

Quakers in Scotland

The Religious Society of Friends (Quakers) in Scotland SC054060



Quakers in Scotland exists to further the work of the Religious Society of Friends (Quakers) in Scotland. It is the charitable body that serves and supports the constituent Quaker Meetings throughout Scotland who provide opportunities for Quaker worship and witness. It is funded by contributions from its members and attenders and income from Quaker activities.

Model Safeguarding Policy for Quaker Meetings in Scotland

(approved by Trustees 30 March 2026)

XXXXXXXXXXXXXXXXX Quaker Meeting

This is the *Safeguarding Policy* for our Quaker Meeting. More detailed information can be found in Quakers in Scotland Safeguarding Guidance.

This policy has been written in line with legislation, policy and guidance that seeks to protect children and adults at risk in Scotland, in particular the National Guidance for Child Protection in Scotland 2021 and the Scottish Government 'Act against Harm' guidance for protection of adults. We have adopted this Policy and associated Guidance in accordance with the 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 defined in the Adult Support and Protection (Scotland) Act 2007 and associated Code of Practice. This refers to adults who are unable to safeguard their own interests because they are affected by a disability, mental disorder, illness or physical or mental infirmity which makes them more vulnerable to harm than adults not so affected, including physical, psychological, financial or sexual harm.

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 this Quaker Meeting.
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.

Our commitment

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. 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 openness.

This Quaker Meeting is committed to:

- Promoting a safer environment and culture aimed to prevent abuse and neglect
- Using good practice procedures and guidelines, following national legislation and regulations, and inter-agency procedures
- Safely appointing, training and supporting all those with any responsibility related to children, young people and adults at risk
- Supporting our Safeguarding Co-ordinators and Deputies in their work and in any action they take in order to protect children, young people, and adults at risk
- Practising effective risk-management in response to those that may pose a present risk to others
- Responding promptly to every safeguarding concern or allegation
- Caring pastorally for victims/survivors of abuse and other affected persons
- Caring pastorally for those who are the subject of concerns or allegations of abuse and for others affected.

Responsibilities

Safeguarding is everyone's responsibility. Our Trustees hold specific responsibility on behalf of the Area/General Meeting. The AM/GM will appoint a Safeguarding Coordinator and one or more Deputy Safeguarding Coordinators. One Trustee will have specific responsibility for supporting the Safeguarding Coordinator and ensuring that safeguarding matters are brought to the attention of trustees on a regular basis.

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.

Appointments/Recruitment

In making appointments, 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. This applies to relevant role-holders and volunteers and to any paid positions. For role-holders, we have an established and complementary spirit-led Quaker nominations process. The safety of vulnerable groups will be an essential requirement when appointing individuals to roles.

Training and Good Practice

Each individual in a role of responsibility will be appropriately trained according to their role description. Everyone involved in running Quaker activities will be familiar with this policy, the Scottish Quaker Safeguarding Guidance and any specific safeguarding arrangements held locally. When we need safeguarding advice we contact the BYM Safeguarding Officer, Christian safeguarding agency Thirtyone:eight helpline: 0303 003 1111 or Parentline Scotland: 08000 28 22 33

Procedure for responding to concerns or allegations of abuse

Our Guidance document contains detailed information about how to respond to a Safeguarding concern. If someone is in immediate danger we will contact Police Scotland 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.

Review

Trustees will consider annually if there is any new guidance, information or legislation requiring a review of this policy. A more comprehensive review will take place every five years.

Key Safeguarding Contacts

Safeguarding Coordinator: **XXX Tel:**

Deputy Safeguarding Coordinator/s: **XXX Tel:**

Trustee Safeguarding link: **XXX Tel:**

Date: XXX Next Review Date: XXX