and depressed. A child might become naughty or disruptive, and may lie, steal and be destructive. A child may be fearful of adults.
- verbal signs may include inappropriate explanations for bruises or burn marks, dropping hints about abuse, or the confiding of a story about abuse. A sign might also be the use of sexually explicit language and behaviour which would not normally be expected at the age and stage of development of the child.

Some of these signs may also apply to adults who are suffering abuse and/ or 'survivors' of abuse. And children who are 'survivors' of abuse.

Concerns about the safety of children or adults can therefore come to light in a number of ways. They should be taken seriously and the appropriate procedures should be followed.

7. RESPONDING TO DOMESTIC ABUSE

As a church we believe that all forms of abuse are wrong and must stop, this includes Domestic Abuse.

We are committed to promoting and supporting an environment which:

- Ensure that all people feel welcomed, respected and safe from abuse;
- Protect those vulnerable to domestic abuse from actual or potential harm;
- Recognise equality amongst people and within relationships;
- Enable and encourage concerns to be raised and responded to appropriately and consistently.

We recognise that:

- All forms of domestic abuse cause damage to the survivor and express an imbalance of power in the relationship;
- All survivors (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;
- Domestic abuse can occur in all communities;
- Domestic abuse may be a single incident, but is usually a systemic, repeated pattern which escalates in severity and frequency;
- Domestic abuse, if witnessed or overheard by a child, is a form of abuse by the perpetrator of the abusive behaviour;
- Working in partnership with children, adults and other agencies is essential in promoting the welfare of any child or adult suffering abuse.

We will endeavour to respond to domestic abuse by:

- **In all our activities** - valuing, listening to and respecting both survivors and alleged or known perpetrators of domestic abuse.
- **In our publicity** - raising awareness about other agencies, support services, resources and expertise, through providing information in public and women-only areas of relevance to survivors, children and alleged or known perpetrators of domestic abuse.
- **When concerns are raised** - ensuring that those who have experienced abuse can find safety and informed help and working with the appropriate statutory bodies during an investigation into domestic abuse, including when allegations are made against a member of the church community.
- **In our care** - ensuring that informed and appropriate pastoral care is offered to any child, young person or adult who had suffered abuse and identifying and outline the appropriate relationship of those with pastoral care responsibilities with both survivors and alleged or known perpetrators of domestic abuse.

IF YOU HAVE CONCERNS OR NEED TO TALK TO ANYONE PLEASE CONTACT:

Elisabeth Fisher (Licensed Reader) - reader@st-johns-perry-barr.org.uk

Reverend Danny Payne (Vicar) - 07475005055 vicar@st-johns-perry-barr.org.uk

We will respond to an allegation of Domestic Abuse as we would any other declaration of concern.

We will always treat survivors and perpetrators of Domestic Abuse with respect.

We will endeavour to respond well to any concern raised and support any person(s) known to be experiencing Domestic Abuse.

We acknowledge that Domestic Abuse can happen in many forms, including, but not limited to;

- Physical Abuse/ Violence
- Sexual Abuse
- Emotional Abuse
- Financial Abuse
- Economic Abuse
- Psychological Abuse

We also recognise that Domestic Abuse can include;

- “Male Privilege”
- Deliberate Isolation of victim by perpetrator
- Manipulation – Including Intimidation
- Coercive Control
- Neglect
- Spiritual Abuse
- Digital Abuse

We will follow the guidelines laid out in *The Church of England Responding Well to Domestic Abuse: Policy and Practice Guidance A Summary for Parishes in The Church of England – Birmingham* (2006, revised in 2017)

This PCC appoints **Elisabeth (Lis) Fisher** as a Lead Person for Responding to Domestic Abuse, who is trained and informed of practices.

There is clear signage indicating how *Elisabeth (Lis) Fisher* may be contacted.

8. RESPONDING TO SURVIVORS OF ABUSE

We acknowledge that abuse takes place and may have negative and long-life effects.

As a church:

- We accept that we have a responsibility to make known that the Diocese provides listening support and to help those who want this support to access it.
- We are aware that we have a duty, where required, to report and refer abuse to statutory bodies
- We recognise that if there are concerns in a parish that a child or adult has been or is being abused, that we must refer our concerns to the relevant Bishop's adviser as set out in Promoting a Safe Church, God's Children: Our Diocese and the Adult Safeguarding Parish Pack.

As a support (parish/ church) community:

- We have identified a group of people that can act as 'go to people' within the parish and they have been trained/ informed on how to take an allegation forward and how to handle someone who makes an allegation.
- These people may be especially watchful of the needs of others for such a service. These people consent to having their names put up alongside the service of care for those who report abuse.
- Posters / or leaflets will be made and 'placed' strategically around the parish grounds so that people are aware of who they can contact if they want to report it – be it perpetrator, victim, concerned friend or otherwise – we must discriminate as to who can 'submit' an allegation.

9. TAKING ACTION: DISCLOSURE, CONCERNS OR SUSPICIONS

Please see **Appendix 1: Recording Proforma**

WHO REPORTS AND TO WHOM?

In the majority of cases, any concerns should be brought to the attention of the Vicar or the Parish Safeguarding Officer as soon as possible. If suspicions are raised about the clergy or some other circumstances, it may be appropriate to raise the issue with the Area Dean, the Archdeacon or the Bishops Safeguarding Adviser.

- Vicar: Reverend Danny Payne
 - 07475005055
 - vicar@st-johns-perry-barr.org.uk
- Parish Safeguarding Officer: Helen Greenwood
 - 07907779814
- Area Dean: Reverend Canon Douglas Machiridza
 - ad.handsworthandcentral@cofebirmingham.com
- Archdeacon: The Venerable Jenny Tomlinson
 - jennyt@cofebirmingham.com
- Bishops Safeguarding Adviser: Steph Haynes
 - 0121 426 0407
 - 07342 993 844
 - StephH@cofebirmingham.com

CONFIDENTIALITY

In all areas of Safeguarding, the highest degree of confidentiality must be maintained at all times, and information only passed to others who need to know in order to protect children or vulnerable adults from significant harm. This personal information is exempt from the provisions of the Data Protection Act 1998.

Children or adults who disclose significant harm will need to know that the information **will** be passed to a statutory agency, usually the Social Services Department, so that it can be properly investigated and help obtained. This will also be necessary where significant harm is suspected.

However, it should be noted that any disclosure (by either a victim or perpetrator) made during the Ministry of Reconciliation (Sacramental Confession) will not be revealed to any other person, unless the Incumbent has stated at the start of confession that any information given that indicates harm to yourself or others will be shared with the appropriate agencies. This is in accordance with the unrepealed proviso to Canon 113 of the Code of 1603 in the Canons of the Church of England.

Should such a disclosure be made in a confession, advice is available to the clergy elsewhere.

In general it is advisable to seek to establish agreement from a parent with parental responsibility before making a referral to an agency such as Social Services. In addition, if the child or young person is of sufficient age and/ or understanding it would be desirable to inform him/ her of such a referral. However, there are some situations where it may not be in the child's best interests to attempt to seek such agreement, or even to inform the parent/ carer.

When a decision is made to disclose information to Social Services without parental consent then the justification for this should be recorded in writing.

RECORD KEEPING

If you are told by an adult or a child that abuse has taken place, or that they suspect abuse has taken place this must be taken seriously. Having reassured the child/ adult that they have been right to tell you, you should immediately record the exact details of this conversation – what they said – what you said. Whilst it is not always possible or appropriate to record what a child/ adult is saying as they are talking, a written record of

the conversation should be made as soon as possible after the conversation has finished. If it is necessary to make initial notes on a piece of rough paper, then these should be retained along with the formal written record completed at a later time.

A recording pro-forma is available upon request, if necessary. Please hand all completed records to the Parish Safeguarding Officer or Vicar. All information will be kept securely in a locked safe. All records will be kept for a minimum of five years.

If there is immediate danger of harm to an adult or child, or if Social Care Services cannot be contacted, you must inform the police (999).

SJPB uses Parish Safeguarding Dashboard and Parish Safeguarding Hub, where appropriate, records will be stored on these systems.

Completed DBS (paper) records will be stored securely in a locked safe.

SUPPORT OF WORKERS

We recognize that everyone involved in allegations on a safeguarding matter needs support. Sometimes it may be appropriate for that support to be arranged outside the parish. The vicar, in consultation with the Diocesan authorities, will try to arrange for appropriate pastoral care for all parties.

FURTHER GUIDANCE

Further guidance on child protection is available on the GOV.UK website: booklet *What to do if you're worried a child is being abused: advice for practitioners* (published March 2015), which can be downloaded from <https://www.gov.uk/government/publications/what-to-do-if-youre-worried-a-child-is-being-abused--2>

Further guidance on safeguarding vulnerable adults is available on the GOV.UK website <https://www.gov.uk/government/collections/safeguarding-adults-at-risk-office-of-the-public-guardian>

GDPR

All information, contact details, issues of concern reports and declarations will be kept in accordance with the Data Protection Act 2018 (DPA 2018) and the General Data Protection Regulation (GDPR) guidelines.

As found on our Parish Website:

<http://sjpb.org.uk/contact-us/contact-us.php>

10. THE ROLE OF THE CHURCH

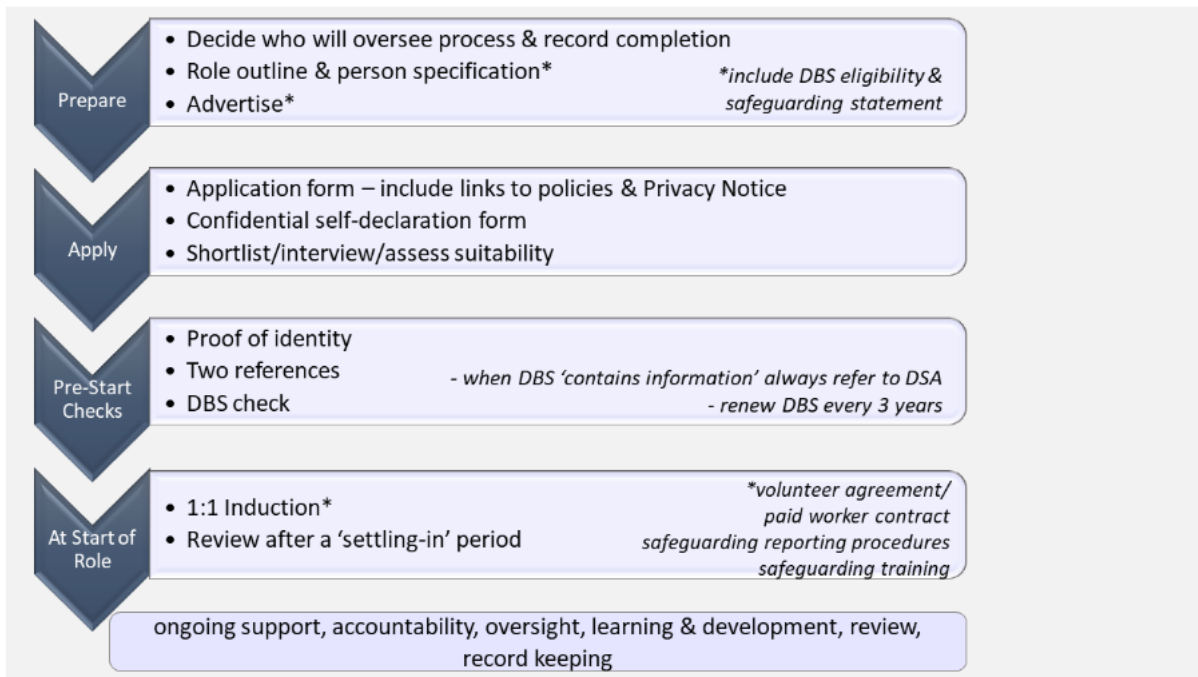
It is expected that every member of the Church community will take an active and responsible role in protecting children and vulnerable adults, and it is the duty of all to be vigilant for signs of abuse. However, within the Church hierarchy key tasks are delegated to certain individuals.

- Church of England's Safeguarding Team. The team has the overall task of promoting good practice in all aspects of safeguarding within the Church of England. The team will provide guidance and support, and attend strategy meetings with statutory agencies when necessary.
- Church of England Birmingham's Safeguarding Team - which includes the Bishop's Safeguarding Adviser. The team has the overall task of promoting good practice in all aspects of safeguarding within the Diocese. The team will provide guidance and support, and attend strategy meetings with statutory agencies when necessary.
- Parish Safeguarding Officer. The Parish Safeguarding Officer (PSO) has an essential role in a parish in relation to child protection and the protection of vulnerable adults. The PSO should be a lay person interested in taking best care of children and young people and vulnerable adults and those working directly with them. The PSO should have some understanding of child protection issues. The PSO will have the role of parish representative on all matters relating to the protection of children and young people and vulnerable adults and to help the parish develop a culture of 'informed vigilance'. The PSO will be notified to the Bishop's Adviser for Children's Ministry and will be kept informed of developments and training events regarding child protection. The PSO will be known to the congregation and is responsible to the Vicar and the PCC.
- The Vicar. The Vicar has overall responsibility for overseeing child protection policy within the parish and, along with the PSO, should ensure that good practice is maintained in all areas of church life. In most circumstances child protection issues will go 'through' the Vicar, even if those issues are not initially raised with him/her. In this parish only the Vicar is able to verify documents for DBS checks.

- The Parish Children’s Advocate. The PCA should be someone on the PCC who can be a voice and speak on behalf of children in the parish. The person appointed will represent the children’s views and needs with regard to ministry, mission, worship and their pastoral care. The PCA should be known to the children of the parish. It is possible, though not always desirable, for the PSO also to be the PCA.
- The Parish Vulnerable Adults and Seniors Advocate. The PCC may appoint a person or persons for advocacy at PCC and other meetings with regard to the concerns and views of those who are vulnerable, for checking that the PCC policy is being followed in the activities of the church, and for listening to concerns about their care raised by adults who are vulnerable. Diocesan training is available for an advocate. If no Advocate is appointed then responsibility rests with the Vicar and PSO.
- Domestic Abuse Lead Person. The PCC should appoint a person or persons for advocacy of victims and perpetrators of Domestic Abuse. The DALP is trained and informed of practices the role requires. They will advocate at PCC and other meetings with regard to the concerns and views of those who are vulnerable, for checking that the PCC policy is being followed in the activities of the church, and for listening to concerns about their care raised by adults who are vulnerable. If no Lead Person is appointed then responsibility rests with the vicar and PSO.
- Disclosure and Barring Services Verifier. The PCC may appoint a DBS Verifier. In most cases this is the PSO but in some cases, this can be a separate individual. A DBS Verifier (Evidence Checker) is responsible for a number of tasks, including:
 - Supporting applicants: Helping applicants complete the online application process for a DBS check
 - Storing data: Ensuring that all data and records related to safeguarding are stored safely
 - Communicating concerns: Reporting any safeguarding concerns to the Diocesan Safeguarding Team
 - Checking references: Ensuring that references are from outside the current Church body and that at least one is from an organisation where the applicant has worked with children, young people, or vulnerable adults

DBS checks, formerly known as CRB checks, are criminal record checks that are required for many roles in the CofE, including paid and voluntary positions. The Disclosure and Barring Service (DBS) carries out these checks to ensure that the public is protected from people who are not suitable for certain roles.

11. SAFE RECRUITMENT PROCESS SUMMARY



All individuals undertaking a role within the church involving the care and supervision of children and vulnerable adults, including the PCC, will be required to complete a House of Bishops' *Confidential Declaration* and to seek an enhanced check from the Disclosure and Barring Service (DBS). Other individuals holding prominent and public positions within the church (such as the churchwardens, the organist or director of music, the tower captain, the parish administrator) will also be required to complete a *Confidential Declaration* and seek a DBS check. In most cases two references will also be required for each individual. The Vicar, and in some cases DBS Verifier, will be responsible for interviewing individuals and explaining the reasons for seeking a DBS check, and also for checking personal documents to verify identity for the check.

It is considered good practice by the Diocese that DBS checks are renewed every three years.

If as part of this procedure concerns of any nature are raised relating to safeguarding issues then the Vicar will immediately seek the advice of the Archdeacon and the Bishop's Safeguarding Adviser. The Vicar will act in accordance with any advice received.

References, the *Confidential Declaration*, and the results of any DBS checked will be stored securely by the Vicar or Parish Safeguarding Officer and remain confidential from any other person in the parish.

During a vacancy in the parish, the role of the vicar is taken by the Area Dean or, exceptionally, by the Archdeacon. During a vacancy any confidential files are given into the care of the Area Dean, or kept in a secure safe accessible by the church wardens and Parish Safeguarding Officer until a new Vicar is appointed.

12. STATEMENT ON THE RECRUITMENT OF EX-OFFENDERS

- We are committed to the fair treatment of our current and potential employees, volunteers and office holders, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/ mental disability or offending background.
- As an organisation assessing applicants' suitability for positions which are exempt from the Rehabilitations Act 1974 using criminal record checks processed through the Disclosure and Barring Service (DBS), we will comply fully with the DBS code of practice, all relevant legislation and House of Bishops' Safer Recruitment & People Management guidance and undertake to treat all applicants for roles fairly.
- We are committed to equality of opportunity for all applicants and aim to select people for roles with us based on their skills, abilities, experience, knowledge and, where needed, qualifications and training. We will consider applicants who have a criminal record on their individual merits.
- For roles covered by the Rehabilitation of Offenders Act we will not ask an applicant to disclose any criminal history that is spent. We will only ask an applicant about their unspent criminal history.
- For roles that are exempt from the Rehabilitation of Offenders Act we will ask applicants to disclose all criminal history, spent and unspent (other than protected cautions and convictions). Where we wish to select the person for the role, we will ask them to apply for a DBS check appropriate to the role.
- Where criminal history, or a potential risk of harm, has been disclosed in the recruitment process we will refer this information to the Diocesan Safeguarding Officer for a risk assessment. The Diocesan Safeguarding Officer will advise whether the person may be offered the role. The relevance of the nature of the criminal history to the role applied for will always be assessed and an application will not automatically be refused just because criminal history has been disclosed.
- We will only submit an application for a criminal record check to the DBS after a thorough risk assessment has indicated that one is both proportionate and relevant to the role. For those roles where a criminal record check is identified as necessary, all application forms, adverts and recruitment briefs will contain a statement that an application for a DBS certificate will be submitted in the event of the individual being offered the position.
- We will ensure that all those who are involved in the recruitment process have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders and eligibility of a role for a criminal record check.
- This policy will be made available to all DBS applicants at the start of the recruitment process.

If a known abuser is in the congregation then the Vicar will inform the Bishop's Safeguarding adviser and seek guidance. The Vicar will facilitate a risk assessment if necessary and coordinate a meeting with key personnel in the parish if appropriate. Further guidance on what to do if a perpetrator seeks to join a parish can be found in the Diocesan policy.

13. HEALTH AND SAFETY

The PCC of St John's is committed to good working practice on all health and safety issues, and is committed to creating a safer environment for all.

The PCC has public liability insurance through Ecclesiastical Insurance.

Please refer to our separate Health and Safety policy titled: *St John the Evangelist, Perry Barr, Health and Safety Policy for the Church and Church Centre Buildings and Land, St John the Evangelist, Perry Barr, Control of Substances Hazardous to Health (COSHH) Policy and St John the Evangelist, Perry Barr Fire Safety, Action and Procedures in an Emergency Policy which was accepted/ adopted by the PCC on (INSERT DATE HERE)* for guidelines regarding safer working practice and creating a safer working environment.

Recommended staffing levels are given in the Diocesan policy. The number of staff varies depending on the number and the age of the children involved.

All policies will be on display in St John's Church and Church Centre. Additional copies are available on request from the vicar or Parish Safeguarding Officer. In addition, alongside this policy will be displayed the telephone number for organisations that can support individuals where appropriate, and also a statement that illegal drugs will not be tolerated. All risk assessments can be available upon request.

RISK ASSESSMENTS

It is the duty of the Parish Safeguarding Officer to write risk assessments for church activities and in relation to health and safety within the church buildings. It is the responsibility of the PSO and to bring them to the PCC before they are accepted. Once the PCC has agreed them, they will be made available for people to read, should they need to.

No new activity will begin before a thorough risk assessment has been written. Risk assessments must be adapted as required. The PSO will work with the activity organisers to write a concise risk assessment.

Each Church Centre Hirer will provide their own risk assessment for their activity and sign St. John's Centre Hirers Safeguarding Statement.

Risk assessments will always regard physical environmental risks and all safeguarding risks with the seriousness they require.

For more information about St John's risk assessments, please refer to our separate Health and Safety policy titled: *St John the Evangelist, Perry Barr, Health and Safety Policy for the Church and Church Centre Buildings and Land which was accepted/ adopted by the PCC on (INSERT DATE HERE).*

14. ONLINE SAFETY

All online activity will be regularly monitored as part of safer practice, this includes the Parish's online social media accounts and the Parish website.

Any offensive behaviour perpetrated on the accounts will be documented and then removed from view if placed in the public view or saved if placed through private message. The behaviour will then be treated as any other incident would be and follows the same code of practice in resolving it.

Any declarations of abuse or personal difficulties that may lead to the person being in a situation of vulnerability will also be documented and then removed from view if placed in the public view or saved if placed through private message. The behaviour will then be treated as any other incident would be and follows the same code of practice in resolving it.

We as a parish understand that online safety is of paramount importance and will always strive to practise awareness of activity on online social media accounts and website) wherever possible.

We will ensure that we have written photo consent from a parent or guardian before using any child's image on our online platforms. Completed photo consent forms will be kept securely in accordance with GDPR.

15. VISITING ALONE

Please note that best practice is to visit in pairs (non-related individuals) where possible, with one visitor being the same gender as the person being visited.

*We recommend that visiting pastoral workers complete a **Home Visiting Risk Assessment Checklist** whenever visiting alone.*

These guidelines apply when making home visits, or attending other meetings/ activities away from the church, or receiving people in your own home, related to your role, (they can also apply when working alone at the church or church centre. Please see our separate Health and Safety Policy: *St John the Evangelist, Perry Barr, Health and Safety Policy for the Church and Church Centre Buildings and Land* for more information.

BEFORE THE VISIT

- Gather as much relevant information as possible about the person being visited and use this to assess the risks of the visit and any measures that might need to be taken to reduce these:
- What is known about the individual's current circumstances?
- Have they experienced some recent trauma that might increase the risk of assault? (Bereavement, separation from a partner, prosecution, removal of children etc).
- Have other church officers*, or other agencies, had recent contact that could provide insight into the individual's current temperament?
- Are there drug or alcohol issues?
- Are other people going to be present – who and how are they related?
- Ensure an agreed person knows where you are going and when you expect to return
- If you're part of a team, keep a team diary, (online if possible), recording when, where and who you are visiting, that all members of the team have access to
- Ensure you have a charged mobile phone with you
- Where appropriate, carry a torch and/or personal attack alarm
- Pre-arrange visits – avoid unannounced visits whenever possible
- Be clear about why you are visiting and the limit of your 'helping' relationship
- Carry identification with you that shows you are representing the Church
- Complete the Lone Visiting Checklist at the end of these guidelines

BEFORE ENTERING THE PREMISES

- Always try and park in a well-lit area, facing the way you need to leave
- Carry with you the minimum required for the purpose of the visit
- Listen and observe and try and evaluate what is happening within. If you are uncertain, it is better to leave than to put yourself at risk
- Before entering the premises consider the presentation, disposition and demeanour of the occupant
- Be aware of any dogs on the premises and ask the owner to put the dog in another room if you feel uncomfortable
- Always follow the person into the premises – do not walk in front of them

- Upon entering the room consider where the visit is to be conducted and try and position yourself in easy reach of a clear exit, unimpaired by furniture or a closed door

DURING THE VISIT

- Keep your mobile phone on during the visit so that you can use it quickly in an emergency
- Never give or accept money or gifts of any kind from the person being visited. If they wish to donate to the church it should be done in an official way agreed by your treasurer and the nominated person for adults
- If you feel uncomfortable or threatened at any time, leave as soon as possible, or make an emergency alert call, in accordance with a pre-agreed procedure. e.g. The church officer* under threat contacts an agreed person and says “I’m running late, can you let Mr. Smith know!” The person who receives this call should immediately notify the police, providing them with all relevant details of the church officer’s* location and circumstances and then contact (insert name of appropriate church officer* here, e.g. vicar/church warden) who should liaise with police and, if safe to do so, undertake a visit to the known location

AFTER THE VISIT

- Contact your agreed person to let them know you have arrived home safely
- Pass on any safeguarding concerns to your Parish Safeguarding Officer
- Where appropriate, share information about the visit with other members of your team so that lessons can be learned and practice improved
- Keep a record of visits – date, time, people present, any concerns

Emergency Contacts

- If you feel threatened dial 999 and give the address of the premises. Inform Reverend Danny Payne as soon as possible.
- Provide those working alone with a list of contact details for all those who hold keys to Church premises

Further information on personal safety is available from:

- Suzy Lamplugh Trust <http://www.suzylamplugh.org>
- National Churchwatch <http://www.nationalchurcheTrust.org/clergy-home-security>

- (or <http://www.nationalchurchestrust.org/>)
- Home Office <https://www.gov.uk/government/organisations/home-office>
- West Midlands Police <https://www.westmidlands.police.uk/cp/crime-prevention/personal-safety-how-to-stay-safe/>

Please see **appendix 2: Home Visiting Risk Assessment Checklist**

16. CODE OF SAFER WORKING PRACTICES

The Code of Safer Working Practice (2021) expresses our commitment to demonstrating God's love by placing the highest priority on the safety of those to whom we minister. It sets out what we expect from anyone who ministers in our church, in both paid or voluntary roles, and is one of the ways we ensure high standards of safeguarding in all we do.

Upholding the Code

All members of staff and volunteers are expected to report any breaches of this code to the Parish Safeguarding Officer. Staff and volunteers who breach this code may be subject to disciplinary procedures or asked to leave their role. Serious breaches may also result in a referral made to the relevant statutory agency.

All those working on behalf of the parish with children, young people and adults must:

- Treat all individuals with respect and dignity;
- Respect people's rights to personal privacy;
- Ensure that their own language, tone of voice and body language are respectful;
- Ensure that children, young people and adults know who they can talk to about a personal concern;
- Record and report any concerns about a child, young person or adult and/or the behaviour of another worker with their activity leader and/or the Parish Safeguarding Officer. All written records should be signed and dated;
- Obtain written consent for any photographs or videos to be taken, shown, displayed or stored.

In addition, those working with children and young people must:

- Always aim to work with or within sight of another adult;
- Ensure another adult is informed if a child needs to be taken to the toilet;
- Respond warmly to a child who needs comforting but make sure there are other adults around;
- Ensure that the child and parents are aware of any activity that requires physical contact and of its nature before the activity takes place.

All those working on behalf of the parish with children, young people and adults must not:

- Use any form of physical punishment;
- Be sexually suggestive about or to an individual;
- Scapegoat, ridicule or reject an individual or group;
- Permit abusive peer activities e.g. initiation ceremonies, ridiculing or bullying;
- Show favouritism to any one individual or group;
- Allow an individual to involve them in excessive attention seeking;
- Allow unknown adults access to children, young people and adults who may be vulnerable. Visitors should always be accompanied by an approved person;
- Allow strangers to give lifts to children, young people and adults who may be vulnerable in the group;
- Befriend children, young people and adults who may be vulnerable on social media;
- Take photographs on personal phones or cameras as this means that images are stored on personal devices.

In addition, for children and young people, must not:

- Give lifts to children you are supervising, on their own or your own (unless there are exceptional circumstances e.g. in an emergency for medical reasons or where parents fail to collect a child and no other arrangements can be made to take a child home. In such situations, the circumstances and your decision must be recorded and shared with an appropriate person at the earliest opportunity);
- Smoke or drink alcohol in the presence of children and young people, except when this is a social situation with family members/carers present, eg a parish party*
- Arrange social occasions with children and young people (other than events which also include family members/carers) outside organised group occasions.

Acceptable Touch

Sympathetic attention, encouragement and appropriate physical contact are needed by children and adults. Some physical contact with children, particularly younger children, can be wholly appropriate. However, abusers can use touch that appears safe to 'normalise' physical contact which then becomes abusive. As a general rule, the use of touch between adults in positions of responsibility and those with whom they are working or volunteering should be initiated by the person themselves, and kept to the minimum.

In addition to this, always follow the guidelines below:

- Ask permission before you touch someone;
- Allow the other person to determine the degree of touch except in exceptional circumstances (e.g. when they need medical attention);
- Avoid any physical contact that is or could be construed as sexual, abusive or offensive;
- Keep everything public. A hug in the context of a group is very different from a hug behind closed doors;
- Touch should be in response to a person's needs and not related to the worker's needs. Touch should be age appropriate, welcome and generally initiated by the child, not the worker.

** For the avoidance of doubt this document does not apply to church services, including Holy Communion.*

17. PARISH SAFEGUARDING COMPLAINTS PROCEDURE

What are safeguarding Complaints?

A complaint can be made, verbally or in writing, when someone feels the safeguarding policies and procedures of the Parochial Church Council (PCC) of St John the Evangelist, Perry Barr have not been followed correctly or they have been implemented unfairly. Disagreement with the professional decisions taken by those appointed by the PCC is NOT by itself grounds for a complaint.

If someone who is employed by the PCC as a volunteer or paid worker wishes to make a complaint against the way the PCC's safeguarding policies and procedures have been followed they should follow the PCC's grievance procedure, rather than this complaints procedure.

This complaints procedure MUST NOT be used when someone is being harmed:

When there is a concern or an allegation that a child or adult who may be vulnerable or is being harmed or at risk of harm

and/or

When there is a concern or an allegation that an adult or a child may have caused harm to another child or adult who may be vulnerable.

This must be reported in accordance with the parish safeguarding policy and procedures.

Report abuse to your Parish Safeguarding Officer or the Bishop's Safeguarding adviser (online at

<https://www.cognitofirms.com/Cofebirmingham/SafeguardingRecordOfConcern> or telephone 07342993844) or in an emergency the police on 101 or 999.

Complaints against ministers

This complaints procedure cannot be used for complaints against ministers. A complaint against a member of the clergy should be addressed to the Archdeacon or the Bishop of Birmingham. A complaint against a Reader or Lay Minister must initially be addressed to the Incumbent (Vicar).

Managing complaints

Complaints will be dealt with by the church wardens who will

- Respond promptly to the person raising the matter,
- Listen carefully to the issues of concern,
- Impartially examine the issues to ensure fairness to all,
- Rigorously explore ways the issues can be resolved,
- Accurately and sensitively feed back to the person who raised the issues.

A person who wishes to make a complaint should...

Firstly...

... talk to the person or group concerned, wherever possible, explaining what the issues are and what they would like to see happen to resolve them. This should be done at the earliest opportunity.

Then...

... if the complaint can't be resolved through discussion with the person or group concerned, they should speak or write to a church warden. This must be done within a reasonable period of time of the issue arising.

The church warden will have a conversation with the person and listen to their concerns and what they would like to happen to resolve the issue.

The church warden will then speak to the person or group the complaint is about, (and anyone else who may have information to help them consider the complaint), and listen to their response.

Within a reasonable period of time after considering the information, the church warden will make a decision and inform both the person who has made the complaint and the person or group against whom the complaint has been made.

If this decision does not resolve the issue...

... within a reasonable period of time, the person bringing the complaint can ask for their concerns to be reviewed by another church warden (who has not been in the process so far) together with two PCC members.

The two PCC members will consider all the information gathered so far. They may also have conversations with any of the persons involved in the complaint, and any other person who may have information relevant to the concerns, where this would assist them in reaching a decision.

Within a reasonable period of time, after considering all the information, the church warden and two PCC members will make a decision and inform the person who has made the complaint and the person or group to whom the complaint has been made. Their decision will be final.

External

If, despite all stages of this procedure having been followed, the person making the complaint remains dissatisfied, they may choose to escalate their concerns to an Archdeacon or an independent or statutory agency, as appropriate.

If the complaint refers to a breach of the PCC's responsibilities as Charity Trustees, they may refer their concerns to the Charity Commission.

If they believe that the PCC or any of the paid or voluntary workers they have appointed has committed a criminal offence they should report this to the police.

ADDENDUM: RESIDENTS OF ST JOHN'S WALK

POLICY - RESIDENTS OF ST JOHN'S WALK

St John the Evangelist Church, Perry Barr, policy of how we interact with the residents of the Family Housing Association Complex located on St John's Walk. This covers when we have concerns about the behaviour of any individual resident of St John's Walk or when we have concerns about the safety of S. John's parishioners and centre users.

This policy is not a recommendation for general interaction with the residents on a day to day basis, although, if you are in a vulnerable situation, e.g. you are on your own doing maintenance, please consider this policy in response to your own safety.

We must always maintain a respectful demeanour and a caring attitude towards residents but do not engage with the person whose behaviour, actions and/or speech are concerning you.

We all have the responsibility for the safety of ourselves and others.

We all have the responsibility of maintaining a Christian open and inclusive Church.

We all have the responsibility of acting within the law, and ensuring that everyone else acts within the law.

We all have the responsibility to refer to the law (the police) when a situation arises which appears to either contravene the law or which places person(s) in apparent or immediate danger.

PROCEDURE - RESIDENTS OF ST JOHN'S WALK

A procedure for response to the residents, the behaviours, the management.

Contact the police (999) immediately if there is a threat to personal safety or life.

The Family Housing Association has their own advice for these situations. We should emulate this where possible in regards to the residents.

<https://www.citizenhousing.org.uk/customer-services/anti-social-behaviour/>

The type of behaviour you are witnessing affects how you respond to it. Not all behaviours will be extreme and require contacting the police. Some (see Risk Assessment) may only require logging with the Parish Safeguarding Officer or 101.

The Parish Safeguarding Officer will liaise with the management team.

When calling 101:

Your full name

Calling from St John's Church, Perry Barr, B42 2LB to report [disruptive behaviour / violent threats or actions towards property / church property being accessed via the boundary wall / I have been approached in a manner which makes me feel uncomfortable]

This happened at [time]

I was doing [give brief details e.g. I was gardening]

The police are aware of ongoing issues.

I wish to log this event. (please ensure that you get a note of the log/ crime number)

When calling 999:

I am at St John's Church, Perry Barr and am in immediate danger.

I am alone / with others [how many]

I am outdoors / I have retreated to a place of safety but cannot venture away from it.

I am in danger because [I am being threatened with violence / I have been physically attacked].

Going forward we will leaflet St John's Walk if we have an event that will have more noise than usual. E.g a sports day.

We will leaflet if we have an unusual event that will go on after 20:00 hours.

We will put out a general leaflet as good weather arrives to inform when we will be using the grassed area for St John's clubs and events. The wording on the leaflet will be discussed with the management.

The Parish Safeguarding Officer will make and attempt to maintain contact with the management of SJW.

The Parish Safeguarding Officer will attempt to arrange and facilitate the following:

- Regular meetings
- A direct link contact point
- An emergency contact point
- Regular contact with SJW Safeguarding Officer/ Co-Ordinator
- The construction of a joint policy (reflecting policies already in place for SJW and SJC) to mitigate risk.
- Contact with St John's Walk management team

INCLUSIVE CHURCH STATEMENT

St John's is an Inclusive Church.

We are a lively, sociable and faithful group of diverse people of all ages, ethnicities, sexualities, backgrounds and abilities.

We believe in a church which celebrates and affirms every person and does not discriminate. We will continue to challenge the church where it continues to discriminate against people on grounds of disability, economic power, ethnicity, gender, gender identity, learning disability, mental health, neurodiversity, or sexuality.

We welcome all.

USEFUL CONTACTS

| | |
|--|--|
| Helen Greenwood (Parish Safeguarding Officer) | 07907779814 |
| Reverend Danny Payne (Vicar) | 07475005055 |
| Elisabeth Fisher (Licensed Reader) | reader@st-johns-perry-barr.org.uk |
| Steph Haynes (Bishop's Safeguarding Adviser) | 07342993444 |
| Childline | 0800 1111 |
| NSPCC Helpline | 0800 800 5000 help@NSPCC.org.uk |
| Family Lives Helpline | 0808 800 2222 |
| Samaritans | 116 123 |
| Action on Elder Abuse (Hourglass) | 0808 808 8141 |
| National Domestic Violence Helpline | 0808 2000 247 |
| Men's Domestic Violence Helpline | 0808 801 0327 |
| LGBT Domestic Violence Helpline (Galop) | 0300 999 5428 |
| National Association of People Abused in Childhood | 0800 085 3330 |
| Stop It Now! Helpline | 0808 1000 990 |

| | |
|-----------------------------------|--|
| Birmingham & Solihull Women's Aid | 0800 800 0028 |
| West Mercia Women's Aid | 0800 980 3331 |
| Staffordshire Women's Aid | 8070 2700 123 |
| Black Country Women's Aid | 0121 552 6448 |
| Birmingham Crisis Centre | 0121 507 0707 |
| Safe Spaces (Church Abuse) | 0300 303 1056 SafeSpaces@FirstLight.org.uk |

Local Authority Children's Social Care Services:

0121 303 1888 (Birmingham)
0121 569 3100 (Sandwell)
0121 788 4333 (Solihull)
0800 1313 126 (Staffordshire)
01926 414144 (Warwickshire)
01905 822666(worcestershire)

Local Authority Adult Social Care Services:

0121 303 1234 (Birmingham)
0121 569 2266 (Sandwell)
0121 704 8007 (Solihull)
0345 604 2719 (Staffordshire)
01926 412080 (Warwickshire)
01905 768053 (Worcestershire)

If there is a threat of harm or a threat to life, call 999 immediately (112 in Europe).

If there is a non-emergency but the police still need to be informed, call 101.

If more advice is required for First Aiding, call NHS 111.

PCC RESOLUTION

This Safeguarding Policy was adopted by resolution of St John the Evangelist, Perry Barr, Parochial Church Council on 9th November 2024.

This policy must be reviewed annually at the first PCC meeting following the APCM/ AGM.