

# Safeguarding: Strategic Plan 2020 - 2025

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**Date Written:** 30th June 2020

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## Key

DSO	District Safeguarding Officer
ADSO	Assistant District Safeguarding Officer
DSG	District Support Group
SGO	Safeguarding Officer
CST	Connexional Safeguarding Team
DLT	District Leadership Team
LN	Learning Network

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## Overview

Safeguarding within the Methodist Church is everyone's business.

In London, there is a salaried District Safeguarding Officer who exercises executive safeguarding functions, supported by the District Safeguarding Group, which provides advice, guidance and support to the DSO. Both are accountable to the District Synod for the delivery of an effective safeguarding service across the District and teams of Circuit Safeguarding Officers and local Church Safeguarding Officers locally support this.

Nationally the Connexional Safeguarding Team takes a lead on developing policy and procedures, supporting districts to undertake their role and managing risk assessments and Safeguarding Panels.

This strategic plan sets out the key work areas the District will be concentrating on during 2020-2025.

This plan recognises that the successful delivery of the strategy is reliant on an effective partnership of the whole London District safeguarding community, which comprises principally the Chairs, DLT, the DSG, Presbyters and Deacons, the Regional LN team, lay workers with children, young people or adults, Church, Circuit and the District Safeguarding Officer.

## District Safeguarding Group

### Terms of Reference

The District Safeguarding Group will promote and monitor safeguarding across the London District of the Methodist Church.

Specifically, the DSG will ensure that:

- *support is provided to all circuits and churches in implementing District and Connexional safeguarding policies and procedures;*
- *safeguarding of children, young people and vulnerable adults across the District is promoted and all necessary information is disseminated at a local level to support this;*
- *any changes to safeguarding policies, practices and guidance are disseminated at all levels across the District;*
- *the work of safeguarding across the District is up to date and in line with national policy and guidance and Government legislation;*
- *programmes of awareness and good practice are initiated and delivered;*

- *safeguarding training is promoted and provided in the District, working together with the Learning Network and outside organisations;*
- *collaborative work is undertaken with other relevant groups (e.g. Connexional, regional and ecumenical partners and professional agencies) on safeguarding issues;*
- *the expertise of the DSG is maintained through both its membership and the delivery of a programme of training and development;*
- *the strategic plan is reviewed annually, receiving an update on progress made from the DSO.*

## **Membership**

Membership should include those who can contribute an expertise in relation to safeguarding children, young people and vulnerable adults. These can be drawn from within or outside the Methodist Church.

Membership should include those with an understanding of safeguarding within the Methodist Church, those able to link between safeguarding and the pastoral mission of the Methodist Church and relevant professional agencies. (Careful thought will be given to the representative nature of the meeting e.g. gender, lay, ordained, geographical etc.)

A representative of the Learning Network should be available to attend every meeting.

The DSO and District Chair of the DSG will attend each meeting.

## **Meetings**

The Group will meet four times a year.

Dates of meetings will be set annually at the September meeting.

The DSG Chair and DSO will prepare and distribute an agenda at least 14 days before the meeting. DSG members are invited to contribute items to the agenda.

Notes of the meeting will be taken by the Admin Assistant or a member of the group and distributed electronically within 4 weeks.

## **Reporting**

A member of the District Safeguarding Group delivers a report to the first District Council meeting of each Connexional year

## Strategic Plan Review

This plan will be formally reviewed annually at the start of each Connexional year. The ensuing Annual Working Plan will be agreed during this meeting and ratified by the DSG Chair and DSO.

## Our Strategic Plan

The strategic plan provides direction and continuity to our annual work plan.

Our strategic plan sets out:

- **Our Vision**

This sets out the vision and outcome we want to achieve for safeguarding in London District of the Methodist Church

- **Values, Focus Areas and Objectives – 2020 to 2025**

This outlines our objectives based on focus areas and values to achieve our vision

- **Annual Work Plan**

This includes key actions and target timescales to achieve our strategic plan

## Our Vision

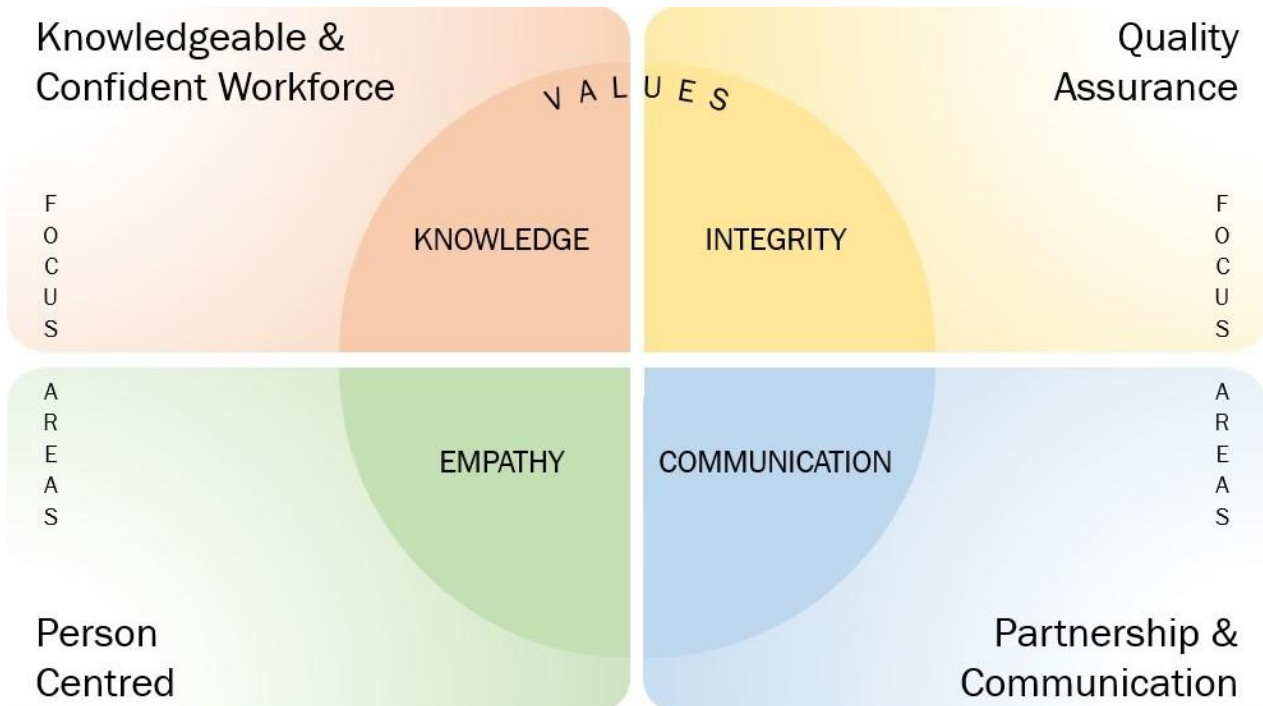
“  
*London District to be at the forefront of safeguarding,  
enabling all church communities to feel safe from harm.*  
”

To achieve this vision, the District 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

- Listen to the voice of those who are suffering or have suffered abuse to deliver positive outcomes
- Promote collaboration between organisations
- Embed safeguarding into the everyday lives and practices for all churches
- Promote widely the message that safeguarding is everybody's business

## Our Values and Focus Areas



## Our Objectives

- PROVIDE SPECIALIST TRAINING OPPORTUNITIES
- PROVIDE MORE AM TRAINING OPPORTUNITIES
- ENSURE FOUNDATION MODULE TRAINING OPPORTUNITIES ARE AVAILABLE
- ENSURE AUDITS ARE COMPLETED ANNUALLY
- ENSURE GDPR COMPLIANCE
- ENSURE CONSISTENT RECORDING
- SETTING HIGH STANDARDS
- BETTER SUPPORT FOR OUR WORKERS/VOLUNTEERS
- DEVELOP LONDON DISTRICT SURVIVOR'S FORUMS
- BETTER COMMUNICATION & PARTNERSHIPS
- DEVELOP PARTNERSHIPS

## Annual Working Plan 2020-2021

OBJECTIVE 1	PROVIDE SPECIALIST TRAINING OPPORTUNITIES			
DESIRED OUTCOME	GROWING A KNOWLEDGEABLE AND CONFIDENT WORKFORCE			
ACTIVITY	MEASUREMENT	PROGRESS	LEAD	TIMESCALE
Planning and delivery of an annual themed District conference The theme is canvassed from the District Safeguarding community	A conference takes place annually attended by SGOs and/or Minsters from every circuit		DSO	Aug 2021
Planning and delivery of specialist practice seminars for advanced study of particular topics i.e. safe recruitment, online abuse, domestic abuse or spiritual abuse, audits, record keeping, EDI, etc.	Two practice forums held annually, attended by SGOs and/or Ministers from every circuit		DSO DSG LN	Aug 2021
	Seminars to be recorded and published on the District website for those unable to attend			
Develop podcasts/bitesize learning & development on safeguarding themes	First two published on the District website		DSO DSG LN	Aug 2021
	Plans and dates made for further themes			



OBJECTIVE 2	PROVIDE MORE ADVANCED MODULE TRAINING OPPORTUNITIES			
DESIRED OUTCOME	GROWING A KNOWLEDGEABLE AND CONFIDENT WORKFORCE			
ACTIVITY	MEASUREMENT	PROGRESS	LEAD	TIMESCALE
Develop online training for Advanced Module	London to pilot at least 1 online session in autumn/winter 2020 London to hold a minimum of 4 sessions		DSO LN Connexion	Aug 2021
Recruit volunteer Advanced Module trainers & develop a buddy system Consider mentoring for new trainers	Recruitment and training of 4 trainers LN to mentor inexperienced trainers to enable them to apply for trainer position		DSO LN	Aug 2021
Increase access to Advanced Module training throughout the District	Delivery of 12 sessions to different circuits via face to face or online methods (COVID-19 dependent)		DSO New Trainers LN, DSG	Aug 2021

OBJECTIVE 3	ENSURE FOUNDATION MODULE TRAINING OPPORTUNITIES ARE AVAILABLE			
DESIRED OUTCOME	GROWING A KNOWLEDGEABLE AND CONFIDENT WORKFORCE			
ACTIVITY	MEASUREMENT	PROGRESS	LEAD	TIMESCALE
Delivery of the CSS Foundation Module in every circuit by trained local trainers	Each circuit reports on annual planned programme of FM training and completion details – report to Admin		DSO LN	Aug 2021
Develop District records on Foundation Module safeguarding records	Obtained through self-audits and full audits		DSO ADSO Admin	Aug 2021
Develop online training for Foundation Module	London to pilot at least 1 online session in autumn/winter 2020 London to hold a minimum of 4 sessions		DSO LN Connexion	Aug 2021
Deliver Train the Trainer sessions twice per year	Two ( <b>basic</b> ) sessions held annually. One ( <b>Full</b> ) session held annually. Attended by church/circuit FM trainers		DSO LN	Aug 2021

OBJECTIVE 4		ENSURE AUDITS ARE COMPLETED ANNUALLY			
DESIRED OUTCOME		QUALITY ASSURANCE			
ACTIVITY		MEASUREMENT	PROGRESS	LEAD	TIMESCALE
Recruit Assistant DSO, focus to be Quality Assurance		Obtain grant for ADSO		DSO	Oct 2020
		Recruitment of ADSO		DSO	Jan 2020
Self-audits to be completed annually by every church. Each church completes an audit questionnaire and prepares an action plan to implement the necessary measures identified to address deficits.		Receive self-audits for 100 churches		ADSO Supers Circuit and Church SGOs	Aug 2021
Full audits to be completed tri-annually by every church. In depth policy, safe recruitment and training compliance, casework recording, etc.		Complete 6 full audits		ADSO Supers Circuit and Church SGOs	Aug 2021
Training for auditing requirements – what evidence is required, the auditing process, etc.		Deliver as part of the forum		DSO ADSO	Mar 2021
OBJECTIVE 5		ENSURE GDPR COMPLIANCE			
DESIRED OUTCOME		QUALITY ASSURANCE			
ACTIVITY		MEASUREMENT	PROGRESS	LEAD	TIMESCALE
Ensure all current casework has been issued privacy notices				DSO	Aug 2021

OBJECTIVE 6		ENSURE CONSISTENT RECORDING			
DESIRED OUTCOME		QUALITY ASSURANCE			
ACTIVITY		MEASUREMENT	PROGRESS	LEAD	TIMESCALE
Standardise methods of recording casework, training, DBS across the District		Audits to review circuit/church casework, training & DBS records		DSO ADSO	Aug 2021
OBJECTIVE 7		SETTING HIGH STANDARDS			
DESIRED OUTCOME		QUALITY ASSURANCE			
ACTIVITY		MEASUREMENT	PROGRESS	LEAD	TIMESCALE
The DSO demonstrates a high level of professionalism in their work		<p>Case work is professionally supervised</p> <p>Recording practice is scrutinised and found to be satisfactory</p> <p>Management supervision is provided to monitor delivery of District Safeguarding strategy and objectives</p> <p>Attendance at agreed CPD courses</p> <p>Annual appraisal and setting of goals</p>	<p>6 weekly meeting with casework supervisor</p> <p>Monthly meetings with identified lead chair (weekly in lockdown)</p> <p>Attendance at annual Methodist Safeguarding Conference and at least 3 other training days per annum</p> <p>An appraisal is carried out with associated action plan prepared</p>	DSO Casework Supervisor	Aug 2021

OBJECTIVE 8	BETTER SUPPORT FOR OUR WORKERS/VOLUNTEERS			
DESIRED OUTCOME	PERSON CENTRED			
ACTIVITY	MEASUREMENT	PROGRESS	LEAD	TIMESCALE
Develop guidance around management/supervision with a focus on safeguarding, mental health, wellbeing and positive working together	Write guidance document, in conjunction with District Senior Admin Officer <ul style="list-style-type: none"> <li>• Distribute to circuits</li> <li>• Placed on website</li> </ul>		DSO Admin (SR)	Aug 2021
Develop training on management/supervision with a focus on safeguarding, mental health, wellbeing and positive working together	Training to be completed in 'at risk' circuits, in conjunction with LN		LN DSO	Aug 2021
	Training to be delivered (District catchment), in conjunction with LN,		LN DSO	Aug 2021
Develop casework and pastoral supervision throughout the District	Implementation plan to be in place		DSO	Aug 2021
	All Circuit SGOs to receive casework and pastoral supervision		DSO Supers	Aug 2025
	Consideration to be given for the District to provide counselling to lay employees/volunteers <ul style="list-style-type: none"> <li>• Consider liaising with Association for Christian Counsellors</li> <li>• Counsellors seeking placement opportunities as part of their Diploma</li> </ul>		DSO	Aug 2021

<b>OBJECTIVE 9</b>	<b>DEVELOP LONDON DISTRICT SURVIVOR'S/SUPPORT GROUPS</b>			
<b>DESIRED OUTCOME</b>	<b>PERSON CENTRED</b>			
<b>ACTIVITY</b>	<b>MEASUREMENT</b>	<b>PROGRESS</b>	<b>LEAD</b>	<b>TIMESCALE</b>
Domestic abuse			DSO DSG	Aug 2024
Sexual abuse			DSO DSG	Aug 2022
Families of those who have committed sexual abuse offences			DSO DSG	Aug 2023

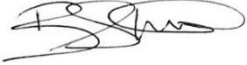
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OBJECTIVE 10	BETTER COMMUNICATION			
DESIRED OUTCOME	PARTNERSHIP & COMMUNICATION			
ACTIVITY	MEASUREMENT	PROGRESS	LEAD	TIMESCALE
Brunch with Becky, opportunity for SGOs / CYP workers, etc. to raise occurring themes, ask questions, share practices to enhance others' knowledge	Weekly sessions via zoom whilst lockdown measures in place		DSO	Aug 2021
	Monthly when face to face practices resume at MCHW		DSO	Aug 2021
Bi-annual Safeguarding Newsletter/update highlighting key issues	Produced each Dec / Jun		DSO Admin (MY)	Aug 2021
District website to be updated and become a hub for safeguarding information	Policies, documents, templates, latest news to be published, development of FAQs page and links to outside agencies		DSO Admin	Aug 2021
Publish weekly blog to highlight key issues or reflection on national development	Blog produced weekly and published on District website	Blog is produced weekly by casework supervisor and published on District website	Casework Supervisor	Aug 2021
Develop circuit meetings for church & circuit SGOs to encourage partnership working, sharing practices & networking	DSO to attend meetings as required Reviewed as part of the audit process		DSO, ADSO Church & Circuit SGOs Supers	Aug 2021
All circuits will consider appropriate means of bringing safeguarding to the attention of the wider congregation	Circuits reports annually to circuit meeting on measures such as Safeguarding Sunday services or using house group materials Reviewed as part of the audit process		DSO, ADSO Church & Circuit SGOs Supers	Aug 2021

OBJECTIVE 11	DEVELOP PARTNERSHIPS			
DESIRED OUTCOME	PARTNERSHIP & COMMUNICATION			
ACTIVITY	MEASUREMENT	PROGRESS	LEAD	TIMESCALE
Contact local authorities to develop a working agreement, information sharing, training opportunities	Working agreement in place Directory of LADOs and contact details		DSO Circuit SGOs	Aug 2021
Develop leaflet to provide to local authorities providing information on Methodist safeguarding practices Ensuring the community partners understand the faith context of our safeguarding activity and are clear about our offer	Leaflet distributed to all 32 local authorities		DSO Admin	Aug 2021
Contact Metropolitan Police to develop a working agreement, information sharing, training opportunities	Working agreement in place Directory of LADOs and contact details Leaflet distributed to Metropolitan Police		DSO Circuit SGOs	Aug 2021
DSO to represent Methodist London at ecumenical partnership meetings	Meetings to be attended		DSO	Aug 2021



## Strategic Plan Review

	DSG Chair	Signature	Date	DSO	Signature	Date
Strategic Plan 2020-25	Michaela Youngson			Becky Skinner		17/09/2020
Working Plan 2020-21						
Working Plan 2021-22						
Working Plan 2022-23						
Working Plan 2023-24						
Working Plan 2024-25						