

DRAFT - GGPC Safeguarding Policy

Objectives and Aims

This safeguarding policy's aim is to protect any child or vulnerable adult attending Golder Green Parish Church (GGPC) and to ensure that there is an appropriate framework in place to report, and investigate, and resolve where appropriate safeguarding complaints or concerns within Golder Green Parish Church. This policy keeps in mind the Diocese of London's Safeguarding policy.

GGPC has a responsibility to keep children and adults who need care and support safe from **abuse and neglect**.

The Priest in charge, all staff employed by the Parish, church volunteers, members of the Parish Council will have undergone a DBS check before being able to conduct activities within the church that involve children or adults who need care.

If it is believed that a vulnerable person is in **immediate danger**, please **contact the police** and make the designated GGPC safeguarding officer and the Diocese Safeguarding Officer aware in **strict confidence**.

Guiding Principles

- **Prevention:** GGPC will put in place measures to prevent abuse, including the use of safe recruitment practices, promoting safe working practices and raising awareness of safeguarding
- **Protection** - GGPC will provide policy, procedures and training to enable, the Priest in charge, members of the PCC, staff and volunteers to identify and respond appropriately to concerns about abuse
- **Partnership**- GGPC will work with statutory and regulatory bodies, the Diocese of London and Barnet Council and other relevant organisations to ensure that safeguarding concerns are responded to appropriately.
- **Empowerment** - We will be person centred and ensure that rights are upheld in our safeguarding work
- **Accountability** - GGPC aims to be transparent in its approach to safeguarding issues as well as recognising the need for continuous learning and improvement.

What is Safeguarding

Safeguarding is not just limited to the protection of children and vulnerable adults who need care - it also includes ensuring that their environment, in this case GGPC, is safe. This includes individuals being able to look after the physical and mental wellbeing of the children and vulnerable adults within the premises of the church. It also extends to individuals not posing a physical or psychological risk to children and vulnerable adults within the premises of the work.

Where individuals volunteering or employed by the church are considered a risk to children or vulnerable adults, they will be suspended from partaking in any activity involving children and vulnerable adults until an investigation has been conducted and concluded by the Safeguarding Officer (working with a sub-committee appointed by the PCC). This will be done in partnership with the Archdeacon and his safeguarding team.

Breaches of the Safeguarding Policy

Breaches of the Safeguarding Policy may be managed in a number of ways depending on the nature and consequences of any incident. In some cases, a combination of responses may be required:

- Local Authority coordinated safeguarding investigation
- Police investigation
- Referral to the Disclosure and Barring Service
- People and Performance disciplinary action
- Serious incident reporting to the Charity Commission
- Inter review or cooperation with an external review.
- Referral to the Diocese of London

Raising a Safeguarding Concern [Notifying]

Where there is a safeguarding concern about any vulnerable person attending Golders Green church in any capacity - during services, Martha's toddler Group, senior circle the Safeguarding form should be completed (anonymously if desired) and addressed to the designated Safeguarding Officer. The details of the Safeguarding Officer are made available on the Church Notice Board, Church office or the Church website.

If a safeguarding issue concerns a member of the parish council or employee of the church of England then the concern should be raised to the Safeguarding Team of the Diocese of London by the designated Safeguarding Officer.

If it is believed that a vulnerable person (child or adult) is in **immediate danger** please make the designated GGPC Safeguarding Officer aware immediately whose duty it will be to assess the situation and contact the police. If the Safeguarding Officer is unavailable and the danger is **immediate or imminent**, the police must be contacted.

The GGPC Safeguarding Officer will make the Priest in Charge and the Diocese Safeguarding team aware of the safeguarding issue at the first opportunity – ensuring personal details are withheld to protect confidentiality. Where the safeguarding issue concerns the Priest in Charge, the issue will be referred to the Diocese of London Safeguarding Team unless there is an immediate threat which **must** be reported to the police and discussed with the Church Wardens and Safeguarding Officer.

Roles and Responsibilities

Safeguarding Officer and Safeguarding Committee - responsible for developing awareness of safeguarding matters at GGPC

Safeguarding Officer: The details of the Safeguarding Officer can be found on the Church Notice Board, Church office or the Church website.

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