

Teignmouth East

Safeguarding Action Plan

Level 3

Introduction

The Church of England's safeguarding policy statement, *Promoting a Safer Church*, says:

"All Church bodies should ensure that they have a 'Promoting a Safer Church' action plan in place that sets out, in line with national and local priorities, how the policy is being put into action and is reviewed regularly."

This Action Plan has been produced by an application called *Safeguarding Dashboards* for the consideration of the PCC.

The PCC is invited to discuss, amend and approve this Action Plan.

Safeguarding Dashboards has three levels:

- Level 1 - Safer Foundations;
- Level 2 - Safer Activities;
- Level 3 - Safer Practices.

Further information about these levels can be found at... <https://tinyurl.com/roadmap-safeguarding>

Date approved by the PCC: _____

Policies and Action Plan

	Status	Notes
Safeguarding Policy Approval The PCC must approve a parish safeguarding policy which complies with Church of England requirements.	Completed	A hard copy of the Promoting a Safer Church booklet was left with the PCC on 09/09/2020.
Safeguarding Policy Promotion 'Promoting a Safer Church' must be publicised and promoted, and all Church Officers must have access to it.	Completed	A hard copy of the Promoting a Safer Church booklet was left with the PCC on 09/09/2020.
Safeguarding Action Plan The PCC must approve an action plan and review it regularly.	Completed	It is not clear when the last Action Plan was reviewed by this PCC.
Recruitment of Ex-Offenders The PCC must have a policy regarding the recruitment of ex-offenders.	Completed	The policy was discussed at the PCC Meeting on the 20th of Jan 2022
Local Ecumenical Partnership Local Ecumenical Partnerships (LEPs) must agree which denomination or organisation's safeguarding policy to follow.	Completed	This Parish is not part of a LEP.

Safeguarding Procedures

	Status	Notes
Responding to Concerns or Allegations The PCC must approve a procedure to deal promptly with any safeguarding concern or allegation (including any suspicion of abuse). This procedure is to be reviewed annually.	Completed	This matter was revisited at the last PCC meeting.
Known Offenders Known offenders, and others who may pose a risk to children or vulnerable adults, must be effectively managed and monitored in consultation with the Diocesan Safeguarding Adviser.	Completed	This matter was discussed at the PCC Meeting on the 20th of January 2022
Data Protection and Retention The PCC must comply with data protection legislation and Church of England data retention guidance.	Completed	Discussed at the PCC on the 16th of September 2021
Clergy Vacancy Consideration must be given to the secure storage of safeguarding records during a clergy vacancy.	Completed	

	Status	Notes
Use of Social Media The PCC must ensure that the church is following national guidance regarding the use of social media.	Completed	This subject was discussed at the PCC Meeting on the 20th of January 2022. We discussed the importance of seeking advice and guidance from our Key User and the fact that all PCCs are accountable to the Rector in its use of Social Media in any context.

Safeguarding Roles

	Status	Notes
Parish Safeguarding Representative The PCC must safely recruit a suitable person (not the incumbent or his/her partner) to the role of Parish Safeguarding Representative. The appointment is to be made in accordance with national 'safer recruitment' guidance.	Completed	SH has resumed the role of Safeguarding Officer for this Parish
Churchwardens The churchwardens must be made aware of their safeguarding responsibilities.	Completed	
DBS Evidence Checker The PCC must appoint at least one DBS Evidence Checker who is responsible for the administration of DBS applications. This role may be carried out by the Parish Safeguarding Representative.	Completed	A DBS Evidence Checker has now been appointed for this Parish. The relevant training is currently being completed.

Reviews and Reports

	Status	Notes
PCC Agendas Safeguarding must be a standing agenda item at every PCC meeting.	Completed	SH will provide a Safeguarding Action Plan for sharing with all PCC members prior to each PCC meeting.
Reports to the PCC The Parish Safeguarding Representative must give regular reports to the PCC regarding safeguarding in the parish.	Completed	SH will provide a Safeguarding Action Plan to the PCC Secretary for sharing with all PCC members prior to all planned meetings.

	Status	Notes
Reports to the APCM At the Annual Parochial Church Meeting, the PCC must report on safeguarding in the parish.	Completed	An updated Action Plan will be sent to the PCC Sec and the Haldon Community Website in preparation for APRIL 2022
Review List of Church Activities The PCC must confirm that the list of Church Activities on this dashboard is complete.	Completed	A children focused service now takes place once a month as part of the church's worship pattern.
Review List of Non-Church Activities The PCC must confirm that the list of Non-Church Activities on this dashboard is complete.	Completed	No other children focused (non-church) activities take place.

Learning and Development

	Status	Notes
Basic Awareness Pathway This learning pathway must be completed by all church officers, and anyone going on to complete any other safeguarding learning pathway.	Some people need to complete the Basic Awareness Pathway.	The PCC members and associated roles have changed within this Parish. It is understood that the C0/Basic Awareness pathway training should be completed by all. The purpose of this is: <ul style="list-style-type: none"> • Connect the core principles and practices of safeguarding to the Christian faith. • Recognize issues of power and abuse as they present themselves in a range of contexts, including the Church. • Identify the barriers (emotional, psychological & theological) that can prevent the promotion of healthy Church communities. • Apply a clear process in the handling of concerns / safeguarding information whilst recognizing the boundaries of their own role.

	Status	Notes
<p>Foundation Pathway</p> <p>This learning pathway must be completed by churchwardens, PCC members, vergers and anyone in a role which involves work with children, young people or vulnerable adults.</p>	Some people need to complete the Foundation Pathway.	<p>The Foundation Pathway is for those who have roles with children, CWs, PCC members. This includes the C0 training and the DA training. The purpose of this is:</p> <ul style="list-style-type: none"> • Connect an understanding of good safeguarding practice to their own role and responsibilities. • Recognize commonalities and differences arising from the age or circumstances of those affected, and how this informs appropriate action. • Identify wider support, accountability, and governance arrangements relevant for safeguarding in their context. • Analyze and respond appropriately to variety of safeguarding scenarios whilst recognizing the boundaries of their own role.
<p>Leadership Pathway</p> <p>This learning pathway must be completed by Parish Safeguarding Representatives and anyone who significantly influences the culture of the church.</p>	Some people need to complete the Leadership Pathway.	<p>It is uncertain whether there are more church members who would qualify for the Leadership Pathway...i/e Community Communion Sharers. To be advised. LLPs are excluded from these data. The Executive Officer and Administrator for Licensed Lay Ministers (Readers) monitors the completion of the DBS status and training for LLPs.</p>
<p>Safer Recruitment and People Management Pathway</p> <p>This learning pathway must be completed by Parish Safeguarding Representatives, DBS Evidence Checkers, line managers and anyone involved in the recruitment of church officers.</p>	Completed	
<p>Domestic Abuse Pathway</p> <p>This learning pathway must be completed by Parish Safeguarding Representatives and PCC members.</p>	Some people need to complete the Domestic Abuse Pathway.	This training is required by all of the PCC members.
<p>Parish Safeguarding Officer Induction Pathway</p> <p>This learning pathway must be completed by anyone taking on the role of Parish Safeguarding Representative.</p>	Completed	SH is the SG officer for this PCC at this moment in time.

Training for Key Roles

	Status	Notes
Parish Safeguarding Representative The PCC must ensure that the Parish Safeguarding Representative undertakes the required safeguarding training.	Completed	
Churchwardens The PCC must ensure that all Churchwardens undertake the required safeguarding training.	Churchwardens need to complete some safeguarding training.	Domestic Abuse Training to be completed.
DBS Evidence Checker The PCC must ensure that DBS Evidence Checkers undertake the required safeguarding training.	DBS Evidence Checkers need to complete some safeguarding training.	The DBS checker is newly appointed. The Domestic Abuse training and the Safer Recruitment Training will be completed as as soon as it is possible.
PCC Members The PCC must ensure that all their members undertake the required safeguarding training.	Completed	Some of the PCC members had completed all of the training and then withdrew from PCC activity. New members have joined the PCC and their training is outstanding. For the purposes of this report- we have recorded that the PCC is compliant at this point in time.

Church Activities

Displayed Information

	Status	Notes
Safeguarding Policy Notice Each church building must display a notice about its safeguarding policy.	Completed	
Safeguarding Who's Who Each church building must display contact details for people who have safeguarding roles.	Completed	A poster is present in the church giving details of the SG Officer locally and the contact details of the Diocesan SG Officers. We will aim to update the posters and to make sure they are in full view of the public and visitors.
Safeguarding Poster Each church building must display a 'Promoting a Safer Church' poster.	Completed	

	Status	Notes
Parish Website Safeguarding arrangements must be clearly visible on the front page of a parish website (if you have one).	Completed	This information can be found on the Haldon Team Mission Community website and on the A Church Near You. Photo ID can be found on the church noticeboard.

Non-Church Activities