



## Diocese of Oxford safeguarding policy

1. The Diocese will adopt the relevant national church policies relating to safeguarding as its own and commend them to parishes and other church bodies. It will adapt them as may be necessary with changes in the law and practice. At the time of writing these are:

*Promoting a Safe Church 2006*

*Joint Statement of Safeguarding Principles for the Church of England and the Methodist Church of Great Britain 2010*

*Responding to Domestic Abuse 2006*

*Dignity at Work 2008*

*Safeguarding Guidelines relating to Safer Recruitment 2010 (interim version)*

*Responding Well to those who have been sexually abused 2011*

2. Over time the Diocese will encourage safer practice by parishes with vulnerable adults and will combine and harmonize its policies for safeguarding vulnerable adults with those for safeguarding children.
3. The Diocese will adopt an inclusive approach to vulnerability in adults, recognizing that those living in institutions or receiving statutory services may have a higher level of vulnerability than others, and that legal responsibilities and options will vary according to the individual situation of a vulnerable person.
4. Domestic abuse and responding to adult survivors of abuse in childhood will be included within the Diocesan approach.
5. The Diocese will appoint a Safeguarding Adviser to provide advice and guidance in this field. The adviser will have full access to clergy and other confidential files as may be necessary and with due regard to any conflict of interest.
6. The Diocese will establish steering groups to oversee work with and for children and for vulnerable adults.
7. The Diocese will provide and maintain suitable content on the Safeguarding pages of the Diocesan website.
8. The Diocese will prepare and issue a handbook for parishes and other church organizations. This will:
  - a. take account of legal responsibilities;
  - b. build on national guidance;
  - c. provide model documents, good practice guides, procedures and forms as may be necessary;
  - d. be provided both as a hard copy and in downloadable form on the Diocesan website.
9. The Diocese will encourage parishes and other church organizations to practise safer recruitment of those working with children and vulnerable adults, including the use of CRB [now DBS] Disclosures for those who are eligible. It will provide or facilitate access to the Criminal Records Bureau.

10. The Diocese will provide a regular newsletter. This will be issued electronically to parish contacts and posted on the Diocesan website. Consideration will be given to establishing a Facebook page and a blog.
11. The Diocese will advise parishes to appoint a safeguarding officer or officers, to oversee work with children and with vulnerable adults.
12. The Diocese will prepare and issue a model policy for parishes, as a revision of that already commended for safeguarding children. It will commend a process of formal adoption and annual review of this policy and monitor the achievement of this through the Archdeacons.
13. The Diocese will prepare suitable training materials and encourage parishes to arrange training for their workers. It may use a range of methods:
  - a. through the delivery of stand-alone sessions;
  - b. through providing a module in a course such as one in pastoral care;
  - c. directly or through recruiting paid or volunteer trainers;
  - d. through provision of training materials which parishes can use themselves;
  - e. through developing, commissioning or securing suitable e-learning courses.
14. The Diocese will prepare Good Practice Guides for workers in this field. This will address the issue where parties are in conflict or where a vulnerable adult is both victim and perpetrator.
15. The Diocese will provide an advice service on policies and cases where a child or vulnerable adult may be at risk or cause a risk and will work with statutory bodies as necessary.
16. The Diocese will provide a model policy for parishes to use if they have an issue of misconduct.
17. The Safeguarding Adviser will take a lead role in the event of allegations of misconduct affecting children or vulnerable adults against clergy, others with the bishop's licence and parish lay employees and volunteers.
18. The Safeguarding Adviser will provide advice to the bishop or other church employers on the possibility of suspending, disciplining, reinstating, redeploying or otherwise managing those with convictions or unresolved concerns about their conduct in respect to children or vulnerable adults. This will include advising on external risk assessments and facilitating though not funding these.
19. The Safeguarding Adviser will provide assistance if a referral to the Independent Safeguarding Authority is needed.
20. The Diocese will prepare an annual report of its activity in safeguarding children and vulnerable adults and will provide this to the national church.
21. This policy will be reviewed every three years or as necessary more frequently.

*Approved 24 October 2011 by Board of Mission.  
Reference to DBS added October 2014*