

One-to-one Ministry with Adults - Safeguarding Guidelines

Ministry Context:

Thank you for being willing to meet to read the Bible one-to-one with an adult at St. Bart's. This is an extremely valuable ministry and has the potential for great blessing in both your lives. But you will also appreciate the need for great care in the exercise of this ministry. Consequently, these guidelines are here to keep everyone safe.

They apply to any situation where an adult is meeting one-to-one with another adult on behalf of the Church. While helpful, these guidelines are not designed for situations where two adults informally agree to meet for mutual prayer and encouragement from God's Word. Similarly, while helpful, these guidelines are not designed for situations of pastoral support – a different set of guidelines cover pastoral support carried out on behalf of St. Bart's.

This ministry takes place in the context of St. Bart's actively promoting a policy of people reporting things that concern them. If this ministry is likely to take place with a vulnerable adult, you will need to discuss it with the Vicar (or his deputy) and added requirements (such as being safely recruited and having a DBS certificate) will be appropriate.

You will only be invited to meet with someone of the same sex as you – male/male or female/female. You will be asked to undertake some training (which will include how to respond should someone disclose historic or current safeguarding issues to you) and you will be accountable to the ministry-lead (who invited you to be involved in this way) who will make contact with you at regular intervals. They may also informally ask the person you're meeting with how your meetings are going.

This document will be available on the St. Bart's website.

Guidance:

It's good practice to keep a brief note of what you've covered in each session (Bible passages / other book).

In order to help everyone feel safe:

- Always agree with your ministry lead in advance who you will meet and the frequency.
- Think carefully about where you meet
 - Meeting in a coffee shop is always a good option.
 - Always meet in a room that has windows.
 - Never meet in a bedroom (including student study-bedrooms).
- Do not place unrealistic or unhelpful expectations on the person you meet during or outside the meeting.
- This is not essentially an accountability pair – accountability is best done as a mutual exercise with a larger group.
- Set up an initial meeting; then agree to meet for up a limited period of time – such as 3 months, or a semester. Give plenty of opportunity for them to drop out at any time. Only commit to an agreed limited period of time as it's important to review (together and also

with the ministry-lead) whether to continue for another period of time. It may be important to let someone else have the opportunity of meeting one-to-one.

- In general, aim to meet for no longer than an hour-and-a-half at a time.

Always maintain an appropriate relationship. You should:

- promote openness, honesty, trust and respect
- exercise caution when you are discussing sensitive issues
- ensure your physical contact is appropriate
- not allow concerns or allegations to go unreported
- never act in a way that can be perceived as threatening or intrusive
- never engage in behaviour that is in any way abusive including having any form of sexual contact or use words harshly to exercise power or intimidation.

Watch out for

- unhelpful intensity
- manipulation and control (by you or by the person you're meeting with)
- actively or inadvertently setting rules to be obeyed
- over dependence (by the person you're meeting with or by you)
- pride (where an individual feels especially "chosen" by you) which can also encourage unhelpful idolatry and inappropriate compliance

Always be aware of the power dynamics at work in the relationship – they may look up to you or even see you as a friend, while you see them as one person you're ministering to amongst others.

Thank you for taking part in this important ministry. We will be praying that it bears much fruit in people's lives – including your own. Don't hesitate to contact the lead minister or one of the senior staff if you have any concerns.

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