



## **ADULT SAFEGUARDING POLICY**

Prepared by Yvonne Gordon and Revd. Tom Thomas July 2017

This policy should be read in conjunction with the safeguarding principles laid out in the St Christopher's Safeguarding & Child Protection Policy and with the Diocese of Birmingham Adult Safeguarding Pack 2010 and the Church of England's *Practice Guidance: Safer Recruitment* published July 2016. These documents are available online and on request from Revd. Tom Thomas / Parish Office.

This policy will be reviewed every three years or more frequently if the policy is subject to legislative change.

**Version 1** : July 2017

## **The House of Bishop's Policy Statement**

We are committed to:

- The care, nurture of, and respectful pastoral ministry with all children, young people and all adults
- The safeguarding and protection of all children, young people and adults when they are vulnerable
- The establishing of safe, caring communities which provide a loving environment where there is 'informed vigilance' as to the dangers of abuse.

We will carefully select and train all those with any responsibility within the Church, in line with safer recruitment principles, including the use of criminal records disclosures and registration with the relevant vetting and barring schemes.

We will respond without delay to every complaint made which suggests that an adult, child or young person may have been harmed, co-operating with the police and local authority in any investigation.

We will seek to work with anyone who has suffered abuse, developing with them an appropriate ministry of informed pastoral care.

We will seek to challenge any abuse of power, especially by anyone in a position of trust.

We will seek to offer pastoral care and support, including supervision and referral to the proper authorities, to any member of our church community known to have offended against a child, young person or vulnerable adult.

In all these principles we will follow statute, guidance and recognised good practice.

## **ADULT SAFEGUARDING POLICY**

This policy is a statement of intent that demonstrates a commitment to safeguard any vulnerable adult who attends St. Christopher's church groups and or activities during the week.

At its heart, this policy is based upon the Christian understanding of Jesus Christ, 'the heart of Christian pastoral care is this: love for God and love for our neighbour, the social expression of which is justice in all human affairs' (Promoting a Safe Church).

### **INTRODUCTION**

#### **What is a vulnerable adult?**

Any adult aged 18 years or over who, by reason of mental or other disability, age, illness or other situation\* is permanently or for the time being unable to take care of him or herself against significant harm or exploitation.

(other situations\* can include those vulnerable through medical issues, social/economic position, immigration status etc.)

This policy is underpinned by the following values and principles

- Choice
- Confidentiality
- Access to Information and Support
- Consent
- Dignity and Respect
- Diversity and Cultural differences
- Independence
- Privacy
- Safety

St. Christopher's Church Springfield will endeavor to safeguard vulnerable adults by:

- Seeking to work in a non-abusive way that respects the right of individuals to enjoy privacy, dignity, independence and choice.
- Engaging with vulnerable adults to encourage and support them to become actively involved in church life.
- Appointing a Parish Adults Safeguarding Coordinator (PASC).

- Complying with the St. Christopher's Adult Safeguarding Policy and establishing clear procedures.
- Complying with statutory requirements and existing procedures for the recruitment and selection of paid staff and volunteers, where the post / role may involve direct work with vulnerable adults
- Working in co-operation with Birmingham Adult Service and the Police if and when required.
- Supporting clergy, paid staff and volunteers in the development of their awareness of the issues that cause vulnerable adults harm, and in establishing and maintaining a 'culture of vigilance', responding to and reporting concerns via the appropriate channels.
- Ensuring that general safety and risk management procedures are adhered to
- Ensuring there are clear procedures for the management of personal information, sensitive data, confidentiality and the sharing of information in line with statutory requirements.
- Ensuring that this policy will be reviewed every three years or sooner in the event of a change in legislation

## **2 Consent and Capacity**

It is important that all clergy, staff and volunteers understand the issues of consent and capacity in order to establish an individual's ability to give meaningful consent to the abusive act or situation or, to any help or intervention. Consent is a clear indication of a willingness to participate in an activity or to accept a service. The vulnerable adult may signal consent verbally, by gesture, by willing participation or in writing. Decisions with more serious consequences will require more formal consideration of consent and appropriate steps should always be taken to ensure that consent is valid. Clergy, staff and volunteers should remember that no-one can give or withhold consent on behalf of another adult unless special provision has been made for this, usually in law. In certain situations the need for consent may be overridden, if it is in the public interest to do so, as for example when it involves the disclosure of information to prevent a crime or risk to health.

The term 'Capacity' refers to the ability to use and understand information to make a decision, and communicate any decision made. An individual would be perceived to lack capacity if their mind is impaired or disturbed in some way, meaning that they would be unable to make a decision at the time of crisis. One might be considered

'impaired' due to a mental health condition, dementia, learning disability, state of confusion, drowsiness or loss of consciousness caused by drugs or alcohol misuse or medical condition.

### **3 Abuse**

Abuse is a violation of individuals human and civil rights by any other person or persons – Human Rights Act 1998.

People of all ages can be vulnerable, and it can happen in any setting and can be perpetrated by a partner, family member, friend, carer, stranger or professional

**TYPES OF ABUSE** – to facilitate worker-recognition (taken from Birmingham Diocese Safeguarding Adults – understanding, adopting and implementing the policy in the parish)

#### **Physical**

- Being hit / restrained, or misuse of medication.

#### **Neglect**

- Not getting the food, care or clothing needed

#### **Psychological**

- Being bullied, threatened or verbally abused.

#### **Sexual**

- Being harassed, teased or touched in a way that the person does not like /being forced to have intimate contact with another against their will.

#### **Spiritual**

- Spiritual abuse occurs where there is an inappropriate use of religious belief or practice. This can include the misuse of the authority of leadership or discipline, oppressive teaching or intrusive healing or deliverance ministries.

#### **Institutional**

- Being mistreated systemically by an organisation or person that is providing care.

#### **Human Trafficking & Modern Slavery**

- Being transported, recruited or held by others against their will for the purpose of exploitation, involving the use of violence, threats or coercion. This exploitation can take the form of forced prostitution, unpaid labour, marriage and organ removal.

### **Domestic Violence**

- Any incident of threatening behaviour, violence or abuse (of any kind), psychological, physical, sexual, financial or emotional between adults who are or have been a partner, or a family member regardless of age or sexuality.

### **Discriminatory Abuse**

- Being ridiculed or threatened because of race, gender, disability or age.

### **Financial Abuse**

- Money or possessions being stolen or used in a way that the person does not like.

## **4 Pastoral Support, Confession and Confidentiality (Paid staff / volunteers)**

It is vital that pastoral care is available to those suffering from the effects of abuse, be they children, adult survivors, or the families of those abused. In order to provide sensitive support and care, church counsellors or members of the pastoral team should receive advice and training in the pastoral care of people who have been abused.

- Church workers should exercise particular care when ministering to persons with whom they have a close personal friendship or close family relationship
- Church workers should be aware of the dangers of dependency in pastoral and professional relationships and seek advice or supervision when these concerns arise
- Church workers involved in healing / prayer ministry should be trained in the theology and non-intrusive practice of that work

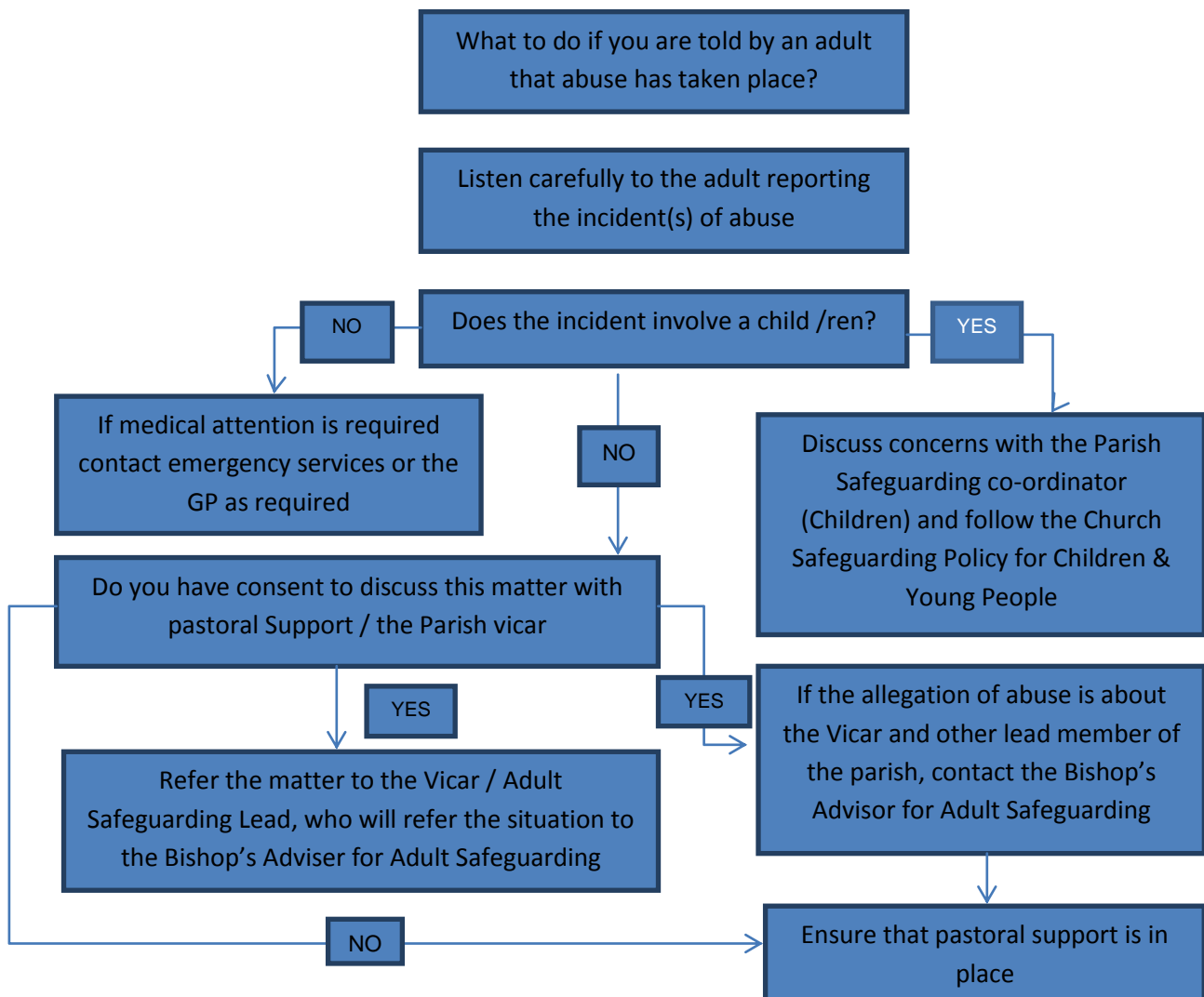
Confidentiality is an important principle in any dealings with people in pastoral situations.

- Church workers should recognise their limitations and not undertake any ministry that is beyond their competence or role (eg. therapeutic counselling, deliverance ministry, counselling victims of abuse and domestic violence or their perpetrators or giving legal advice). In such instances they should be referred to a professional or agency with the appropriate expertise.
- Church workers should avoid behaviour that could give the impression of inappropriate favouritism or the encouragement of inappropriate special relationships
- Church workers should treat those with whom they minister or visit with respect, encouraging self-determination, independence and choice.
- Extreme care should be taken when helping with physical needs, washing and toileting always respecting the choices of the individual concerned. Care of an

intimate nature should always be avoided unless to do so would cause extra and substantial harm.

- Pastoral relationships may develop into romantic attachments and such situations should be handled sensitively. Workers need to recognise such a development and make it clear to both the person concerned and a supervisor or colleague. Alternative arrangements should be made for the on-going pastoral care of the person concerned.
- Church workers should not undertake any pastoral ministry while they are under the influence of drink or non-prescribed drugs.

## 5 Process



**Important Telephone Numbers/Email Addresses**

**Incumbent:** *Rev. Tom Thomas*

Tel: 0121 702 2745, Mob: 07980 650801

**Parish Safeguarding Adults Co-ordinator:**

*(If this role is vacant then these responsibilities revert to the incumbent)*

Tel:

**Bishop's Safeguarding Children's Advisor (Diocese Office)**

Tel: 0121 427 1163 or 0121 426 0400

**Adult's Social Care Team:**

Tel: 0121 303 9515

**Out of Hours (EDT) Social Care Team:**

Tel: 0121 675 4806

**Police (For non-emergency):** 101 (or 999 for emergencies)

**NSPCC Helpline:** 0808 800 5000

**Childline:** 0800 1111

Signed..... (Incumbent)

Signed ..... (PCC Secretary)

Date.....



