

ANNUAL REPORT FOR THE YEAR TO 31ST DECEMBER 2023

Background

The parish is the Parish of Upham in the Deanery of Bishop's Waltham. The Church in the parish is the Church of the Blessed Mary and is located in Church Street, Upham.

NAME	DATE ELECTED OR LAST RE-ELECTED	DATE TO RESIGN AND CAN BE RE-ELECTED	COMMENTS
Rev James Hunt			Ex Officio
Colin Russell	2010 (E)	2024	Ex Officio – CW
Vicky Gardner	2021 (R-E)	2024	
Rosemary Bickle	2022 (R-E)	2025	Deanery Rep
Simon Beloe	2021 (R-E)	2024	Ex Officio Treasurer
Janet Dunford	2023 (R-E)	2026	
Andrea Penter	2023 (R-E)	2026	Ex Officio Secretary
Jane Perrott	2023 (R-E)	2026	
Barney Dunford	2023 (R-E)	2026	
Andrew Cox	2022 (E)	2025	Deanery Rep
Hannah Faulkner	2023 (E)	2026	
Andy Faulkner	2023 (E)	2026	

School Governor Reps. –Rosemary Bickle, Richard Lee, Tammy Taylor, Cynthia Kimble and Vicky Gardner.

Role

The PCC of the Parish of Upham has the responsibility of co-operating with the incumbent, the Revd James Hunt, in promoting in the Ecclesiastical Parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. It also has maintenance responsibility for the Church building and the upkeep of the churchyard. The PCC has complied with its duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 (in respect of the House of Bishops' guidance on safeguarding children and vulnerable adults).

Membership

The members of the PCC are either ex officio or elected by the Annual Parochial Church Meeting. Elected members must resign at the end of three years in office but may stand for re-election. Janet and Barney Dunford have completed their terms of office and have indicated their willingness to remain on the PCC but wish to step down as Deanery Synod Representatives.

Status

The PCC is a charity excepted from registration with the Charity Commission.

Bankers

The bankers to the PCC are Barclays Bank PLC.

Independent Examiner

The independent examiner is Mrs Susan Harris of 10 Upham Street, Upham, Southampton SO32 1PH. We are hugely grateful for the work undertaken by Mrs Harris on our behalf.

Church Attendance

There are 72 on the Church Electoral Roll. Very sadly Ann Wemyss and Ken Fisher long standing and valued members of our congregation died this year. Ken had been a churchwarden for over 30 years! A full review of the electoral roll last took place in 2019.

The usual Sunday attendance counted on a "normal" Sunday during the year was 27.

Review of the Year

The full PCC met five times during the year, both in person again and also via Zoom!

The PCC and Churchwarden wish to thank our Rector, Rev. James Hunt and retired priest, Rev. Jane Beloe for leading worship in the Church and for their contributions to the Christian community in the Parish in what have been particularly difficult times. The PCC also wishes to record its thanks to other members of the ordained and lay ministry who have given their time to contribute to the worship in the Parish or to lead it when the regular clergy were not available.

A number of the PCC members are Governors of Upham Church of England (Aided) Primary School. The PCC values its links with the School and congratulates the Headteacher, Mr Woolley, staff and children on their continued success. Richard Lee was welcomed onto the Governing Body this year in place of Simon Beloe.

The year (2023) was again much more normal in every respect of church life at Blessed Mary following Covid-19. Although sharing of the common cup at communion is yet to be reintroduced. Communion being given by the priest intincting on behalf of the recipient.

Morning prayer on a Monday was held via Zoom. Pastoral care within the church family and to the wider community was amazing.

The Church Fete in 2023 was held again this year in the grounds of The Manor House, Upham and we are very grateful to Rob and Judy Horne for allowing their lovely home to host the event. A Village Safari Supper was again organised by the church family.

Harvest Festival was celebrated in the church in early October. Remembrance Sunday Service took place inside the church. The Carol Service took place on December 17th and as always was well attended and a great success. Particular thanks go to Roger Hansford, our organist and the choir. The Christmas services on Christmas Eve and on Christmas Day were also much appreciated by all. Many thanks to all those who assisted.

The PCC encouraged awareness among the congregation of the need to give to others by inviting contributions of food to the Bishop's Waltham Food Bank.

In addition to those already mentioned, the PCC wishes to thank everyone who contributed in any way, in particular, Mr Dunford for his work as Verger; Mr and Mrs Dunford for representing the Parish at the Diocesan Synod; Mrs Benham for representing the Parish on the Churches' Overseas Support Team and for all her hard work as our Licensed Lay Minister; The Rev. Jane Beloe, Janet Dunford and Clare Elliot for Pastoral Care; Cliff Jacobs for managing the distribution of the Parish News; Jane Massey and her team of flower arrangers; Kim Gibson and all the Bell Ringers; Joanne Harvey and John Clements for their super efforts in keeping the church and churchyard so tidy; Roger Hansford, Ivan Watling, Rosemary Bickle and others who throughout the year provided accompaniment on the organ. Thank you also to all those who read the lessons and who prepare and read the intercessions; the Chalice Assistants and the Alter Assistants. Lastly Richard Clark, Barney Dunford and Simon Beloe for their contribution towards the maintenance of the fabric of the Church and the time spent in this pursuit.

Finally, the PCC wishes to record its thanks to all those to whom thanks has not already been given in this report, and who have contributed in so many ways to the life of the Church in 2023.

The Church is in very good order. A quinquennial inspection was completed by the church architect in 2023 which identified no major issues other than items of general maintenance. A working party spent a very successful Saturday morning cleaning and tidying the church interior and there are plans for a working party in the churchyard for early 2024.

The new heating system installed in 2021 functions well after some initial teething problems and has been well supported by the suppliers (Caldera) under the very watchful eye of Richard Clark. We are hugely grateful to Richard for his careful monitoring of the system. We are in the process of applying for a full faculty in relation to the heating system and are currently awaiting retrospective planning permission regarding the air source heat pump.

Financial Report (Simon Beloe, Treasurer)

Attached to and forming a part of this Report is the Financial Statement for the Year Ending 31st December 2023. The PCC is grateful to the Treasurer for the Financial Statement and for his management of the PCC's finances throughout the year. Sincere thanks are due also to the examiner, Sue Harris.

We had every hope that we would break even in 2023 and the overall deficit of over £3,000 is disappointing and largely due to a fall in Voluntary Giving. This was down by just over £6,000, particularly in the area of Sundry Donations and Grants. The year under review was, however, a good year from the point of view of Charitable Activities in that there were five weddings held in the church showing a good increase of £3,638 in income. The fete was a great success with income holding up well at £7,124 (2022 - £7,232) but other fund-raising activities were down at £887 (2022 - £1,583)

Income for the year stood at £54,171 (2022 - £56,579).

Expenditure on the other hand stood at £57,403 (2022 - £62,062) resulting in an overall deficit of £3,232. During the year, the Ecclesiastical Insurance failed to collect £704 in premiums due to an issue with their internal operations, so the actual deficit was nearer £4,000. In general, expenses were much in line with the previous year although utility costs were up by £4,000. There were also considerable costs associated with the planning requirements of new heating system (£2,991) and electrical maintenance costs (£1,124).

We will make efforts to reduce the utility costs in 2024. (Good progress has already been made in the first two months of 2024.) In addition, we need to address the fall in voluntary income particularly in the area of Sundry Donations and grants.

Total reserves as at 31st December 2023 stand at £63,307 (2022 - £66,539). Of this, £26,975 are unrestricted, £21,945 are designated and £14,386 are restricted.

At the close of 2023, funds above those which are required for current expenditure are maintained with Barclays Bank plc paying a maximum of 1.5% (2022 – 0.8%) and in a CBF Church of England Deposit Fund paying 5.25% (2022 - 3.20%). Elements of the Organ Fund and Bell Fund are invested in National Savings paying 1% (2022 - 0.6%) Investments in any other form need the prior approval of the PCC.

Music Report (Roger Hansford)

In March 2023, the Spring Concert made at least £400 profit for Music at the Church. The theme was choral music through the ages. Richard Dewland, a former director of music at Blessed Mary, returned to direct the combined singers. He and I make a good team, having worked together for concerts at Lee-on-the-Solent.

Usually, up to ten members of the Choir can be called upon for important occasions at Blessed Mary, and there is a committed core – regularly in attendance at rehearsals, which we very much value and appreciate. Rosemary Bickle is a stalwart support at all times, assisting with organisation, planning, rehearsing, playing the organ, and singing. She has volunteered for extra training from the RSCM, and has also helped with promoting our choir externally – in print and online.

In summer 2023, a number of singers supported weddings and funerals at Blessed Mary. Sometimes our numbers are supplemented by singers from St. Peter's, which is very helpful; likewise, several of our singers attend St. Peter's' rehearsals and services too. In summer 2023, a particularly lovely Evensong was

held at Blessed Mary. A Taizé service had been considered and this is an idea to which we could return. There is already a spoken Evensong (with selected songs) held monthly at Blessed Mary.

We were grateful for Ivan's contribution to Blessed Mary over many years before his well-earned retirement. The resulting change in service patterns has been accommodated, with Rosemary and Graham Perrott supporting the Sunday Fundays for young members of the church since autumn 2023. The youth service is building its own repertoire, including using the WorshipTools app for song sheets. Rosemary also ably accompanied the Harvest Festival service when this fell on a second Sunday.

Particularly memorable services were the Remembrance Service, when the choir sang 'So they gave their bodies', and an excellent 9 Lessons and Carols service in December. Both were very well attended, and twenty singers formed our Choir for the latter! The Christmas service was one of our best achievements, running very smoothly, and we have invited our guest singers to return – hopefully before next Christmas! In 2024, our singers and musicians assisted with the varied musical celebrations of Epiphany, Lent and Easter.

The ongoing channels for selecting music are working well, with productive communication between all parties involved. This means we can prepare for the service during the rehearsal – held from 10am prior to each morning service. In spare rehearsal time, we work on anthems for major feast days and weddings. The choir is building in confidence, and steadily increasing its repertoire. We work on pitch and rhythm, vocal techniques, meaningful expression of the texts, and communication with the congregation through a varied liturgical repertoire.

Music is well supported by the members of the church and visitors. While aspects of our work could always be honed, it has been lovely this year to receive so many testimonials and messages of support, many via social media:

It was a very lovely service, with some beautiful music. Have a really great Christmas.

Thank you for always making me so welcome when I sing with Upham choir.

Dear Roger. Amazing playing as usual on Saturday for my daughter's wedding. Thank you very much for you and the choir making the day so special for all of us.

What a delightful Evensong that was. The time and effort you all put in is so much appreciated.

Dear Roger. Thank you for playing this morning. It was a lovely service. We are so very lucky to have you and our wonderful choir and Michael provide us with beautiful music and choral singing.

Choir (Rosemary Bickle)

In my voluntary choir co-ordinating role in 2003, I continued to assist our Music Director, Dr Roger Hansford, with choir administration - keeping choir members informed about our services and practices and liaising with him on the selection of suitable choir anthems for key services. I helped to rehearse the choir anthems and hymns when required, prepared copies and support materials and sent out rehearsal links for us throughout the year.

I played a Communion hymn live for the Wednesday morning monthly Zoom services until they ended in May 2023. I also played for various Sunday services and choir rehearsals, including the Harvest Service in

October, the Sunday Funday Carol Service in December, plus the Compline and Evensong services. In early August, at Dr Roger Hansford's request, I updated our church's links on choralevensong.org adding further details of the history of choir and congregation singing in our church. After William the Conqueror's nephew, Osmund, became Bishop of Salisbury in 1078, he wrote 'The Use of Sarum', a textual source book of English formal church music showing that it is very likely that there have been canticles, psalms, responsories and prayers sung in Latin at the Blessed Mary, since early times.

As the link between the two Benefice choirs, I continued to regularly attend St. Peter's Choir rehearsals and to liaise with their Music Director, Michael Coker. Some of our choir members regularly sang in the Choral Evensongs held throughout the year at both churches and several singers from St. Peter's supported our three wedding choirs at the church of the Blessed Mary this year.

A Spring music concert involving our joint choirs, plus Lee Choral Society members and other guests was successfully held at The Blessed Mary church on March 26th, 2023. Grateful thanks are due to Richard Dewland, who freely donated his services as Musical Director and to Dr Roger Hansford, our excellent organist and piano soloist. The theme of 'English Church Music Throughout the Ages' included choir anthems and congregation participation hymns, plus a variety of Victorian and early twentieth century songs, featuring choir soloists. The two guest quartets from Lee Choral Society sang three Victorian parlour songs recently researched by Dr Roger Hansford. The concert and the excellent refreshments were enjoyed by all and a good profit for our choir music fund was made.

The traditional 9 Lessons and Carols service at the Blessed Mary church held on 17th December was well attended by an appreciative congregation. The choir included ten guest singers, lending support to our soprano descants and the three choir anthems: 'The Truth from Above', (arr. Vaughan Williams), 'The Coventry Carol' (arr. Martin Shaw) and the 'Sans Day Carol' (arr. Rutter). Both choir and congregation sang the nine traditional Christmas carols during this moving service and afterwards we all enjoyed sharing some delicious festive food.

Rosemary Bickle

Deanery Synod (Janet and Barney Dunford)

To be given verbally at the meeting.

Children and Youth – Kate Smyth

Butterflies Baby and Toddlers – Meets Thursdays 10-11am

A good steady year with regulars. A few more new families but not as regular.

Kate, Yullia, Diana Fennel, Liz Cope and Sarah Pain currently help. Anne Watsan has left us on a regular basis but hopes to drop in from time to time. Thanks Anne for all the snack supplies and kitchen support. You are missed!

A great opportunity for parents to natter and relax while their children play.

Singalong and story time bring us altogether. We often have a Bible story or prayer.

We have a sponsored Watsan Toddle coming up to raise funds for mission trip this year. We hope to visit Jane Beloe's animals when it gets warmer.

These families are always invited to Sunday Funday but not really seeing much fruit. One regular family comes along.

TABLE TALK- Meets twice an month on a Tuesday from 11am – 1pm

A smallish group of adults meet up for a chat and simple lunch. Sometimes we craft sometimes we can play games. We often just chat!

The group at times has more spiritual conversations that has led to some deep serious conversations on life and what we believe and why. Children are welcome but is attracting an older age range.

We have recently had 3 new folk join us.

Due to the hall being cold and expensive to run we have been using Issy and Angus` barn for Table Talk and its been a really nice space to run.

About 10 to 12 attend.

Anne Watsan makes amazing cake and biscuits and Jane Ashe has made some wonderfu soups. We are looking forward to Yullia`s Urkaine beetroot soup soon! I am encouraged how this group is running and a small group enjoy the gathering as last year it was just an idea.

Collective Worship ay Upham primary

I tend to lead an average once a month during term time. Good to see the children and teachers and support the school. Great opportunity to work in partnership and share the word of God with the children.

I find collective worship can take a long time to prepare for such a short assembly but often get so blessed from the time preparing! I am beginning to gather quite a few resources so will always be able to use again.

The Year R Teacher has asked me to visit her class for an activity but I find I don`t have enough time.

Sunday Funday- Meets 2nd Sunday of the month unless a festival where we collaborate with and informal service if suitable.

Numbers have been hit and miss but families that do attend appear very content and enjoy the relaxed style. It`s nice also to see the older generation mixing and getting involved with the interactive relaxed style.

Support from team has not been as supported as I would of hoped. I can chat more with you personally if you want more detail. Thanks for the support I do have but was really hoping for a little more. I must be patient.

It`s a great support that the bacon butties always seem to be sorted and provided.

Yulila has been a marvellous help setting up the church before hand.

Thanks again for support from the choir.

It`s a great opportunity to share a Christian message from the Bible and make family friendly.

Blessed Mary is a lovely place and I enjoy my time providing families work and providing community.

We hope to run a social for the villagers on Sat APRIL 20TH as a fund raiser for the Uganda Watsan trip. Liz Cope, James and I will be going this August God Willing. We are hoping to provide a jam packed singalong evening of the greatest hits from 70s 80s 90s and 00s! With a hot supper! Please do support and invite friends so its worth the work! Thanks

I hope also hope plan a family event during the Summer term. We did run the pool party and picnic last year which was well attended but the weather wasn`t on our side.

Thanks for reading my report! (3 and a half years I`ve been with you!)

Kate

Meon Valley Food Bank (Mike Salter and Jane Perrott)

At our recent AGM there was one statistic that stood out more than any other:

In January 2021 we helped 16 families. In January 2022 we helped 30 families and in January 2023 it was 48. A threefold increase in three years.

These are troubling figures that reflect the difficulties being experienced by many local families.

We have settled well into our new home at Wickham Community Centre and are enjoying being linked with a socially aware group of people who also have HomeStart Hampshire as tenants and run a very successful “pantry” operation as well.

Food donations continue to come in from a range of sources including churches, individuals and supporting organisations such as the ladies’ section of Corhampton Golf Club who have chosen us as their charity for the year. Financial donations have also continued at record levels which enables us to buy in food when donations do not keep pace with demand.

We have recruited some new volunteers who have brought with them new ideas on how we can improve what we do. It is likely that we will be looking for others as 2023 progresses.

The Future

The Trustees have decided that the time is right to appoint a paid Food Bank Manager. The operation has become increasingly complex as demand continues to grow and we seek to provide our clients with access to organisations such as Citizens Advice. Our service increasingly will become more than just food. An advertisement has been widely circulated and we are hopeful of making an appointment by the end of May.

We would also be interested in hearing from church members who have a passion for the disadvantaged who would like to consider becoming a Trustee of the Charity.

Mike Salter and Jane Perrott

Upham Church of England Primary School Report (Gemma Rainger, Chair of Governors)

Following the successful OFSTED inspection last year there has been continued focus on building upon the “broad and ambitious” curriculum available to the pupils. Continuous improvements have been undertaken by the Headteacher and teaching staff to develop the provision of the schools curriculum across all national curriculum subjects.

As such, it has been a delight to witness the children of Upham Primary School taking part in a wide range of curricular and extra curricular activities. Across the school there have been opportunities for pupils to take part in Christmas Nativity Productions, maths competitions, country dancing, activity days exploring historical events such as the sinking of the Titanic and the great fire of London. In addition the children have had the opportunity to take part in a wide range of different sports including netball, football, table tennis, cricket, rounders and many more.

The school has benefited from a wide range of volunteers, whom we are most grateful for volunteering their time to visit the children such as the fire brigade, police officers, nurses etc giving the children the opportunity to learn about staying safe and healthy and jobs that they may wish to do in the future.

Every year safeguarding guidance is updated and issued to all schools entitled "Keeping Children Safe in Education". As part of the guidance there has been enhanced guidance to ensure that children in all schools are kept safe online and all schools have new responsibilities around understanding filtering and monitoring. In addition to investing in our technical infrastructure new processes and procedures are in place to support the online safety of all the children.

As Safeguarding and Finance are two key areas of responsibilities the Governors at Upham Primary School have decided that all Governors will undertake a higher level of training than required. In terms of Safeguarding - all Governors undertake full annual safeguarding training - rather than once every four years and all Governors on the Finance committee undertake not only the basic required financial training offered through Governor Services but also the strategic level course. The Governors have undertaken a financial skills audit to ensure that we have the required knowledge and expertise to ensure strong financial management of the school's funds.

As we continue to involve the children and parents' views in the strategic decisions about the school a Parents Panel has been established. A variety of topics are discussed including: car parking, various school policies, the schools vision and values, etc. As a direct result of the parents panels there have been some changes to school policies and a review of the school reward system. We have also been strengthening our pupil voice and as such some of the children including the school council have been involved in reviewing policies, developing the design of the new challenge trail and they will be part of developing new school rules over the next few months.

I would like to take this opportunity to thank the Headteacher, Teachers, School Staff, Governors, parents and children for their dedication, support and commitment over the past year.

Safeguarding Report for APCM

Annual Safeguarding Report 2023/24

At the end of last year Laurie reported he would be standing down from the Safeguarding role. He has passed that role over to me and following a successful handover, I am now your new Safeguarding Officer for both churches. I want to start with thanking Laurie for his hard work and diligence over the last 8 years. Safeguarding was left to me in an excellent state, as the diocese adapts and changes to a more digital setting so must we. Following on from last year I have set out 2 levels of objectives which have been approved by James and the PCC.

Safeguarding concerns

Since the last APCM report, **safeguarding matters that have arisen have been dealt with appropriately & efficiently**. Whilst any concerns should ideally be raised with myself or James, as the Incumbent, in an emergency where a child or vulnerable adult is in immediate danger or requires medical attention there should be no delay and the police should be called immediately on 999. We are also fully compliant with safer recruitment guidelines.

Parish activities risk assessment update

Upon taking on the role and reviewing some of our documentation and to ensure we were in line with diocese requirements we have updated our activity risk assessments. This year I have begun asking that all risk assessments now include a list of all employees, volunteers and helpers prior to the activity taking place and further for me to be informed if this list changes. This will ensure that any changes are recorded and further, it will provide us with a record of contact with potentially vulnerable individuals should we ever need to run an audit. Those organising and leading parish activities & events understand the importance of completing risk assessments and in ensuring that supervisory ratios are in accordance with the Parish Safeguarding Handbook.

Parish Safeguarding Dashboard

At the last APCM Laurie referred to “Parish Safeguarding Dashboard” [PSB], an online tool that was being rolled out across the Diocese and which would make safeguarding administration and governance in parishes simpler. This has now been populated and is kept up to date on a monthly basis. Our action plan has been uploaded and we continue to make progress against their requirements.

Medium term objectives:

Policy and Governance

I have produced the following documents, these help us to demonstrate to the diocese that we conform to their regularly updated guidelines and that we understand and know how to implement them:

- Safeguarding policy action plan
- Safeguarding policy for recruiting Ex-Offenders
- Safeguarding statement to be displayed on our website.

All documents have been reviewed by the leadership team and have been published to our website or stored.

Safeguarding Training and DBS requirements

Last year Laurie reported... Whilst the PCC is charged with the responsibility for “Promoting a “Safer Church” and “Safeguarding” continues to be a standing item on the PCC agenda, Safeguarding remains the responsibility of each one of us, volunteers and employees alike.

The Diocesan policies and processes promote the welfare of children, young people and adults by:

- Preventing abuse from occurring,
- By mitigating the risks of abuse, and
- In responding well to those who have been abused or seek assistance.

In support of the Safer Recruitment policy, the Parish has developed core job descriptions that can be adapted to a range of roles and the Diocese has provided guidance about what level of vetting [DBS] is required.

However, “Safeguarding” doesn’t end with a “Criminal Conviction check” - training is provided to support all within the Church to effectively recognise and respond to possible abuse and implement best safeguarding practice.

The Diocesan training packages that need to be completed are tailored to the role being undertaken and, in the main, are conveniently accessible online. Most can be completed within an hour or so but others,

notably linked to leadership roles, will require more in-depth training which reflects those additional responsibilities. I have received positive feedback about the quality of all of these courses. Subject to local demand, “face to face” training can also be delivered by the Diocesan Safeguarding team. Generally, DBS vetting and training will need to be renewed every 3 years.

This year... Developing a succinct STP training matrix (again based upon the diocese direction) is still required. This will be a pragmatic matrix (where possible) and we will ensure that the right people will be trained and DBS checked. The diocese has created guidelines for all areas of the church from employees to volunteers and helpers. We have always abided by these guidelines and will continue to do so, however we want to make our church community as inclusive as reasonably possible and ensure our leadership can call upon volunteers and helpers when required.

The Diocesan training packages that need to be completed are tailored to the role being undertaken and, in the main, are conveniently accessible online. Most can be completed within an hour or so but others, notably linked to leadership roles, will require more in-depth training which reflects those additional responsibilities.

There has been an increase in demand for face to face training by our older generation which we are not able to immediately accommodate. Subject to local demand, “face to face” training can also be delivered by the Diocesan Safeguarding team, meaning it can only be scheduled irregularly. Generally, DBS vetting and training will need to be renewed every 3 years.

Long term objectives:

Record keeping

STP needs to update its current record keeping practice to ensure we have a full audit trail should it ever be required. The Diocese expects us to keep records for 20 years and at present we sit between analogue and digital records. This will all be moved (where possible) to digital records. In addition, as the church upgrades its overarching records safeguarding will fall in line and utilize the new systems being brought in. This will take time hence a long term objective.

DBS checks - Update service

Simply put, throughout the coming months as renewals are required I want to ensure that those wishing to be long term volunteers or active participants in church activity are signed up to the DBS update service, which allows for DBS checks to be renewed with ease.

If you have any safeguarding concerns that you wish to discuss, do not hesitate to get in touch at the earliest opportunity.

Luke Hawkins

Parish Safeguarding Officer

Stpbm.safeguarding@gmail.com

The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 (duty to have regard to House of Bishop's guidance on safeguarding children and vulnerable adults)