

Corsley and Chapmanslade

Parochial Church Council



Annual Report

for the year ended 31st December 2022

**Accepted at the Parochial Church Council on
21st March 2023**

**Presented at the Annual Parochial Church Meeting
20th April 2023**

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Administrative Information

There are, at the end of 2021, two churches in the Anglican Parish of Corsley and Chapmanslade. Situated in the High Street, Chapmanslade is the Parish Church of **St. Philip and St. James'**. In Corsley at the bottom of Deep Lane is the Parish Church of **St. Margaret of Antioch**. The two churches are in the Benefice of the Cley Hill Villages, which is part of the Diocese of Salisbury within the Church of England. The Parochial Church Council is a charity exempted from registration with the Charity Commission.

Parochial Church Council members who have served since the last Annual Parish Church Meeting are:

Rector		Reverend Pauline Reid
Associate Priest		Reverend Gay Maynard (until September 2022)
Wardens:	St. Philip & St. James	Ian Buick
	St. Margaret's	vacant
Deputy Wardens:	St. Margaret's	vacant
	St. Philip & St. James'	Janet Aylesbury
Elected member	1 – Janet Buick	2 – Maggie Thackway
	3 – currently vacant	4 – currently vacant
Deanery Synod Reps:	1 - Clare Merritt	2 – currently vacant
	3 – currently vacant	
Secretary:		Sue Fear
Treasurer:		Ian Buick/ Janet Buick
Planned Giving Officer:		Judith Helliar

Structure, governance and management

The method of appointment of Parochial Church Council members is set out in the Church Representation Rules. All Church attendees are encouraged to register on the Electoral Roll and stand for election to the Parochial Church Council.

Objectives and Activities

Corsley & Chapmanslade Parochial Church Council has the responsibility of co-operating with the incumbent in promoting in the ecclesiastical parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

Achievements and Performance

Church attendance

There are 130 parishioners on the new Church Electoral Roll at the end of March 2022.

Rector's Report - Reverend Pauline Reid

This is a hard report to write. During this past year it has become more and more apparent that we find ourselves in a precarious position, not only financially, but also in terms of having enough people able and willing to do what needs to be done to allow our churches to function as they need to. This is particularly pressing at St Margaret's where on a number of occasions, Ian and Janet Buick have been the only people organising the church for a funeral and welcoming people inside. At this point I want to thank all those who down the years have given their time energy and love to our churches; they have served with great dedication, now we need new people if we are going to continue to function. We really have got to the point where we have to sit down together, and honestly ask ourselves some hard questions about the future.

That said I want to express my profound thanks to all who continue to give their time and energy in service of our church. Ian and Janet have done superb work as joint treasures and it is their dedication to the task that has enabled us to clearly see the seriousness of our financial situation. The PCC have worked hard in giving their time for what can often be quite difficult meetings. Thank you for all who organise the fund-raising events that are enjoyed by so many people, for those hidden people who clean the church, arrange the flowers, welcome people into church, read or lead intercessions. Grateful thanks to our church warden in training, Shane MacKean for all his help at St Margaret's and Ian Buick in his churchwarden's role at St Philip and St James.

Two people are stepping down from the PCC: Claire Merritt and Judith Helliar; both have served our church for many, many years with unwavering hard work and dedication. We are immensely grateful for all that they have contributed to the church, and the wider community.

It is not all doom and gloom; this year progress has been made in the reordering project for St Philip and St James. Ian has been unstinting in his hard work in encouraging the wider community to be involved and it's very exciting to see that beginning to happen.

We are indebted to Revd Di Britten and Revd Marian Curtis for the giving of their time so generously, along with Revd Canon Harold Stephens, Revd Margaret Davies and occasionally other retired clergy, to step in to lead services when necessary, and to allow me to take a much-needed holiday now and again.

Our relationship with the school continues to thrive; thank you to those of you who go into school to lead collective worship, not least the Open the Book team whose brilliant story telling the children really enjoy. We are indebted to Mrs Maggie Thackway who is a dedicated and hard-working Foundation Governor at the school.

As I said at the beginning of this report, we find ourselves at a very uncertain and worrying point in the life of our churches. But we should celebrate the good things; every time someone new comes to church they inevitably remark on the friendliness of the congregation and how much they feel welcomed. That might sound a very simple thing, but it is not always apparent in many churches.

I end with a huge thank you to you all, it has been my joy and privilege to serve you as your Rector this last year; thank you for being such inspirational people.

Churchwarden's report – St Philip & St James' – Ian Buick

There has been a significant increase in activity in relation to the Church in Chapmanslade. The re-ordering process begun in 2019, has re-started. A meeting with the DAC in November has triggered the first step of temporary removal of half of the bench pews. Chairs will replace these, allowing the space to be better utilised. Test layouts will be tried to determine if the current bench reduction is workable, as well as looking at how we can encourage alternative uses for the church. Discussions were held with the DAC into potential removal of the organ, in order to recover the original vestry in the first church design.

The church has been without a full time organist for many years, and Geoff Titt, our much missed visiting organist from St Margaret's retired during the year, so the services are now run with pre-recorded music. Wide consultation with the community was undertaken back in 2019, and this has been updated with advice from the School Temporary Head, as well as other village organisations. Great care has been taken to ensure the building fills the gap in the village for a small meeting place and does not detract from other existing facilities, especially with demand increasing as a result of the expansion in housing. The principal aim of re-ordering will be the provision of a toilet. The application process required that we undertake an historic investigation, architectural planning and consideration of current seating safety regulations as well as providing refreshment facilities. There will probably be stages of temporary facilities like portable toilets to be passed through, before the permanent work is undertaken.

It is the legal duty of the Churchwarden to ensure all of the regulations and historic limitations are given their due recognition. I would like to register my thanks to everyone in Chapmanslade who has offered their help in this planning

stage. Particular thanks are due to Ian Curtis, Terry and Linda Rose, David Gafney. There has also been great support from Parish Council Chair Phil Holihead and other council members.

St Philip and St James Church faces an upcoming fresh Quinquennial inspection, with inevitable cost implications. The year ahead will be a time to take advantage of increased uses for the building, as well as broadening the involvement of the community in the life of the church at the heart of the village.

Churchwarden's report – St Margaret of Antioch – Rev. Gay Maynard

Following the retirement of John Helliard from the post of Churchwarden a team of people have been taking care of the routine running and care of the Church and Churchyard as no-one has yet been appointed to fill the role. The Revd Diana Britten has been overseeing the Churchyard to keep it in good order, some of the numbering had gone a little awry but is now sorted. I have been overseeing the Church with the help of others and express my gratitude to all of them. It was a joy that we were able to have baptisms and weddings with the pandemic restrictions now lifted, as well as quite a number of funeral/memorial services.

The organ was given a complete clean and the wooden casing polished, the present organ came from Warminster, St. Denys (the Minster) when they purchased, in turn, the organ from Salisbury Cathedral where a Father Willis organ was built in 1877. It isn't clear whether the organ had been cleaned at all since being installed in St. Margaret's – there are 900+ pipes! Organist Geoff Titt retired in August, there was no regular organist to take up the post. We thank Geoff for his service to us over the years.

An electrical check was carried by Pears Electrical. Fire extinguishers were serviced. The damaged wall by the lower gate is still waiting for repair by WCC despite many follow up calls. The contract was being put out for tender but no progress had been made. A new wooden notice board had been made locally by a carpenter known to Judith Helliard who also worked at High House Farm. There was also some tidying up of the Churchyard by Shane McKean and Tree Surgeons from WCC, with some of the trees being crowned, this not only looked better but allowed for the ground under the trees to be cleared of nettles and for the light to aid the regrowth of grass.

The Ledbury family applied for permission to place a memorial bench in the open Churchyard, in memory of two family members. After a lengthy procedure permission was granted by Archdeacon Alan Jeans and the seat was put in place. The seat was dedicated in September by the Rector Pauline Reid.

I handed on to Shane McKean at the end of August to continue with the oversight of the Church.

Lay Pastoral Team – Alan Hopkinson

Due to covid restrictions the group has not met during the last year. Most pastoral work has been conducted by phone; although with the easing of restrictions the number of home visits is increasing. Regular contact has been maintained with 46 individuals and couples, including those in care homes, with around half being on a weekly basis. The welcoming of new residents has been less successful as, with the reduced social contact we have been unaware of some new arrivals. As a result, only five new residents have received a welcome visit.

Chapmanslade Church of England VA Primary School – Minnie House

As the Governing Body of Chapmanslade School, we continue to be exceptionally grateful for the commitment of the staff team at Chapmanslade School, the support of the Church community and parents and the enthusiastic pupils who attend the school and always make us smile. I am also truly grateful for the Governors we have in place and for their time and commitment to the post.

It certainly hasn't been an easy year, with the ongoing impact of Covid and lost learning, continuing staff illness and absences and lack of finances. The LA and the Diocese have been very supportive, in their guidance for the Acting Head and for Governance. Finances are inevitably tight as with many schools and particularly smaller schools but equipment such as an IT server, is a significant amount of money that small school budgets do not allow easily and especially when increased energy costs and increases in staff salaries have also been added to the mix. However, moving forward whilst the budget is tight, we are not expecting the school to be dealing with a deficit budget.

After a long absence from the school Mrs. Chapman decided to retire at the end of December and we thank her for all that she has achieved in her time at the school and wish her well for the future. We also need to thank Rob Cottrell, who has stepped up as Acting Head from January 2022 and the staff team for being able to keep the children at the centre of all they do, whilst also ensuring that the school continued to move forward in its development.

With the support of the LA and the Diocese we are now in the process of advertising the Head Teacher post and hopefully being able to appoint at the end of March, for a September start. The application pack can be found on the link below. <https://www.chapmanslade.wilts.sch.uk/our-staff/vacancies/>

Fortunately, the school leadership and staff team have continued to be strong in maintaining their focus on the needs of the children and there has been a great deal to celebrate. The number of pupils in the school presently sits at 100

with the PAN of 17 reached for the September 2022 intake. We are also very grateful for the SEN support that has been able to be provided through Westbury Leigh School.

Governance has continued to work remotely for meetings and face to face where practical to do so. The Team, although small, continues to be strong in its members and the skills they have to offer. However new blood is needed to ensure sustainability for the Governing Body. We have been able to continue monitoring with pupils, parents and staff and supporting whenever possible and were able to start the year revisiting the school values and ethos led by Nicola Coupe from the Diocese and more recently looking at Ofsted expectations led by Vicky Christophers, from LA Governor services.

The school were last visited by Ofsted in November 2016 and is certainly now overdue for a visit. A new Behaviour policy was put in place in September 2022 and Governors were able to talk with children across the school, about how this works for them and how safe they feel in school. Talking with and spending time with the pupils is always a pleasure.

Do follow the links below to the Honey Glade videos, which the children were able to make following their involvement with the Newland development, which started when they put forward names for the streets prior to the development starting.

[Honey Glade Video 1](#)

[Honey Glade Video 2](#)

The school's 150th Birthday was a really, special occasion, which was well attended by parents and pupils, local residents and ex pupils- young and old. The collection of memorabilia provided by former pupils and documents already held by the school certainly proved to be a strong attraction as was the tableau presentation provided by the pupils.

We would like to thank the PCC for their input in enabling the fallen ceiling in the old building "small classroom" to be made safe during the year. Our understanding is that this will be fully repaired during the summer of 2023.

Light Bites Lunches

In the past year we have held seven Soup lunches and one Christmas dinner. The charities we have supported have been The Alzheimer's Society, Dorothy House, Red Cross, Riding for the Disabled, Warminster Food Bank, RNLI, British Legion and Julia's House, and as always, at Christmas we supported the Children's Society. The amount we have been able to donate to the charity varies as it is dependent on the number of people who attend but it has ranged between £50 and £120. In March we had a "special" lunch to support the Red Cross work in Ukraine and for this we collected £170.

Our Christmas lunch is always well supported and although the expenses seemed to have increased dramatically, we still managed to donate £225 to the Children's Society thanks to kind donations of both money and food. Once again, the lunch was eventful as the second oven in the kitchen was not working. A fact we only found out when we tried to use it! This led to a rush to heat the roast potatoes but all was well in the end and everyone enjoyed their meal. We thank our volunteers on the day who readily help with dishing up, serving, AND clearing up – without them it would be a much less enjoyable occasion.

We are very grateful for the gift of our new hot plate which we have been using each month. It is proving a great success as it not only caters for our large saucepans but it can heat the soup as well as keeping it warm.

One change we have made is to serve tea and coffee with biscuits after the soup. For only a little extra cost, this has proved a success as people have stayed longer to chat.

Bell-ringing Team – Michael Attenborough (Captain)

Bellringing has taken on a pace at Corsley Tower through 2022. It was noted that there was a very small number of Ringers at Corsley and as a result, with articles placed in 'The Bridge' and word of mouth, we now have recruited five people interested in the skill. Our recruits who joined us at different times through the year, including our first from Chapmanslade, have enjoyed ringing at the tower. Two of these from Corsley have now applied and been accepted as members of the Salisbury Diocese Guild of Ringers, whilst the three who started later are still undergoing their time as probationers. At our AGM in January, we were able to elect a Vice-Captain ensuring all practice days and Services at St. Margaret's were rung for where now, hopefully, our standard of ringing has improved markedly.

It was found, following confusion over covering Weddings at Horningsham, that Services at St John's were not being rung for through the summer. This gave us the opportunity to become more closely involved with the church and allowed us to improve our ties with the ringers at the Minster in Warminster.

As a result, services at St John's will be covered by Corsley ringers and the duty of ringing for weddings shared between the two towers – Warminster and Corsley. Improvement and upkeep of the Horningsham bells is being investigated at present and we are hoping for a visit and report from Matthew Higby's Restoration Works with a recommendation of simple improvements that could be made to the bells.

At Corsley the Tower members are aware that Church Bellringing is not the quietest of occupations. We have now established a programme for 2023, with consultation with neighbours living close to the tower, which will allow us to gain an adequate number of practices. By covering the Services on the first and third Sundays of the month also, an acceptable amount of ringing will give us the opportunity to progress. We are attempting to ring a quarter peal for third Sunday services, however the experience level of band members on the day does not always guarantee this.

The Tower is very grateful to the Parochial Church Council for defining our finance arrangements and we will now attempt to procure funds to ensure we are able to renew ropes etc. when needed and start considering an annual contribution from the members towards upkeep of St. Margaret's.

Home Groups - Trudi Hopkinson

The After Alpha Group met fortnightly on Tuesday evenings at different home venues from 7.30- 9.30pm. The first half hour before the study is social time with chat and refreshments and we finish the evening with prayers.

The group had 9 regular members and we have space for a few more.

From Jan-May 2022 we studied the eight "I Am" Sayings of Christ from the Lifebuilder Bible Study book written by Douglas Connely. They were mainly from the gospel of John.

After the summer break Sept-Dec we looked at "Fruit of the Spirit" from Paul's letter to the Galatians, written to bring them back to the true faith. From another Lifebuilder book by Hazel Offner. To be finished in January 2023.

Fundraising – Sue Fear

Many thanks to Judith Helliard who has led our fundraising over the last few years.

Our first event of 2022 was our May Fair, held at Corsley Mill, by kind invitation of Julia and Michael Parker. Maggie Thackway headed the organisation of this event, liaising closely with Julia. The weather was good and many people came to look at the lovely, beautifully kept garden. The event raised over £2200.

Then to Corsley House for an Independence Day Extravaganza on 2nd July, not such great weather, but everyone enjoyed an evening of food, drinks, live music and dancing, ending with a fantastic firework display with Cley Hill as the backdrop. Many thanks to Glen, Keith and all of their staff for all of their input to this evening, raising over £6000.

On 7th August we were back at Corsley House providing refreshments for their National Garden Scheme open day. This was something new for our team and all our volunteers worked hard to make it a successful day raising over £1000.

3rd September was the day of the new Corsley Fair, with a joint effort with Corsley WI providing refreshments.

The Christmas Fair was held at St Margaret's, with lots of stalls, coffees and mince pies. Everyone enjoyed socialising and we raised £625.

50/50 club

This report was written by Neil Britten, who sadly passed away following illness. We thank him for all the work he did running the 50/50 club.

This year there are 126 members in the club. There has been some people leaving the club and others joining during the year so the membership is never static. The club raises just over £1250 for church funds, with an equal amount given out in cash prizes in monthly draws throughout the year, plus extra drawn at Christmas.

Parish Link with South Sudan - Richard Paul, Charlie Thackway & Gay Maynard

Juba Basic Schools

Corsley and Chapmanslade residents have continued their charitable support of the "Juba Primary school bursary scheme." In 2022 the number of sponsors increased to 8, pledging 11 bursaries between them. In addition, a generous one-off donation was used to purchase a desk for the P4 classroom, St Stephen's primary school. Chapmanslade school continued their pledge allowing Visitor Yeno Ruben, the opportunity to complete her Primary school education. The school have kindly agreed to continue their support and a new primary school pupil will shortly be selected to receive this bursary.

Inflation is still a major problem in Juba, food prices continue to spiral. A bursary makes an enormous difference to the children fortunate enough to receive one.

As always new sponsors are being sought, if you would like more details about this very worthy scheme please contact, Richard Paul rpaul2011@hotmail.co.uk

Juba Diocesan Model Secondary School (JDMSS)

JDMSS continues to flourish with over 800 students in four year groups. Currently the senior year is undergoing their Secondary Certificate exams. Last year's exam results were excellent and JDMSS remains one of the top performing schools in the region. The school has benefited from the addition of a new science laboratory that was funded by the Holy Trinity Cathedral Gibraltar and the project was successfully managed by Robert Hayward. In addition, solar panels have been installed over the Administration Block, which proved very successful. Plans are in development to construct a second Girls Boarding House for approximately 50-60 girls in the two main Dormitories and a Dormitory Prefect Room on the first floor as well as a room for the Matron. This will be funded by again by the Holy Trinity Cathedral Gibraltar, and any donations would be gratefully received for additional items such as fixtures and fittings. Point of contact: Charlie Thackway (charlesthackway@hotmail.com). Anyone wishing to sponsor a student should contact: maggiethackway@icloud.com.

Our South Sudan link – Heytesbury Deanery with Maridi Diocese

The Year began still with some uncertainties due to the pandemic but the January quiz at the Warminster Conservative Club drew in a good variety of people from both church and community. It worked well with much of the organizing done by the club secretary and staff which made our job very much easier and meant we could relax and join in. Towards the end of the year, we began organizing another, again with quizmasters 'The Two Bobs' with the added bonus of a possible match funding from Barclays Bank – we set our sights high and aimed to raise at least £1,000 for Maridi.

The Community of St. Denys has continued to support with funding help for Chaima Christian Institute which makes a major difference to us. Gay did a talk on her visit for the Chapmanslade Loose Women and has more to come in the new year.

Gay joined three others in May to deliver a discipleship programme, run by The Mathetes Trust called Rooted in Jesus, in Maridi and Yambio, where they had been invited to go. We trained around 150 church leaders in each diocese, who were very keen to go back to their own churches to begin the group work to grow more disciples. We had an exciting time, also visiting Chaima Christian Institute, Bethsaida Clinic and MU Maridi Town Development Centre as well as preaching in some of their churches on a Sunday morning and experiencing their vibrant worship from the youngest child to the most mature elder. We experienced flying in many different types of aircraft both large and small! The quickest and safest way to travel such a vast expanse of land. We had a busy time ahead of us as we drew closer to the Sudanese Bishops visit to the Diocese following the Lambeth Conference and 'hospitality' was the name of the game! The Revd Jane Shaw had begun to allocate hosts for four bishops (two with wives) in the first week and our own Bishop Moses and his wife Mama Rejoice with Bishop Tandema and Mama Fatimah coming here in the second week following their time with CMS Ireland. It was with great shock and sadness, before we could really get underway, that Jane died in June, with much of the information we needed locked in her computer. We started again and two of the couples who were going to host were unable to, new hosts were found for most of the bishops but one of the four from the first week was re-located to Salisbury. All was well in the end and having the bishops here to meet people has made a huge difference in highlighting our link. The support group are extremely grateful to all those who stepped up most admirably to host, transport, feed and help our visiting bishops and wives, they did us proud!

We very much depend on people's generosity from across the Deanery to boost our fund, however large or small all donations are very gratefully received. Individuals may make donations at any time sending directly to Graham Connellan our treasurer, please contact Revd Gay Maynard who will be happy to give his details on request.

The Thrive Project-Rural Hope – Gay Maynard

The Thrive Project final session in June was on Mission and we concluded with a special evening on Friday 11 th November in Sarum College, Salisbury. Bishop Andrew came to speak to us, we had a delicious finger buffet supper and a sending out service. Although the project has come to end the Thrive Team, comprising of Janet Buick, Judy Munro, Trudi Hopkinson and Gay Maynard are continuing with their outreach work with Messy Church and the Church Messy Tent. We had five venues with the Messy Tent – two extra ones due to the Queen's Platinum Jubilee celebrations and

The school's 150th birthday celebrations. Other more regular venues were the May Fayre (with an open garden at Michael and Julia Parker's), Kingston Deverill Village Fete and Corsley Village Fayre.

We expect to be at these three venues again in 2023 plus the event in Chapmanslade for King Charles III Coronation. Another initiative that we trailed was an 'Outdoor Church' in St. Margaret's Churchyard. The format worked well but we weren't able to have the 'campfire' that we had intended due to the risk of wildfire in the high heat of August.

We attended the Archdeaconry Rural Day on 8 th October in Warminster School where many other teams from the Ramsbury area were showcasing their projects and initiatives. It was an enlightening day which gave us other ideas of how to engage with our communities. We were invited to do a presentation of our Messy Tent initiative which was exciting and a privilege to do.

Safeguarding – Pauline Reid

There have been no incidents of concern regarding safeguarding throughout the year. Our safeguarding policy is in place and reviewed every year.

Joint Treasurer's Notes – Ian and Janet Buick

The most significant feature of the accounts in 2022 was the continuing shortfall in Share Payments to the Diocese. The accumulated deficit for the years 2020 to 2022 is now £37,639. If 2023 runs in a similar way, the shortfall will exceed £50,000 by the end of the year. Added to this is the cost of the outstanding quinquennial work to be done in both churches, so we are faced with a requirement to find well in excess of £100,000 if we are going to claw some of this situation back. We are due another quinquennial inspection, and with the dramatic inflation of building costs, these figures are very conservative.

Key to being able to increase our contribution towards the share payment is the extent of our planned giving. We have had a reduction in contributors during the year, and as members of our congregation pass away or leave, the amount given also falls this amounted to a reduction of £200 2021 to 2022. 11 people will donate using the Parish Giving Scheme this year. The total of planned givers now sits at 37 down from 45 in the previous year.

There are three basic reasons for fundraising. The first is to raise the funds to pay for our Rector as well as costs of the Diocese. The second is fund raising to maintain our buildings, The third is to support charitable work. Our success in these three areas is quite different. Our charitable giving has largely recovered from the effects of the pandemic and special collections, for charities including Lite Bite lunches have been well supported and continue to thrive. Fund raising with an emphasis on supporting both our buildings and running costs also had a good year with the development funds almost doubling compared with the previous year. The Fund raising team are doing a great job, but the dramatic increase in terms of the buildings and running costs now demands we move to a significantly increased level of activity, if we are going to keep the two churches open.

It is the area of planned giving which is in most need of attention. It isn't difficult to gauge the extent of the problem. A simple look at the numbers in our congregations at regular services says it all. The PCC meeting with the Bishop of Ramsbury gave us the impression that more help might appear in the future, however, unless we are able to maintain our Rector through our own efforts, the only result will be absorption into another parish, reduced services and potential church closures.

The critical state of our finances highlights the need to pursue alternative uses for our churches. While the project for St Philip and St James is underway. The biggest challenge will be any conversion of St Margaret's, along with the attitude of the Diocesan Advisory Board towards allowing such work to take place together with repairs, rather than being forced to do all repairs first. There has been a very positive response from Chapmanslade villagers towards the church reordering. Support from the community in Corsley needs to be galvanised quickly if any development is to take place.

The annual accounts have been prepared using computer software dating from 2001 being run on a 25 year old computer. The software will not run on the latest windows version, so there is a significant risk to the preparation of accounts, unless the work is transferred to a more modern version of the software. While the existing software is free of charge, having been donated by the joint treasurers, the new version, along with competitor alternatives, has to be paid for on an ongoing basis. Currently, this would be at a cost around £25 per month. We are also looking at a programme suggested by the Diocese, which could be purchased outright with a single payment of around £175.

Appendix: Safeguarding policies

Cley Hill Parishes **Parish Policy Statement for Safeguarding Adults who may be at Risk**

The following policy was reviewed and agreed at the PCC meeting held on 7th April 2022

- As members of the PCC we commit our church community to the support, nurture, protection and safeguarding of all. We recognise that everyone has different levels of vulnerability and that all adults should be offered respect and given inclusion and empowerment within the church.
- We are committed to adopt and implement a safeguarding policy for adults when they are vulnerable, accepting as a minimum, the Salisbury Diocese Framework for Safeguarding and Good Practice (August 2016). The parish will follow diocesan procedures and recommended good practice, while being responsive to local parish requirement.
- We are committed to reviewing this policy statement annually, and as part of this to check that our parish safeguarding procedures, including DBS checks are up-to-date and relevant.
- We will review and endorse all safeguarding policies annually, at the first meeting of the PCC following APCM, so that new members are aware of their responsibilities and confirm the existence of their parish policy on safeguarding adults when they are vulnerable.
- We will undertake careful selection of all those who will work with vulnerable groups and appropriate support and opportunities for training. We will adhere to the Safer Recruitment Practice Guidance 2016 published by the National Safeguarding Team and approved by the House of Bishops.
- We will respond without delay to every complaint made, that a vulnerable person for whom we have responsibility, may have been harmed.
- This parish will cooperate fully with the statutory agencies in every situation and will not conduct their own investigations.
- We will seek to offer informed pastoral care to any adult who has suffered abuse.
- We will care for and supervise any member of our church community known to have offended.
- The Parochial Church Council of this parish acknowledges its responsibility for all who work with young adults and adults who may be at risk of abuse, that is done in the name of the Church. It requires all those engaged in such work to be properly appointed and supported in accordance with current good practice and guidelines as noted above.

Cley Hill Parishes **Parish Policy Statement for Safeguarding Children & Young People**

The following policy was reviewed and agreed at the PCC meeting held on 7th April 2022

- As members of the PCC we commit our church community to the support, nurture, protection and safeguarding of all, especially the young and vulnerable. We recognise that our work with children and young people is the responsibility of the whole church community. We are fully committed to acting within current legislation, guidance, national frameworks and the Diocesan of Salisbury Safeguarding Framework and Good Practice Guidelines. We will also endeavour to act in an open, transparent and accountable way in working in partnership with the Diocesan Safeguarding Advisor, Children and Adult Social care Services, the Police, Probation Service and other agencies to safeguard children and young people and assist in bringing to justice anyone who has committed an offence against them.
- We will ensure that all necessary checks are made to promote the safe selection and recruitment of ordained and lay ministers, paid workers and volunteers working with children and young people, and to provide the necessary supervision, support and training to them in order that they can undertake their roles effectively. We will adhere to the Safer Recruitment Practice Guidance 2016 published by the National Safeguarding Team and approved by the House of Bishops.
- We will respond without delay to every concern raised that a child or young person may have been harmed or be at risk from harm or abuse, or be at risk from the behaviour of an adult or child.
- We will fully cooperate with the Diocese and appropriate statutory agencies during any investigation into abuse, including when allegations are made against a member of the church community
- We will ensure, in partnership with the Diocese and other agencies, that care and supervision is provided for any member of our church community known to have offended against a child or young person, or to pose a risk to them.
- We are committed to reviewing our safeguarding Policy annually, and as part of this, to check that our parish safeguarding procedures, including DBS checks, are up to date and relevant. Our Policy will be endorsed at the first meeting of the PCC following APCM so that new members are aware of their responsibilities and to confirm the existence of the parish policy.

Our Parish Safeguarding Representative is: Reverend Pauline Reid