



# SAFEGUARDING POLICY

## Principles

Safeguarding is about the action the charity takes to promote a safer culture. This means we will:

- promote the welfare of children, young people and adults
- work to prevent abuse from occurring
- seek to protect and respond well to those that have been abused.

We are committed to:

- the care and nurture of, and respectful pastoral ministry with, all children, young people and adults
- safeguarding and protecting all children, young people and adults when they are vulnerable
- establishing safe, caring communities, which provide a loving environment where there is informed vigilance as to the dangers of abuse.

We will carefully select and train all those with any responsibility within the charity, in line with safer recruitment principles, including the use of criminal records checks through the Disclosure and Barring Service (DBS) and The Protecting Vulnerable Groups (PVG) scheme in Scotland.

We will respond without delay to every safeguarding concern, which suggests that a child, young person or adult may have been harmed, working in partnership with the police and social services in any investigation.

We will seek to work with anyone who has suffered abuse, developing with them an appropriate ministry of informed pastoral care.

We will seek to challenge any abuse of power, especially by anyone in a position of trust.

Working with the Charity Safeguarding Officer, we will support risk assessment of those who present a safeguarding risk within a charity environment. We will ensure appropriate pastoral care is offered and measures are taken to address identified risks including referral to statutory agencies, suspension and the use of safeguarding contracts.

In all these principles, we will follow legislation, guidance and recognised good practice.

## Purpose

The purpose of the charity safeguarding policy is to check that procedures are in place and provide clarity about the roles and responsibilities of those trusted with promoting the charity as a safe space for all its users.

This policy was agreed at a Charity Trustee Meeting held on .....

HRCDC (Houghton Regis Community Development Charity) is committed to the safeguarding and protection of all children, young people and adults and affirms that the needs of vulnerable individuals at risk are paramount.

HRCDC recognises that it has a particular care for all who are vulnerable whether as a result of disabilities or 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 our wish to affirm the gifts and graces of all people.

This policy addresses the safeguarding of children, young people and vulnerable adults. It is intended to support the charity 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.

HRCDC recognises the serious issue of the abuse of children, young people 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, child sexual exploitation 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 promotion of welfare so that each of us can reach our full potential.

## HRCDC commits itself to:

RESPOND without delay to any allegation or cause for concern that a child or vulnerable adult may have been harmed or may suffer harm, whether in the charity or in another context. It commits itself to challenging the abuse of power of anyone in a position of trust.

IMPLEMENT the Methodist Church Safeguarding Policy, government legislation and guidance and safe practice in the circuit.

PROVIDE support, advice, and training for lay and ordained people to ensure that people are clear and confident about their roles and responsibilities in safeguarding and promoting the welfare of children, young people and adults who may be vulnerable.

AFFIRM and give thanks for those who work with children, young people and vulnerable adults and acknowledge the shared responsibility of all of us for safeguarding them on our premises.

## Charity Trustees

Legal responsibility for safeguarding rests with the members of the Charity Trustees. The safeguarding officer should be a member of the Charity Trustees or have the right to attend at least annually to report on the implementation of the safeguarding policy. Where an individual covers the role in more than one location, they must be able to cover the activities identified in the relevant role outline and be facilitated to attend meetings to report on safeguarding in each location.

**HRCDC appoints Rev Patrick Kandeh Charity Safeguarding Officer (Adults and Children) and supports them in their role, which is to:**

- Provide support and advice to the trustees and staff in fulfilling their safeguarding roles.
- Ensure that a suitable, signed charity safeguarding policy is always available in the charity, along with names of current safeguarding officers, national helplines and other suitable information. This must be renewed annually.
- record all safeguarding issues that are reported to the charity safeguarding officer, according to Methodist safeguarding policy.
- promote appropriate routes for reporting of concerns
- Identify and inform those required to attend safeguarding training and maintain attendance records. Work with the Circuit Safeguarding Officer and District Safeguarding Officer to arrange training.
- attend training and meetings relating to the role
- work in partnership with others including trustees and staff to promote good safeguarding practice. This may include gaining written confirmation that hirers of charity premises are aware of the charity safeguarding policy or are using an appropriate policy of their own.
- check that safeguarding is included as an agenda item at all Charity Trustees meetings and report to the Charity Trustees annually.
- inform all those with responsibility for recruitment, whether paid or voluntary, of their obligation to follow safer recruitment procedures.

- advise the Circuit Safeguarding Officer and/or District Safeguarding Officer of any issues with compliance with safeguarding training, policy or safer recruitment requirements and respond promptly to any request from them about audit of safeguarding activities.

## Good practice

We believe that good practice means:

All people are treated with respect and dignity.

Those who act on behalf of the charity should not meet or work alone with a child or vulnerable adult where the activity cannot be seen unless this is necessary for pastoral reasons, in which case a written record will be made and kept noting date, time and place of visit.

The charity premises will be assessed by the Charity Safeguarding Officer with the property steward and/or their representatives at least annually for safety for children, young people and vulnerable adults and a written risk assessment report will be given annually to the Charity Trustees. This will include fire safety procedures. The Charity Trustees will consider the extent to which the premises and equipment are suitable or should be made more suitable.

Any charity-organised transport of children, young people or vulnerable adults will be checked to ensure that the vehicle is suitable and insured and that the driver and escort (where required) are appropriate. A record should be kept in the charity file for each driver/car.

Activity risk assessments will be undertaken before any activity takes place to minimise the risk of harm to those involved. Approval will be obtained from the event leader/minister. A written record of the assessment will be retained securely.

Promotion of safeguarding is recognised to include undertaking those tasks which enable all people to reach their full potential. The Charity Trustees 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.

## Appointment and training of workers in the charity

Workers will be appointed after a satisfactory criminal record check and following the safer recruitment procedures of the Methodist Charity. Each worker will have an identified

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 safeguarding training, within the first 6 months of appointment. The other training needs of each worker will be considered (such as food hygiene, first aid and lifting and handling).

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

A leaflet outlining good practice and systems should be given to everyone who works with children, young people, and vulnerable adults. This leaflet should be reviewed annually.

## Ecumenical events

Where ecumenical events happen on charity premises, safeguarding is the responsibility of the Charity Trustees.

## Events with charity groups off the premises

Adequate staffing, a risk assessment and notification of the event will be given to the charity safeguarding officer prior to the agreement for any event or off-site activity.

Notification of the event will be given to the charities chair of trustees.

If the activity is unusual or considered to be high risk the Charity Safeguarding Officer will contact the Circuit Safeguarding Officer in order that it can be ratified, or any queries raised.

## Other groups on charity premises

When the building is hired for outside use, the Charity Safeguarding Officer should be informed. The Charity Safeguarding Officer will keep the records and take advice as appropriate from the Circuit Safeguarding Officer.

## Complaints procedure

There is a formal complaints procedure within the Methodist Charity, which allows concerns to be raised about actions or behaviour by a member or officer of the Charity. In addition, employed staff will be subject to relevant contractual procedures. All complaints will be responded to with care, diligence, and impartiality.

A complaint should be addressed to the superintendent minister, the Revd. [NAME]. If a complaint is made to another person, it should be referred to the superintendent. Meetings will be arranged with the person making the complaint and, usually, the person against

whom it has been made, to resolve it. If the complaint is against the superintendent, it should be sent to the District Chair, the Revd. [NAME] at [ADDRESS].

Safeguarding officers must be informed of any complaint or issue relating to the potential abuse of children, young people or adults who may be vulnerable. They will support prompt action to respond to the circumstances of any safeguarding concern, whether any party involved wishes to make a formal complaint through the Methodist Charity.

## Review

This policy will be reviewed annually by the Charity Trustees.

Next review date: .....

## Definition of Key Terms

A child is anyone who has not yet reached their eighteenth birthday.

Vulnerable adults: any adult aged 18 or over who, owing to disability, mental function, age or illness or traumatic circumstances, may not be able to take care of or protect themselves.

Safeguarding: protecting children, young people, or vulnerable adults from maltreatment; preventing impairment of their health and ensuring safe and effective care.

Adult/child protection is a part of safeguarding and promoting welfare. This refers to the activity undertaken to protect children, young people and/or adults who are suffering or at risk of suffering significant harm, including neglect.

Abuse and neglect may occur in a family, a community, or an institution. It may be perpetrated by a person, or persons known to the child, young person, 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.

Worker: anyone working with children or vulnerable adults in the name of HRCDC, whether in a paid or voluntary capacity.

Signed .....

Rev Andrew Openshaw, Chair of Charity Trustees

Dated .....