

# Safeguarding Policy

This policy was agreed at a Church Council held on 13<sup>th</sup> November 2017.



The Methodist Church, along with the whole Christian community, believes each person has a value and dignity which comes directly from God's creation in God's own image and likeness. Christians see this as fulfilled by God's re-creation of us in Christ. Among other things, this implies a duty to value all people as bearing the image of God and therefore to protect them from harm.

Ashley Methodist Church is committed to the safeguarding and protection of all children, young people and adults and affirms that the needs of children or of people when they are vulnerable or at risk are paramount.

Ashley Methodist Church recognises that it has a particular care for all who are vulnerable whether by disabilities or by reduction in capacities or by their situation. It is recognised that this increased vulnerability may be temporary or permanent and may be visible or invisible, but that it does not diminish our humanity and seeks to affirm the gifts and graces of all God's people.

This policy addresses the safeguarding of children, young people and vulnerable adults. It is intended to be a dynamic policy. It is intended to support the Church in being a safe supportive and caring community for children, young people, vulnerable adults, for survivors of abuse, for communities and for those affected by abuse.

Ashley Methodist Church fully agrees with the Connexional statement reiterated in *Creating Safer Space* 2007:

*As the people of the Methodist Church we are concerned with the wholeness of each individual within God's purpose for everyone. We seek to safeguard all members of the church community of all ages.*

Ashley Methodist Church recognises the serious issue of the abuse of children and vulnerable adults and recognises that this may take the form of physical, emotional, sexual, financial, spiritual discriminatory, domestic or institutional abuse or neglect, abuse using social media or human trafficking (slavery). It acknowledges the effects these may have on people and their development including spiritual and religious development. It accepts its responsibility for ensuring that all people are safe in its care and that their dignity and right to be heard is maintained. It accepts its responsibility to support, listen to and work for healing with survivors, offenders, communities and those who care about them. It takes seriously the issues of promotion of welfare so that each of us can reach our full potential in God's grace.

Ashley Methodist Church commits itself to:

1. **RESPOND** without delay to any allegation or cause for concern that a child or vulnerable adult may have been harmed, whether in the church or in another context. It commits itself to challenge the abuse of power of anyone in a position of trust.
2. Ensuring the **IMPLEMENTATION** of Connexional Safeguarding Policy; government legislation and guidance and safe practice in the circuit and in the churches.

3. The **PROVISION** of support, advice and training for lay and ordained people that will ensure people are clear and confident about their roles and responsibilities in safeguarding and promoting the welfare of children and adults who may be vulnerable.
4. **AFFIRM** and give thanks for the work of those who are workers with children and vulnerable adults and acknowledges the shared responsibility of all of us for safeguarding vulnerable adults, children and young people who are on our premises.

Ashley Methodist Church appoints **Sue Fox** as Church Safeguarding Coordinator for Children and Adults, and supports her in her role which is to:

- i. support and advise the minister and the stewards in fulfilling their roles
- ii. provide a point of reference to advise on safeguarding issues
- iii. liaise with Circuit and District Safeguarding Coordinators (Helen Perry & Jill Clayton respectively)
- iv. promote safeguarding best practice within the local church with the support of circuit ministers
- v. ensure proper records are kept of all incidents/concerns according to Methodist policy and practice (see *Safeguarding Records: Joint Practice Guidance for the Church of England and the Methodist Church* – Updated Jan 2015)
- vi. ensure that all safeguarding training which is required is undertaken by those in post and appropriate records kept and made available
- vii. attend training and meetings organised to support the role
- viii. oversee safeguarding throughout the whole life of the church (lettings, groups, property etc)
- ix. report to the church council annually
- x. ensure the church completes a yearly audit/monitoring on safeguarding confirming that policies are in place for the church and all groups and lettings in the church and that these have been annually reviewed
- xi. ensure the church completes a risk assessment on each area of activity in the church; that this is stored and reviewed at least annually and that it is readily available on request
- xii. ensure that the church recruits safely for all posts
- xiii. ensure that the church has a safeguarding noticeboard with a copy of the current signed safeguarding policy, contact numbers for local and national helplines and other suitable information

#### **a) Purpose**

The purposes of this safeguarding policy are to ensure procedures are in place and people are clear about roles and responsibilities for vulnerable adults, children and young people in our care and using our premises. It is to be read in conjunction with the *Safeguarding Policy Procedures and Guidance for the Methodist Church (2017)*.

#### **b) Good Practice**

We believe good practice means that:

- i) All people are treated with respect and dignity.
- ii) Those who act on behalf of the Church should not meet or work alone with a child or vulnerable adult where the activity cannot be seen and adequate staffing ratios should be maintained unless this is necessary for pastoral reasons, in which case a written note of this will be made and kept noting date, time and place of visit.
- iii) The church premises will be assessed by the church safeguarding officer with the church property steward and/or their representatives at least annually for safety for children and vulnerable adults and the risk assessment report will be given annually to the Church Council in written form. This will include fire safety procedures. The Church Council will consider the extent to which the premises and equipment are suitable or should be made more suitable.

- iv) Any church-organised transport of children or vulnerable adults will be checked to ensure the vehicle is suitable and insured and that the driver and escort are appropriate. An agreed record to be kept in the church file for each driver/car.
- v) Promotion of safeguarding is recognised to include undertaking those tasks which enable all God's people to reach their full potential. The Church Council will actively consider the extent to which it is succeeding in this area.

These things are to safeguard those working with children, young people and those adults who may be vulnerable.

#### **c) Appointment and training of workers**

Workers will be appointed after a satisfactory DBS disclosure where required and following safer recruitments procedures of the Methodist Church. Each worker will have an appointed supervisor who will meet at regular intervals with the worker. A record of these meetings will be agreed and signed and the record kept. Each worker will be expected to undergo basic safeguarding training, within the first six months (agreed by Methodist Conference 2011 – *Creating Safer Space Report*) of appointment. The other training needs of each worker will be considered (e.g. food hygiene, first aid, lifting and handling, etc.) and each worker will have an annual review conducted by a named member of the Church Council and another worker within the organisation.

#### **d) Pastoral visitors and Life Group Leaders**

In terms of safeguarding, Pastoral workers will be supported in their role with the provision of basic safeguarding training upon appointment.

#### **e) Guidelines for working with children, young people and vulnerable adults**

A leaflet outlining good practice and systems will be produced and given to everyone who works with children and young people and vulnerable adults in the form of up to date connexional leaflets (eg the *Quick Reference Guide* or *Code of Safer Working Practice*).

#### **f) Ecumenical events**

Where ecumenical events happen on church premises, or where Market Drayton Methodist Church has leadership responsibility, safeguarding is the responsibility of this Church Council.

#### **g) Events with church groups off the premises**

Adequate staffing, a risk assessment and notification of the event to be given to the minister PRIOR to such events. Advice from safe staffing ratios can be sought from the safeguarding coordinator, or by consulting the '*Worth Doing Well*' handbook (reference copy on shelf in church office).

#### **h) Other groups on church premises**

Where the building is hired for outside use, the person signing the letting agreement, which should include safeguarding Form E will be given a copy of this policy and the appropriate leaflet (eg the *Quick Reference Guide* or *Code of Safer Working Practice*) and they will need to sign to indicate that they agree to the requirements regarding safeguarding as set out in the lettings pack. The lettings secretary will consider the various users of the building in making lettings. All lettings will be notified to the church safeguarding officer who will keep the records and take advice as appropriate from both the DSO and CSO.

#### **i) Complaints procedure**

It is hoped that complaints can generally be dealt with internally by the organisations. However, a complaint may be made to a person who will be appointed by the Church Council and who is currently Sue Fox. If a complaint is made to another person, it should be passed to Sue Fox who will arrange to meet with the complainant and attempt to resolve the complaint. If the complaint cannot be resolved, consideration will be given to invoking the complaints system of

the Methodist Church which will involve initially speaking with the local complaints officer who is the Superintendent minister.

**j) Review**

This policy will be reviewed annually by the Church Council. The date of the next review is November 2018

**k) Key concepts and definitions**

- i) Vulnerable Adults:** any adult aged 18 or over who, due to disability, mental function, age or illness or traumatic circumstances may not be able to take care or protect themselves.
- ii) Safeguarding and protecting children or vulnerable adults** from maltreatment; preventing impairment of their health and ensuring safe and effective care.
- iii) Adult/child protection** is a part of safeguarding and promoting welfare. This refers to the activity which is undertaken to protect children/specific adults who are suffering or are at risk of suffering significant harm, including neglect.
- iv) Abuse and neglect** may occur in a family, in a community and in an institution. It may be perpetrated by a person or persons known to the child or vulnerable adult or by strangers; by an adult or by a child. It may be an infliction of harm or a failure to prevent harm.

Dated .....13.11.17..... Signed .....Rev'd R Jeffries.....Chair of Church Council