



Safeguarding Vulnerable Adults At Grantham Baptist Church (GBC) 2017

A Set of Agreed policies and procedures for ensuring a safe environment for vulnerable adults within the care of our church.

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Safeguarding Vulnerable Adult Policy (Reviewed 2017)

Safeguarding is the protection of adults and children from harm, abuse or neglect. If we believe that all people are precious in the eyes of God, their creator; if we believe that as Christians we should follow the example of Jesus in his compassion and care for others; if we believe that the church should be a sanctuary of safety and peace; and if we believe that we as Christians should speak out against injustice, then safeguarding should be an automatic part of our church communities - as we strive to protect all people from harm, abuse or neglect and to love, care and support all who have been affected by such damaging behaviour.

"By this everyone will know that you are my disciples, if you love one another."

(John 13: 35 - NIV)

General Policy Statement

1. The aim of Grantham Baptist Church is to share the gospel of Jesus Christ, and in pursuance of this aim, we will seek to provide a safe and welcoming environment for all who share in our activities and ministry.
2. As a community that finds inspiration in the life and words of Jesus, we seek to follow his example by treating all with courtesy, dignity and respect. In this context, we seek to welcome all who wish to be involved in the life of our church, and to demonstrate the love of God for them in word and action.
3. As members of this church, we acknowledge our moral and legal duty to ensure that the welfare of vulnerable adults is fully taken

into account in our activities and ministry, and we commit ourselves to their safeguarding, encouragement and protection from harm. We will seek to ensure, to the best of our ability, that our Church

- Provides a safe environment for vulnerable adults
- Identifies vulnerable adults who are suffering
- Takes appropriate action to see that such vulnerable adults are kept safe from harm

4. In pursuit of these aims, we will approve and annually review policies and procedures with

- Raising awareness of issues relating to the welfare of vulnerable adults and the promotion of a safe environment for vulnerable adults and young people.
- Providing procedures for reporting concerns
- Establishing procedures for reporting and dealing with allegations of abuse
- Ensuring that volunteers engaged in specific church activities with vulnerable adults are aware of and in agreement with the provisions of this policy document, and have been suitably vetted as to their suitability for such activities.

5. The Church Leadership will nominate a Designated Safeguarding Lead with specific responsibility for safeguarding vulnerable adults. He/she will undertake appropriate training. He/she has a key duty to take lead responsibility for raising awareness within the church of issues relating to safeguarding and the promotion of

a safe environment for vulnerable adults. He/she will receive appropriate training and should keep up to date with developments in vulnerable adult protection issues. He/she will also have responsibility for ensuring that any volunteers working with vulnerable adults are familiar with this policy and receive training as deemed appropriate to their role in the church.

6. He/she will be the main contact point for safeguarding vulnerable adults and will have contact details for relevant professionals and agencies for employees and volunteers.

7. Volunteers working with vulnerable adults will receive training to familiarise themselves with safeguarding vulnerable adults and the church procedures and policies, with refresher training at least every 3 years.

Volunteers will be expected to provide:

- 2 references as to their suitability for such work, one of which should be from outside the church
- An enhanced disclosure check from the Disclosure and Barring Service (DBS) will be required. This policy applies to activities organised by the church and undertaken on church premises. Activities undertaken elsewhere on behalf of the church and with the agreement of the church leaders.

Other organisations using church premises should ensure, where appropriate, that they have adequate policies and procedures in place to safeguard vulnerable adults.

8. We recognise that it is the responsibility of each of us to prevent the abuse of vulnerable adults, in whatever form that abuse may take, and to report as soon as possible any such abuse disclosed, discovered or suspected. We recognise UK legislation and guidance with regard to Safeguarding Adults. (Care Act 2014/15. Safeguarding Vulnerable Groups Act 2006 and the Protection of Freedoms Act 2012 and other relevant legislation /guidance aimed at the protection of vulnerable adults)
9. We recommend that Grantham Baptist Church refers to and uses "Safe To Belong" 2015 BU Publication: www.baptist.org.uk and on our church website (under about us tab) for the basis of reference and action with regard to safeguarding vulnerable adults who come into contact with people representing the church whether or not in the church building.

B) What do we mean by the term 'vulnerable adult'?

Throughout these policies and procedures, reference is made to "vulnerable adults". This term is used to refer to any adult aged 18 or over who due to disability, mental function, age, illness or traumatic circumstances may not be able to take care or protect themselves against the risk of significant harm, abuse, bullying, harassment, mistreatment or exploitation.

It can include people who are or have a present concern which could cause them to be more vulnerable than others:

- Elderly and frail
- Have dementia
- Have a mental illness

- Bereaved
- Victims of domestic abuse
- Have a physical or sensory disability
- Have a learning disability
- Have an illness
- Have a drug or alcohol addiction
- Are homeless
- Past abuse or trauma
- Do not regard English is not their first language
- Are trafficked or exploited economically.

C) What Constitutes 'Abuse'?

"A violation of an individual's human rights by any other person or persons"

No Secrets 2000

It may take the form of a single act, or repeated acts. In some circumstances neglect or failure to act may also be seen as a form of abuse. Fundamentally it is about the misuse of power and control that one person may have over another.

1. Abuse can take many different forms, and may be viewed in terms of the following categories:

a) Physical Abuse

Physical abuse causes harm to a vulnerable adult's person. It may involve hitting, shaking, throwing, poisoning, burning,

scalding, drowning or suffocating. It may be done deliberately or recklessly, or be the result of a deliberate failure to prevent injury occurring. It may also involve inappropriate sanctions or methods of restraint, and unlawfully depriving a person of their liberty.

b) Neglect

Neglect is the persistent or severe failure to meet a vulnerable adult's basic physical and/or psychological needs. Neglect also includes failure to intervene in situations that are dangerous to the person concerned or to others, particularly where the person lacks the mental capacity to assess the risk for themselves.

c) Sexual Abuse or Exploitation

Sexual abuse involves a vulnerable adult or young person being forced or coerced into participating in or watching sexual activity. It is not necessary for the vulnerable adult to be aware that the activity is sexual and the apparent consent of the vulnerable adult is irrelevant. Sexual exploitation can occur where a vulnerable adult receives a reward for taking part in any form of sexual activity, or is persuaded to send or receive sexual images electronically.

d) Emotional/Psychological Abuse

Emotional or psychological abuse occurs where there is persistent non-physical ill treatment or rejection. It may take the form of threats of harm or abandonment, deprivation of

contact, humiliation, rejection, blaming, controlling, intimidation, coercion, indifference, harassment or verbal abuse.

e) Financial or Material abuse

Financial or material abuse is the unauthorised or improper use of a person's money or property, usually to the disadvantage of the person to whom it belongs. It includes theft, fraud, exploitation, pressure in relation to money, possessions or property, and misappropriation of money or benefits.

f) Discriminatory abuse

Discriminatory abuse can often take the form of actions, comments, remarks or jokes which seek to deliberately ridicule the disability or impairment of a vulnerable adult, or excluding them from activities solely on that basis.

g) Spiritual Abuse

By this we mean attempting to force a person to accept religious ideas or beliefs, or undertaking forms of deliverance ministry which are not sought or fully understood.

D) Dealing with Disclosure of Abuse and Procedure for Reporting Concerns

If a vulnerable adult brings to your attention an incident or activity involving possible abuse:

- Listen carefully and stay calm.

- Do not interview the vulnerable adult, but question normally and without pressure, in order to be sure that you understand what the vulnerable adult is telling you.
 - Do not put words into the vulnerable adult's mouth.
 - Reassure the vulnerable adult that by telling you, they have done the right thing.
 - Inform the vulnerable adult that you must seek advice, but only those that need to know about it will be told. Inform them to whom you will report the matter.
 - Document the main points carefully on incident form available from the Leadership team and Safeguarding Lead in paper or electronic form.
 - Record the date, time, place. Additionally, any questions you have asked and what the vulnerable adult has said (using inverted commas if necessary).
 - Do not investigate the incident or allegation yourself, but report it immediately to the Safeguarding Lead. (If he/she is not available, bring it to the attention of the Pastor, or a member of the leadership team).
1. The Safeguarding Leads, in consultation with the Pastor or Elders, will implement whatever course of action is deemed necessary.
 2. If you suspect that a vulnerable adult is being harmed or is at risk of harm this should be reported, together with the reasons for your suspicions to the Safeguarding Lead as soon as possible, who, in consultation with the Pastor and/or

Elders, will decide what action should be taken. Depending on the nature of the allegation Action may involve any of following:

- **Monitoring the situation or behaviour for a suitable period**
- **Ensuring support is in place if required**
- **Speaking informally to the person concerned, who may be unaware of the effect of their behaviour on others.**
- **Drawing attention to the harmful or potentially harmful nature of the behaviour, and requiring it to cease immediately.**
- **Referring the matter to the police, EMBA (East Midlands Baptist Ass - Safeguarding) and/or appropriate authority.**

3. Churches and faith-based organisations provide many activities for their congregations and local communities which might bring them into contact with adults who may be at risk. These may include:

- **Lunch clubs** [L] [SEP]
- **Food banks and debt advice**
- **Prayer Teams** [L] [SEP]
- **Pastoral visiting**
- **House Groups** [L] [SEP]
- **Working with homeless people (soup kitchens, etc.)** [L] [SEP]
- **Supporting refugees or asylum seekers** [L] [SEP]
- **Counselling** [L] [SEP]
- **Drug or alcohol support groups** [L] [SEP]
- **Supporting those who are subject to domestic abuse** [L] [SEP]

- Community cafes and / or shops within the church [1] [SEP]
- Outreach work providing assistance to those who are vulnerable (Street Angels / Street Pastors, etc.)
- Day to day contact with people we meet within our churches or faith communities

Legislation References

The Care Act 2014

The Care Act 2014 is described by the Social Care Institute for Excellence as the most significant piece of legislation since the establishment of the welfare state.

Adult safeguarding is, for the first time, spelt out in law, whereby local authorities must make enquiries if they believe an adult is, or is at risk of, being abused or neglected. They must establish a Safeguarding Adult Board (SAB), which will carry out safeguarding adult reviews (SARs) when people die as a result of abuse or neglect or where the local authority, or its partners, could have done more.

Safeguarding of Vulnerable Groups Act 2006

'Relevant Conduct'

Under Schedule 3, the Act provides the following definitions of relevant conduct in relation to the barring of those who pose of a risk of harm to vulnerable adults.

A relevant conduct is a conduct which must be referred to the DBS and which could lead to a barring decision.

Includes any conduct which endangers a child or vulnerable adult or is likely to endanger a child or vulnerable adult

Conduct which if repeated against or in relation to a child or vulnerable adult would cause harm to a child or vulnerable adult.

Conduct involving sexual material relating to children (including possession of such material)

Conduct involving sexually explicit images depicting violence against human beings.

Conduct of a sexual nature involving a child or vulnerable adult (or in the case of a vulnerable adult - an act that is considered inappropriate)

Duty to refer to the DBS

The Safeguarding of Vulnerable Groups Act 2006 also makes it mandatory to refer anyone known to pose a threat of harm to a child or vulnerable person to the DBS. The church must not knowingly employ or engage anyone in a position of trust who poses a risk of harm to children or vulnerable adults, this includes anyone who is believed to have acted inappropriately or who has a record of such conduct.

The leadership team has a legal duty to refer an employee or volunteer who poses a risk of harm to children or vulnerable adults to the DBS. Failure to do so can result in a fine and/or up to 5 years imprisonment. There must be sufficient and solid evidence that the employee or volunteer poses a risk of harm before they can be referred to the DBS. The DBS will not consider evidence based on rumour or unsubstantiated reports. The employer should also inform the police and other relevant authorities if they believe inappropriate conduct has occurred.

Referral forms can be downloaded from the DBS's website

www.homeoffice.gov.uk/dbs

The DBS barring process

Whenever new relevant information (such as a conviction or caution) becomes known, the information will be sent to the DBS. The DBS will consider this information, together with other information known on the individual, and decide whether it indicates that the individual poses a risk of harm to vulnerable groups. If so, the DBS will commence its barring process and the DBS will issue a disclosure certificate to the applicant with the barring information.

The applicant should be advised by the leadership team to make a representation to the DBS regarding the barring information. The DBS will assess the barring information and representation and decide whether to bar the applicant.

If there is sufficient barring evidence, the applicant will be placed on either the Children's Barred List or the Vulnerable Adults Barred List or both depending on the offence. The applicant must then be removed from regulated activity.

The applicant has the right of appeal to a tribunal and must be advised of this right. Serious offences committed against vulnerable people will lead to automatic barring and the applicant will have no right to make representations or to appeal against a barring decision.

Protecting Vulnerable Adults under the Protection of Freedoms Act 2012

Chapter 5 Guidance defines a vulnerable adult as a person aged 18 and over who is in receipt of any of the following services -

- Health care provided by, or under the direction or supervision of a regulated health care professional.
- Personal care for adults involving hands-on physical assistance - with washing and dressing, eating, drinking and toileting; prompting and supervising an adult with any of these tasks because of their age, illness or disability; or teaching someone to do one of these tasks
- Assistance with social care - provision by a social care worker of social work which is required in connection with any health services or social services
- Assistance with paying bills, shopping because of age, illness or disability arranged via 3rd party
- Help with conducting own affairs under a formal appointment

- Being conveyed for reasons of age, illness or disability to a place where they will receive health care, personal care or social work arranged by a third party

Note that a person is not deemed vulnerable simply because of age or a disability they must be in receipt of any of the aforementioned welfare services covered by the Protection of Freedoms Act 2012.

Regulated Activity with Vulnerable Adults under the Protection of Freedoms Act 2012

Anyone providing a vulnerable adult with any of the above services is considered to be undertaking a regulated activity under the Protection of Freedoms Act 2012 and must therefore have an Enhanced Disclosure and Barring Service check in order to perform the role.

An individual only needs to engage in the activities listed above once to be carrying out regulated activity relating to adults.

Note that persons whose role includes the day-to-day management or supervision of any person engaging in regulated activity, is also in regulated activity even if they are not directly involved in providing the service.

Note also that regulated activity relating to adults excludes any activity carried out in the course of family relationships, and personal, non-commercial relationships.

Bob Stewart; Christine Edwards July 2016. (Reviewed and policy read to church meeting annually)

Policy Reviews

Review date	Signatures on behalf of Leadership Team	Notes
2017	Annice Whittle / Christine Edwards /David Whitmarsh	Updated and Reviewed by SGL. See church minutes.