Parish of Hempsted with St Mary de Lode and St Mary de Crypt, Gloucester

Policy on the Safeguarding of Children and Young People

1. The PCC accepts the House of Bishops 'Promoting a Safer Church: Safeguarding Policy Statement.'

2. The PCC seeks to provide a caring, warm and consistent atmosphere and environment in which children and young people can develop and grow, and in which they can learn in safety. Children and young people will be treated as individuals and with equal concern.

3. The PCC recognises the following areas of work with children and young people: Messy Church, Youth Group, bell ringing, Children and Communion programme, Confirmation, serving and taking part in services, training of volunteers for Discover DeCrypt, workshops and concerts for Discover DeCrypt, children's holiday clubs, Eco Church, Stay and Play (St Mary de Crypt and Hempsted).

4. The Annual Meeting has elected **ROXY NICHOLLS & MARY GOULD** to be the Parish Safeguarding Officers to whom all concerns and cases of suspected or alleged abuse must be reported immediately.

5 The PCC:

I. Will ensure that everyone involved in the care of children and young people, whether through paid employment, volunteer roles or as Trustees, are personally made aware of the House of Bishops policy and the PCC policy.

II. Will ensure that completed personnel records are appropriately stored. All information on workers with children and young people will be kept locked away safely and confidentially in line with data protection legal requirements.

III. Will ensure that every appropriate position is recruited in line with national church and diocesan Safer Recruitment processes and that each person then completes the appropriate level safeguarding training.

IV. Will ensure that it complies with the rolling programme of DBS checks that are supported/administered by the diocese.

V. Will ensure everyone involved in working with children and young people are clear of the nature of the work they have agreed to do and the name of the person to whom they are responsible.

VI. Will ensure the Rector, working with the Parish Safeguarding Officers, will be responsible on the PCC's behalf for implementing and monitoring the PCC's policy.

VII. Will ensure that the PCC is regularly informed of the names of those who work with children and young people for parish records.

VIII. Will make adequate provision for insurance cover for all activities for children and young people in line with the House of Bishop's guidance.

IX. Will make a copy of this policy available to all employees and volunteers of this church, and to parents/guardians.

X. Will ensure that any individual organisation renting/using its premises for activities involving children and young people is aware of its own individual responsibilities to have appropriate safeguarding policies and processes in place.

XI. Will ensure that any complaint made regarding a child or young person for whom we are responsible, who may have been harmed or is in significant danger, will be reported immediately and that we will fully cooperate with statutory agencies during any investigation into allegations concerning a member of the church community.

XII. Will inform the statutory agency of any suspected criminal offenders or concerns that we are made aware of in respect of our contact with children and young people, and will inform and work closely with Diocesan staff and all statutory agencies.

XIII. Will offer informed pastoral care to any child, young person or adult who has suffered abuse, and provide them with details of local and national support agencies.

XIV. Will work closely with the diocese to ensure that we effectively supervise and support any member of our church community known to have offended against a child.

XV. Will work closely with the diocese in ensuring appropriate people are trained and updated on good practice and changes in legislation.

XVI. Will ensure that a copy of this policy is displayed on the parish noticeboards alongside information from the national church plus a ChildLine poster.

This policy will be reviewed at the Annual Meeting. Safeguarding will remain a standing item on each PCC agenda. The Parish Safeguarding Officers will continue to meet with the Rector prior to each PCC meeting in order to share good practice and any concerns and to prepare its report to PCC.

Area Dean *Jo Pestell*

Churchwarden *David Knight*

Churchwarden *Richard Lane*

Date 12 April 2026