

Come and Go to Love and Serve the Lord
St Mary's Pype Hayes 

*“Let the little children come to me,
and do not hinder them.
For the kingdom of God
belongs to such as these”
Mark 10 v 14*

Child Protection Policies and Procedures 2020

This Policy is reviewed annually by St Mary's PCC; the revised policy to be available for adoption at the September PCC each year.

St. Mary's Church
Pype Hayes
Birmingham
B24 0TB
0121 382 3585
www.stmarysb24.org

Contents Page

Page

3	Safeguarding Officers and Training
5	Diocesan Values on Children
6	St. Mary's Child Protection Statement
7	What is abuse?
8	Recruitment and Selection
9	Signing Declaration form, Disclosure, Policy in action.
10	Signs of abuse and following up concerns
11	Reporting Flow Chart
12	Guide Lines for Group and Club Leaders
13	Safe Environment and Good practice
14	Confidentiality, Disclosure and Confession
16	Church Support
18	Confidential Declaration Form
21	Training
21	Who has adopted this policy?
22	Diocesan Contacts
23	Organisations that can help or give information

2020 DBS and Safeguarding Modules

Safeguarding Officers:

Christine Barnsley - Parish Safeguarding Officer and Co-ordinator for Safeguarding of Vulnerable Adults;

Thelma Sharpe – Co-ordinator for Safeguarding of Children and Young People;

Jovan Marcetic - Domestic Violence Contact

The church contact number for all safeguarding issues is 07513 015257.

Franci Ball: Lead Parish Identity Verifier

T: 0121 382 3585; E: office.stmarysb24@gmail.com

Bishop's Safeguarding Adviser:

M: 07342 993 844; E:StephH@cofebirmingham.com

Every church employee and Church Officer should have a written role description.

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

At St Mary's Pype Hayes role descriptions are provided by each Team Leader to be included in our 'Team Doors' booklet.

Role description determines:

- (i) Whether **DBS** required (involvement with Children and Young People up to the age of 18 and/or Vulnerable Adults)
- (ii) Level of Safeguarding training needed.

DBS applications all completed online via Lead Parish Identity Verifier; renewed every **FIVE** years.

Safeguarding training renewed every **Three** years

Safeguarding training - 3 modules as follows: Awareness; Foundation; Leadership

Awareness online: recommended for anyone who needs a basic level of awareness of safeguarding .Required for PCC members and anyone who must complete Foundation and Leadership modules. PCC members repeat every 3 years

Foundation: required for anyone who has safeguarding responsibilities/contact with children and/or vulnerable adults. Paid/volunteer roles who have direct contact with children/vulnerable adults and church operations managers must repeat every 3 years.

Leadership: required by anyone who has safeguarding leadership responsibilities or is leading activities involving children and/or vulnerable adults. Ordained and licensed lay ministers – all clergy and Readers,

commissioned lay ministers, Parish Safeguarding Co-ordinator, PCC Safeguarding Lead, Wardens, paid/volunteer leaders with responsibility for children and/or vulnerable adult activities must repeat every 3 years.

There are also **Specialist** modules:

Specialist Modules:

Safer Recruitment – Area Deans, Incumbents, Priests-in-charge, Team Vicars, Parish Safeguarding Co-ordinator, Parish Identity Verifier and any other parish roles with recruitment responsibilities required.

PCC Safeguarding Lead – recommended.

Domestic Violence:

All ordained and licensed lay ministers (all clergy and Readers), all pastoral visitors, Area Deans, Incumbents, Priests-in-charge, Team Vicars, Parish Safeguarding Co-ordinator – required.

Paid/volunteer roles who have direct contact with children/vulnerable adults/families, Church Wardens and PCC Safeguarding Lead – recommended.

Record Keeping

Don't know how long to keep records for?

To help parishes the Church of England issued the guidance below which was included in the 2016 copy of the Archdeacons' Visitation News.

Child or adult protection incidents and concerns	Keep for 70 years after last contact with the individual concerned
Concerns and allegations against workers and volunteers	Keep for 75 years after employment ceases
Children's and vulnerable adults activities, including risk assessments	Keep for 50 years after the activity ceases
Workers and volunteers who do not work with children or vulnerable adults	Keep for 6 years after employment ceases
Workers and volunteers who work with children or vulnerable adults	Keep for 75 years after employment ceases
DBS certificates	Destroy after 6 months – but keep a record of name, number, date, role, on the certificate

Further information and advice about keeping records is available on the Church of England website.

The Bishop of Birmingham

The Bishop of Birmingham has asked every parish to develop a Child Protection Policy: he has given a number of guidelines, which the Parochial Church Council (the PCC) has followed. The aim is to promote the best possible nurture and care of children and young people, ensure that the church as a whole takes responsibility for these issues and provide guidance for everyone to ensure the care and protection of children from abuse. The result is the policy that follows (to be agreed and adopted by the church council) and binding the whole church especially those groups involving children and young people.

Diocese of Birmingham “Every Child Matters to God”

To imbue the agenda with Christian values, the church can:

Christian Values	Be healthy. Look after the body and spirit that God made.
Faith	<ul style="list-style-type: none"> • create opportunities in our work with children and young people for prayer, worship, reflection, stillness • provide opportunities to develop in the Christian faith, and to respect those of a different faith or no faith position • look at relationships and health in the light of moral, cultural and faith values
Worship	
Prayer	
	Stay safe. Trust in God.
Trust	<ul style="list-style-type: none"> • ensure that children and young people are able to practise their faith without fear of prejudice or bullying • promote, within the Christian ethos, self-worth, self respect and trust • foster an atmosphere of respect and listening where concerns can be voiced and questions raised, and then appropriate action taken
Challenging	
Injustice	
Justice	
	Enjoy and Achieve. Use your talents.
Using Talents	<ul style="list-style-type: none"> • Praise and celebrate achievements in all fields • Provide opportunities for children and young people to express their learning in a variety of ways
Joy	
	Make a positive contribution. Be generous.
Love	<ul style="list-style-type: none"> • demonstrate ways of living based on Christian values in the context of a society which may have different values, (including giving and forgiving) • show what it means to love one's neighbour
Generosity	

- Worship**
 - extend opportunities for children and young people to contribute to the worship life of the church
 - encourage prayer for others
 - encourage initiatives which promote social cohesion and caring for the environment

 - Service**
 - Justice**
 - Challenging**
 - Hope**
- Achieve economic wellbeing. Serve God and others.**
- promote an understanding of Christian stewardship and a responsibility to look after the planet's resources
 - contribute towards the church's work in helping people locally
 - explore the lifestyles of those who have chosen to follow the teaching of Jesus about trusting God
 - encourage sharing of resources with others and collaboration
 - explore the relationship between wealth and happiness

Our Response

We have an opportunity to minister in this situation with the love of God and an obligation to do this in a professional manner. Therefore we are looking to cover children's safety and also that of our leaders and helpers. The purpose of the policy and procedures is to help us fulfil our responsibilities and direct us in our work with children and young people.

St Mary's Child Protection Statement

We, the PCC of St Mary's, Pype Hayes, Birmingham, believe that the Christian community is called by God to recognise the value of each person and to take particular responsibility for the needs of those who are vulnerable. We therefore give paramount importance to the nurture and care of children and young people in all aspects of church life. We recognise our responsibility to keep children safe from harm and to guard against the possibility of their physical, spiritual, sexual or emotional abuse by persons who may be acting in the name of our parish.

This is the Church's response and it is the responsibility of all leaders, helpers and those involved in the children's groups or youth work to implement this policy statement and guidelines.

What is abuse?

To the issue of abuse we all bring our attitudes and personal experience, so that within the Christian tradition there will always be a range of views, some of which will alter with time and so it is true to say...

"the definition of abuse hinges, in many cases, on defining the level of care that parents should provide for their children. When there is no agreement about the requisite care, there will be disagreement about whether abuse is present" (Stratton 1988)

In 1985 the British Association of Social Workers listed criteria in order to decide if abuse had occurred.

For abuse to be said to be present:

Parents must have done something or not done something to a child which could have been avoided and as a result of this, harm has come or can be predicted will come to the child.

Child abuse is a general term used to cover a wide range of things. When Social Services and other agencies make a decision that a child needs protection, their name goes onto the Child Protection Register, listed according to one or a combination of more than one of the categories listed below.

Categories of Abuse.

Neglect: The persistent or severe neglect of a child or the failure to protect a child from exposure to any kind of danger; Including cold, starvation, or extreme failure to carry out important aspects of care, resulting in the significant impairment of the child's health or development or failure to thrive.

Physical injury: Actual or likely physical injury to a child, or the failure to prevent physical injury or suffering to a child, including deliberate poisoning, suffocates syndrome.

Sexual Abuse: Actual or likely sexual exploitation of a child or adolescent. The child may be dependent and or developmentally immature.

Emotional Abuse: Actual or likely severe adverse effect on the emotional and behavioural development of a child caused by persistent or severe emotional ill treatment or rejection. All abuse involves some emotional ill treatment. This category should be used where it is the main or sole form of abuse.

(Taken from 'Protecting All God's Children'- CPP for the Church of England – Edition 3)

Recruitment and Selection

All new or current volunteers or employees who come into contact with children and who may be acting in the name of St Mary's Church will be given a role description and will meet with the incumbent and discuss the child protection policy and sign a declaration form provided by the Bishop. New legislation also requires all eligible * applicants/ volunteers should complete the *Disclosure and Barring Service process.

* i.e., their contact with the child falls into the category of "regulated activity" for DBS purposes.

Existing workers going through this process should in no way feel any judgement or reflection of their years' service given, rather it marks a new awareness of the professionalism we are called to operate within. It should be the responsibility of the PCC to ensure that interviews take place.

References

The prospective employee's declaration form should spell out clearly the applicant's responsibilities for protection of children and young people as part of the job.

The Vicar will request that all references are taken up from all personnel who are recruited for work with children in the church context in any paid or voluntary capacity.

The references will be taken up from those with a satisfactory knowledge of the person concerned and his or her previous work with children or young persons. A recent history of frequent movements between parishes or children's groups should be explored further.

It should be the responsibility of the PCC to ensure that written references are requested.

Declaration form

St Mary's PCC will use the Protection of Children and Young People Confidential Declaration as drawn up by the House of Bishops.

Interview with the incumbent

During the interview the following areas should be covered:

- The policy of the parish and its purpose made clear.
- Discuss the experience of working with young people.

Information for the worker:

1. What the role will require of the applicant.
2. Training and the parish policy & who are responsible for this.
3. Probationary period with review.
4. The senior person they report to for the support provided.

Signing the declaration form

The Parish declaration form needs to be completed and signed even if the applicant has completed other declaration forms at other groups. All applicants will be treated in the same manner and be aware that the incumbent has a complete set of documents held confidentially.

If someone is not found suitable for this area of work, then it could be helpful to find another area of involvement in parish life.

Workers under 18 years old should sign the declaration form, which should also have the signature of the parent /guardian or known adult who ensures that the worker understands what they are signing and what the purpose of the form is.

Paid or voluntary work should be conditional upon the completion of a successful probationary period, during which time an existing worker will supervise the applicant.

In the event of an interregnum the PCC should nominate someone to carry out the interview and references.

Disclosure

It has now been agreed that all eligible workers paid or voluntary working with children will have to complete the Disclosure and Barring Service (DBS) process. This is to conform with national government requirements for the protection of children and identifying prospective workers who may be unsuitable for this type of work. This is carried out via the Lead Parish Identity Verifier. All eligible volunteers and paid staff will receive a DBS invitation letter and will need to supply the relevant information and proof of identification. This procedure is compulsory and allows the parish to meet the high expectations placed on all people working with young people. All relevant information and proof of identification will be kept in confidence securely by the incumbent of the parish or the Area Dean during interregnum.

Policy in action

An important aspect of providing support and care for children and young people comes through providing an environment in which they can feel safe enough to communicate and express themselves in their own way. Workers need to make it clear that they are available to listen and support the building of relationships, which makes them approachable. It is also important that workers get to know their children and are alert to significant changes in what might be normal; our team will need to have agreed means of passing on information of concern about children from one session to another.

Signs that may constitute abuse

Physical signs

- Injuries which do not match explanations
- Self inflicted injuries
- Pains which seem to have no medical reason.
- Injuries to part of the body not usually harmed as a result of accidents children have

Signs of possible sexual abuse

- Sexually explicit behaviour inappropriate for the child's age
- Continual open masturbation
- Aggressive and inappropriate sex play

Emotional signs

- Reverting to younger behaviour, being withdrawn, depressed or clinging
- Change in normal behaviour- level of aggression, mood, ability or concentration
- Happy only away from home

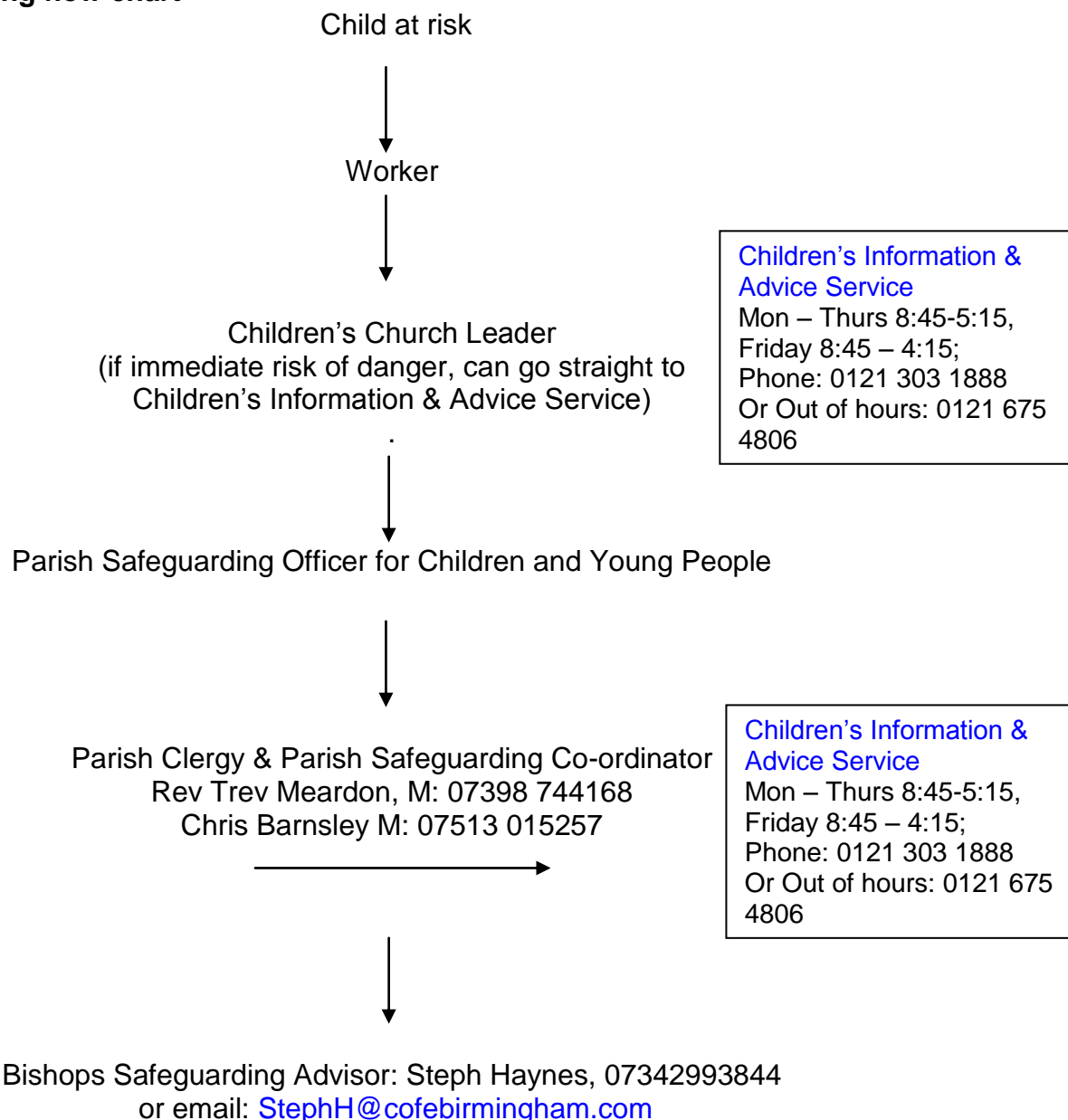
Following up concerns

Concern for a child should make us stop and think. We need to follow up the concern if our first thoughts are not set at rest by some explanation. We need to note the concern and any subsequent discoveries.

A relaxed or simple question to the parent or child about the visible injuries should reveal care and **not** suspicion. Do not approach people who are unknown to you, always keep up to date records.

Suspicion of abuse cannot be made on hearsay, gossip or half-remembered details. On the other hand signs may lead a worker to be aware that a child is at risk due to abuse; action must be taken as soon as possible. Below is our agreed procedure for reporting this situation of concern.

Reporting flow chart



All this should be carried out immediately by telephone.

In this flow chart if it is not appropriate to contact the next person contact someone more senior.

Direct all press calls to the Diocesan Communication Officer: Fiona Handscomb Phone: 0121 426 0438; Email: FionaH@cofebirmingham.com

See also Appendix K. (Referral form. Concerns about a Child(ren).)

Guidelines for each activity/club

Record Keeping

As part of our ongoing commitment to children's work for each child we will need the following information, which should be updated at least once a year (See Appendix G.):

- Full name
- Address
- Contact telephone number (e.g. parents work grandparents etc)
- Next of kin
- Date of Birth
- Regular Medication and all medical problems

This information should be available at all times, particularly when off the premises. If you're taking the child or young person off the premises, a consent form must be obtained and the PCC informed before the event for insurance purposes. (See Health and Safety Checklist)

A register should be taken each time the club activity takes place. This will also be used as a record for Fire Drills.

Emergencies

Make sure that your group always has a mobile phone readily available. Have telephone numbers of the clergy, local doctor, police, gas and electricity available.

Make sure that you are aware of any church procedures.

Record all accidents in your group's accident book and inform clergy or churchwardens as soon as possible of any serious accidents or incidents.

Property Information

Ensure all club leaders and helpers know the location of:

- Evacuation procedure instructions
- Fire exits and fire extinguishers
- Nearest mobile phone
- First aid kit
- Cleaning materials
- Dustbins

Ensure that responsibilities are clearly known in respect of the above.

Running of the Club/Activity

Ensure that there are clear procedures for arriving and departing and that parents, children and leaders know what these are. Do a safety check before children arrive. Make sure that the leaders know procedures to be followed e.g. Fire procedure. (See Risk Assessment)

Ensure that no leader is left alone with a child. With regards to Children's Church, if a leader leaves the room, leaving only one leader, please open your door to an adjoining room or temporarily join up with another group. If it is necessary for a one to one conversation to happen, then please make sure that this is in open view.

Please keep a written record of concerns that you have about individuals or problems in the group. Inform your supervisor/youth worker/clergy of these. Discipline needs to be consistent and all parties aware of any rules or guidelines

Safe Environment and Good Practice Guidelines

Ratios

Recommendations from the Children's Act

- 0-2 yrs old 1 Adult to 3 children
- 2-3 yrs old 1 Adult to 4 children
- 3-5 yrs old 1 Adult to 8 children
- 5-7 yrs old 1 Adult to 8 children
- 8 yrs + 2 Adults to 15 children

No person under 18 should be left in charge of a children's group. They cannot be held legally responsible. It is recommended to have 2 leaders per group regardless of size.

Room space

Each child needs a minimum of 2.3 square meters of unencumbered space that is with no stacks of chairs or other furniture in it.

People

Children's Leaders will wear name badges identifying who they are, both for the benefit of the children and the parent guardian(s). Leaders will challenge strangers to the group and visitors will be required to wear a Visitor's Badge. (Leaders must be approved by DBS, as noted on page 8 of this policy.)

Offsite activities

The proper ratio for an off-site activity is the normal ratio for the age range, plus a minimum of one more approved leader in case of unexpected need or emergency.

Other issues for offsite activities are the need for parental signed consent forms for each offsite activity. The PCC should also be informed ahead of time of offsite planned activities. Each transportation vehicle should have two approved leaders in it.

General duty of confidentiality

Both law and sound morals impose a general duty not to pass on information which has been received in the clear expectation that it will be treated in confidence. That duty is not absolute, however, and the courts will not intervene to restrain disclosure where (a) the information relates to a crime or other serious misconduct and (b) disclosure is in the public interest. **Thus, where a child is judged to be at risk of significant harm, usually it will be legally possible, appropriate and highly desirable to disclose relevant information to the public authorities for the sake of protecting children.**

If such information has been received in confidence, the person giving the information should in the first instance be encouraged to disclose it to the authorities him- or herself. Alternatively, the person receiving the disclosure should ask permission to pass it on. If this request is denied it might still be possible to pass the information to a statutory body. The latest government guidance *'What to do if you're worried a child is being abused (2003), (appendix 3, sections 10, 11)* gives helpful advice on information sharing. It states:

Disclosure in the absence of consent

The law recognises that disclosure of confidential information without consent or a court order may be justified in the public interest to prevent harm to others.

The key factor in deciding whether or not to disclose confidential information is **proportionality**: is the proposed disclosure a proportionate response to the need to protect the welfare of the child? The amount of confidential information disclosed, and the number of people to whom it is disclosed, should be no more than is strictly necessary to meet the public interest in protecting the health and well-being of a child. The more sensitive the information is, the greater the child-focused need must be to justify disclosure and the greater the need to ensure that only those professionals who have to be informed receive the material.

Confession

It is possible that relevant information may be disclosed in the particular context of confession. Canon law constrains a priest from disclosing details of any crime or offence which is revealed in the course of a formal confession; however, there is some doubt as to whether this absolute privilege is consistent with civil law.* Where a penitent's own behaviour is at issue, the priest should not only urge the person to report it to the police or social services, but may judge it necessary to withhold absolution until this evidence of repentance has been demonstrated.

It is in everyone's interest to recognise the distinction between what is heard in formal confession (however this might take place) which is made for the quieting of conscience and is intended to lead to absolution, and disclosures made in pastoral situations. For this reason, it is helpful if confessions are normally heard at advertised times, or by other arrangement, or in some way

differentiated from a general pastoral conversation or a meeting for spiritual direction.

**This and other issues relating to confidentiality, are given detailed consideration by the Legal Advisory Commission in its opinion entitled 'The Clergy and Confidentiality' (May 2002), to be published in the forthcoming edition of 'Legal Opinions concerning the Church of England.'*

(Taken from 'Protecting All God's Children'- CPP for the Church of England – Edition 3 Appendix 3.2 and 3.3)

Church Support

For a perpetrator who wants to stop abusing

In her proposal for how to effectively support a perpetrator, Heggen gives the following guideline: “to work effectively and redemptively with offenders in the congregation, the Church must reaffirm its belief in the power of the Resurrection and the possibility of a new life in Christ for both offender and offended”.

To support an offender we need to be prepared for:

- The extent and tenacity of denial in the offender; and
- That religious conversions are common among convicted offenders.

It is problematic to distinguish true conversions from religious conversions whose primary goal is the evasion of treatment for sexual abuse. Salter's (1998) observation is that the difference lies in whether or not the person sees their new experience with God as empowering them to change their behaviour through treatment or eliminating the need for treatment.

We need to understand that offenders will abuse again unless they face up to and acknowledge their problems and receive specialised help. Even admitting and getting such help does not guarantee that the offender will not abuse again. It is helpful for us to continue to remember the obsessional nature of abuse.

It is clear that where an abuser sincerely seeks to change their behaviour the support of people around them who understand what is involved is vital. Thus there is a role for clergy and others in his congregation to help them on their journey to a life where they do not abuse.

This will involve

- Offering reassurance that they are cared about and that people are committed to supporting them as they make this change in their lives.
- Ensuring that they understand the grief, anger and abhorrence at their previous behaviour.
- Confronting them to ensure they get and accept treatment
- Ensuring they co-operate with the legal system if they have been convicted.

Recovery from the “sin” of abuse is a daily on going process. Most professionals who work with sex offenders believe perpetrators need maintenance counselling for the rest of their lives.

Congregations can play a valuable role in this by:

- Continually reaffirming to the abuser that it is because of their care for them that they will not tolerate abusive behaviour anymore.
- Giving the message that, because they love their children and because they love the person they will not allow them to be in situations where they may be tempted to abuse.

- Helping the offender to understand and accept that repentance is much more than saying sorry – it is an ongoing turning away from the destruction caused to another child of God attempting to make amends and offering restitution.

The congregation can help the perpetrator understand and be accountable as they work through these steps towards redemption and healing.

Even if the abuse happened many years ago the untreated offender will need help facing their sin and walking through these steps of repentance restitution and forgiveness. They will need to continue to work at understanding their ongoing susceptibility to destructive attitudes and behaviour towards other adults and children.

References

Cashman Hilary- Christianity and Child Sexual Abuse
Heggen. Carolyn Olderread – Sexual Abuse in Christian Homes and Churches
Salter A C – treating Child Sex Offenders and Victims A Practical Guide.

**Protection of Children and Young People
Confidential Declaration Form**

1a. Have you ever been convicted of any criminal offence (including any spent convictions under the Rehabilitation of Offenders Act 1974)?*

Yes No Please circle.

If yes, please state the nature and date(s) of the offence(s), continuing on a separate sheet*** if necessary.

1b. Have you ever been cautioned by the police or bound over to keep the peace?

Yes No Please circle.

If yes please give full details continuing on a separate sheet* if necessary.

1c. Are you at present under investigation?

Yes No Please circle.

If yes please give full details continuing on a separate*** sheet if necessary.

1d. Have you ever been found by a court exercising civil jurisdiction (including matrimonial or family jurisdiction) to have caused significant harm to a child or young person under the age of eighteen years, or has any such court made any order against you on the basis of any finding or allegation that any child or young person was at risk of significant harm from you?**

Yes No Please circle

If yes, please give full details continuing on a separate sheet*** if necessary.

2a. Has your conduct ever caused or been likely to cause significant harm to a child or young person under the age of eighteen, or put a child or young person at risk of significant harm?

This question relates to any conduct, whether in a paid capacity, as a voluntary worker, or otherwise.

Yes No Please circle

If yes, please give full details including date(s) and nature of the conduct or alleged conduct, and whether you were dismissed, disciplined, moved to other work or resigned from any paid or voluntary work as a result. Please continue on a separate sheet*** if necessary.

2b. To your knowledge, has it ever been alleged that your conduct has resulted in any of those things?

Yes No Please circle

If yes, please give full details including date(s) and nature of the conduct or alleged conduct, and whether you were dismissed, disciplined, moved to other work or resigned from any paid or voluntary work as a result. Please continue on a separate sheet*** if necessary.

3. Has a child in your care or for whom you have or had parental responsibility ever been removed from your care, been placed on the Child Protection Register or been the subject of a care order, a supervision order, a child assessment order or an emergency protection order under the Children act 1989, or a similar order under other legislation?

Yes No Please circle.

If yes, please give full details, continuing on a separate sheet*** if necessary.

4. Have you any health problem(s) that might affect your work with children or young people under the age of eighteen?

Yes No Please circle.

If yes please give full details, continuing on a separate sheet*** if necessary.

5. Have you since the age of eighteen, ever been known by any name other than the one given below?

Yes No Please circle.

If yes please give full details.

6. Have you, during the past five years had any home address other than that given below?

Yes No Please circle.

If yes, please give full details, continuing on a separate sheet*** if necessary.

Notes

* Declare all convictions, cautions, warnings or reprimands. Posts where a person is working or coming into contact with children are exempt from the Rehabilitation of Offenders Act 1974 so that all spent convictions must be declared.

Any technical motoring offences dealt with by fine do not need to be declared.

** "Significant Harm" involves serious ill-treatment of any kind including neglect, physical, emotional or sexual abuse, or impairment of physical or mental health development.

Declaration

I declare that the above information (and that on the attached sheets^{***}) is accurate and complete to the best of my knowledge.

Signed.....

Date.....

Date of Birth...../...../.....

Full Name

Address.....

.....
.....

^{***}Please delete if not applicable.

Please return the completed form to:

Parish Identity Verifier
St. Mary's Church Office
1162 Tyburn Road
Pype Hayes
Birmingham
B24 0TB

Before an appointment can be confirmed applicants must provide an enhanced/standard disclosure from the Disclosure and Barring Service. Consult with your Bishop's Office, incumbent or child protection coordinator for details of the process.

Training

There is training available from organisations working with children such as CPAS and Scripture Union and also through the Diocese.

The PCC will investigate what is available and commit to providing relevant training for all those working with children in the name of the Parish who are under the umbrella of St. Mary's Church. The PCC will also investigate the training procedures used for those working with children in the other groups who use church premises. This will be reviewed on a regular basis when new volunteers/staff are appointed.

Who has adopted this policy?

Group	Have they adopted this policy?
Rise and Shine	Yes
Children's Church	Yes
Brownies	No Use Guiding Association Policy – Safe from Harm
Apple Tree Nursery	No Has its own policy

Informing everyone of the policy and Ensuring people work within it.

The PCC commit to ensuring that all user groups are aware of this Child Protection Policy and that each group will be presented with a copy. Each group will be asked to sign the policy to show their intention of adhering to its requirements. If this does not take place then the group in question will be asked to produce their own policy or equivalent. If one doesn't exist they will need to adhere to the church policy or else further action will be taken.

Insurance policy covering public liability

Every church activity is covered by the Ecclesiastical buildings and contents policy.

Diocesan Contacts

Claire Wesley
Safeguarding Training and Development Officer
T: 0121 426-0432
E: ClaireW@cofebirmingham.com

Sarah Rose
Safeguarding Support Officer
T: 0121 426 0407
E: safeguardingsupport@cofebirmingham.com

Laura Rutherford
Safeguarding Trainer
T: 07747 246 858
E: LauraR@cofebirmingham.com

Peter Cozens
Safeguarding Training Support Officer
T: 0121 426 0429
E: safeguardingsupport@cofebirmingham.com

Steph Haynes
Bishop's Safeguarding Adviser
Telephone: 07342 993 844
E: StephH@cofebirmingham.com

The Venerable Simon Heathfield
The Archdeacon of Aston
The Church of England
1, Colmore Row Telephone: 0121 426-0428
Birmingham B3 2BJ SimonH@cofebirmingham.com

Church's Child Protection Advisory Service (CCPAS) **CCPAS New Name: thirtyone:eight**

The inspiration behind the new name comes from Proverbs 31:8 which says,
"Speak out on behalf of the voiceless, and for the rights of all who are
vulnerable." (CEV)
Helpline: 0303 003 1111
Website: info@thirtyoneeight.org

Director of Communications
Fiona Handscomb
Telephone: 0121 426 0438
FionaH@cofebirmingham.com

Organisations that can help or give information

NSPCC Child Protection Helpline: T: 0808 800 5000. (Lines free and open 24 hours) Phone if you are worried about a child.
E: help@nspcc.org.uk

Childline The Childline help line is: 0800 1111. (Lines free and open 24 hours.) Phone if you are a child or young person and worried about anything.

Kidscape This is mainly a resource for teachers and other child leaders to teach other children how to protect themselves from bullying or abuse (particularly sexual abuse) it also runs a bullying help line.
T: 020 7730 3300; E: info@kidscape.org.uk

Family Lives National tel: 0808 800 2222 www.familylives.org.uk

Samaritans 24 hr help line 116 123 www.samaritans.org

Stop it Now! Tel: 0808 1000 0900 www.stopitnow.org.uk and
www.parentsprotect.co.uk Protecting children from sexual abuse and what to do if sexual abuse is or has taken place.

Social Care and Domestic Abuse Children telephone 0121 303 1888. Out of hours, telephone 0121 675 4806.

A list of further resources can be found in God's Children: Our Diocese – 2005 – Second Revision Oct 2008 Appendix U." Agencies for Support, Help and Advice".