



## Safeguarding Policy for Hampshire and Islands Area Quaker Meeting

**This is the *Safeguarding Policy* for Hampshire and Islands Quaker Area Meeting. More detailed information on our organisation and practices can be found in Britain Yearly Meeting *Safeguarding Procedures and Toolkit* (available on BYM website).**

This policy has been written in line with legislation, policy and guidance that seeks to protect children and adults at risk in England and Wales. We have adopted this Policy and associated Procedures in accordance with statutory guidance and recommendations of the 2021 IICSA report into child protection in religious organisations and settings.

We use the term “children and young people” to mean anyone aged under 18; this is interchangeable with “child” throughout the policy and procedures. We use the term “adults at risk” as used in government guidance; this includes “adults with care and support needs”, the term used in the Care Act 2014, and “vulnerable adults” used previously.

### **Purpose and scope of this Policy**

1. This document displays our commitment to keep people safe, especially children, young people and adults at risk who are engaged with meetings or activities within Hampshire and Islands Quaker AM.
2. This document provides members and attenders, as well as children, young people and their families, with the overarching principles that guide our approach to the protection of children, young people and adults at risk in our Quaker communities.

### **What we do;** a summary of our activities with children, young people and adults

- Meetings for Worship, in person or on zoom, which are open to the public
- Social, learning and outreach activities and events
- Spiritual care
- Pastoral care. (The meeting does not expect those who provide pastoral care or other volunteers acting on behalf of the meeting, to provide regulated activities for adults such as personal care or regular support with activities such as financial affairs).
- Children and Young People’s Meetings which are run by adults from local and area meeting. Special events and trips out are occasionally held for children, young people and adults.
- Residential Events are occasionally organised for adults and children.
- Projects: The social witness project is a housing scheme in Winchester Meeting House.
- Hiring out rooms in our buildings

### **Our commitment**

We are committed to keeping everyone safe. Abuse in any form is unacceptable. Everyone, including children, young people and at-risk adults, has a right to participate in Quaker communities without suffering harm, regardless of age, disability, mental health, gender reassignment, race, religion or belief, sex, gender or sexual orientation. Quakers recognise ‘that of God’ in everyone. All people deserve respect, value and appropriate care. Our care extends to people who are potentially vulnerable to abuse and also to those who could abuse others. We recognise abuse can include,

but is not limited to, physical, sexual, financial, spiritual, emotional abuse and neglect. We know that Quakers may be open to risks because we foster a culture of welcome and trust for all. We accept that often an abuser is known to or in a trusted relationship with the child or adult and that sometimes abusers can be covert manipulators.

### **Responsibilities**

Safeguarding is everyone's responsibility. Our Trustees hold specific responsibility on behalf of the Area Meeting (AM). The AM Safeguarding Coordinator sits on the General Committee as a trustee and there is a Deputy AM Safeguarding Coordinator. Local Meetings have LM coordinators, a safeguarding committee or other access to safeguarding support. **Contact details** for our Safeguarding Coordinators are available in the Area Meeting Handbook and on our website.

### **Safer Appointments/Recruitment**

We recognise the need to follow safeguarding legislation and accepted good practice in making appointments to reduce risk, both to vulnerable groups and to Quakers as an organisation. We have an established and complementary spirit-led Quaker nominations process for appointment to voluntary roles and a safer recruitment process for paid roles which incorporates procedures to prioritise the safety of our vulnerable groups.

### **Training and Good Practice**

Each individual in a role of responsibility will be offered appropriate training and supported according to their Role Description. When we need safeguarding advice we consult the specialist Christian safeguarding agency Thirtyone:eight (their helpline: 0303 003 1111). BYM procedures are available on the BYM website.

### **Procedure for responding to concerns or allegations of abuse**

The Procedures document contains detailed information about how to respond to a Safeguarding concern. If someone is in immediate danger Police or Social Services will be contacted as soon as possible. The Area Safeguarding Coordinator should be informed or consulted as soon as possible.

### **Working with those who may pose a risk**

When someone attending the local or area meeting is known to have abused others or is under investigation or known to be a risk to children or adults at risk, the LM and AM will be prepared to work closely with statutory authorities, supervise the person when involved in Quaker activities and offer pastoral care. Robust arrangements will be put in place to protect children, young people and adults at risk. This may include negotiation about a written contract to which they will be expected to adhere.

### **Room Hire**

Each of our local meeting room's hire agreements will require that organisations and individuals hiring rooms on our premises take responsibility for safeguarding for all their activities. It will require that any organisation using our premises has their own safeguarding policy which follows national good practice and has their own insurance in place.

### **Regular Reviews**

This policy will be reviewed annually in the light of any new guidance, information or legislation. A more comprehensive review will take place every three years.

### **Key Safeguarding Contacts**

Trustee Safeguarding Coordinator: **Trish Roscoe Tel 07765 998198**

Deputy Safeguarding Coordinator: **Bev Meeson Tel 07866 445531**

For details of Local Safeguarding Coordinators, enquire with AM Safeguarding Coordinator

**Date: June 2023 Next Review Date: June 2024**