

## **Policy on Conduct and Safeguarding: Clergy Conference with Visiting Young People**

**Event:** Oxfordshire Clergy Conference 2025

**Location:** The Hayes Conference Centre, Swanwick, Derbyshire

**Date:** 13–15 May 2025

**Audience:** Attending clergy, visiting school pupils, clergy family members (including children)

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### **1. Purpose of the Policy**

This policy outlines conduct expectations for clergy attending the Oxfordshire Clergy Conference 2025, particularly regarding interactions with minors. These include:

- Secondary school pupils leading and participating in worship and workshops during the event.
- Children of clergy attending with their parents or guardians.

The purpose of this policy is to uphold the **highest standards of safeguarding**, ensure **appropriate boundaries**, and foster a **safe and welcoming environment for all**.

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### **2. Safeguarding Responsibilities**

- The Diocese of Oxford's [safeguarding principles](#) apply throughout the event.
  - Two **Designated Safeguarding Officers (DSO)** will be present at the conference: Susie Sigsworth and Yvonne Morris
  - Any concerns regarding conduct or safeguarding should be reported immediately to one of the DSOs.
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### **3. Expectations of Clergy Conduct**

Clergy are expected to model respectful, professional, and appropriate behaviour at all times, especially when engaging with children and young people.

#### **Clergy must:**

- Treat all young people and children with **dignity, respect, and fairness**.
- Maintain **appropriate physical and emotional boundaries** at all times.
- Interact with young people **in group settings or public spaces** only — **never alone** or in private.

- Allow space for pupils and children to **participate voluntarily**, without pressure or expectation.
- Speak and behave in a manner that is **age-appropriate, non-discriminatory**, and mindful of the power dynamic between adults and young people.
- Avoid sharing **personal contact details** (e.g. phone numbers, social media accounts) with minors.
- Refer any **pastoral conversations or concerns** regarding minors to their school staff or the designated safeguarding contact.

**Clergy must not:**

- Initiate **physical contact** (e.g. hugs, shoulder touches) with minors outside of their own family
- Offer **lifts** to minors without express consent from their school or parents and the prior knowledge of the conference DSO.
- Invite unaccompanied minors into private rooms or secluded spaces.
- Take **photographs** or videos of minors or including minors without prior consent from their school and the conference organisers.
- Assume **pastoral responsibility** for any child or young person unless specifically arranged.
- Exchange **contact details** with minors.

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#### **4. Children of Clergy Attendees**

Clergy bringing their children to the conference remain **fully responsible** for their children's care, supervision, and conduct throughout the event.

- Children should remain under the **direct supervision** of their parent or another designated adult.
- Parents are responsible for ensuring their children do not inadvertently enter adult-only sessions or unsupervised areas.

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#### **5. Supervision of Visiting School Groups**

- Visiting pupils will be accompanied by **teachers and school staff**, who retain **pastoral and safeguarding responsibility** for their students during their time at the conference.

- Clergy may participate in workshops or discussions with school groups but are not responsible for their supervision or behaviour.
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## 6. Breach of Policy

Any breach of this policy will be taken seriously and may result in:

- A formal discussion with conference organisers.
  - Referral to the **Diocesan Safeguarding Team**.
  - Removal from the conference, depending on the nature and seriousness of the breach.
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## 7. Summary

Clergy attending the conference are reminded that **children and young people are guests in our shared space** and must be treated with care, dignity, and respect. Our collective conduct reflects our commitment to a Church that is **safe for all and protective of the vulnerable**.

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## Contacts

**Conference Safeguarding Officers:** Yvonne Morris and Susie Sigsworth

**Conference Contact (non-emergency):** Jane Appleton – 07350 359 318 /  
jane.appleton@oxford.anglican.org

**Emergency Venue Contact:** The Hayes Reception – 01773 526000