

Parish Church of Barbourne St Stephen

Policy for Safeguarding Adults who may be vulnerable

This policy is based on the Diocesan Policy for Safeguarding Vulnerable Adults and the document 'Promoting a Safe Church' – Church of England Model Policy for Safeguarding Adults - 2006. Other relevant policies include 'Responding Well to those who have been sexually abused - 2011' and 'Responding to domestic abuse - 2006'. It also takes account of the Protection of Freedoms Act 2012, the Safeguarding Vulnerable Groups Act 2006 and the Care Act 2014. The parish does not appoint any volunteers or paid staff to roles that involve Regulated Activity as defined in the legislation.

We are committed to promoting and supporting environments that

- ensure that all people feel welcomed, respected and safe from abuse
- encourage adults who may be vulnerable to lead as independent a life as possible, to choose how to lead their life, and to be active contributors to the church community
- protect adults who may be vulnerable from actual or potential harm
- enable and encourage concerns to be raised and responded to openly and consistently.

We recognise that

- everyone has different levels of vulnerability, and that each of us may be regarded as vulnerable at some time in our lives
- all adults who may be vulnerable (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
- abuse of adults who may be vulnerable can occur in all communities and is most likely to occur within families and by people known to them
- working in partnership with adults who may be vulnerable, their carers and other agencies is essential in promoting their welfare.

We will endeavour to safeguard adults who may be vulnerable by:

❖ *In all our activities*

- valuing, listening to and respecting adults who may be vulnerable
- fostering and encouraging best practice by setting standards for working with adults who may be vulnerable, and boundaries for acceptable behaviour, in co-operation with statutory bodies, voluntary agencies and other faith communities

❖ *In our recruitment of paid staff and volunteers, following Diocesan procedures in*

- ensuring careful selection and recruitment of ordained and lay ministers as appropriate, voluntary workers, and paid workers with adults who may be vulnerable, in line with safer recruitment principles and checks
- providing supervision, support and training

❖ *When concerns are raised, following Diocesan procedures in*

- responding without delay to every concern raised that an adult who may be vulnerable may have been harmed, or be at risk from harm, through abuse, harassment or bullying; or about the behaviour of an adult or child

- working with the diocese and the appropriate statutory bodies during an investigation into abuse, including when allegations are made against a member of the church community
- challenging any abuse of power, especially by anyone in a position of trust

❖ ***In our care***

- ensuring that informed and appropriate pastoral care is offered to any vulnerable adult who has suffered abuse (which includes non-recent abuse), and includes support to make a complaint if so desired
- ensuring that appropriate pastoral care is offered to any member of our church community against whom an allegation is made

❖ ***In our supervision, following Diocesan procedures in***

- ensuring, in partnership with the diocese and other agencies, that care and supervision is provided for any member of our church community known to have offended against a vulnerable adult, or to pose a risk to them

We will ensure that

- All those involved in direct contact with vulnerable adults are aware of the potential for allegations of abuse being made against them for a variety of reasons including abuse having actually taken place or a misinterpretation of their language or actions because they are reminded of something else
- Each person who works with vulnerable people will agree to abide by this policy and will take personal responsibility for safe practice thereby protecting themselves from any potential allegations such as financial integrity or sexual conduct
- There is a nominated person who will represent the concerns and views of vulnerable people at parish meetings and to outside bodies

This policy applies to all church activities where members of the church regularly come into contact with adults who are vulnerable. These include:

- Sunday and weekly services
- Funeral and bereavement visits
- Home communions
- Visits to residential homes
- Occasional church celebrations and events
- Open Church
- Clubs/regular church activities such as the Good Companions

We are committed to reviewing our policy annually

This Policy was reviewed and agreed by the PCC on **18th May 2020**

Signed by:

PCC Chair/Vicar: Rev. Andy Todd

Churchwarden: Geoff Hill

Vulnerable Adults Parish Safeguarding Officer: Carol Amos