

Domestic Abuse Policy

All forms of domestic abuse are wrong and must stop. We are committed to promoting and supporting environments which:

- ensure that all people feel welcomed, respected and safe from abuse;
- work to protect those vulnerable to domestic abuse from actual or potential harm;
- recognise equality amongst people and within relationships;
- enable and encourage concerns to be raised and responded to appropriately and consistently.

We recognise that:

- all forms of domestic abuse cause damage to the survivor and express an imbalance of power in the relationship;
- all survivors (regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity) have the right to equal protection from all types of harm or abuse;
- domestic abuse can occur in all communities;
- domestic abuse may be a single incident, but is usually a systematic, repeated pattern which escalates in severity and frequency;
- domestic abuse, if witnessed or overheard by a child, is a form of abuse by the perpetrator of the abusive behaviour;
- working in partnership with children, adults and other agencies is essential in promoting the welfare of any child or adult suffering abuse.

We will endeavour to respond to domestic abuse by:

In all our activities –

Valuing, listening to and respecting both survivors and alleged or known perpetrators of domestic abuse, whilst appreciating the need to ensure a distance is kept between the two and refusing to condone the perpetration or continuation of any form of abuse.

In our publicity by –

Raising awareness about other agencies, support services, resources and expertise, through providing information in public and women-only areas of relevance to survivors, children and alleged or known perpetrators of domestic abuse.

St Mary's

Ferndown

Transformation through Jesus

When concerns are raised –

- ensuring that those who have experienced abuse can find safety and informed help;
- working with the appropriate statutory bodies during an investigation into domestic abuse, including when allegations are made against a member of the church community.

In our care –

- ensuring that informed and appropriate pastoral care is offered to any child, young person or adult who has suffered abuse;
- identifying and outlining the appropriate relationship of those with pastoral care responsibilities with both survivors and alleged or known perpetrators of domestic abuse.

If you have any concerns or need to talk to anyone please contact:

- **Parish Safeguarding Officer – Pam Pyke on 01202 572582 OR**
- **The Incumbent - The Rev. Dom Meering on 01202 897087**

Please see Council websites for details of support agencies.

- Domestic Abuse Helpline for Dorset (YouFirst) 0800 032 5204
Email: yofirstdorsetenquiries@theyoutrust.org.uk
- Domestic Abuse Helpline for Bournemouth, Christchurch and Poole 01202 710777
- <https://www.bpcouncil.gov.uk/Contact-us/Contact-us.aspx>
- Domestic Abuse Helpline for Hampshire 03300 165112
- <https://www.hants.gov.uk/socialcareandhealth/domesticabuse/ineedhelp>

St Mary's Church, Church Road, Ferndown, Dorset BH22 9EU

T | 01202 897087

E | office@stmarys-ferndown.org.uk

W | stmarys-ferndown.org.uk

Criteria for appointing paid employees or volunteers (including ex-offenders) to work with children, young people and/or adults at risk

When appointing a person to be involved in work with children, young people and adults at risk, the PCC recognises its clear responsibility to do so appropriately and safely. The PCC recognises that it will sometimes be necessary to exclude some people from taking part in this work.

For example:

- Individuals who have previously abused a child/young person/adult at risk
- Where there are known or declared health issues that may present a risk to children/young people/ adults at risk.
- Where it is known that the individual has a record of violent/inappropriate sexual behaviour or is registered with the Disclosure Barring Service.
- Where the individual is considered to present a risk of harm to children/young people/adults at risk because of a previous conviction of an offence against children/young people/adults at risk

(i.e. A person who has committed one of the offences listed or treated as listed in the Sexual Offences Act 2003).

Where there are concerns/reservations about appointing an individual, then we will seek to find alternatives where the individual may be of service.

Where someone joining the church has a previous record of abusing children/young people/adults at risk, we recognise the importance of extending love and friendship, but at the same time, ensuring that a frank discussion takes place between the leadership and the individual to maintain the protection of children/young people/adults at risk within the church. Efforts will be made to sustain open communication.

For the protection of children /young people/adults at risk, and to lessen the possibility of indiscriminate suspicions, the PSO and the clergy will draw up an agreement which sets out safeguarding measures for the protection of our children/young people/adults at risk and the person. These may include some of the following;

- To ensure that he/she is not placed in a position of being alone with children/young people/adults at risk

St Mary's

Ferndown

Transformation through Jesus

- ❑ Parts of the building used by children /young people/adults at risk will be out of bounds completely, or at certain times.
- ❑ The individual will be encouraged to attend meetings where there are adults only, as opposed to those where there may be a mix of children in the group e.g. 10.45 Sunday service or Thursday 10am Communion Service where children/young people generally do not attend.
- ❑ To discourage attendance at any Family/All age Service
- ❑ Where there are combined Services when children may be present, consideration will be given to seating arrangements so that the person concerned is not in close proximity to children/young people.
- ❑ If the individual wishes to join a Connect or Small group, they will be offered the opportunity to join a group where there are no children/young people/adults at risk in the group or resident in the host family. The Group leader will be made aware of the individual's history and given appropriate advice.

The following individuals may be made aware of the agreement set up:

The Clergy, PSO, the PSO Deputy, The Churchwardens, The Verger, The Worship & Youth Pastor. In this way, the leadership are more likely to become aware of any breaches of the agreement which will need to be dealt with firmly.

We recognise that whilst the church may know of an individual who has been convicted, there may be others unknown in the congregation who pose as great, if not greater threats. Therefore, a serious view is taken of any inappropriate behaviour towards children/young people/adults at risk whether or not the individual is a known offender.

The Church also has a duty to share information under the Safeguarding and Vulnerable Groups Act 2006. The Church has a duty to notify the DBS of relevant information so that individuals who pose a threat to vulnerable groups can be identified and barred from working with these groups.

It is the PCC's view that, even if there has been true repentance, or "Deliverance Ministry", it would be wrong to place an individual in a compromising or tempting position, as an offender may have an addictive compulsion towards children/young people or adults at risk. The arrangements set out above therefore are as much for the benefit of the adult concerned as for the children/young people in the congregation.

St Mary's Church, Church Road, Ferndown, Dorset BH22 9EU

T | 01202 897087

E | office@stmarys-ferndown.org.uk

W | stmarys-ferndown.org.uk

Safeguarding and the use of church premises by other users

We recognise our responsibilities for ensuring that hirers of our premises abide by our policies. The following clause is included in the "Terms and Conditions of Hire":

"In hiring St Mary's premises you make yourself responsible for ensuring the safety of any and all children, young people and/or adults at risk that use the premises during the period of hire and to ensure that they are safeguarded at all times by taking reasonable steps to prevent the occurrence of any injury, loss, damage or harm in the course of the hiring.

St Mary's operates a Safeguarding Policy to ensure that its work with children and young people and adults at risk is conducted in a safe manner and in accordance with good practice. A copy of our full policy available on the St Mary's website.

<https://www.stmarys-ferndown.org.uk/>

St Mary's urges users of its premises to follow these same good practice guidelines.

If groups hiring the premises are found to operate in such a way that good practice is not being followed it is likely to result in a termination of the hire agreement."

All hirers are required to sign an agreement declaring that they have read, understood and agree to abide by the terms and conditions of hire.