



Church Governance Policy

All Saints' Church, Walsoken

General Statement and Church Governance Policy

The success of a church governance policy depends on the cooperation of all people visiting, working, volunteering or worshipping at All Saints' Church, Walsoken or involved in church related activities.

This policy will be updated considering experience and will be ratified regularly by the PCC as having the general responsibility to ensure correct church governance. Governance will be raised, as a minimum, at all PCC meetings concerning safeguarding and Health and Safety. Church governance communications will be made as required demonstrating the PCC's commitment to correct governance.

Our policy is to ensure, so far as is reasonably practicable, that our activities are carried out legally and do not pose a legal risk to our volunteers, congregation, visitors and others who may use the church or churchyard. This will be in accordance with good practice and any relevant statutory provisions where they apply.

This policy is secular and does not include any theological, church service or religious requirements.

Governance Organisation and Responsibilities

Overall responsibility for governance of church activities is that of the priest in charge who will ensure that arrangements are in place to meet correct governance or codes of practice. It is the Churchwarden's responsibility to ensure that the Governance arrangements outlined in this policy are carried out. The PCC has a general responsibility to ensure that this governance policy is implemented.

All people involved in church related activities have a duty to take reasonable care of themselves and others at All Saints' Church. Governance issues must be promptly brought before the PCC for consideration.

Governance Arrangements

A management system will be made available to all PCC members. The management system will be available such that all documents can be controlled, viewed, used & maintained for the benefit of Church governance.

Church governance will be correctly implemented concerning.

- 1) Safeguarding.
- 2) Health and Safety.
- 3) Fabric
- 4) Finance.

Specific Governance Arrangements

For simplicity, the specific church governance arrangement will be consolidated into two policies.

- 1) The Safeguarding and Social Policy [S&S Doc 001](#)
- 2) The Health and Safety Policy [H&S Doc 001](#)

Each of these policies will contain links to supporting documents for clarity and as objective evidence of compliance where required.

Note: This church governance policy, and sub policies, includes only usual, routine or foreseeable situations in running All Saints' Church, Walsoken. Exceptional situations (For examples see appendix 1) are not covered will require guidance from Ely Diocese.

Signed: _____

Signed _____

Signed: _____

Date: _____

Date: _____

Date: _____

Priest in charge: Reverend P. Kite

Churchwarden: J. Spooner

Health & Safety: B. Cox

These signatures authorise all the H&S & S&S sub-policies for All Saints' Church, Walsoken

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Specific Safeguarding Policies

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|---|--|
| 1) Safeguarding. | <u>S&S Doc 002</u> |
| 2) Safeguarding Training. | <u>S&S Doc 003</u> |
| 3) Child Protection (abuse & neglect). | <u>S&S Doc 004</u> |
| 4) Vulnerable Adults (abuse & neglect). | <u>S&S Doc 005</u> |
| 5) Concerns and Allegations (Safeguarding). | <u>S&S Doc 009</u> |
| 6) Responding to Domestic abuse. | <u>S&S Doc 017</u> |
| 7) Ex Offenders | <u>S&S Doc 018</u> |
| 8) Safer Recruitment. | <u>S&S Doc 022</u> |
| 9) Role Outlines. | <u>S&S Doc 025</u> |
| 10) Unaccompanied Children | <u>S&S Doc 026</u> |
| 11) Safeguarding Complaints. | <u>S&S Doc 030</u> |
| 12) Vulnerable People. | <u>S&S Doc 031</u> |

Specific GDPR Policies

All the policies concerning GDPR are within the Safeguarding and Social policy, however, for clarity they are listed here.

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|----------------------------|--|
| 1) Data Protection. | <u>S&S Doc 016</u> |
| 2) Privacy Notice. | <u>S&S Doc 021</u> |
| 3) Social Media | <u>S&S Doc 023</u> |
| 4) CCTV. | <u>S&S Doc 028</u> |
| 5) Website Acceptable use. | <u>S&S Doc 035</u> |
| 6) Records Retention. | <u>S&S Doc 037</u> |
| 7) GDPR Data Audit. | <u>S&S Doc 039</u> |

Specific Finance Policies

All the policies concerning GDPR are within the Safeguarding and Social policy, however, for clarity they are listed here.

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|---------------------------------|--|
| 1) Charitable Legacies & Gifts. | <u>S&S Doc 007</u> |
| 2) Financial Control. | <u>S&S Doc 015</u> |
| 3) Bell Ringing Fund. | <u>S&S Doc 036</u> |
| 4) Purchasing. | <u>S&S Doc 040</u> |

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Parish Code of Conduct

**The fruit of the Spirit is
love, joy, peace, patience,
kindness, generosity, faithfulness,
gentleness and self-control.**

This Parish seeks to provide safe spaces where all can flourish.

We all share a responsibility in helping to achieve this and we ask that people are considerate and respectful of our staff, volunteers, and of the space.

We will not tolerate disrespectful behaviour in the Church or the church grounds such as:

- Abusive comments.
- Threatening behaviour.
- Creating an unpleasant atmosphere.
- Misusing drugs or alcohol.
- Vandalism.

Forms

None

Diagrams

None

Appendices

Appendix 1. Exceptional Situations

A non-exhaustive list of aspects not covered by routine governance documents are concerning.

- 1) Faculty work and permissions.
- 2) Alterations and extensions.
- 3) Anti-social behaviour in churchyards.
- 4) Archaeology.
- 5) Bats in church.
- 6) Historic books and manuscripts.
- 7) Church wildlife.
- 8) Churchyard structures.
- 9) Conservation management or reporting.
- 10) Contested heritage.
- 11) Disposals and loans.
- 12) Flags and military colours.
- 13) Glass screening.
- 14) Replacing church heating systems.
- 15) Historic Floors.
- 16) Human Remains.
- 17) Local authority investment.
- 18) Historic metalwork.

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- 19) Monumental brasses.
- 20) Stone monuments.
- 21) Wall Paintings.
- 22) Stained glass windows.
- 23) Historic textiles.
- 24) Historic timberwork.
- 25) Treasure (in church and on church grounds).