



Park Street Baptist Church

PROTECTION OF ADULTS AT RISK POLICY

Approved March 2023 Review March 2024

John 13 v34 - 35 *“A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another.”*

Purpose of this policy

We believe that:

- Nobody who is involved in Park Street Baptist Church or any of its work should ever experience abuse, harm, neglect or exploitation.
- We all have a responsibility to promote the welfare of everyone to keep them safe and to work in a way that protects them.
- We all have a collective responsibility for creating a culture in which people not only feel safe, but also able to speak up, if they have any concerns

Safeguarding principles: All staff and volunteers working with adults with care and support needs will work to the following principles.

Prevention: All those working with adults with needs for care and support are provided with easily understood information and training about what abuse is, how to recognise the signs and what they can do to seek help.

Empowerment: All adults are encouraged to make their own decisions and are provided with support and information to do so.

Proportionality: When concerns are raised the response is proportionate and the least intrusive possible when balanced with the level of risk.

Protection: Adults are offered ways to protect themselves, and there is a clear and rapid response to adult safeguarding concerns.

Partnership: Information will be appropriately shared in a way that takes into account its personal and sensitive nature. The church will work with appropriate agencies to find the most effective responses to each situation.

Accountability: Adults are clear about the roles and responsibilities of all those involved in the solution to the problem and will be kept informed of plans and actions unless to do so would put them at increased risk.

Adults at risk the Care Act 2014, defines the person who should be subject of a safeguarding enquiry as an adult who:

- has needs for care and support (whether or not the local authority is meeting any of those needs) and;
- is experiencing, or at risk of, abuse or neglect; and; as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

People with care and support needs, such as older people or people with disabilities, are more likely to be abused or neglected. They may be seen as an easy target and may be less likely to identify abuse themselves or to report it. People with communication difficulties can be particularly at risk because they may not be able to alert others.



Park Street Baptist Church

Sometimes people may not even be aware that they are being abused, and this is especially likely if the person has trouble remembering, learning new things, concentrating, or making decisions that affect their everyday life. Abusers may try to prevent access to the person they abuse.

The main types of abuse are detailed below but this is not an exhaustive list and if there is any doubt if abuse is taking place advice should be sought from the safeguarding lead.

Type of Abuse	Description of Abuse
Physical abuse	Including assault, hitting, slapping, pushing, misuse of medication, restraint or inappropriate physical sanctions
Domestic violence/ abuse	Including psychological, physical, sexual, financial, emotional abuse; and 'honour' based violence.
Sexual abuse	Including rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting
Psychological abuse	Including emotional abuse, threats of harm or abandonment, radicalisation, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber bullying, isolation or unreasonable and unjustified withdrawal of services or supportive networks.
Financial or material abuse	Including theft, fraud, internet scamming, coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits
Modern slavery	Encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.
Discriminatory abuse	Including forms of harassment, slurs or similar treatment; because of race, gender and gender identity, age, disability, sexual orientation or religion.
Organisational abuse	Any form of abuse or neglect that has arisen as a result of the structure, policy, processes or practices within an organisation, such as a hospital or care home or in relation to



Park Street Baptist Church

Type of Abuse	Description of Abuse
	care provided in one's own home. This may range from a one-off incident to ongoing ill treatment.
Neglect and acts of omission	Including ignoring medical, emotional or physical care needs, failure to provide access to appropriate health, care and support or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating
Self-neglect	This covers a wide range of behaviour; neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding
Sexual Exploitation	Involves exploitative situations, contexts and relationships which can be face to face or online, where adults at risk (or a third person or persons) receive 'something' (e.g. food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) as a result of them performing, and/or another or others performing on them, sexual activities. It affects men as well as women. People who are sexually exploited do not always perceive that they are being exploited.

Responding to concerns:

Recognise, Respond and Refer: Anyone who has concerns that an adult with care with needs for care and support has been subject to or is at risk of abuse, should make detailed notes of their concerns including where possible the exact words used. They must inform the designated person for adult safeguarding of their concerns, securely sharing those notes, as soon as possible but always within 24 hours. If a crime is being committed or there is immediate risk of harm then the police should be informed immediately.

The designated safeguarding lead will review and make a decision for action which may include:

- Informing the police and/or Adult Care Services safeguarding team using the online portal:
<https://hcsportal.hertfordshire.gov.uk/web/portal/pages/SAFA#hInstructions> or by calling 0300 123 4042, and or 999, 24 hours a day.
- Making a referral for social care support using the same number 0300 123 4042.
- Advising about other sources of support to reduce the risk of harm.

If a decision to refer for a formal safeguarding is made or the designated lead needs support to decide they will contact the central Baptist association Safeguarding Lead on safeguarding@centralba.org.uk or by phone on 07735860804.



Park Street Baptist Church

The safeguarding lead will then consider if the matter is reportable to either the Disclosure and Barring Service and or the Charity Commission and if it meets the threshold the relevant reports will be prepared and Trustees informed.

Safe Recruitment:

All staff and any volunteers that are working with adults with needs for care and support will need to:

- Provide two references at least one of which should be someone who has known them in a professional capacity.
- Have an enhanced DBS check for the role they will undertake.
- Have a supervisor who meets with them regularly individually or in a group to ensure that they are working within church policies and guidance.
- Have a clear understanding of their role and the boundaries that they should work within. The church does not provide personal care to adults at risk and if this is required guidance should be sought from the safeguarding lead who will advise how this can be sought.

Note: Under the Criminal Justice and Court Services Act 2000, it is an offence for anyone disqualified from working with adults at risk to knowingly apply, accept or offer to work with adults at risk. It is also a criminal offence to knowingly offer work with adults at risk to an individual who is so disqualified or to knowingly allow such an individual to continue to work with adults at risk.

All staff and volunteers will be issued with Gateway to Level 2 Excellence in Safeguarding by the Baptist Union and attend either in house safeguarding training or training by the Baptist union, Hertfordshire County Council, or other providers at the discretion of the Safeguarding team, at the earliest opportunity and at least every three years

<https://www.baptist.org.uk/Publisher/File.aspx?ID=188322&view=browser>

Responding to concerns about Staff or Volunteers:

If any staff or volunteer is alleged to have abused or harmed an adult with care and support needs, or where there are concerns they may pose a risk of abuse to an adult with care and support needs, it is essential that these concerns are reported to the Safeguarding lead who will liaise with the Baptist Union safeguarding lead and/or Hertfordshire County Council to determine next steps.

Any safeguarding concerns involving a Minister should always be reported immediately to the local Baptist Association Safeguarding Contact in addition to following the church's usual procedures. The Minister should not be informed that a concern has been raised about them.

When concerns are expressed about any of the church safeguarding team this must be raised with the Minister, they in turn should consult the regional Baptist Association Safeguarding Contact

Examples of concerns could include allegations that relate to a person who works with adults with care and support needs who has:

- Behaved in a way that has harmed, or may have harmed an adult at risk.
- Committed a criminal offence against, or related to, an adult at risk.
- Behaved in a way that indicates they may pose a risk of harm to adults with care and support needs.



Park Street Baptist Church

Safeguarding contact points within our church

The church has appointed the following individuals to form part of the church safeguarding team. The Adult and Child designated leads will deputise for each other.

Carole Whittle, Designated Person for Adult Safeguarding

They will advise the church on any matters related to the safeguarding of adults at risk and take the appropriate action when abuse is disclosed, discovered or suspected.

Phone number: 07922040777

Email address: caroleannwhittle@aol.com

Liz Roderick, Designated Person for Child Safeguarding

They will assist the Designated Person for Adult Safeguarding in helping the church on any matters related to the safeguarding of adults at risk and take the appropriate action when abuse is disclosed, discovered or suspected.

Phone number: 07766745700

Email address: lizroderick@ymail.com

Annie Hall, Safeguarding Trustee

They will raise the profile of safeguarding within the church and oversee and monitor the implementation of the safeguarding policy and procedures on behalf of the church trustees.

Phone number: 07852124505

Email address: anniehall@psbc.org.uk