Safeguarding Children, Young People and Vulnerable Adults Policy for Emmanuel United Reformed & Methodist Church

Purpose

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

This policy was agreed at a Church Meeting held on 19.06.2025.

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.

Emmanuel Church 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.

Emmanuel Church 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 God's people.

This policy addresses the safeguarding of children, young people and vulnerable adults. 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.

Emmanuel Church 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 in God's grace.

Emmanuel 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, or may suffer harm, 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. **IMPLEMENT** the Methodist Church Safeguarding Policy, government legislation and guidance and safe practice in the circuit and in the churches.

3. **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.

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

Church Meeting

Legal responsibility for safeguarding lies with the Church Meeting. The Safeguarding Officers should be staff members or church members and should attend the Church Meeting at least annually to report on the implementation of the Safeguarding Policy. *It is not appropriate for the minister in pastoral charge to hold a Church Safeguarding Officer role because of the potential conflict with their own responsibilities.*

Emmanuel Church appoints

Ruth Wilde as Church Safeguarding Officer (Adults)

Jan Channer as Church Safeguarding Officer (Children/Young people)

and supports them in their role, which is to

- provide support and advice to the minister and the Elders in fulfilling their roles with regard to safeguarding
- ensure that a suitable, signed church safeguarding policy is available at all times in the church, along with the names of the current safeguarding officers, national helplines and other suitable information. This must be renewed annually.
- record all safeguarding issues that are reported to the Church Safeguarding Officers, according to Methodist safeguarding policy.
- promote appropriate routes for the reporting of concerns.
- identify and inform those who are required to attend safeguarding training and maintain records of attendance. 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 the Centre Manager, Elders and user groups to promote good safeguarding practice on church premises. This may include gaining written confirmation that hirers of the church premises are aware of the church safeguarding policy or are using an appropriate policy of their own.
- check that safeguarding is included as an agenda item at all Church Meetings and report to the Annual Church Meeting
- 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.

a) 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) The church premises will be assessed by one of the Church Safeguarding Officers 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 Church Meeting. This will include fire safety procedures. The Church Meeting 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, young people or vulnerable adults will be checked to ensure the vehicle is suitable and insured and that the driver and escort (where required) are appropriate. A record should be kept in the church file for each driver/car.

v) 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/Centre Manager. A written record of the assessment will be retained securely.

vi) Promotion of safeguarding is recognised to include undertaking those tasks which enable all God's people to reach their full potential. The Church 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 criminal record check and following the safer recruitment procedures of the Methodist Church. Each worker will have an identified supervisory team 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).

c) Pastoral visitors

Pastoral visitors will be supported in their role with the provision of safeguarding training upon appointment. If they are undertaking tasks for which a criminal record check 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 should be reviewed annually.

e) Ecumenical events

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

f) Events with church groups off the premises

Adequate staffing, a risk assessment and notification of the event will be given to the appropriate Church Safeguarding Officer prior to the agreement for any event or off site activity. Notification of the event will be given to the Ministry Link Team.

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) Other groups on church premises

Where the building is hired for outside use, the Centre Manager will consider the various other users of the building in making lettings, keep records and will take advice if necessary from the Church Safeguarding Officers or the Circuit or District Safeguarding Officers as appropriate.

h) Complaints procedure

There is a formal complaints procedure within the Methodist Church, which allows concerns 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.

A complaint should be addressed to the superintendent minister, **the Revd Stephen Levett.** 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 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 Novette Headley at 36, Amesbury Road, Moseley, Birmingham, B13 8LE.

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 or not any party involved wishes to make a formal complaint through the Methodist Church.

Review

This policy will be reviewed annually at the Annual Church Meeting. The date of the next review is June 2026.

i) Definition of Key Terms

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

ii) 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.

iii) Safeguarding: protecting children, young people 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, young people and/or adults who are suffering or are at risk of suffering significant harm, including neglect.

v) 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.

vi) Worker: anyone working with children or vulnerable adults in the name of Emmanuel Church, whether in a paid or voluntary capacity

Signed ..... Chair of Church Meeting

Dated .....