

All Saints Hampreston Safeguarding Policy

Promoting A Safer Church

Parish Safeguarding Officer

Fiona Dodds

01202 571327

*Agreed by the All Saints Hampreston Church Parochial
Church Council (November 2025)*

Introduction to All Saints Safeguarding Policy

Thanking you for taking the time to look at our Safeguarding Policy. In it you will find that we have set out our core principles and provided a list of helpful contacts. There are also two sections which provide a reminder of what to do should you become aware of something which may be putting others at risk.

More detailed information may be found by following the link to the Church of England's Parish Safeguarding Handbook.

We are committed to ensuring that All Saints provides a safe environment for everyone, especially children and young people and adults who may be at risk of abuse or neglect.

Scripture tells us that safeguarding is not some optional extra. It's not just a business of filling out the right forms and following correct procedures. It goes to the heart of Jesus's mission for His church, and to the core of our lives as Christians.

SAFEGUARDING POLICY

Promoting A Safer Church

In accordance with the Church of England Safeguarding Policy our church is committed to:

<https://www.churchofengland.org/safeguarding/safeguarding-e-manual>

- Promoting a safer environment and culture.
- Safely recruiting and supporting all those with any responsibility related to children, young people and adults at risk within the church.
- Responding promptly to every safeguarding concern or allegation.
- Caring pastorally for victims/survivors of abuse and other affected persons.
- Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons.
- Responding to those that may pose a present risk to others.

The Parish will:

- Create a safe and caring place for all.
- Have a named Parish Safeguarding Officer (PSO) to work with the incumbent and the PCC to implement policy and procedures.
- Safely recruit, train and support all those with any responsibility for children, young people and adults to have the confidence and skills to recognise and respond to abuse.
- Ensure that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the parish.
- Display in church premises and on the Parish website the details of who to contact if there are safeguarding concerns or support needs.
- Listen to and take seriously all those who disclose abuse.
- Take steps to protect children and adults when a safeguarding concern of any kind arises, following House of Bishops guidance, including notifying the Diocesan Safeguarding Adviser (DSA) and statutory agencies immediately.
- Offer support to victims/survivors of abuse regardless of the type of abuse, when or where it occurred.
- Care for and monitor any member of the church community who may pose a risk to children and adults whilst maintaining appropriate confidentiality and the safety of all parties.
- Ensure that health and safety policy, procedures and risk assessments are in place and that these are reviewed annually.
- Review the implementation of the Safeguarding Policy, Procedures and Practices at least annually.

Each person who works within this church community will agree to abide by this policy and the guidelines established by this church. This church appoints **Mrs Fiona Dodds** as the Parish Safeguarding

Officer. **Incumbent** – Rev. Dom Meering (Team Rector)

Churchwardens – Mr Graham Hooper Mr Brian Cuthbert

Date: 13.11.25



THE CHURCH
OF ENGLAND

The Code of Safer Working Practice

The Code of Safer Working Practice expresses our commitment to demonstrating God's love by placing the highest priority on the safety of those to whom we minister. It sets out what we expect from anyone who ministers in our church, in both paid or voluntary roles, and is one of the ways we ensure high standards of safeguarding in all we do.

Upholding the Code

All members of staff and volunteers are expected to report any breaches of this code to the Parish Safeguarding Officer. Staff and volunteers who breach this code may be subject to disciplinary procedures or asked to leave their role. Serious breaches may also result in a referral made to the relevant statutory agency.

All those working on behalf of the parish with children, young people and adults must:

- Treat all individuals with respect and dignity;
- Respect people's rights to personal privacy;
- Ensure that their own language, tone of voice and body language are respectful;
- Ensure that children, young people and adults know who they can talk to about a personal concern;
- Record and report any concerns about a child, young person or adult and/or the behaviour of another worker with their activity leader and/or the Parish Safeguarding Officer. All written records should be signed and dated;
- Obtain written consent for any photographs or videos to be taken, shown, displayed or stored.

In addition, those working with children and young people must:

- Always aim to work with or within sight of another adult;
 - Ensure another adult is informed if a child needs to be taken to the toilet;
 - Respond warmly to a child who needs comforting but make sure there are other adults around;
 - Ensure that the child and parents are aware of any activity that requires physical contact and of its nature before the activity takes place.
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All those working on behalf of the parish with children, young people and adults must not:

- Use any form of physical punishment;
- Be sexually suggestive about or to an individual;
- Scapegoat, ridicule or reject an individual or group;
- Permit abusive peer activities e.g. initiation ceremonies, ridiculing or bullying;
- Show favouritism to any one individual or group;
- Allow an individual to involve them in excessive attention seeking;
- Allow unknown adults access to children, young people and adults who may be vulnerable. Visitors should always be accompanied by an approved person;
- Allow strangers to give lifts to children, young people and adults who may be vulnerable in the group;
- Befriend children, young people and adults who may be vulnerable on social media;
- Take photographs on personal phones or cameras as this means that images are stored on personal devices.

In addition, for children and young people, must not:

- Give lifts to children you are supervising, on their own or your own (unless there are exceptional circumstances e.g. in an emergency for medical reasons or where parents fail to collect a child and no other arrangements can be made to take a child home. In such situations, the circumstances and your decision must be recorded and shared with an appropriate person at the earliest opportunity);
- Smoke or drink alcohol in the presence of children and young people, except when this is a social situation with family members/carers present, eg a parish party¹
- Arrange social occasions with children and young people (other than events which also include family members/carers) outside organised group occasions.

Acceptable Touch

Sympathetic attention, encouragement and appropriate physical contact are needed by children and adults. Some physical contact with children, particularly younger children, can be wholly appropriate. However, abusers can use touch that appears safe to 'normalise' physical contact which then becomes abusive. As a general rule, the use of touch between adults in positions of responsibility and those with whom they are working or volunteering should be initiated by the person themselves, and kept to the minimum. In addition to this, always follow the guidelines below:

- Ask permission before you touch someone;
- Allow the other person to determine the degree of touch except in exceptional circumstances (e.g. when they need medical attention);
- Avoid any physical contact that is or could be construed as sexual, abusive or offensive;

¹ For the avoidance of doubt this document does not apply to church services, including Holy Communion.

- Keep everything public. A hug in the context of a group is very different from a hug behind closed doors;
- Touch should be in response to a person's needs and not related to the worker's needs. Touch should be age appropriate, welcome and generally initiated by the child, not the worker.

Responding to a Disclosure – The 4 Rs

The 4 Rs are a useful way to remember how to respond to a disclosure:



Recognise

- ✓ Accept and take seriously what is being said, without displaying shock or disbelief.
- ✓ Let the person tell their story and don't push for information or ask leading questions.
- ✗ Do not interrogate or decide if they are telling the truth.
- ✓ Be alert to signs and symptoms of abuse.

Respond

- ✓ Reassure the individual that they have taken the right step in sharing this information and they are not to blame.
- ✓ Be honest; never make promises to keep what you are being told confidential. If abuse is involved, you will need to tell someone.
- ✓ Tell them what you will do with the information they have shared, and that they will be kept informed.
- ✗ Do not introduce personal information from either your own experience or that of others.
- ✗ Do not investigate the matter any further for yourself, or approach the person about whom allegations may have been made.

Record

Write down, concisely, exactly what is seen, said or heard and make clear where you have added your views or interpretation. Remember that this is your information, and that you are responsible for passing it on to the person with safeguarding responsibility. Be mindful that your written comments may be needed in the event that further legal or disciplinary action is taken.

You may find it helpful to use the 4 Ws, as follows:

- ✓ WHO was involved? Name the key people.
- ✓ WHAT happened? Facts not opinions. ✓ WHEN did it happen? Date and time. ✓ WHO have you referred the issue on to?

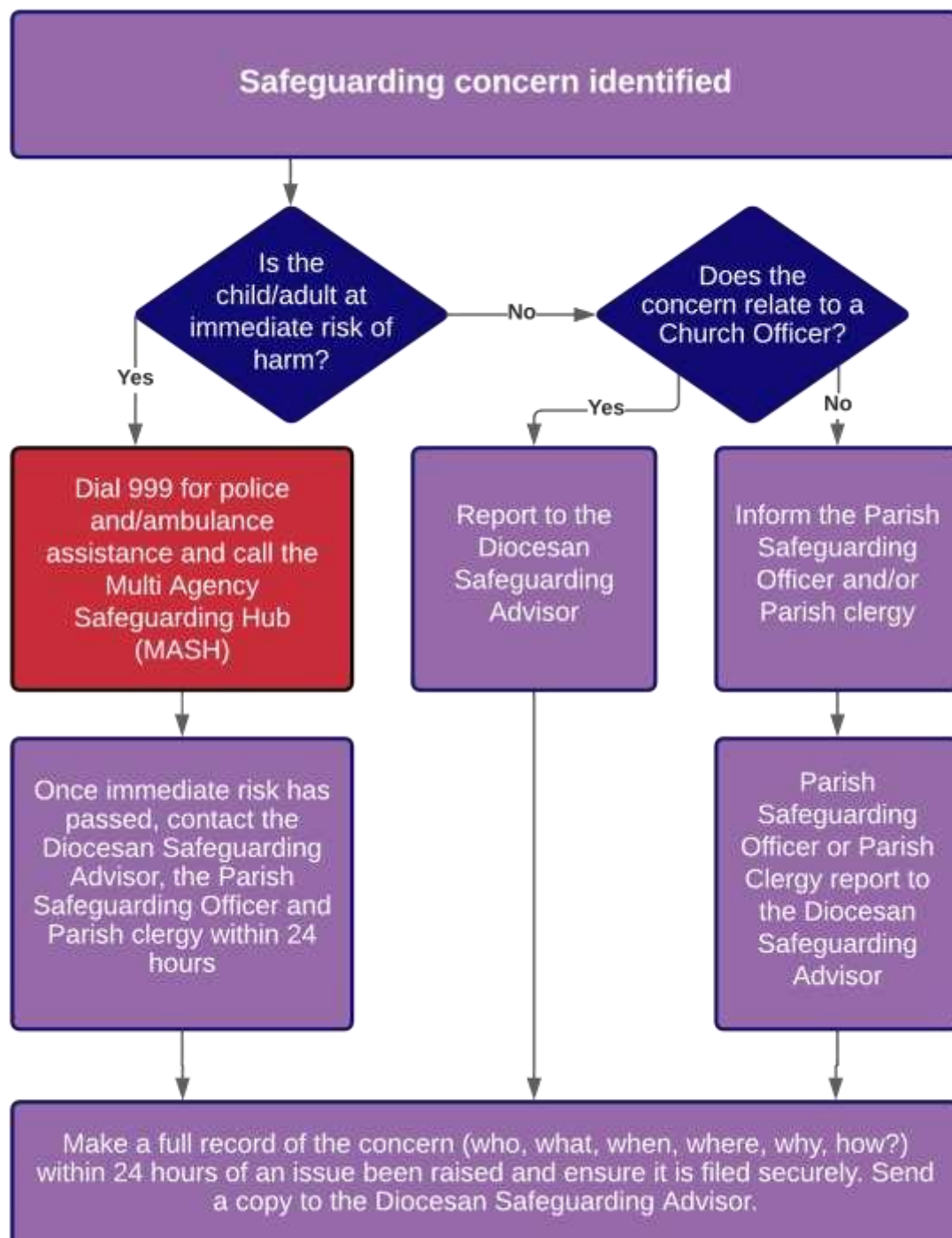
When recording a second- or third-hand account, it might be helpful to clarify that "what happened" refers not to the alleged incident but to what occurred in your presence – in other words, the date, time and manner in which the issue was reported/disclosed to you. It should not be an attempt to describe the event/situation as if you had witnessed it yourself.

Only pass the information on verbally if it is an emergency situation. Even so, you must also find time as soon as possible to write it down and send it on to the relevant person. **Refer**

- ✓ Pass the information to the Safeguarding Lead or Diocesan Safeguarding Advisor in your setting within 24 hours.
- ✓ **In case of an emergency call the Police or dial 999.**



Responding to a Safeguarding Concern



IMPORTANT PHONE NUMBERS

PARISH CONTACTS

Parish Safeguarding Officer	Fiona Dodds	01202 571327
All Saints Administrator Tuesday & Thursday or Friday: 12.30pm- 4.30pm	Mrs Helen Bifield	07555 059906
Rector:	Rev. Dom Meering	01202 897087
Associate Rector	Rev. Oli Fricker	01202 981206
Out of Hours Emergency Pastoral Contact Number		07913 537457

DIOCESAN CONTACTS

Diocesan Safeguarding Advisers	Mrs Suzy Fatcher (Mon-Thur inclusive and on call until 9pm) suzy.fatcher@salisbury.anglican.org	07500 664800
	Mr Jem (Jeremy) Carter (Tues-Fri inclusive and on call Wed-Thur until 9pm) jem.carter@salisbury.anglican.org	07469 857888
	General Office	01722 411922
	Email for both	safeguarding@salisbury.anglican.org

Service provider **Thirty-One Eight** provides advisory cover from 0303 003 1111
5pm on Friday until 8am the following Monday.

CHILDREN

If you think a child may be at immediate risk of harm, contact the Police by calling 999.

Family Support and Advice Line 01305 228558
Single point of contact for safeguarding concerns
(previously Multi-Agency Safeguarding Hub for children
Monday – Friday : 8am to 10pm
Saturday, Sunday and Bank Holidays : 9am to 10pm

For out of hours emergencies 01305 221000

Local Family Support Team (East Dorset) 01202 868224

Dorset Educational Psychology Service Helpline for parents – 01305 224995
if you are worried how your child is coping and need some
more support ask for a consultation with an Educational
Psychologist

**BCP Children’s First Response (Bournemouth, Christchurch,
Poole)**

Single point of contact for safeguarding Concerns 01202 123334
Out of Hours Service 01202 738256

ADULTS

**If you think an adult may be at immediate risk of harm, contact
the police by calling 999.**

Care for Adults at risk
Residents in the Dorset Council area 01929 557712
Residents in Christchurch, Poole and Bournemouth 01202 123654

Domestic Abuse Helpline for Dorset (Paragon) 0800 032 5204

Domestic Abuse Helpline for Bournemouth, Christchurch and
Poole <https://www.bcpCouncil.gov.uk/Contact-us/Contact-us.aspx> 01202 710777

Domestic Abuse Helpline for Hampshire 03300 165112
<https://www.hants.gov.uk/socialcareandhealth/domesticabuse/ineedhelp>

National Helplines

Childline – helpline and website for children and young people 0800 1111

Family Lives – helpline and website-support and advice on 0808 800 2222 family
issues

Thirty-One Eight-Christian safeguarding charity (Fri 5pm – Mon 0303 003 1111
9am)