

# safeguarding and safer recruitment



The Church of England is committed to encouraging an environment where all people and especially those who may be vulnerable for any reason are able to worship and pursue their faith journey with encouragement and in safety. Everyone, whether they see themselves as vulnerable or not, will receive respectful pastoral ministry recognising any power imbalance within such a relationship.

**Any allegations of mistreatment, abuse, harassment or bullying must be responded to without delay.**

All safeguarding queries or concerns should be directed to Revd Alicia baker in the first instance who can be contacted on [vicar@stjohnsdudleywood.org](mailto:vicar@stjohnsdudleywood.org) All concerns will be treated with due care, respect and appropriate confidentiality.

If you think that someone is at immediate risk of serious harm you must contact the police on 999. For non-urgent police enquiries use 101.

The Diocesan Safeguarding Advisor is Hilary Higton - 07495 060869.

Our safeguarding policy is displayed all our buildings and the number for Childline - 0800 1111) and conforms to the Church of England's general policy. For more guidance see the House of Bishops Safeguarding Policy for Adults 'Promoting a Safe Church'

## Who may be vulnerable?

All children (under 18s) are considered vulnerable. Adults, too, may be vulnerable (by reason of age, illness, mental or other disability or other situation) and thus permanently, or for the time being, be unable to take care of themselves, or to protect themselves against significant harm or exploitation.

Some of the factors that increase vulnerability include:

- a sensory or physical disability or impairment;
- a learning disability;
- a physical illness;
- mental ill health (including dementia), chronic or acute;
- a addiction to alcohol or drugs;

- the failing faculties in old age;
- a permanent or temporary reduction in physical, mental or emotional capacity brought about by life events, for example bereavement or previous abuse or trauma.

Abuse can be physical, emotional, sexual, financial, neglect or self-neglect, spiritual or modern slavery.

Some situations will not require immediate action, even so, all concerns or suspicions of abuse can be discussed with the vicar and if necessary with the Diocesan Safeguarding Adviser Hilary Higton (07495 060869).

## Safer recruitment

All voluntary and paid roles within the life of the church community require a short application form to be completed and two references to be taken up.

All voluntary and paid positions working with children and vulnerable adults require a DBS-check to the appropriate level as required by the role. A DBS need to be renewed every 5 years. The Diocese's C1 Safeguarding training should be carried out within the first year of appointment, and then the C5 refresher training every 3 years from that point.