



South London Mission Safeguarding Policy

July 2023

APPENDIX 1

South London Mission Statement of Safeguarding Principles

Safeguarding children and vulnerable adults is the responsibility of everyone, the South London Mission is committed to providing a welcoming and safe environment for everyone, children, young people, volunteers, staff and visitors.

Principles

Safeguarding is about the action the Mission 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 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 nurturing 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 South London Mission, in line with safer recruitment principles, including the use of criminal records checks through the Disclosure and Barring Service (DBS).

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 and with them provide the appropriate package of wellbeing.

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

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



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

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Safeguarding Children, Young People and Adults Policy

Purpose

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

This policy was agreed at a Church Council held on [TBC September 2023](#)

The South London Mission believes each person has a value and dignity. The South London Mission 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 and at risk are paramount.

The South London Mission 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.

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

The South London Mission recognises the serious issue of the abuse of children and 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.

South London Mission commits itself to:



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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 South London Mission Safeguarding Policy, government legislation and guidance and safe practice.
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 and adults who may be vulnerable.
4. **AFFIRM** and give thanks for those who work with children and adults and also acknowledge the shared responsibility of all of us for safeguarding children *and* adults who are on our premises.

Church Council Trustees

Legal responsibility for safeguarding rests with the members of the Church Council. The South London Mission's Designated Safeguarding Lead will report to the Bermondsey Central Hall Church safeguarding officer Lovette Kargbo, who as a member of the Church Council will attend at least annually to report on implementation of the safeguarding policy.

The South London Mission appoints Winnie Baffoe as its Designated Safeguarding Lead and supports them in their role, which is to:

- provide support and advice to the Superintendent Minister, Director, Staff and volunteer members in fulfilling their roles with regard to safeguarding.
- ensure that a suitable, signed Mission safeguarding policy is available at all times in the Mission, 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 Designated Safeguarding Lead, according to Methodist safeguarding policy.
- promote appropriate routes for 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 Church Safeguarding Officer to arrange training.
- attend training and meetings relating to the role.



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- work in partnership with others including Volunteers, Staff members and other user groups to promote good safeguarding practice on the premises. This may include gaining written confirmation that hirers of the premises are aware of the Mission safeguarding policy are using an appropriate policy of their own.
- check that safeguarding is included as an agenda item at all Church Council meetings and report to the Church Council annually.
- inform all those with responsibility for recruitment, whether paid or voluntary, of their obligation to follow safer recruitment procedures.
- advise the Church Safeguarding Officer and/or Circuit 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 Mission 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 Mission premises will be assessed by the Safeguarding Officers with the property steward and/or their representatives at least annually for safety for children and vulnerable adults and a written risk assessment report will be given annually to the Church Council. 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 Mission 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. A record should be kept in the Mission 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. 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 Council will actively consider the extent to which it is succeeding in this area.



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

c) Appointment and training of workers in the Mission

Workers will be appointed after satisfactory criminal records check and following the safer recruitment procedures of the South London Mission. 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).

d) Staff members and Volunteers

Staff members and Volunteers will be supported in their role with the provision of safeguarding training upon appointment. If they are undertaking tasks for which a criminal records check would be required, this will be undertaken prior to appointment.

e) 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.

f) Events with the South London Mission off the premises

Adequate staffing, a risk assessment and notification of the event will be given to the Designated Safeguarding Lead prior to the agreement for any event or off-site activity. Notification of the event will be given to the Director Peter Baffoe.

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

g) Other groups on Mission premises

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

h) Complaint's procedure

There is a formal complaints procedure within the South London Mission, 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.



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A complaint should be addressed to the Minister, the Revd Ling Yu Ji. 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. Nigel Cowgill at Methodist Central Hall Westminster, Storey's Gate, Westminster, SW1H 9NH.

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 South London Mission.

Review

This policy will be reviewed annually by the Church Council.

Next review date:September 2024.....

i) Key concepts and definitions

- 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 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, a community, or 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.

Signed Chair of Church Council

Dated