

March 2020

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1.0	Original Final	Jeremy Lindley	Published	09.03.2020
1.1	Revised	Susanna Blustin	Safeguarding Officer Details updated	02.03.2021
1.2	Revised Published	Susanna Blustin	Safeguarding Officer Details updated	01.07.2021

## Safeguarding Policy: Vulnerable Adults.

This statement was agreed at the Trustees meeting held on 9 March 2020. It will be communicated annually to those in positions of leadership.

At Enfield Vineyard and Youth Centre we place the utmost value on, and want to safeguard the welfare of, and empower Vulnerable Adults who may visit or join our activities. We seek a caring environment, their empowerment, protection, safety and well-being at all times. We also recognize that in some situations we may need to put appropriate safeguarding welfare in place for those who seek to minister to them or who attend the church.

We know that a person age 18 or over who has a condition of the following type:

- Substantial learning or physical disability
- Physical or mental illness or mental disorder, chronic or otherwise, including an addiction to alcohol or drugs
- A significant reduction in physical or mental capacity

Makes them vulnerable to abuse: physical, psychological, sexual, neglect, discriminatory, institutional, spiritual, financial and emotional. The purpose of this policy is to make sure that the actions of any adult in the context of activities carried out by the Church is transparent, safeguards and promotes the welfare of all.

Our approach is founded in the safeguarding principles of the Care Act 2014. These are:

- **Empowerment** – people being supported and encouraged to make their own decisions and informed consent
- **Prevention** – it is better to take action before harm occurs
- **Proportionality** – the least intrusive response appropriate to the risk presented
- **Protection** – support and representation for those in greatest need
- **Partnership** – local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse
- **Accountability** – accountability and transparency in safeguarding practice.

We have appointed Nicky Routledge as Safeguarding Officer, and Megan Mariou as Deputy Safeguarding Officer. These people will undertake regular training and disseminate information to relevant others to help them recognize issues of concern and enable the church to comply with national policies.

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- As members of this church, we commit ourselves to the nurturing, protection and safekeeping of all, vulnerable adults, children and young people.
- We treat all people with dignity and respect. We recognise personal privacy and maintain appropriate boundaries.
- If emergency medical attention is required an ambulance will be called via dialing 999. If a Vulnerable Adult is in immediate danger, or is causing immediate danger to others, the police will be called via dialing 999 as they alone have the power to remove an adult immediately if protection is necessary.
- The Safeguarding Officer or a Senior Pastor will consider whether we should seek to make contact with a Carer or Social Worker for the Vulnerable Adult. Permission will be sought before this is undertaken.
- We will challenge unacceptable behaviour and will report all allegations and suspicions of abuse to the Safeguarding Officer or a Senior Pastor. If we identify any potential safeguarding issue we will refer the case to the Safeguarding Officer or a Senior Pastor for their consideration.
- Any areas of concern that the Safeguarding Officer or a Senior Pastor feel should be shared with members of the church will be done in a way that only addresses the specific safeguarding issue and in undertaken in as confidential a manner as possible. Any disclosure will be informed to the Vulnerable Adult before it is discussed
- Any issues or concerns that are communicated to the Safeguarding Officer or a Senior Pastor will be discussed and an agreed action plan will be formulated and implemented. When necessary, information may be shared with statutory services (such as Social Services or the Police) and with the Trustees. All written information related to allegations will be kept securely. Any concerns in relation to harm or abuse should be reported directly to the Safeguarding Officer. Members of the church should not investigate protection concerns, rather refer to the Safeguarding Officer or a Senior Pastor. Should information be disclosed the Safeguarding Officer or Senior Pastor will listen carefully, record what is said. Vulnerable Adults should be told that confidentiality may be breached if information suggest possible harm, they will never be told that what they are disclosing will be kept "secret".
- Staff or members of the Church will not assist a Vulnerable Adult with personal hygiene or administering of medicine. Should members of the church who have a medical qualification choose to help with administering of medicine they shall do this in their professional capacity only.
- Photographs of Vulnerable Adults will not be posted on to the internet or circulated by any other electronic media without the permission of the Vulnerable Adult.
- All records relating to Vulnerable Adults will be kept in a locked filing cabinet.

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## **APPENDIX 1: DEFINITION OF ABUSE**

Abuse is defined as “a violation of an individual’s human and civil rights by any other person or persons.” (No Secrets, DoH 2000)

Forms of abuse include:

- **Physical abuse** such as hitting, pushing, pinching, shaking, misusing medication, scalding, restraint, hair pulling;
- **Sexual abuse** such as rape, sexual assault, or sexual acts to which the adult has not or could not have consented, or to which they were pressurised into consenting;
- **Psychological abuse** or emotional abuse such as threats of harm or abandonment, being deprived of social or any other form of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, being prevented from receiving services or support;
- **Financial or material abuse** such as theft, fraud or exploitation, pressure in connection with wills, property or inheritance, misuse of property, possessions or benefits;
- **Neglect** such as ignoring medical or physical care needs and preventing access to health, social care or educational services or withholding the necessities of life such as food, drink and heating;
- **Discriminatory abuse** such as that based on race or sexuality or a person’s disability and other forms of harassment or slurs;
- **Institutional abuse** can sometimes happen in residential homes, nursing homes or hospitals when people are mistreated because of poor or inadequate care, neglect and poor practice that affects the whole of that service;
- **Spiritual abuse** happens when leaders of churches or religious organisations use their power and position to manipulate, control and/or coerce their congregation/ members.
- **Modern slavery** includes slavery, human trafficking, forced labour and domestic servitude.

Any of these forms of abuse can be either deliberate or the result of ignorance, or lack of training, knowledge or understanding. Often, if a person is being abused in one way they are also being abused in other ways.

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**APPENDIX 2: QUICK GUIDE**

DO	DON'T
<ul style="list-style-type: none"> <li>• Remain calm and listen carefully to what is being said</li> <li>• Believe the victim and take concerns seriously</li> <li>• If there is imminent danger or a crime is being committed call 999.</li> <li>• Demonstrate a sympathetic approach by acknowledging regret or concern about what has been reported has happened.</li> <li>• Ensure any emergency action needed has been taken</li> <li>• Make a clear record of what has been said and done.</li> <li>• Ensure that those who need to be informed have been informed.</li> </ul>	<ul style="list-style-type: none"> <li>• Don't interfere with what could be used as evidence</li> <li>• Don't dismiss or disbelieve what you see or are told</li> <li>• Don't investigate</li> <li>• Do NOT ask detailed or probing questions.</li> <li>• Don't ignore the issue</li> <li>• Don't discuss with anyone other than those who need to know</li> <li>• Do not get the perpetrator to apologise or attend to the person experiencing abuse</li> <li>• Do not investigate, ask questions, interview staff or clean a person or area involved in a crime.</li> </ul>