



WALLINGFORD BAPTIST CHURCH

Safeguarding Adults At Risk Policy

July 2018

Due for review: 2022 or if any significant new legislation is introduced.

Contact Details

Designated Person for Safeguarding

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Safeguarding member of leadership team:

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Multi Agency Safeguarding Hub:

0845 050 7666

Wallingford Baptist Church

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Wallingford Baptist Church

1. What we believe

We believe the Bible is the means by which we discover how to experience salvation and shows us what it means to follow Jesus. This also means that we think the Bible is good news for everyone (adults and children) and want to respectfully and gently share this.

WBC is a member of the Baptist Union of Great Britain (and therefore Churches Together in Great Britain and Ireland) and believe we are all equal before Jesus and therefore must all take our responsibility together to ensure we follow Jesus as a church. In practice this means it is the local congregation that decides and resources all that we do in following Jesus as a church.

Wallingford Baptist Church welcomes people of all backgrounds and acknowledges some of those in its congregation or visitors may be 'adults at risk' and that we all have a duty to support and safeguard these individuals.

We would expect all members associated with the church to treat each other including adults at risk with respect and dignity, as creations of the Living God. This means using appropriate language and tone, allowing privacy, not scapegoating, ridiculing or rejecting. No name calling, gossiping or spreading inappropriate information or mistruths.

2. Who is an 'adult at risk'?

The term 'adult' applies to anyone over the age of 18, while an 'adult at risk' is: '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' (Churches' Child Protection Advisory Service).

This covers a wide range of people from all types of different backgrounds; a person's mental capacity may also fall within this definition.

3. What is 'abuse'?

Oxfordshire County Council note that 'abuse is mistreatment by any other person or persons that violates a person's human and civil rights. The abuse can vary, from treating someone with disrespect in a way that significantly affects the person's quality of life, to causing actual physical or mental suffering.'

It is important to remember that abuse can happen anywhere – even in places seen as 'safe' such a care home or a person's own home.

Often the person responsible for the abuse is well known to the person being abused such as a family member including partner or child, or friend; it is less likely to be a stranger although this is possible too.

4. Types of harm

Oxfordshire County Council's Safeguarding Adults Board offer the following as types of harm to which we should be alert.

4.1 Physical

This includes injuries, such as bruising, lacerations or welts, burns, fractures or dislocations or other forms of avoidable injury or deterioration in the person's physical health.

Physical harm may arise from hitting, slapping, pushing, kicking, misuse of medication, falls, misuse of restraint, or inappropriate sanctions, unsafe practice including misuse of lifting and handling equipment.

4.2 Sexual

This includes rape and sexual assault or sexual acts to which the adult at risk has not consented, could not consent, or was pressured into consenting.

4.3 Psychological

This includes any avoidable emotional distress or deterioration in the person's emotional or mental health. This may arise from threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.

4.4 Financial or material

Theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

4.5 Neglect and acts of omission (including self-neglect)

Ignoring medical or physical care needs, failure to provide access to appropriate health, social care or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.

4.6 Discriminatory

This includes racist or sexist remarks or comments based on a person's impairment, disability, age or illness, and other forms of harassment, slurs or similar treatment. This may also include isolation or withdrawal from religious or cultural activity, services or supportive networks.

4.7 Institutional

This involves the collective failure of an organisation to provide an appropriate and professional service to at risk people. It can be seen or detected in processes, attitudes and behaviour that amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and stereotyping. It includes a failure to ensure the necessary safeguards are in place to protect adults at risk and maintain good standards of care in accordance with individual needs, including training of staff, supervision and management, record keeping and liaising with other providers of care.

4.8 Spiritual

The inappropriate use of religious belief or practice; coercion and control of one individual by another in a spiritual context; the abuse of trust by someone in a position of spiritual authority (e.g. minister). The person experiences spiritual abuse as a deeply emotional personal attack. (Definition from the Baptist Union).

Further information can be found at:

Oxfordshire Safeguarding Adults Board (OSAB Threshold of Needs Matrix – 2018): <http://www.osab.co.uk/public/reporting-concerns/>

5. What should I do if I suspect or witness an adult safeguarding issue?

If as a member of the congregation of Wallingford Baptist Church you have concerns about an adult, you should contact the Designated Person as soon as possible to discuss your concerns.

You should:

1. Talk to the adult directly in the first instance.
2. If your concerns continue after speaking to the adult, have a conversation with the Designated Person within 24 hours. You should tell the adult that you are going to do this. Although it is helpful to have their consent, if you are concerned for their safety you should tell the Designated Person even if the adult does not give their consent.
3. If you believe the adult does not have capacity to have a conversation, you should speak to the Designated Person without speaking to the adult – do not speak to their carer.
4. Make notes of concerns or incidents as soon as possible, ensuring the notes are dated and include only factual information. Write down exactly what was said, who was present, where you were etc. Keep all original notes safe even if you type them up later.
5. Ensure concerns are only discussed with the Designated Person and not with anyone else.
6. If the concerns regard the Designated Person, contact should be made with the minister/faith leader with safeguarding responsibilities who will follow the procedure.
7. Should there be immediate danger to the adult, you should call the police on 999.

The Designated Person should:

1. Record the conversations and advice given. This should be done as soon as possible and any decisions regarding the information recorded and relayed back to the person expressing concern. A record as to why a course of action is followed should be made.

2. If the Designated Person is unsure if this is a safeguarding matter, they can request a consultation with the Safeguarding Triage Team on 01865 328232.
3. If concerns are deemed of a level to require intervention a referral will be made by the Designated Person to the Multi-Agency Safeguarding Hub (MASH) on Tel: 0845 050 7666. They will need to complete the online safeguarding form found on the Oxfordshire Safeguarding Adults Board website.

Before making a referral, the adult in question should be informed.

If the worker/volunteer disagrees with the Designated Person's decision, anyone can contact the MASH.

No church member should attempt to carry out an investigation but should always refer to the appropriate agency.

The Designated Person may discuss concerns with the minister/faith leader with responsibility with for safeguarding. This will be conducted to ensure the welfare of the adult, otherwise confidentiality will be respected. Records of concerns and decisions should be kept in a confidential space.

See Appendix for Flowchart.

6. Recruitment of staff and volunteers

It is likely that members of Wallingford Baptist Church will encounter adults and children who are considered at risk.

All those working for the church with adults at risk should be familiar with this policy and undergo a DBS check which should be updated every three years. This, along with a process of application, interview and references, should apply to anyone who visits adults at risk on a regular basis as part of a church schedule or who runs a group specifically for adults at risk. It would also apply to those who regularly give lifts to those considered at risk.

If the worker hasn't joined the update service, we will accept a DBS requested by another organization, as long as the following are met:

- the applicant's criminal record or other relevant information has not changed since its issue and was issued within the last two years
- the level of that check is the same as that required i.e. 'adult' and the original certificate is produced
- the police disclose information on an enhanced DBS certificate based on child or adult workforce, for which the criminal record check was originally applied for
- that the identity details on the certificate match those of the applicant.

([from Government web site](#)).

Training is available through the OSAB web site as well as through the Baptist Union of Great Britain.

7. Good conduct and issues regarding investigations

Whatever the background of our congregation, we would expect all members to treat each other and those associated with the church with respect and dignity, as creations of the Living God.

Health and Safety assessments and risk assessments apply.

All staff and volunteers will need to give an undertaking that they will immediately inform the Designated Person if they should:

1. be subject to criminal investigation for any matter or
2. be made subject of an investigation regarding Safeguarding within any voluntary or paid employment posts they may hold.

This information will be dealt with in strictest confidence and discussed only between the Designated Person and the minister/faith leader with responsibility for safeguarding unless the information poses a risk to other individuals.

Should there be an allegation made against an employee/volunteer in regard to safeguarding, they will be required to suspend their involvement while an investigation is carried out either by the Designated Person or Local Authority. They should be kept informed about the progress of this investigation and pointed to areas of support.

Where an individual has convictions concerning abuse, Wallingford Baptist will use the Baptists Together Contract with Ex-Offenders at the discretion of the Designated Person and minister/faith leader with safeguarding responsibility.

8. Support for employees and volunteers

Dealing with abuse towards children or adults can be difficult for workers who are involved. This may be especially difficult if the worker/volunteer has experienced abuse themselves. Wallingford Baptist Church will support employees and volunteers in this situation by providing opportunities to discuss any issues and by giving employees and volunteers time to talk about their own emotional responses and how the issue has impacted upon them. The Designated Person will ensure support either directly or by involving a trusted, appropriate adult from the church and, if appropriate, signpost to supporting organizations.

We appreciate that coming alongside people who may have particular vulnerabilities can present challenges. If, as a member of the church, a member of the congregation feels unable to respond appropriately or overwhelmed, they should seek support from the minister(s) or church leadership, specifically those with pastoral responsibility.

Appendix 1

