

St. Aidan's Church

Leigh-on-Sea
Essex
SS9 4QW



Diocese of Chelmsford

1. Policy Statement

We at St. Aidan's, within the **Diocese of Chelmsford**, are committed to the safeguarding, care, and nurture of everyone within our church community — especially children, young people, and vulnerable adults.

We affirm that safeguarding is everyone's responsibility, and we will do all that is reasonably possible to ensure a safe environment for all.

2. Our Commitments

In all our activities and ministry, we will:

- Promote a safer church environment and culture.
- Safely recruit, support, and train all those with responsibility for children, young people, and vulnerable adults.
- Respond promptly and appropriately to every safeguarding concern or allegation.
- Care pastorally for victims/survivors of abuse and other affected persons.
- Respond to those who may pose a risk to others, with appropriate supervision and pastoral care.
- Cooperate fully with the **Diocesan Safeguarding Team**, statutory authorities, and the Church of England's safeguarding policies.

3. Scope

This policy applies to:

- All ordained and lay ministers
- PCC members and churchwardens
- Paid staff and volunteers
- All church activities and ministries, both on and off-site

4. Key Roles and Responsibilities

Parish Safeguarding Officer (PSO)

- First point of contact for safeguarding concerns
- Liaises with the Diocesan Safeguarding Team
- Ensures safeguarding information is visible and accessible
- Maintains safeguarding records securely

Incumbent and PCC

- Ensure safeguarding is a standing agenda item at PCC meetings
- Oversee implementation and review of this policy
- Provide ongoing support to the PSO

Diocesan Safeguarding Team

- Offers advice, training, and support to parishes
- Leads on complex case management
- Maintains diocesan-wide safeguarding standards

5. Safer Recruitment

We follow the Church of England's **Safer Recruitment and People Management Guidance**, including:

- Role descriptions and risk assessments
- Application forms and interviews
- References and confidential declarations
- Enhanced DBS checks where appropriate
- Ongoing supervision and safeguarding training

6. Responding to Safeguarding Concerns

All concerns, disclosures, or allegations must be:

1. **Taken seriously**
2. **Reported immediately** to the Parish Safeguarding Officer
3. **Referred without delay** to the **Diocesan Safeguarding Team** and, if necessary, statutory agencies (e.g., police or social services)

Do not investigate the matter yourself.

In an **emergency** or where someone is at immediate risk, call **999**.

7. Pastoral Care and Support

We are committed to:

- Listening to and supporting survivors of abuse
- Providing pastoral care to those affected by safeguarding issues
- Supporting and managing those who may pose a risk, in line with House of Bishops' guidance and safeguarding agreements

8. Training

All those working with children, young people, and vulnerable adults must complete:

- **Basic Awareness** safeguarding training
- **Foundation** level training (and Leadership where required)
- Refresher training every **three years**

9. Confidentiality and Record-Keeping

- All safeguarding records will be stored securely in accordance with data protection law.
- Information will be shared only with those who need to know, in the interests of safeguarding.
- All records will be kept in accordance with the **Church of England's guidance on safeguarding records**.

10. Review and Implementation

- This policy will be reviewed **annually** by the PCC.
- The PSO and PCC will ensure it reflects current guidance from the **Diocese of Chelmsford** and the **Church of England**.
- The policy will be **displayed publicly in church** and **available on the parish website**.

11. Key Contacts

- **Parish Safeguarding Officer:** Clare Barber, 07877345298, staidans.safe@gmail.com
- **Incumbent / Priest-in-Charge:** Revd. Carolyn Madanat, 07925941249, rev.carolyn.madanat@gmail.com
- **Diocesan Safeguarding Adviser:**
Website: <https://www.chelmsford.anglican.org/safeguarding>
Safeguarding Team Email: safeguarding@chelmsford.anglican.org
Emergency out-of-hours number: 01245 29 44 44

Safeguarding contact details for Southend Council Children's Services:

- First Contact Team: Mon-Thurs: 9am-5.30pm. Friday: 9am-4.30pm 01702 215007
- Emergency Duty Team, Out of hours, 365 days a year 0845 606 1212
- Adult Services: Safeguarding Adults Helpline on 08452 66 66 63

National Helplines:

- Childline: 0800 1111
- NSPCC: 0808 500 8000
- Domestic Violence Helpline: 0808 200 0247
- MACSAS (Ministers and clergy sexual abuse survivors): www.macsas.org.uk
- Mencap Learning Disability Helpline: 0808 808 1111
- VOICE UK (For people with learning disabilities who have experienced crime or abuse): 0808 802 8686
- StopItNow! (For anyone who may need help preventing abuse, even in themselves) : 0808 100 0900
- Women's Aid (Seeking to end domestic violence against women and girls): www.womesaid.org.uk
- Samaritans: 08457 909090

Approved by the PCC on: 24/11/2025

Review Date: 11/2028

PCC Chair / Incumbent: Revd. Carolyn Madanat
Parish Safeguarding Officer: Miss. Clare Barber