



Safeguarding Policy

Teesdale and Cleveland Area Quaker Meeting

This is the *Safeguarding Policy* for Teesdale and Cleveland Area Meeting. More detailed information on our organisation and practices can be found in *Safeguarding Procedures and Toolkit*.

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 Teesdale and Cleveland 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 open to the public
- Social, learning and outreach activities and events
- Pastoral care
- Children and Young People’s Meetings are held weekly in some meetings. They are run by adult volunteers from the meeting. Special events and trips out may occasionally be held for children, young people and adults. These may include sleeping overnight.
- Residential events are occasionally organised for adults and children.
- Care of adults: The meeting does not expect those who provide pastoral care (“Overseers”) 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.
- Projects
- Hiring out rooms in our buildings

Our commitment

Abuse in any form is unacceptable and we are committed to keeping everyone safe. Everyone, including children, young people and at-risk adults, has a right to participate in Quaker communities without suffering harm, regardless of age, disability, gender reassignment, race, religion or belief, sex 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 even to those who may be perpetrators. We recognise abuse can include, but is not limited to, physical, sexual, 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). One trustee is appointed as AM Safeguarding Lead.

The Safeguarding Lead may delegate the AM safeguarding work to a Safeguarding Coordinator (who need not be a Trustee) appointed or employed by Area Meeting, or they may act as AM Safeguarding Coordinator and one or more Deputy AM Safeguarding Coordinators (not necessarily Trustees) may be appointed with safeguarding work delegated as agreed between the parties. **Contact details** for our Safeguarding Coordinators and/or Deputies are on the poster displayed in each meeting house and at the bottom of this document.

Safer Appointments/Recruitment

We recognise the need to follow safeguarding legislation and accepted good practice to reduce risk, both to vulnerable groups and to Quakers as an organisation. We also have an established and complementary spirit-led Quaker nominations process. The primary focus of our processes to place individuals in roles is to prioritise the safety of our vulnerable groups.

Training and Good Practice

Each individual in a role of responsibility will be appropriately trained according to their Role Description. Everyone involved in our Quaker activities will be familiar with our Code of Conduct, our Processes and Procedures and any specific safeguarding arrangements held locally. When we need safeguarding advice we use the online Safeguarding Manual from specialist Christian safeguarding agency Thirtyone:eight or their helpline: 0303 003 1111. Or out of hours, we can call:

(Local Authority out of hours numbers to be added here)

Procedure for responding to concerns or allegations of abuse

Our Procedures document contains detailed information about how to respond to a Safeguarding concern. If someone is in immediate danger we will contact the Police as soon as possible. Our Safeguarding contact details can be found at the bottom of this document.

Pastoral care

We will help those who have been affected by abuse, who have contact with or are part of the AM, to access pastoral care and support, working with or referring to outside agencies as appropriate.

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 supervise the person and offer pastoral care. Robust arrangements will be put in place to protect children, young people and adults at risk. This may include supervision and boundary-setting, set out in a written contract to which they will be expected to adhere. Such a person will not be allowed to work with children, young people or adults at risk or have unsupervised contact with those groups.

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

Safeguarding Coordinator: Jane Booth 07766 588188 jaine297@gmail.com

Trustee Safeguarding Lead: Graham Easterlow 07739 381314

tcamtreasurer@hotmail.com

Dates for annual review: March 2025

Date for triennial review: March 2026

Safeguarding contact numbers TCAM as at autumn 2024

| Local authority | Adults | Children | Out of hours |
|--------------------|--|---|----------------|
| Middlesbrough | 01642 065070 adultaccessteam@middlesbrough.gov.uk | 01642 726004 | 01642 524552 |
| Stockton | telephone: 01642 527764 fax: 01642 527756 minicom: 01642 527769 email: FirstContactAdults@stockton.gov.uk | Telephone: 01642 130080 Email: childrenshub@hartlepool.gov.uk | 01642 524552 |
| Hartlepool | 01429 523390 | 01642 130080 childrenshub@hartlepool.gov.uk | 01642 524552 |
| Redcar & Cleveland | 01642 771500. AccessAdultsTeam@redcar-cleveland.gov.uk | 01642 130 700 RedcarMACH@redcar-cleveland.gov.uk | 01642 524552 |
| Darlington | 01325406111 | 01325 406252 | 01642 524552 |
| Durham | 0300267979 | 0300267979 | 0300267979 |
| North Yorkshire | 0300 131 2 131 | 0300 131 2 131 | 0300 131 2 131 |

If someone is at risk of immediate harm or it is an emergency phone 999

60/23 Teesdale & Cleveland Area Meeting Safeguarding Policy and Procedures

Further to Minute 34/23, we have received the following minute from Cotherstone Local Meeting.

Minute 23/10 Matters for Area Meeting

c) We have received the AM draft Safeguarding Policy and draft Safeguarding Procedures and Toolkit. We offer this feedback: We support making our meetings safe. We have questions, concerns, and reservations about the level of bureaucratic detail in the draft. We ask that these documents not be hastily adopted in full without further discussion and discernment, and look forward to working on this further.

This minute was not recorded at Area Meeting on 22nd April because the relevant agenda item was held over to allow time for discernment on another substantive matter.

However, in response to the Cotherstone Minute, Trustees considered the draft Safeguarding Policy and Procedures again and concluded the following:

- The BYM suggested policy and procedures are meant to be used together
- BYM has understood and recognised that meetings may sometimes have difficulty implementing all aspects of the procedures. They have included a checklist for LMs, asking what a Local Meeting may be prevented from doing because of resource constraints. Therefore the fact that there may sometimes be difficulties should not be a barrier to Friends feeling able to adopt the policy and procedures.
- The policies and procedures should be tweaked for use in Teesdale and Cleveland Area Meeting only to include local details and information, but not in any way that changes the sense.

Trustee Minute 9 5/23 concludes:

As the legally responsible Friends, Trustees advise AM to confirm both (policy and procedures).

On 3rd June, a small working group of Friends, convened by the Safeguarding Coordinator, worked through the text of the policy and procedures, making appropriate small changes.

These mainly comprised:

- adding local information and contact numbers
- adding a simple graphic to illustrate the process for bringing a safeguarding concern
- Placing a safeguarding poster for meetings to display at the front of the procedures section
- clarifying the procedures for hirers

The group also noted that, although the procedures document originally circulated amounts to around 100 pages, only around the first 25 of these are procedures for adoption. The rest is a toolkit of forms and other resources to be used if relevant.

The Safeguarding Coordinator advised the group that, as the person with ultimate liability for safeguarding in the Area Meeting, she believes the BYM draft policy and procedures, as adapted for our AM, to be the best and right option to bring to AM for adoption.

In any cases where Local Meetings are having difficulty interpreting or implementing the procedures, the proper course of action is to contact the Safeguarding Coordinator or Deputy as soon as possible for support and advice.

We adopt the amended BYM Safeguarding policy and procedures and the associated toolkit.

The Safeguarding Toolkit is available on QMN and is available by emailing TCAM Safeguarding Friends on the details above.