**SAFEGUARDING POLICY STATEMENT FOR ST NICHOLAS (ST NICK’S) ALLESTREE**

**Our vision**

The vision statement of St Nick’s is

In fulfilling this vision, we:

* Welcome children and adults at risk into the life of our community
* Run activities for children and adults at risk
* Make our premises available to organisations working with children and adults at risk

**Our safeguarding responsibilities**

The church recognises its responsibilities in safeguarding all children, young people and adults at risk, regardless of gender, ethnicity or ability.

As members of this church we commit ourselves to the nurturing, protection and safekeeping of all associated with the church and will pray for them regularly. In pursuit of this, we commit ourselves to this policy and to the development of sound procedures to ensure we implement our policy well.

* **Prevention and reporting of abuse**

It is the duty of each church member to help prevent the abuse of children and adults at risk, and the duty of each church member to respond to concerns about the well-being of children and adults at risk. Any abuse disclosed, discovered or suspected will be reported in accordance with our procedures. The church will fully co-operate with any statutory investigation into any suspected abuse linked with the church.

* **Safer recruitment, support and supervision of workers**

The church will exercise proper care in the selection and appointment of those working with children and adults at risk, whether paid or voluntary. All workers will be provided with appropriate training, support and supervision to promote the safekeeping of children and adults at risk.

* **Respecting children and adults at risk**

The church will adopt a code of behaviour for all who are appointed to work with children and adults at risk so that all children and adults are shown the respect that is due to them.

* **Safer working practices**

The church is committed to providing an environment that is as safe as possible for children and adults at risk and will adopt ways of working with them that promote their safety and well-being.

* **A safer community**

The church is committed to the prevention of bullying. The church will seek to ensure that the behaviour of any individuals who may pose a risk to children, young people and adults at risk in the community of the church is managed appropriately.

**Safeguarding contact points within our church**

The church has appointed the following individuals to form part of the church safeguarding team:

**NAME, Designated Person for Safeguarding (DPS)**

He/She will advise the church on any matters related to the safeguarding of children and adults at risk and take the appropriate action when abuse is disclosed, discovered or suspected.

Phone number ………………………………………………. Email address ……………………………………………………………………

**NAME, Deputy Designated Person for Safeguarding (DDPS)**

He/She will assist the Designated Person for Safeguarding (DPS) in helping the church on any matters related to the safeguarding of children and adults at risk and take the appropriate action when abuse is disclosed, discovered or suspected.

Phone number …………………………………………….… Email address ………….……………………………………………….………

**NAME, Safeguarding Trustee**

He/She will raise the profile of safeguarding within the church and oversee and monitor the implementation of the safeguarding policy and procedures on behalf of the church trustees.

Phone number …………………………………………….… Email address ……………………………….……………………………………

Our church minister (in vacancy) is also an important part of the Church Safeguarding Team. Where possible, the Church Safeguarding Team will work together if and when issues arise. However, each person has a responsibility to report allegations of abuse as soon as they are raised.

*Further definitions of these roles can be found in the BUGB publications ‘Safe to Grow’ (2011) & ‘Safe to Belong’ (2015).*

**Putting our policy into practice**

* A copy of the safeguarding policy statement will be displayed permanently on the church noticeboard and safeguarding folder.
* A full copy of the policy and procedures will be made available on request to any member of, or other person associated with the church.
* The policy and procedures will be monitored and reviewed, and any necessary revisions adopted into the policy and implemented through our procedures.
* The policy statement will be read annually at the church AGM, together with a report on the outcome of the annual safeguarding review.

**Policy on the recruitment of ex-offenders**

As an organisation assessing applicants’ suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), St. Nick’s complies fully with the code of practice and undertakes to treat all applicants for positions fairly

St. Nick’s undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed

St. Nick’s can only ask an individual to provide details of convictions and cautions that St. Nick’s are legally entitled to know about. Where a DBS certificate at either standard or enhanced level can legally be requested (where the position is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended, and where appropriate Police Act Regulations as amended)

St. Nick’s can only ask an individual about convictions and cautions that are not protected

St. Nick’s is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background

St. Nick’s has a written policy on the recruitment of ex-offenders, which is made available to all DBS applicants at the start of the recruitment process

St. Nick’s actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records

St. Nick’s select all candidates for interview based on their skills, qualifications and experience

An application for a criminal record check is only submitted to DBS after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a criminal record check is identified as necessary, all application forms, job adverts and recruitment briefs will contain a statement that an application for a DBS certificate will be submitted in the event of the individual being offered the position

St. Nick’s ensures that all those in St. Nick’s who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences

St. Nick’s also ensures that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974

at interview, or in a separate discussion, St. Nick’s ensures that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment

St. Nick’s makes every subject of a criminal record check submitted to DBS aware of the existence of the code of practice and makes a copy available on request

St. Nick’s undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.