

# Kairos Methodist Circuit: Safeguarding Policy for Young People and Vulnerable Adults

## Statement of safeguarding principles

Every person has a value and dignity, which comes directly from the creation of humans in God's own image and likeness. Christians see this potential 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.

## Principles

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 Church, in line with safer recruitment principles, including the use of criminal records disclosures and registration with the relevant vetting and barring schemes.

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 local authority 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 District Safeguarding Officer, we will support risk assessment of those who present a safeguarding risk within a church 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. We will recognise and apply the restrictions to appointment laid down in Standing Order 010 of the Constitutional Practice and Discipline of the Methodist Church.

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

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This policy was agreed at the Circuit Meeting held on ..[Inaugural Circuit Meeting].<sup>1</sup>

It will be reviewed on ...[1 year after]

## 1. The Policy

The Methodist Church, along with the whole Christian community, believes each person has a value and dignity which comes directly from God's creation of humans 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.

The Kairos Circuit is committed to the safeguarding and protection of all children, young people and adults and affirms that the needs of children and of people when they are vulnerable and at risk are paramount.

The Kairos Circuit 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 our wish 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.

The Kairos Circuit fully agrees with the 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.*

The Kairos Circuit 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, 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

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<sup>1</sup> To be presented to the inaugural Circuit Meeting.

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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.

The Kairos Circuit 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. It commits itself to providing informed pastoral care to those in need, including the supervision of those who have committed criminal offences.
2. **IMPLEMENT** the Methodist Church Safeguarding Policy, Procedures and Guidance, government legislation and guidance to achieve 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 acknowledge the shared responsibility of us all for safeguarding children, young people and vulnerable adults on our premises.

## 2. Purpose

The purpose of this safeguarding policy is to ensure that procedures are in place and people are clear about roles and responsibilities for children and vulnerable adults in our care and using our premises. It is to be read in conjunction with the *Methodist Church Safeguarding Policy, Procedures and Guidance (2020)*. The full implementation of these policies should ensure that:

- The Church (and all associated activities) is a safer place for everyone.
- Communities we serve have confidence that children and vulnerable adults are as safe as possible and that their wellbeing is enhanced in the life of the Church.
- People in the church are alert to unsafe practices and are able to challenge them.
- Office holders are safely recruited, trained for their roles and are accountable for

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their activities.

- People who have experienced abuse are accepted, empowered and supported in maintaining control over their lives and making informed choices without coercion.
- People who abuse are held accountable to the law and the risk they pose is managed while they are supported and challenged to address their motivations and behaviour.

## 3. Roles and Responsibilities

### 3.1. Circuit Meeting

It is the responsibility of each Circuit Meeting to appoint a Circuit Safeguarding Officer and there should be no gaps in this crucial provision. It is not appropriate for a minister in pastoral charge or circuit superintendent to fill any gap, because of the potential conflict of roles but an individual safeguarding officer may cover the role in more than one location. The role will usually be undertaken on a voluntary basis, although expenses should be met. Ultimate responsibility for safeguarding within the circuit lies with the Circuit Meeting. The circuit safeguarding officer should be a member of the Circuit Meeting or have the right to attend at least annually to report on implementation of the safeguarding policy. Where an individual holds 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.

The Kairos Circuit appoints

[Laura Gallery](#) as Circuit and Church Safeguarding Officer (Adults) and

[Laura Gallery](#) as Circuit and Church Safeguarding Officer (Children),

and supports her in her role.

The circuit meeting holds the following responsibilities, which may be delegated to the Circuit Safeguarding Officer, if appropriate:

1. Support and advice to the circuit superintendent and the circuit stewards regarding safeguarding matters.
2. With the support of the circuit superintendent, prompt recording and reporting of any safeguarding concerns of which they are made aware. This will include appropriate

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referral to statutory agencies and DSOs, as required by Methodist Church Safeguarding Policy, Procedures and Guidance.

3. Making appropriate arrangements for the secure storage, retention and appropriate sharing of safeguarding information held by the circuit.
4. Promoting the safety and well-being of all children and vulnerable adults within the circuit.
5. Presenting a report to each circuit meeting about safeguarding events (noting the need for confidentiality regarding specific cases) and reminding relevant parties (where necessary) that safeguarding should be a standing item on the Circuit Meeting agenda
6. Ensuring that appropriate risk assessments and training schedules are completed for all relevant activities and shared with the circuit meeting annually.
7. Attending the circuit staff meeting as necessary to discuss concerns brought to their attention.
8. Working with the superintendent minister, ministers and the DSO regarding safeguarding concerns.
9. Attending and active participation at safeguarding training, district safeguarding events and meetings.
10. Working with local ecumenical partners and their safeguarding representatives.
11. Supporting the circuit superintendent with the annual review of the circuit safeguarding policy and sending a copy to the DSO.
12. Maintaining a record of all people within the circuit who have received Foundation Module, Foundation Refresher Module (prior to 2020), together with dates of attendance
13. Ensuring that training is offered to those working with children and vulnerable adults, holding an office of responsibility, or are in other applicable roles as defined in Appendix III of the Methodist Church Safeguarding Policy, Procedures and Guidance.
14. Overseeing timely delivery of appropriate training, in liaison with accredited Circuit Trainers
15. Ensuring that safer recruitment policy is implemented and carrying out required procedures when appointing staff or volunteers

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16. DBS verification on behalf of the circuit.
17. Retaining records of names of those who have DBS checks, and providing reminders about the need to apply or reapply for checks in accordance with the Methodist Church policy (for updates, the period is currently every five years).
18. Assisting the DSO with setting up Monitoring and Support Groups for those subject to safeguarding contracts and reminding the chairs of groups when reviews are due.
19. Maintaining a directory of useful names and contact details.

Where a circuit safeguarding officer carries out the above activities, there is a requirement for supervisory oversight, which will be arranged by the superintendent minister and carried out by them or a nominated substitute. Records of oversight meetings will be signed and agreed. Supervision will include consideration of wellbeing and discussions of the areas of activity included within the role on a regular basis.

### **Superintendent Minister**

1. Ensure that up-to-date safeguarding policies are in place.
2. Support the implementation of safeguarding policy and practice.
3. Ensure the provision of pastoral support for those involved in issues of abuse and in the management of those who present a safeguarding risk.
4. Ensure that training opportunities are in place for all workers with children, vulnerable adults, for staff of the circuit and for members within the circuit, in accordance with Appendix III of the Methodist Church Safeguarding Policy, Procedures and Guidance.
5. Ensure that the Circuit Meeting appoints a circuit safeguarding officer/s and that the details of each person are passed to the district office.
6. Ensure that the Circuit Meeting reviews this policy annually.
7. Support the circuit safeguarding officer (Adults) and the circuit safeguarding officer (Children) in their work, providing access to resources to enable them to fulfil their functions.

### **Circuit stewards**

The circuit stewards must ensure that agreed procedures are in place for circuit and ecumenical events that involve children or vulnerable adults.

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## Good practice

We believe that good practice means:

- 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 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.
- iii) Any church-organised transport of children 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. (See 6.10.7.1 of the Safeguarding Policies, Procedures and Guidance for the Methodist Church). A record to be kept in the church file for each driver/car.
- iv) 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.
- 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/Circuit Meeting 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.

## b) Appointment and training of workers in the church

Workers will be appointed after a satisfactory DBS disclosure and following the safer recruitment procedures of the Methodist Church. 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 Foundation Module (2020 Edition) safeguarding training, within the first 6 months (agreed by Methodist Conference in 2011 - *Creating Safer Space Report*) of appointment. The other training needs of each worker will be considered (such as food hygiene, first aid and lifting and handling).

## c) Pastoral visitors/Grass Roots Leaders/Kairos Leaders

Leaders will be supported in their role with the provision of Foundation Module (2020

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Edition) safeguarding training upon appointment. If they are undertaking tasks for which a DBS would be required, this will be undertaken prior to appointment.

## **d) 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 will be reviewed annually<sup>2</sup>.

## **e) Ecumenical events**

Where ecumenical events happen on church premises, safeguarding is the responsibility of this Church Council.

## **f) Events with church groups**

Adequate staffing, a risk assessment and notification of the event will be given to the church safeguarding officer PRIOR to the agreement for any event. Notification of the event will be given to the church council secretary.

If the activity is unusual or considered to be high risk the church safeguarding officer will contact the circuit safeguarding officer in order that it can be ratified, or any queries raised.

## **g) Complaints procedure**

There is a formal complaints procedure within the Methodist Church, which allows issues to be raised about actions or behaviour by a member or officer of the Church. In addition, employed staff will be subject to relevant contractual procedures. All complaints will be responded to with care, diligence and impartiality. The provisions of Part 11 of the Constitutional Practice and Discipline of the Methodist Church will be followed.

A complaint should be addressed to the superintendent minister, the Revd. Andy Lindley. If a complaint is made to another person it should be referred to them. Meetings will be arranged with the person making the complaint and, usually, the person against whom the complaint has been made, in an attempt to resolve it. If the complaint is against the superintendent, it should be sent to the District Chair, the Revd. Leslie Newton, 28 The Green. Acomb. York. YO26 5LR.

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<sup>2</sup> The Code of Safer Working Practice can be found at Appendix V of the Methodist Church Safeguarding Policies, Procedures and Guidance.



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Safeguarding officers must be informed of any complaint or issue relating to the potential abuse of children or adults who may be vulnerable. They will support prompt action to respond to the circumstances of any safeguarding concern, whether or not any party involved wishes to make a formal complaint through the Methodist Church.

### **Key concepts and definitions**

- i) A child is anyone who has not yet reached their eighteenth birthday. The fact that a child has reached 16 years of age, is living independently or is in further education, a member of the armed forces, in hospital or in custody in the secure estate, does not change his/her status or entitlements to services or protection.
- ii) 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.
- iii) Safeguarding: protecting children or vulnerable adults from maltreatment; preventing impairment of their health and ensuring safe and effective care.
- iv) 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.
- v) 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 .....15<sup>th</sup> November 2022.....

Signed .....Leslie Newton ..... Chair of Circuit Meeting