

RTM APCM Safeguarding Report for the year 2025

RTM have continued with the task of ensuring a welcoming mission to all who come through our doors while also keeping every one safe. We use the policies and procedures contained in the Southwark Diocesan 'A Safe Church' to try to ensure the balance of need and risk.

We work tirelessly to ensure any issue, however inconsequential it may feel, is raised and responded to. Each PSO now has a safeguarding email @richmondteamministry.org and there are posters in all three churches encouraging everyone to speak up and be heard.

The Parish Safeguarding Officers (PSO) from all three churches continue to work collaboratively together with the clergy, church committees and PCC to raise awareness of safeguarding.

PSOs

St Matthias	Gertude Seaborne
St John Divine	Helen Kelsey
St Mary Magdalene	Jo Kitson



We note our **thanks** to both Richard Wiszniewski and Judy Wright who have stepped down from their PSO roles over the past year. Jo Kitson will take on the lead PSO role for the RTM.

Review of the year

During the year there has just been one situation where we have sought help from the Diocesan safeguarding team and they have been very helpful in coming to an agreement about the way to manage a situation. There have also been 2 incidents at St Matthias with troubled visitors. These were handled very sensitively by the staff and volunteers involved. Welcomers at all three churches have been briefed about how to deal with challenging visitors. The Lone Working Policy, which was agreed by the PCC earlier this year, has also been sent to all staff and volunteers who might find themselves working alone.

We were notified by the Diocese in August that there had been a data breach within APCS, the company that processes the DBS checks on behalf of the Diocese. Eleven people within RTM whose data was vulnerable have been offered 12 months of free personal credit and web monitoring services, provided by Experian. As far as we have been made aware there have been no issues with any of the individuals concerned.

'ThirtyOneEight' are now responsible for DBS checks for the Diocese. Judy Wright remains the DBS lead until the new Office Manager is recruited. Jo Kitson is also registered. All those who require DBS checks are now checked but there was some backlog due to the change in provider.

We have continued to work on the action plan resulting from the **Parish Audit**. There are now a number of policies (complaints, whistle blowing etc) which have been written. St Mary Magdalene signed up to Safeguarding Sunday which was very successful. A training log has been established and most training is up to date but there has been a difficulty with gaining access to the leadership course. We have introduced an application form and review process for each new volunteer to ensure safe and consistent recruitment especially those working with children and young people.

The Diocese has now provided all PSOs with access to the **Parish Dashboard** - this is an online system that gives assurance to parishes that they are complying with statutory requirements and Church of England policies, or else it explains what actions need to be taken.

HOWEVER – whatever progress we make, we must not get complacent and it is only by being vigilante, observing procedures & by working together that can we keep everyone safe -- children, young people and vulnerable adults. We thank you all for your ongoing commitment to this task.

Jo Kitson
PSO
April 26