

Policy and Procedures for the Safeguarding of Children and Young People in the Parish of the Church of the Martyrs.

This policy was agreed by the PCC on: 22nd July 2021

The next review of this policy is due by July 2022

SAFEGUARDING COORDINATOR: Pete Coopey – 0116 2387828

The Parish of The Church of the Martyrs, Leicester

Child Safeguarding Policy Statement

The following policy was agreed at the Parochial Church Council (PCC) meeting held on 10.05.2018

Further: The PCC adopts the Safeguarding Policy statement for children young people and adults “PROMOTING A SAFER CHURCH and commits to the implementation of this policy. This being the case the PCC commits to:

- Promoting a safe environment and culture
- Safely recruiting, training and supporting all those with any responsibility related to children, young people and vulnerable adults within the church whether paid staff or volunteers
- Respond promptly to every safeguarding concern and allegation
- Care for victims/survivors of abuse
- Care pastorally for those who are the subject of concerns or allegations of abuse
- Respond to those that may present a risk to others.

BY:

Appointing a **Child Safeguarding Coordinator** to work with the incumbent and the PCC to implement policy and procedures. The coordinator will ensure that any concerns about a child or the behaviour of an adult are appropriately reported both to the statutory agencies and to the relevant Archdeacon. The Coordinator, if not a member of the PCC, will have the right to attend its meetings and will report to it at least annually on the implementation of this policy.

- Ensure that a person is nominated to act as somebody to whom children may talk to about any problems, (to be known as the **Independent Person**), in the event that this cannot be done by the coordinator or through other arrangements.
- Display in church premises where children’s activities take place the contact details of the Coordinator and Independent Person/Children’s Advocate, along with the Childline and Parentline telephone numbers and web addresses. A copy of this statement of policy will also be displayed in such places as well as in the church and church hall.
- Ensure that all those authorised to work with children or who are in a position of authority are appropriately recruited according to safer recruitment practice in line with Church of England national policy, and are trained, resourced and supported. **This will include providing them with a copy of this policy and access to all the relevant policies and Practice Guidance produced by the Church of England and the Diocese of Leicester.**
- Ensure that only authorized people work with children and that all work with children is carried out within appropriate accountability structures.
- Ensure that there is appropriate insurance cover for all activities involving children undertaken in the name of the parish.

- Review the implementation of the child protection policy, procedures and practices at least annually.
- Work to create a culture of informed vigilance which takes children seriously.
- Pay particular attention to children with special needs and those from ethnic minorities to ensure their full integration and protection within the church community.
- Ensure that those who may pose a threat to children and young people are effectively managed and monitored.
- Ensure that a health and safety policy and the appropriate procedures and risk assessments are in place and that these are reviewed periodically.
- Act without delay on allegations or suspicions of abuse using the procedure laid down by the Diocese of Leicester.
- Respond without delay to any complaints received regarding children's work or the safeguarding of children.
- Ensure that all new PCC members have access to this policy and the Diocese of Leicester Child Protection Handbook so that they are aware of their responsibilities.
- Cooperate fully with investigations by statutory agencies and will not conduct its own investigations.
- Seek to offer informed pastoral care to any child, young person or adult who has suffered abuse.
- Care for and supervise any member of the church community known to have offended against a child while maintaining appropriate confidentiality.
- Ensure that those hiring PCC premises for activities involving children or young people agree to commit to good safeguarding practice.

Procedures for Implementing The Child Safeguarding Policy of The Church of the Martyrs.

A copy of these procedures will be given to all clergy, staff (whether employed directly by the PCC or another body), volunteers and lay workers who have the responsibility for children or young people. They should sign a declaration afterwards saying that they have read and understood them.

1. Contacts

Our Child Safeguarding Coordinator is: PETE COOPEY who usually attends the 10.30 service.

2. Role of the Child Protection Coordinator (CPC)

The CPC will be responsible for monitoring the policy to see that it is being put into practice. He/she will be supported by the PCC* members, who have the ultimate responsibility for safeguarding. The Child Protection Coordinator will report annually to the PCC on child protection matters or after any incident with child protection implications (taking care to preserve confidentiality as necessary). The PCC will be kept informed on at least an annual basis of all regular and one-off children's activities as this is necessary for them to fulfil their duties as charity trustees and also for insurance purposes.

A more detailed job description for the Safeguarding Coordinator can be found in Appendix two

Independent Persons

Our Independent Persons to whom children or adults can talk to about worries and concerns about possible child abuse are:-

LIZ COOPEY

LORRAINE POINTON

SARAH ROE

They all usually attend the 10.30 service

External Contacts

SOCIAL SERVICES: 0116 3050004 (OFFICE HOURS) 0116 2551606 (OUT OF HOURS)

POLICE: 999 IF A LIFE IS IN DANGER OR 101 TO MAKE A REPORT

3.Details for the main leader of each children's/youth group:

CHILDENS'AND YOUNG FAMILIES WORKER: IRENE HART 07868 390888. All other leaders can be contacted through the church or the church address list (available from a church warden)

GROUP	AGE RANGE	LEADER
THE ARK	0 - 3	JULIA COOPEY RUTH FRYER
RAINBOW CLUB	3 - 5	LIZ DAMPIER
KETCHUP CLUB	5 - 11	IRENE HART
FUEL CELLS	11 - 14	JO PEARCE/HANNAH BURDEN DAVE SEAMAN BEN LAWTON
TORCH	14 – 18	CHRIS & LIBBY ELSEY ELLIOT LEE
SHAKE, RATTLE & ROLL	PRE SCHOOL	IRENE HART SHAYNE ARDRON

4.Minimum Staffing Levels

The recommended minimum staffing levels set out in Protecting All God's Children will be maintained. These are as follows:

Age	Number of Leaders
0 to 2 years	1 leader to every 3 children
2 to 3 years	1 leader to every 4 children
3 to 8 years	1 leader to every 8 children
8 +	1 leader for the first 8 children then 1 to 12

Notwithstanding these minimum levels, each group is to have at least 2 adult workers present and a gender balance should be maintained wherever possible, particularly in mixed gender groups. More help may be required if children are being taken off site, are undertaking physical activities or if necessitated by other circumstances. This will be assessed by the leaders of these activities.

Adults who assist very occasionally or as a one-off must be responsible to an appointed leader. The same applies to young people under the age of 18. Adults who assist more regularly will be appointed formally using the safer recruitment procedures.

Our uniformed organisations (Guides, Brownies and Rainbows) have their own procedures and policies in place.

5. Safer Recruiting – responsibility Dave Spence

It would be usual for any person to be involved in the work with children and young people to have attended The Martyrs regularly for 6 months before being a volunteer is discussed with them.

When appointing/recruiting leaders and helpers for work with children and young people, the PCC will follow the guidelines set out in Safeguarding Guidelines relating to Safer Recruitment - July 2016 This means:

- Providing a job/role description.
- Ensuring the potential volunteer provides a completed application form. Ensuring the potential volunteer completes a confidential declaration form
- Conducting an interview Taking up references from two referees one of whom should be current employer, previous church, or organisation at which the potential volunteer currently volunteers or has recently been a volunteer. At least one referee should be from outside the church.
- Obtaining a DBS (criminal record) disclosure, unless the nature of the role is such that there is no entitlement to a DBS check. All DBS checks are completed electronically through the Churches Child Protection Advisory Service (CCPAS)
- The role of identity checker is an important one because the identity checker verifies the identity of the person applying for the DBS check. The identity checker will always be a person who has undergone a DBS check. Identity checking will be carried out in accordance with DBS and Diocese of Leicester guidelines.
- Offering the post subject to a probationary period
- Confirming the appointment in writing
- Ensuring the volunteer is aware of PCC policies and procedures and has been given a copy of the Pocket Guide to Safeguarding Children and the Child Safeguarding Policy.
- Safeguarding Guidelines relating to Safer Recruitment can be downloaded from:
<http://www.churchofengland.org/media/1161891/safeguarding4.pdf>

5. Code of Behaviour

The PCC commits to the following Code of Behaviour which those who work with children and young people are expected to follow:

You should:

- Treat all children with respect and dignity.
- Provide a Christian example you wish others to follow.
- Provide an example of good conduct that you wish others to follow.

- ▶ Ensure that there are at least two adults present during activities with children and young people or at least that you are within sight or hearing of others.
- ▶ Respect personal privacy.
- ▶ Ensure that another adult is informed if a worker needs to take a child to the toilet.
- ▶ Be aware that physical contact with a child or young person may be misinterpreted.
- ▶ Challenge unacceptable behaviour in a responsible way
- ▶ Report all allegations/suspicions of abuse.

You should not:

- ▶ Ever hit a child or young person.
- ▶ Play rough, physical or sexually provocative games.
- ▶ Touch inappropriately.
- ▶ Show favouritism to any one child, young person or group.
- ▶ Give lifts to children on their own or on your own. If it is unavoidable ask the child to sit in the back of the vehicle and inform another adult where possible.
- ▶ Invite a child or young person to the youth leader/worker's home alone unless responding to an emergency situation, in which case the relevant people should be contacted.
- ▶ Permit abusive peer activities e.g. initiation ceremonies, ridiculing, bullying.
- ▶ Allow unknown adults access to children. A known person should always accompany visitors.

6. Procedure to be followed in the case of an allegation or disclosure of abuse

If there is an allegation or disclosure of abuse by a child, young person or by an adult who is disclosing or alleging historic child abuse:

- ▶ Listen. Keep listening.
- ▶ Do not question or investigate – this is the job of the authorities. In particular do not speak to the subject of the allegation.
- ▶ Do not promise confidentiality; tell them that the information they disclose needs to be shared.
- ▶ Assure them they are not to blame.
- ▶ Tell them what you are going to do. Reassure them that the matter will be reported to the investigating authorities. If the person needs reassurance that the alleged perpetrator will be punished, do not make any promises. There can be no guarantee as to what happens as that will be dependent upon the outcome of the investigation.
- ▶ As soon as possible after the conversation, make careful notes of what was said, record dates, times, events and when you were told.
- ▶ If there is immediate danger to a child or young person, contact the Social Services or the Police.
- ▶ Report the incident to your priest or Child Safeguarding Coordinator immediately.

▶ Do not contact the priest or Coordinator if the allegation concerns them or anybody related to them. Contact the **Diocesan Safeguarding Adviser (currently Rachael Spiers - 0116 2615341)** directly if necessary.

▶ Do not discuss the incident with anybody else.

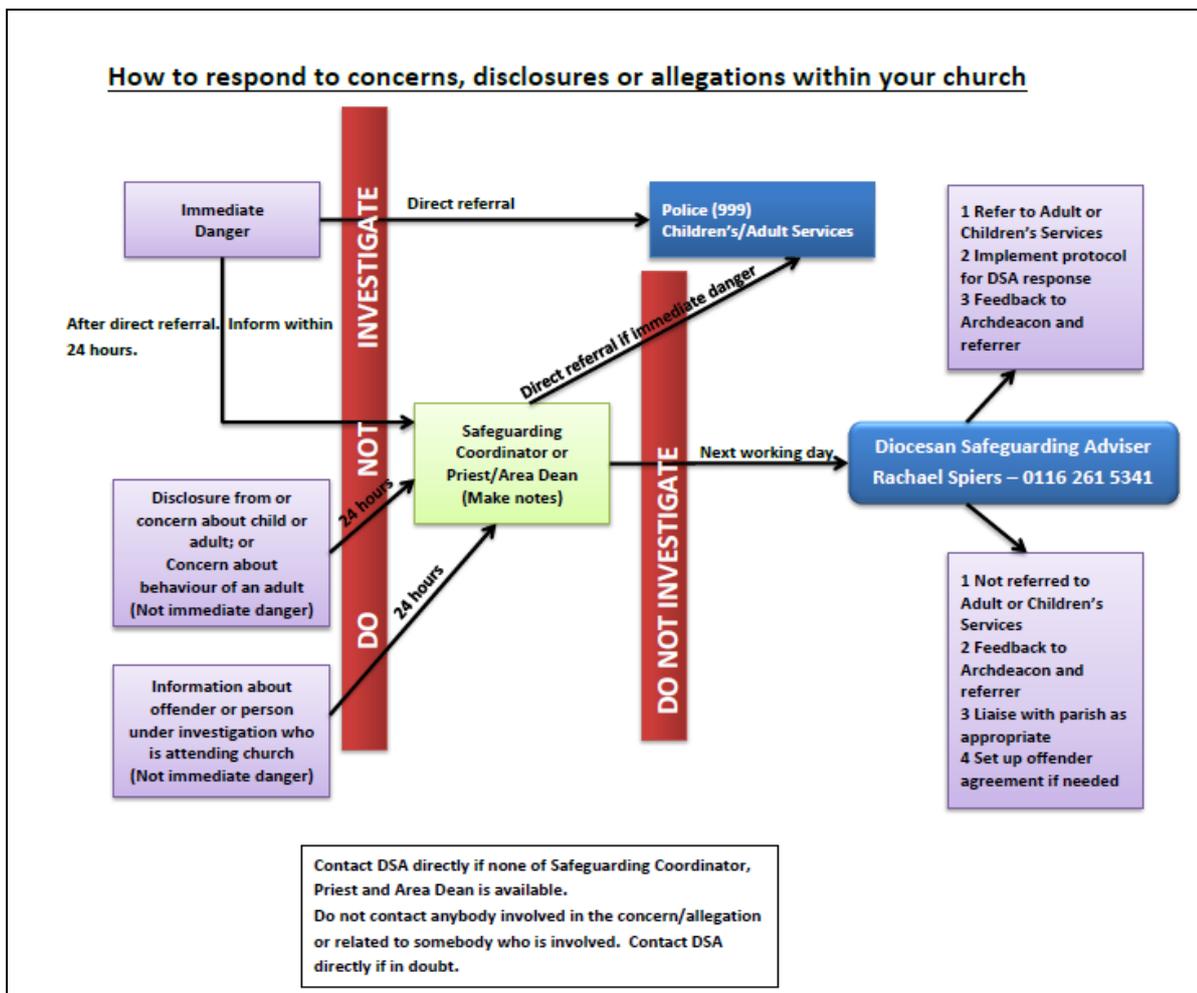
The priest or Child Safeguarding Coordinator must report the allegation or disclosure to the Diocesan **Safeguarding Adviser** by the end of the next working day. The Adviser will tell them anything they need to do.

▶ In the absence of the Adviser, the appropriate Archdeacon should be contacted. Do not contact anybody who is implicated in the allegation or disclosure, even if they would normally be contacted as part of the procedure.

Do not talk to the media under any circumstances. The Diocesan Communications Director will handle any media statements.

If a child or young person makes a disclosure by email or other electronic means the same procedure should be followed, with the person receiving the disclosure making careful and confidential use of email or other electronic means to continue to 'listen' and then passing on the disclosure via the appropriate channels.

The procedure is the same for abuse which happened in the past, possibly many years ago.



7. Procedure to be followed where there are concerns that someone may be committing abuse

If you are concerned, or it comes to your notice that someone may be committing abuse:

- Make notes of your concerns and discuss them with your priest or Child Safeguarding Coordinator.
- The priest or Child Safeguarding Coordinator must then report the concerns to the Diocesan Safeguarding Adviser by the end of the next working day.
- Do not contact the priest or Coordinator if the allegation concerns them or anybody related to them. Contact the Diocesan Safeguarding Adviser directly if necessary.
- Dates and times should be recorded of any observations which have been made and of the referral to the Adviser.
- The Adviser who will decide whether to
 - Report the concerns to Social Services and/or the Police, who will then investigate while the Adviser liaises with the parish; or
 - Continue to observe closely – the process will be repeated in the event of any more concerns.
- There should be close communication between the priest/coordinator, the Adviser and the appropriate Archdeacon until the situation is resolved.
- In the absence of the Adviser, the appropriate Archdeacon should be contacted.

8. Procedure to be followed where people with convictions for offences against children or people under investigation are attending church

Where someone attending the church has been convicted of offences against children (or they have received a formal police caution) agreement will need to be drawn up to minimize any risk to the safety of children within the church. If a person who attends the church is subject to investigation for alleged child abuse, thought will need to be given to drawing up a temporary agreement until the outcome of the investigation is known.

- ▣ The priest or, in the absence of the priest, the Child Safeguarding Coordinator, must inform the Diocesan Safeguarding Adviser of the situation.
- ▣ The Adviser will decide whether an agreement needs to be in place and will provide a template for the agreement.
- ▣ If the person is a convicted offender, there will need to be liaison with the person's Supervising officer (police or probation) who should be consulted about the agreement and, ideally, be a signatory to it.
- ▣ The offender or person under investigation will be asked to sign the agreement, which will then be reviewed annually.

9. Allegations or concerns about senior clergy

- ▣ If an allegation involves an archdeacon or dean it should be reported to the Bishop of Leicester. (0116 2708985)
- ▣ If an allegation involves a bishop, it should be reported to the Archbishop of Canterbury.

10. Registration

A registration form will be completed for every child or young person who attends groups or activities. This does not include activities such as church services, which would take place regardless of whether or not children are present. Neither does it include activities which are family focused but which children attend with their parents (egg Messy Church). The form will be updated annually and include the following:

- Name and address
- Date of birth
- Emergency contact details
- Medical information
- Any special needs including activities that the child or young person is unable to take part in
- Consent for emergency medical treatment
- Consent for photographs and videos if relevant

All personal details and registration forms will be stored securely, not used for any other purpose, and shredded or disposed of securely when out of date or no longer in use.

Separate procedures apply to youth drop-in centres. In the event that a drop-in centre is being planned, the Youth Ministry Officer will be contacted for guidance.

11. Activities Away From Church Premises

Adequate arrangements will be made for children's and young people's activities which take place away from church premises as follows:

- No child can be taken off-site for activities without the consent of their parent/guardian/ carer.
- Details of the event must be given in advance and consent forms received in advance of the event taking place.
- Details of the arrangements will be given to the Child Protection Coordinator.
- A risk assessment will be undertaken and confirmation obtained that the event is covered by PCC* insurance.
- A detailed programme and list of contacts should be left with someone in the parish
- A leader will be designated to take responsibility for First Aid.

See Section D of the Child Protection Handbook for a model form.

12. Support, supervision and training

All those involved in working with children and young people will try to ensure that there is more than one responsible adult available so that there is mutual supervision. It is acceptable (and often necessary) that volunteers can start with a group whilst the DBS check is undertaken - in this circumstances the volunteer should NOT be left alone with the group. Should one of the adults become ill or get called away, the other

adult will call for additional help. In emergency situations where an individual cannot avoid working with children on his/her own because an unforeseen situation has arisen, he/she will inform another leader (or the Child Safeguarding Coordinator or priest) of the situation, if at all possible at the time it arises, and a note will be kept by the Child Safeguarding Coordinator.

Those who work with children and young people will be given the opportunity to review their work with the leader of their group/Child Protection Coordinator/priest/member of the PCC. This will enable them to comment on the work they are doing, give suggestions, review and further develop their work, if they so wish, and to discuss training opportunities.

From time to time the church may hold training events on Child Protection. There will also be other training events organised by the Diocese of Leicester which church staff, readers, pastoral assistants, evangelist, youth workers, volunteers and child protection coordinators are required to attend. Applicants now need to confirm that they are willing to attend Level C1 Safeguarding Training delivered by the diocese.

(NOTE: Those in leadership roles e.g. Pastoral Assistants, Sunday Club Coordinator and safeguarding coordinators will need to attend Level C2 training and Clergy should attend C3 - all are expected to attend refresher courses every 3 years).

Every person who works with children will be given a copy of the Pocket Guide to Safeguarding Children and this policy. They will also be given information about how to access on the internet the Diocese of Leicester Child Protection Handbook and other national Church of England documents including Protecting All God's Children. Paper copies of these documents will be provided to those workers who request them.

12. Health & Safety and First Aid

Health and Safety will be managed as part of all activities. All buildings where activities with children and young people take place will be inspected by an appropriate person at least annually and the results will be noted and reported in writing to the PCC or other appropriate church organisation. Health and Safety issues observed by those working with children and young people should be reported to the Child Protection Coordinator or the person with responsibility for Health and Safety within the church.

IRENE HART IS A QUALIFIED FIRST AIDER (PAEDEATRIC)

BEN LAWTON IS A QUALIFIED FIRST AIDER – WORKPLACE

A First Aid kit will be available on site and will be checked monthly and updated as necessary. An accident book is maintained at all places where activities with children and young people take place.

If there is an emergency involving injury to a child or young person:

- Stay calm
- Provide immediate first aid when needed
- Alert others to the need for help
- Ensure that somebody is supervising the other children or young people
- Call an ambulance if needed
- Contact the parents/guardians of the child or young person
- Provide an appropriate handover and information about the situation to the parents/guardians

- Complete the accident book
- Consider whether there are implications for the Health & Safety policy and/or practices and report these to the Child Protection Coordinator.

13. Use Of Social Media

All those involved in working with children and young people will exercise care in the use of social media and respect the principles set out below. Communication by electronic means or by texting will not be used with children under the age of 13. All communication in these forms will be via their parents. The rest of the principles relate to communication with children and young people aged 13 and over. The key point is that communication should be in a context of transparency and accountability.

- Electronic communication and texting should only be used for reasons relating to work and not for general socialising purposes.
 - Other leaders should be aware of the situations in which these means of communication are being used. There should be more than one leader or other adult included in all social media group communications.
 - Leaders, workers and volunteers should not invite children or young people from church activities to their personal social networking page but may respond to requests where appropriate, as long as the child or young person is 13 or over.
 - Where possible, group pages should be used on social media for communicating. Where this is not possible then contact with a young person should be made through their parent/carer.
 - Care should be exercised in posting to Facebook, Twitter etc as comments made on the spur of the moment may not always come out as intended and can be passed on extremely quickly around a large audience.
 - Communication by electronic means or texting with children or young people should never take place during school hours and should be kept within the hours of 9am – 9pm.
 - Where possible, email and messaging should take place to and within groups rather than individuals. If this is not possible then messages should be practical and factual and a third party should be copied in.
 - Leaders, workers and volunteers should give very careful consideration as to whether it is necessary to give personal mobile phone numbers to children and young people.
 - Webcams will not be used ..
 - Records of communications will be kept just as they would be for written communication. If a worker's mobile phone does not allow text messages to be saved then a written record should be kept.
 - The principles for the use of social media will be communicated to children and young people.
- Recognise that special caution is required in moments when you are discussing sensitive issues with children or young people.
- Operate within the organisation's principles and guidance.
- Only use social media and email in accordance with paragraph 14 below.

APPENDIX ONE

PROMOTING A SAFER CHURCH

FOUNDATIONS

1. THE GOSPEL

The church is called to share the good news of God's salvation through Jesus Christ. The life of our communities and institutions is integral to how we address this task. The good news speaks of a welcome for all, with a particular regard for those who are most vulnerable, into a community where the value and dignity of every human being is affirmed and those in positions of responsibility and authority are truly trust worthy. Being faithful to our call to share the gospel therefore compels us to take with the utmost seriousness the challenge of preventing abuse from happening and responding well where it has.

2. HUMAN RIGHTS AND THE LAW

The church recognises the personal dignity and rights of all children, young people and adults as enshrined in the Human Rights Act 1998 and the 1989 United Nations Convention on the Rights of the Child.

Safeguarding work is undertaken within a legislative framework supported by government guidance which sets out a range of safeguarding duties, responsibilities and best practice

3. CORE PRINCIPLES

The following key principles underpin the church's approach to safeguarding practice:

- The welfare of the child, young person and vulnerable adult is paramount.
- Integrity, respect and listening to all.
- Transparency and openness.
- Accountability.
- Collaboration with key statutory authorities and other partners.
- Use of professional safeguarding advice and support from both inside and outside of the church.
- A commitment to the prevention of abuse.
- The active management of risk.
- Promoting a culture of informed vigilance
- Regular evaluation to ensure best practice.

4. GOOD SAFEGURDING PRACTICE –KEY FEATURES

- A leadership commitment, at all levels, to the importance of safeguarding and promoting the welfare of children, young people and vulnerable adults.
- A safeguarding policy available to church officers.

- A clear line of accountability within the church work on safeguarding (and pastoral matters)
- Clear reporting procedures with safeguarding concerns and allegations
- Clear roles for church officers
- Practice and services informed by ongoing learning, review and by the views of children, young people, families and vulnerable adults
- Safer Recruitment Procedures in place
- Clear arrangements for support and supervision
- Safeguarding training for all Church Officers working with or in contact with children, young people and/or vulnerable adults.
- Effective working with statutory and voluntary sector partners
- Publicly advertised arrangements for children, young people and adults to be able to speak to an independent person, as required.
- Complaints and whistleblowing procedures that are well publicised
- Effective information sharing
- Good record keeping

APPENDIX TWO – ROLE OF THE SAFEGUARDING COORDINATOR

- Work closely with the incumbent to advise within the parish on all safeguarding matters relating to children, young people and vulnerable adults.
- Receive, with the incumbent, any concerns about children or adults in the parish and make sure that proper advice is sought and proper referrals are made.
- Report all matters relating to concerns and allegations of abuse against church officers, in liaison with the incumbent, to the diocesan safeguarding adviser (DSA) who will liaise with the statutory agencies as required. Concerns about the incumbent should be raised directly with the DSA.
- Ensure that an ex offenders with offences against children or vulnerable adults known to be in the church community are notified to the DSA and contribute to the managing Safeguarding Agreements.
- Promote safer practices in all activities and make recommendations required taking into account the particular arrangements for the parish.
- The PSO should also report on safeguarding to the PCC. Safeguarding should be a standard item at each PCC meeting. AT the APCM the PCC will provide an annual report.

SAFEGUARDING RESPONSIBILITIES AT THE MARTYRS – AGREED BY THE PCC **NOVEMBER 2019**

PETE COOPEY – JOINT COORDINATOR

I. An annual review of the Safeguarding Policy for Children and Young People

2. **An annual review of the Safeguarding Policy for Adults (in consultation with Katherine Hawker)**
3. **Prepare an annual report (using a format provided by the diocese) for the PCC with a copy to the diocese.**
4. **Prepare a statement for the APCM.**
5. **Manage the Parish Dashboard (a summary document that records what we have done and identifies any outstanding actions).**
6. **Involvement with agreements with individuals who have a known history of abusive behaviour (none in place at the moment)**
7. **Keeping up to date – attending the annual diocesan conference and reading newsletters etc to see if there is anything we need to put in place.**

DAVID SPENCE – JOINT COORDINATOR

1. **To act as the recruiter using the Safer Recruitment Process for new volunteers. This involves giving volunteers the appropriate documents and following up to make sure they are returned and taking up references**
2. **Checking ID for DBS checks and completing the on line paperwork.**
3. **Recording who has undertaken the various levels of diocesan safeguarding training and following up as necessary.**
4. **Keeping the diocese informed of new DBS certificates and new people undertaking training. This includes keeping the data base at the diocese up to date.**
5. **Keeping up to date – attending the annual diocesan conference and reading newsletters etc to see if there is anything we need to put in place.**

KATHERINE HAWKER ADULT SAFEGUARDING COORDINATOR

1. **To raise awareness within the PCC and the congregation of the needs of vulnerable people (a shared role with the Parish Safeguarding Coordinator)**
2. **To welcome the more vulnerable members of the congregation and to make a point of listening and chatting to them.**
3. **To alert a member of the Pastoral Team if there are any concerns and to attend some Pastoral Team meetings.**
4. **To be an advocate within the church and with outside agencies on behalf of vulnerable people.**
5. **To inform the overall Safeguarding Coordinator (currently Pete Coopey and David Spence) or a member of the clergy within 24 hours of any report of abuse. If these people are not available to report directly to the appointed officer in the Diocese (currently Rachael Spiers).**
6. **Keeping up to date – attending the annual diocesan conference and reading newsletters etc to see if there is anything we need to put in place.**

WHERE TO GET HELP

SOCIAL SERVICES: 0116 3050004 (OFFICE HOURS) 0116 2551606 (OUT OF HOURS)

POLICE: 999 IF A LIFE IS IN DANGER OR 101 TO MAKE A REPORT

Respect (young people) – 020 7549 0578

Diocesan Safeguarding Officer (Rachael Spiers) 0116 2615341

RESOURCES

THESE RESOURCES ARE KEPT IN A GREY MAGAZINE RACK ON THE WELCOME TABLE AT THE BACK OF CHURCH. PLEASE RETURN AFTER USE AS WE ONLY HAVE ONE COPY OF EACH DOCUMENT.

Promoting a Safer Church

Protecting all God's Children

Guidance to Churches

Policy on Child Protection (House of Bishops)

Pocket Guide to safeguarding (Diocese of Leicester)

Keeping children safe is everyone's responsibility

Safeguarding Handbook (Diocese of Leicester)

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