The following policy was agreed with the Rector on 8 September 2022.

The following outlines the procedures to be taken in the case of concerns or allegations raised within the Benefice.

If we have concerns about possible abuse (including allegations raised) we will:

* Inform the Diocesan Safeguarding Adviser.
* In case of immediate danger, we will call the emergency services 999.
* Keep a record of what happened, our concerns and our actions.
* Consult with children’s or adult care services as necessary and in conjunction with the Diocesan Safeguarding Team.

If a child, young person or adult wishes to disclose they have been abused we will:

* Listen, and keep listening.
* Assure them they are not to blame.
* Tell them we need to share their disclosure with the Diocesan Safeguarding Team.
* Tell them what we are going to do and that they will be told what happens.
* Make careful notes of what is said: recording dates, times, events and when we are told.
* Report it to the Benefice Safeguarding Officer and incumbent unless this is inappropriate.
* Only tell those who need to know.
* Respect personal space and privacy.

We will not:

* Question their disclosure.
* Investigate their disclosure.
* Promise confidentiality.
* Put anyone, including ourselves, in a vulnerable or compromising situation.
* Have inappropriate physical or verbal contact with others.
* Keep allegations or suspected abuse secret.

In addition, we will:

* Treat everyone with respect and set a positive example for others.