



**Parish of Bishops Hatfield  
St Michael and All Angels**

**Policy for Safeguarding Children**

**This policy was adopted by Bishops Hatfield: St Michael and All Angels at a Parochial Church Council meeting held on **Monday 16<sup>th</sup> November 2020.****

**St Michael and All Angels adopts the guidelines of the Church of England and the Diocese.**

*We are committed to promoting and supporting environments which:*

- are youth-friendly and child-friendly and nurture their positive development
- enable children and young people to be active contributors to the church community
- protect children and young people from actual or potential harm
- enable and encourage concerns to be raised and responded to openly and consistently.

*We recognise that:*

- the welfare of the child or young person is paramount
- all children (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
- abuse of children can occur in all communities and is most likely to occur within families and by people known to the child
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

*We will endeavour to safeguard children and young people by:*

In all our activities -

- valuing, listening to and respecting children and young people
- fostering and encouraging best practice by setting standards for working with children and young people, in co-operation with statutory bodies, voluntary agencies and other faith communities

*In our recruitment of paid staff and volunteers, following Diocesan procedures in –*

- ensuring careful selection and recruitment of ordained and lay ministers as appropriate, voluntary workers, and paid workers with children and young people, in line with safer recruitment principles and checks
- providing supervision, support and training

*In our publicity -*

- sharing information about good safeguarding practice with children, parents, and all those working with them
- Following the rules and guidelines of GDPR

*When concerns are raised, we at St Michael and All Angels follow Diocesan procedures in -*

- responding without delay to every concern raised that a child or young person may have been harmed, or be at risk from harm; or about the behaviour of an adult or child
- working with the diocese and appropriate statutory bodies during an investigation into child abuse, including when allegations are made against a member of the church community
- challenging any abuse of power, especially by anyone in a position of trust

*In our care -*

- ensuring that informed and appropriate pastoral care is offered to any child, young person or adult who has suffered abuse
- ensuring that appropriate pastoral care is offered to any member of our church community against whom an allegation is made

*In our supervision, following Diocesan procedures in -*

- ensuring, in partnership with the diocese and other agencies, that care and supervision is provided for any member of our church community known to have offended against a child or young person, or to pose a risk to them.

*We are committed to reviewing our policy and procedures annually.*

**Incumbent ...** *Revd. Paul Seymour*.....

**Churchwarden ...** *Mrs. Nikki Shilton* .....

**Churchwarden ...** *Mr. Kim Banham* .....

**Date ...** *22<sup>nd</sup> November 2020* .....