

SAFEGUARDING POLICY AND PRACTICE

Grace Church Bath: A Safe Space For All



This policy and practice agreement was adopted by the Grace Church Bath (GCB) Leadership Team and Trustees on 31st July 2025.

This the local arrangement for safeguarding specifically for GCB, and operates in conjunction with, and in accordance with, the Church of England Safeguarding Policy: 'Promoting a Safer Church' 2018 and the 'Parish Safeguarding Handbook', August 2019.

Grace Church Bath is committed to:

- Promoting a safe environment and culture for all people, and specifically children and vulnerable adults.
- Ensuring safe recruitment of people who will have responsibility related to children, young people, and vulnerable adults, whether as paid members of staff or volunteers.
- The pastoral care of survivors of abuse and anyone affected by abuse.
- The pastoral care of those who are subject to an allegation or concern relating to safeguarding or abuse, and anyone else affected by the same.
- A timely and appropriate response to any safeguarding concern or allegation.
- An appropriate response to any person who may pose a risk to others.

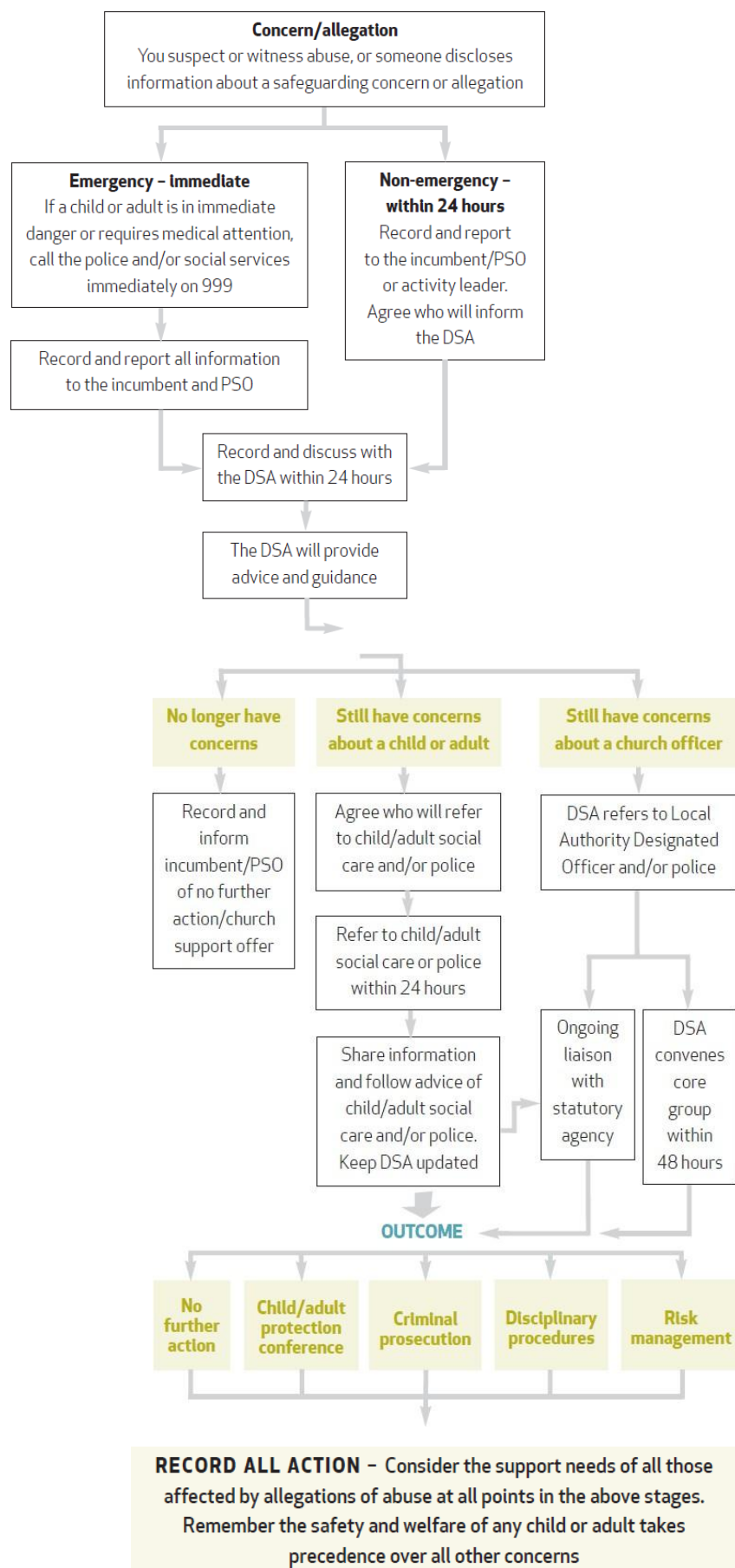
Grace Church Bath will:

- Have a named, Safeguarding Officer who will be responsible for ensuring the implementation of this policy and practice, including safe recruitment and appropriate responses to concerns and allegations. The Safeguarding Officer will work with the Pastor, Leadership Team and Trustees to that end.
- Provide all resources necessary for the safe recruitment, training, and support for any person with a responsibility for children, young people, and vulnerable adults at GCB.
- Clearly display on our website and in any space where we meet the details of who to contact if there are safeguarding concerns.
- Listen to and take seriously all allegations of abuse or reported safeguarding concerns.
- Respond swiftly and proportionately to protect children, young people, and vulnerable adults when a safeguarding concern is raised, in accordance with the House of Bishops Guidelines. We will notify the Diocesan Safeguarding Advisor (DSA) and statutory agencies.
- Offer support to survivors of abuse, or direct them to appropriate support, no matter when or where that abuse occurred.
- Appropriately monitor any member of our church family who may pose a risk to children, young people, or vulnerable adults, being mindful of confidentiality and the safety of all individuals.
- Provide care for any member of our church family who may pose a risk to children, young people, or vulnerable adults, being mindful of confidentiality and the safety of all individuals.
- Ensure that the following are in place, and reviewed annually:
 - Proper insurance cover for all GCB activities involving children, young people, and adults.
 - A Health and Safety Policy
 - Risk Assessments
- Review this Safeguarding Policy and Practice at least annually.

Every person who undertakes a role with children, young people, or vulnerable adults must agree to adhere to and abide by this policy, and the wider safeguarding policies of the C of E in which this operates.

Kevin Purkiss is appointed as the GCB Safeguarding Officer. Michael Farrier is appointed as the assistant GCB Safeguarding Officer.

Procedure for responding promptly to an allegation or concern (from Parish Safeguarding Handbook, August 2019)



Guidelines for responding to a person disclosing abuse: (from Parish Safeguarding Handbook, August 2019)

Respond

Do:

- Listen.
- Take what is said seriously.
- Only use open questions (open questions begin with words like: who, what, when, where and how. Open questions cannot be answered with a 'yes' or 'no').
- Remain calm.
- Take into account the person's age and level of understanding.
- Check, if face to face, whether they mind you taking notes while they talk so you can make sure you capture the information accurately.
At the end you can check with them that you have understood everything correctly.
- Offer reassurance that disclosing is the right thing to do.
- Establish only as much information as is needed to be able to tell your activity leader/ Parish Safeguarding Officer/ DSA and statutory authorities what is believed to have happened, when and where.
- Check what the person hopes to happen as a result of the disclosure.
- Tell the child or adult what you are going to do next.

Do not:

- Make promises that cannot be kept (e.g. that you won't share the information).
- Make assumptions or offer alternative explanations.
- Investigate.
- Contact the person about whom allegations have been made.
- Do a physical or medical examination.

Record

- Make some very brief notes at the time, if appropriate, and write them up in detail as soon as possible.
- Do not destroy your original notes in case they are required by the DSA or the statutory authorities.
- Record the date, time, place and actual words used, including any swear words or slang.
- Record facts and observable things, not your interpretations or assumptions.
- Don't speculate or jump to conclusions.

Report

- If there is immediate danger to a child or adult contact the police.
- Otherwise report to your activity leader/Parish Safeguarding Officer/incumbent immediately.
- Within 24 hours the PSO/incumbent reports the concerns to the DSA.
- The DSA will advise regarding reporting to statutory agencies within 24 hours.
- If there is any doubt seek advice from Children's/Adult's Social Care or the police.

This policy is due for review in July 2026.