

Level 3

Introduction

The Church of England's safeguarding policy statement, *Promoting a Safer Church*, says:

“All Church bodies should ensure that they have a ‘Promoting a Safer Church’ action plan in place that sets out, in line with national and local priorities, how the policy is being put into action and is reviewed regularly.”

To help parishes prioritise their safeguarding work, a *Safeguarding Dashboard* can produce three levels of Action Plan:

- Level 1 - Safer foundations
- Level 2 - Safer foundations and activities
- Level 3 - Safer foundations, activities and practices

The PCC is asked to discuss and approve this Level 3 Action Plan.

A parish must have no overdue actions if they are to comply with all the mandatory safeguarding requirements of the Church of England.

Overall Progress

100% progress has been made towards the mandatory requirements of the Church of England.

Policies and Action Plan

	Status	Notes
<p>Safeguarding Policy Approval The PCC must approve a parish safeguarding policy which complies with Church of England requirements.</p>	The PCC has approved a safeguarding policy that takes account of 'Promoting a Safer Church'.	Our policy is based on Diocesan Safeguarding Policy 2023, which is based on CofE's Promoting a Safer Church 2017
<p>Safeguarding Policy Promotion 'Promoting a Safer Church' must be publicised and promoted, and all Church Officers must have access to it.</p>	'Promoting a Safer Church' is publicised and promoted, and all Church Officers have access to it.	
<p>Safeguarding Action Plan The PCC must approve a Safeguarding Action Plan and review it at least once a year.</p>	The PCC last reviewed their Safeguarding Action Plan on 16/03/2026.	
<p>Recruitment of Ex-Offenders The PCC must have a policy regarding the recruitment of ex-offenders.</p>	The PCC last reviewed their policy regarding the recruitment of ex-offenders on 17/03/2025.	
<p>Local Ecumenical Partnership Local Ecumenical Partnerships (LEPs) must agree which denomination or organisation's safeguarding policy to follow.</p>	The parish is not part of an LEP.	

Safeguarding Procedures

	Status	Notes
<p>Responding to Concerns or Allegations The PCC must approve a procedure to deal promptly with any safeguarding concern or allegation (including any suspicion of abuse).</p>	The PCC reviewed their procedure on 16/03/2026.	
<p>Lone Working The PCC must follow the Church of England's safeguarding guidance regarding lone working with children or vulnerable adults.</p>	The PCC is following guidance regarding lone working with children or vulnerable adults.	
<p>Appropriate Boundaries The PCC must follow the Church of England's safeguarding guidance regarding appropriate boundaries with children or vulnerable adults.</p>	The PCC is following guidance regarding appropriate boundaries with children or vulnerable adults.	

	Status	Notes
<p>Use of Social Media</p> <p>The PCC must ensure that the church is following national guidance regarding the use of social media.</p>	The church is following national guidance regarding the use of social media.	
<p>Known Offenders</p> <p>Known offenders, and others who may pose a risk to children or vulnerable adults, must be effectively managed and monitored in consultation with the Diocesan Safeguarding Adviser.</p>	Anyone who poses a risk to children or vulnerable adults is being effectively managed and monitored.	
<p>Data Protection and Retention</p> <p>The PCC must comply with data protection legislation and Church of England data retention guidance.</p>	The PCC complies with GDPR legislation and data retention guidance.	
<p>Clergy Vacancy - Storage of Records</p> <p>Consideration must be given to the secure storage of safeguarding records during a clergy vacancy.</p>	Arrangements have been made for the secure storage of safeguarding records.	Outgoing incumbent confirmed they were holding no relevant information. Current arrangements for storage by the PSO are adequate. PCC to approve 16/3/26.
<p>Support for Victims and Survivors</p> <p>Following the disclosure of church-based abuse, the PCC must take reasonable steps to offer appropriate support to the victim or survivor.</p>	Completed	

Safeguarding Roles

	Status	Notes
<p>Parish Safeguarding Officer</p> <p>The PCC must safely recruit a suitable person (not the incumbent or his/her partner) to the role of Parish Safeguarding Officer. The appointment is to be made in accordance with national 'safer recruitment' guidance.</p>	A Parish Safeguarding Officer was appointed on 01/01/2012.	
<p>Churchwardens</p> <p>The churchwardens must be made aware of their safeguarding responsibilities.</p>	A question needs to be reviewed before 18/08/2026.	PCC to approve 16/3/26.
<p>DBS Administrator</p> <p>The PCC must appoint at least one DBS Administrator who is responsible for the administration of DBS applications. This role may be carried out by the Parish Safeguarding Officer.</p>	The PCC has appointed at least one DBS Administrator.	PSO acts in this capacity. PCC to approve 16/3/26.

Training for Key Roles

	Status	Notes
Parish Safeguarding Officer The PCC must ensure that the Parish Safeguarding Officer undertakes the required safeguarding training.	The Parish Safeguarding Officer has completed the required safeguarding training.	PCC to approve 16/3/26.
Churchwardens The PCC must ensure that all Churchwardens undertake the required safeguarding training.	Churchwardens have completed the required safeguarding training.	PCC to approve 16/3/26.
DBS Administrator The PCC must ensure that DBS Administrators undertake the required safeguarding training.	All DBS administration is undertaken by our Parish Safeguarding Officer.	PCC to approve 16/3/26.
PCC Members The PCC must ensure that all their members undertake the required safeguarding training.	PCC members have completed the required safeguarding training.	PCC to approve 16/3/26.

Displayed Information

	Status	Notes
Safeguarding Policy Notice Each church building must display a notice about its safeguarding policy.	A notice about our safeguarding policy is being displayed in each church building.	
Safeguarding Who's Who Each church building must display contact details for people who have safeguarding roles.	Contact details are being displayed in each church building.	
Safeguarding Poster Each church building must display a 'Promoting a Safer Church' poster.	A poster is being displayed in each church building.	
Parish Website Safeguarding arrangements must be clearly visible on the front page of a parish website (if you have one).	Safeguarding arrangements are clearly visible on the front page of our parish website.	
Information for Victims and Survivors The PCC must provide clear and accessible information for victims and survivors of abuse.	Completed	

Reviews and Reports

	Status	Notes
<p>PCC Agendas Safeguarding must be a standing agenda item at every PCC meeting.</p>	Safeguarding is a standing agenda item at every PCC meeting.	PCC to approve 16/3/26.
<p>Reports to the PCC The Parish Safeguarding Officer must give regular reports to the PCC regarding safeguarding in the parish.</p>	The PCC needs to receive a safeguarding report before 20/08/2026.	
<p>Reports to the APCM At the Annual Parochial Church Meeting, the PCC must report on safeguarding in the parish.</p>	The APCM needs to receive a safeguarding report at the next meeting.	To be updated after 2026 APCM.
<p>Review List of Church Activities The PCC must confirm that the list of Church Activities on this dashboard is complete.</p>	The PCC reviewed the list of Church Activities on 16/03/2026.	
<p>Review List of Non-Church Activities The PCC must confirm that the list of Non-Church Activities on this dashboard is complete.</p>	The PCC reviewed the list of Non-Church Activities on 16/03/2026.	
<p>Promoting a Healthy and Safe Culture The PCC must consider how they can better promote a healthy and safe church culture.</p>	The PCC has considered how they can better promote a healthy and safe church culture.	

Church Activities

By approving this Action Plan, the PCC confirms that the following list includes **every** church activity that involves teaching, training, instructing, caring for, supervising or transporting children (under 18) or vulnerable adults. Any other church activity that is organised primarily for children or vulnerable adults is also listed.

- Messy Church
- Sunday School
- Youth Club

The status of all actions associated with Church Activities are shown below.

Messy Church

	Status	Notes
PCC Authorisation The PCC must authorise any church activity involving children, young people or vulnerable adults.	The PCC has authorised this church activity.	
Risk Assessment The PCC must ensure that an 'activity risk assessment' is completed and reviewed regularly.	A risk assessment was last reviewed on 16/03/2026.	
Insurance Cover The PCC must provide appropriate insurance cover for this activity.	This activity is covered by our standard church insurance policy.	
Safer Recruitment Leaders and helpers must be appointed in accordance with the Safer Recruitment and People Management Code of Practice.	Safer Recruitment was last reviewed on 16/10/2025.	PCC to approve 16/3/26.
DBS Checks The PCC must ensure that all eligible leaders and helpers have an Enhanced DBS checked every three years.	DBS checks were last reviewed on 16/10/2025.	PCC to approve 16/3/26.
Induction and Settling-In Period For roles that involve substantial contact with children (under 18) or vulnerable adults, the PCC must ensure that all new appointments include an appropriate induction process and settling in period.	This activity has an appropriate induction process and settling-in period.	

	Status	Notes
<p>Safeguarding Training</p> <p>The PCC must ensure that all leaders and helpers undertake the required safeguarding training.</p>	Training was last reviewed on 19/12/2025.	PCC to approve 16/3/26.
<p>Support and Oversight</p> <p>The PCC must ensure that everyone who has substantial contact with children, young people or vulnerable adults has ongoing support and oversight.</p>	All leaders and helpers have attended appropriate support and oversight meetings	PCC to approve 16/3/26.
<p>Safer Environment</p> <p>The Church must strive to create and maintain environments that are safer for all.</p>	This activity is striving to maintain an environment that is safer for all.	The Code of Safer Working Practice is included in the Diocesan Safeguarding Policy 2023, Section 10. This has been supplied to all leaders and helpers. PCC to approve 16/3/26.

Sunday School

	Status	Notes
<p>PCC Authorisation</p> <p>The PCC must authorise any church activity involving children, young people or vulnerable adults.</p>	The PCC has authorised this church activity.	
<p>Risk Assessment</p> <p>The PCC must ensure that an 'activity risk assessment' is completed and reviewed regularly.</p>	A risk assessment was last reviewed on 16/03/2026.	
<p>Insurance Cover</p> <p>The PCC must provide appropriate insurance cover for this activity.</p>	This activity is covered by our standard church insurance policy.	
<p>Safer Recruitment</p> <p>Leaders and helpers must be appointed in accordance with the Safer Recruitment and People Management Code of Practice.</p>	Safer Recruitment was last reviewed on 16/10/2025.	PCC to approve 16/3/26.
<p>DBS Checks</p> <p>The PCC must ensure that all eligible leaders and helpers have an Enhanced DBS checked every three years.</p>	DBS checks were last reviewed on 19/12/2025.	PCC to approve 16/3/26.
<p>Induction and Settling-In Period</p> <p>For roles that involve substantial contact with children (under 18) or vulnerable adults, the PCC must ensure that all new appointments include an appropriate induction process and settling in period.</p>	This activity has an appropriate induction process and settling-in period.	
<p>Safeguarding Training</p> <p>The PCC must ensure that all leaders and helpers undertake the required safeguarding training.</p>	Training was last reviewed on 19/12/2025.	PCC to approve 16/3/26.

	Status	Notes
<p>Support and Oversight</p> <p>The PCC must ensure that everyone who has substantial contact with children, young people or vulnerable adults has ongoing support and oversight.</p>	All leaders and helpers have attended appropriate support and oversight meetings	PCC to approve 16/3/26.
<p>Safer Environment</p> <p>The Church must strive to create and maintain environments that are safer for all.</p>	This activity is striving to maintain an environment that is safer for all.	This is included in the Diocesan Safeguarding Policy 2023, Section 10. This has been circulated to all leaders and workers. PCC to approve 16/3/26.

Youth Club

	Status	Notes
<p>PCC Authorisation</p> <p>The PCC must authorise any church activity involving children, young people or vulnerable adults.</p>	The PCC has authorised this church activity.	
<p>Risk Assessment</p> <p>The PCC must ensure that an 'activity risk assessment' is completed and reviewed regularly.</p>	A risk assessment was last reviewed on 16/03/2026.	
<p>Insurance Cover</p> <p>The PCC must provide appropriate insurance cover for this activity.</p>	This activity is covered by our standard church insurance policy.	
<p>Safer Recruitment</p> <p>Leaders and helpers must be appointed in accordance with the Safer Recruitment and People Management Code of Practice.</p>	Safer Recruitment was last reviewed on 16/10/2025.	PCC to approve 16/3/26.
<p>DBS Checks</p> <p>The PCC must ensure that all eligible leaders and helpers have an Enhanced DBS checked every three years.</p>	DBS checks were last reviewed on 19/12/2025.	PCC to approve 16/3/26.
<p>Induction and Settling-In Period</p> <p>For roles that involve substantial contact with children (under 18) or vulnerable adults, the PCC must ensure that all new appointments include an appropriate induction process and settling in period.</p>	This activity has an appropriate induction process and settling-in period.	
<p>Safeguarding Training</p> <p>The PCC must ensure that all leaders and helpers undertake the required safeguarding training.</p>	Training was last reviewed on 19/12/2025.	PCC to approve 16/3/26.
<p>Support and Oversight</p> <p>The PCC must ensure that everyone who has substantial contact with children, young people or vulnerable adults has ongoing support and oversight.</p>	All leaders and helpers have attended appropriate support and oversight meetings	PCC to approve 16/3/26.

	Status	Notes
<p>Safer Environment The Church must strive to create and maintain environments that are safer for all.</p>	<p>This activity is striving to maintain an environment that is safer for all.</p>	<p>This is included in the Diocesan Safeguarding Policy 2023, Section 10. This has been provided to all leaders and helpers. PCC to approve 16/3/26.</p>

Non-Church Activities

By approving this Action Plan, the PCC confirms that there are no non-church activities for children (under 18) or vulnerable adults that are held on church premises.

Any one-off events organised by private individuals (e.g. a child's birthday party) can be ignored.