

SAFEGUARDING POLICY dated: 12th September 2025

Name: The Parish of Farleigh

Church Address: St Leonard's, Cliddesden, All Saints Dummer, St, Martin's Ellisfield, St. Andrew's Farleigh Wallop

Office address and contact details:

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The Rectory, Alresford Road, Preston Candover RG25 2EE

INTRODUCTION

Definitions of Terms

For the purposes of this Safeguarding Policy, all references to:

'child', 'children', 'young person', 'young people', – whether singular or plural – are used interchangeably and are taken to refer to those under 18 years of age.

'workers', 'staff', 'volunteers', 'helpers' are used interchangeably and are taken to refer to anyone interacting with children and vulnerable adults on behalf of The Church

'child abuse' refers to any of the recognised forms of abuse – physical, emotional, sexual abuse or neglect.

'vulnerable adult', 'vulnerable people' are used interchangeably and means a person aged 18 and over who has a condition of the following type:

- a substantial learning or physical disability;
- a sensory, physical or mental illness or mental disorder, chronic or otherwise, including an addiction to alcohol or drugs;
- a significant reduction in physical or mental capacity;
- a dependency upon others in the performance of, or a requirement for assistance in the performance of basic physical functions;
- severe impairment in the ability to communicate with others,
- impairment in a person's ability to protect him/herself from assault, abuse or neglect;
- failing faculties in old age;
- a reduction in physical, mental, or emotional capacity brought about by life events;
- any situation which reduces a person's capacity to protect themselves from significant harm or exploitation;
- a person experiencing long term disability or deterioration in health, or caring for someone with physical difficulties;
- a recently bereaved person;
- someone coming to terms with life changing experiences – divorce, birth of a child, domestic abuse, retirement, loss of job, etc.

The definition could include a wide range of people and does not make it easy for people in Churches to identify areas where they may need to undertake special care or training. It could almost be taken to apply to anyone to whom clergy offer pastoral care, whether a regular attendee at their local church, or a person coming for one of the occasional offices or who simply wants pastoral support.

MISSION STATEMENT

The PCC recognises the importance of its ministry and its responsibility to protect and safeguard the welfare of children and vulnerable adults entrusted to the church's care. The welfare of these groups is always paramount.

As part of its mission, the Church is committed to:

- The safeguarding, care and nurture of children and vulnerable adults within our church community and who participate in any activity of the church;
- Safe recruitment, supervision and training for all the workers within the church who may work with children or vulnerable adults.
- Responding without delay to every report or cause for concern that a child or person for whom it is responsible may be or may have been harmed in any way;
- Full cooperation with statutory agencies during any investigation into allegations concerning abuse of any child or person in the church community;
- Providing informed pastoral care to any child or adult who has suffered abuse;
- The management and supervision of any member of the church community known or thought to pose a threat to children or vulnerable adults.

CHURCH POLICY

The PCC recognises the need to provide a safe and caring environment for everyone. It also recognises that children and vulnerable adults can be the victims of physical, sexual and emotional abuse, and neglect. The PCC has therefore adopted the procedures set out in this document (hereafter "the policy").

The PCC is committed to on-going safeguarding training for all those who work with children and vulnerable people and will regularly review the Policy and procedures.

RESPONDING TO ALLEGATIONS OF ABUSE

Under no circumstances should a Church youth worker, volunteer or helper carry out their own investigation into the allegation or suspicion of abuse. The person in receipt of allegations or suspicions of abuse should:

- Discuss concerns with the Director for Safeguarding and Inclusion (01962 737317).

**If you need immediate advice or help on Monday to Friday 6pm – 8am, or on weekend and Bank Holidays, please call the Hampshire out of hours' service on:
0300 555 1373**

- Suspicions must not be discussed with anyone other than those nominated above. A written record of the concerns should be made in accordance with church procedures and kept in a secure place.
- The PCC will support the Co-ordinator / Deputy Co-ordinator in their role, and accept that any information they may have in their possession will be shared in a strictly limited way on a need to know basis.

APPOINTMENT, SUPPORT, SUPERVISION & TRAINING OF LEADERS & WORKERS

The PCC will ensure all workers will be appointed, trained, supported and supervised appropriately.

APPOINTMENT OF WORKERS

The Church has a robust recruitment procedure, including: all prospective workers will be asked to complete an application form and apply for an Enhanced Criminal Records Bureau Disclosure and be registered with the Independent Safeguarding Authority

The procedure for appointment will be:

- Informal discussion
- Completion of application form and a self declaration of any criminal record
- References taken up
- Check the person is registered with the ISA (from 10/09)
- An application is made to the DBS for an enhanced Disclosure
- Receipt of the Disclosure from the DBS
- Meeting with Children's Work Overseer/Youth Work Overseer
- Allocation of worker into children's/youth work
- Contract completed

The Safeguarding Officer, Youth Leaders and/or the PCC will make a judgement on whether or not it would be appropriate to appoint a person.

Workers will be given a contract on appointment.

SUPPORT AND SUPERVISION

All workers will be provided with appropriate support and supervision within their roles.

TRAINING

All workers will be expected to undertake regular training and The Church will ensure that appropriate opportunities are made available.

SUPPORT TO THOSE AFFECTED BY ABUSE

The PCC is committed to offering pastoral care and support to those attending the church who have been affected by abuse.

WORKING WITH OFFENDERS

When someone attending the church or wishing to join the church is known to have abused children or vulnerable adults, the PCC will ensure an appropriate Agreement is put in place (where possible the Director for Safeguarding and Inclusion will work with statutory agencies to ensure known risks are identified and included) to supervise the individual concerned and offer pastoral care. The Agreement will detail the conditions under which the person may attend the church.

CONTACT DETAILS;

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