



# KASHMIR GARTON

## GENERAL SYNOD ELECTORAL STATEMENT

### ■ MY BACKGROUND AND VOCATION

My Christian faith has shaped my professional life, public service and ministry for over 30 years. I am standing for re-election to General Synod to continue championing safeguarding, justice, inclusion and support for our parishes.

I was baptised and confirmed at the age of 22 and have lived in the Diocese of Worcester for 40 years. My extended family follow other faiths which gives me a valuable insight into the importance of interfaith dialogue and religious freedom. I have 2 adult sons and a German daughter-in-law. I am passionate about diversity, equality and inclusion, which continue to be core values in my life and career.

After completing my first degree in Theology, I knew I wanted to work with people, especially those in crisis or difficult situations. I started my career as a social worker working with children at risk of abuse. My interest in safeguarding inspired my Masters research, which analysed early indicators of risk in cases to facilitate swifter intervention by social workers. Over the last 30 years, I have served within the Probation Service leading on public protection, safeguarding and the rehabilitation of those convicted of crimes.

As the National Faith Lead for the Probation Service, I work with all faith communities across England and Wales to support them to engage in the rehabilitation of people. In 2020, the Diocesan Synod supported my motion to strengthen partnership work between the Church of England and the Prison and Probation Service. This motion was debated by General Synod in July 2023 where it was overwhelmingly welcomed and supported.

<https://www.cofe-worcester.org.uk/news/diocesan-synod-motion-presented-to-general-synod.php>

### ■ MY COMMITMENTS AND VALUES

**Equality and Inclusivity** – I am fully committed to equality at all levels, regardless of disability, ethnicity, sex, gender identity, sexuality and economic background. My commitment to racial justice is evidenced by my time as Co-Chair of the Diocesan Racial Justice Forum where I helped to establish the Forum's Terms of Reference, Charter and Action Plan, creating a clearer strategic direction for racial justice across the Diocese. I believe we can be one diverse church, supportive of those whose convictions are different, and remain committed to ensuring all are protected to flourish.

**Safeguarding** – I firmly believe that the Church should be a safe place for all to worship, including those who have been harmed and caused harm. It is important that we learn from past cases of abuse and listen to the voices of victims and survivors. In 2023–24, I chaired the National Safeguarding Panel, an independent Panel that scrutinises the safeguarding work of the Church of England. I am currently a member of the Safeguarding Structures Board which is responsible for introducing independent arrangements for safeguarding in the Church of England.

### CONTACT

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### PROPOSED BY:

HUGH RICHARDS

LAY CHAIR OF DIOCESAN  
SYNOD

### STATEMENT OF SUPPORT

I have known Kashmir for over 10 years. She has taken her roles on the Diocesan and General Synods very seriously. She is a "do-er". She led the General Synod's commitment to work in partnership with the Probation Service in the rehabilitation of prisoners. She stepped-up as Chair of the National Safeguarding Panel when the Chair resigned in controversial circumstances. She has been Co-chair of the Diocesan Racial Justice Forum and was instrumental in the adoption of its charter and action plan. She was a member of the CNC that helped to select Bishop Hugh. I have no hesitation at all in nominating her for another 5 years on General Synod.

### SECONDED BY:

JOHN NICHOLSON

LAY CHAIR OF GREATER DUDLEY  
DEANERY

### STATEMENT OF SUPPORT

It has been my pleasure to have worked with Kashmir for the last six years as Deanery Lay Chairs (Kashmir in Bromsgrove and Redditch, myself in Greater Dudley). I have no hesitation in supporting her to be re-elected to General Synod where she has done such sterling work representing our Diocese.

## ■ MY EXPERIENCE AND SERVICE

### General Synod – Member since 2015:

- Contributed to General Synod debates on safeguarding, criminal justice, knife crime and rehabilitation
- Presented the Diocesan motion to General Synod in 2023 to support the rehabilitation of offenders. **Motion passed in 2023**

### Safeguarding:

- Over 30 years experience in the Probation service where safeguarding and public protection are central to my work
- As Chair of the National Safeguarding Panel, I led independent scrutiny of safeguarding across the Church of England during a period of significant change
- Member of the National Safeguarding Structures Programme Board planning the future independence of safeguarding in the Church of England
- Representative on the Diocesan Safeguarding Advisory Panel

### Racial Justice:

- Co-chair for 6 years of the Diocesan Racial Justice Forum, during which time I brought clarity about the role and purpose of the Forum
- Safeguarding advisor to the West Midlands Regional Racial Justice Initiative

### Diocesan and Deanery roles:

- Lay Chair of the Redditch and Bromsgrove Deanery since 2021
- Served on the Crown Nominations Commission (CNC) in 2025 which led to the appointment of our new Bishop
- Lay Canon of Worcester Cathedral

### Other roles:

- Lay member of the Church of England Liturgical Commission and contributed to prayers for victims of abuse and racial justice
- Canterbury Provincial Panel member for Clergy Discipline

## ■ WHY I AM STANDING FOR GENERAL SYNOD

- The decisions made at General Synod directly impact the life and mission of our churches. I am committed to bridging the gap between national decisions and frontline ministry. After each session, I will share honest reflections with my Deanery to bring greater transparency to Synod's work, ensuring everyone understands what was decided, why it matters and what it means for us.
- As a member of the National Safeguarding Structures Board, I am committed to seeing the structural reforms through to completion. Strengthening our safeguarding culture, governance and accountability is essential if our churches are to be places of genuine safety and welcome for all. I will bring my experience to this work, ensuring that safeguarding reforms are implemented with clarity, compassion and integrity.
- My ministry and professional life have taught me that the Church flourishes when its governance is grounded in real experience, careful listening and a commitment to pastoral care. As a Senior Civil Servant in the Probation Service, I work with people on the margins of society. This shapes my understanding of justice, human dignity and the transformative power of local Christian presence — values that lie at the heart of parish ministry. I want to bring my experience to General Synod for the next quinquennial, ensuring that national decision-making remains connected to the realities faced by our local church communities.

## ■ YOUR VOTE

Thank you for reading my statement. I would be honoured to receive your first preference vote and to continue serving the Diocese of Worcester with integrity, experience and a commitment to the flourishing of every church and every person.

If you have any questions or would like to discuss any points included in this statement, please feel free to contact me on [kgarton14@gmail.com](mailto:kgarton14@gmail.com) or 07596134540