



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

Version 2.3 September 2019

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, this includes the work undertaken by Anna Chaplaincy across the four churches Christchurch - Sparkbrook, St. John's - Sparkhill, St. Edmunds - Tyseley and St. Christopher's - Springfield.

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

- Involves being transported, recruited or held by others against their will for the purpose of exploitation, through use of violence, threats or coercion. This exploitation can take the form of forced prostitution, forced and unpaid labour, 'County Lines' – use of underage children to move illegal narcotics across demographic boundaries, 'Child Bride' marriage and illegal 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, 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.

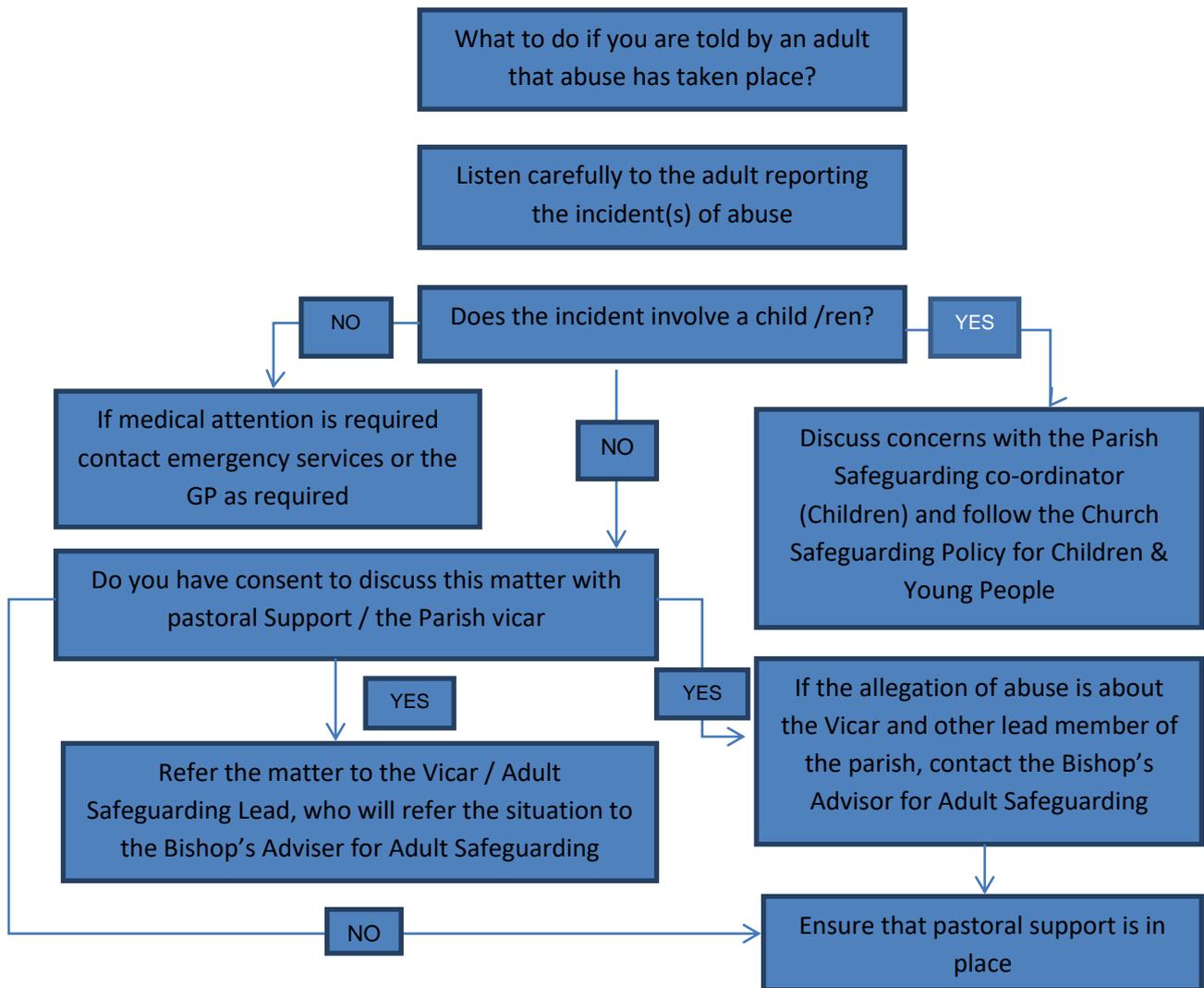
- Pastoral relationships may develop into romantic attachments and such situations should be handled sensitively. Workers need to recognise such a development and make it clear to both the person concerned and a supervisor or colleague. Alternative arrangements should be made for the on-going pastoral 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 Lone Working

Lone working is defined by the Health and Safety Executive as those who work by themselves without close or direct supervision. This doesn't mean that the worker is physically alone, it can mean that the worker is sometimes in a separate location to the rest of their team or manager.

A lone working policy is in place which reflects the unique services and work role types undertaken within the church.

6 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.....

Parish Policy for Responding to Domestic Abuse

Parish of St Christopher's, Springfield

agreed by the Parish Church Council on January 19th 2019

**All forms of domestic abuse are wrong
and must stop.**

We are committed to promoting and supporting environments which:

- Ensure that all people feel welcomed, respected and safe from abuse;
- Protect those vulnerable to domestic abuse from actual or potential harm;
- Recognise equality amongst people and within relationships;
- Enable and encourage concerns to be raised and responded to appropriately and consistently.

We recognise that:

- all forms of domestic abuse cause damage to the survivor and express an imbalance of power in the relationship;
- all survivors (regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity) have the right to equal protection from all types of harm or abuse;
- domestic abuse can occur in all communities;
- domestic abuse may be a single incident, but is usually a systematic, repeated pattern which escalates in severity and frequency;
- domestic abuse, if witnessed or overheard by a child, is a form of abuse by the perpetrator of the abusive behaviour;
- working in partnership with children, adults and other agencies is essential in promoting the welfare of any child or adult suffering abuse.

We will endeavour to respond to domestic abuse by:

In all our activities – valuing, listening to and respecting both survivors and alleged or known perpetrators of domestic abuse.

In our publicity – raising awareness about other agencies, support services, resources and expertise, through providing information in public and women-only areas of relevance to survivors, children and alleged or known perpetrators of domestic abuse.

When concerns are raised – ensuring that those who have experienced abuse can find safety and informed help and working with the appropriate statutory bodies during an investigation into domestic abuse, including when allegations are made against a member of the church community.

In our care – ensuring that informed and appropriate pastoral care is offered to any child, young person or adult who has suffered abuse and identifying and outlining the appropriate relationship of those with pastoral care responsibilities with both survivors and alleged or known perpetrators of domestic abuse.

**If you have any concerns or need to talk to anyone
please contact our Parish Safeguarding Officer,
Claudia Gordon, on 07890 682715
or the vicar, Revd Tom Thomas, on 07980 650801.**

Other Useful Contacts:

Bishop's Safeguarding Adviser	07342 993 844
National Domestic Violence Helpline	0808 2000 247
Birmingham & Solihull Women's Aid	0808 800 0028
West Mercia Women's Aid	0800 980 3331
Staffordshire Women's Aid	0870 2700 123
Black Country Women's Aid	0121 552 6448

Men's Advice Line

0808 801 0327

Galop (LGBT)

0800 999 5428

Action on Elder Abuse

0808 808 8141