



# Vulnerable Adult Policy

## (Abuse and Neglect)

### All Saints' Church, Walsoken

Please refer to Document S&S\_Doc\_001 for all Safeguarding and Social requirements.

## Specific Policy

This Safeguarding & Social (S&S) sub-policy protects vulnerable adults at church.

All Saints' Church, Walsoken, in all aspects of its work, is committed to and will champion the protection of vulnerable adults, both in society as a whole and in its own community. It fully accepts, endorses and will implement the principles enshrined in the Mental Capacity Act 2005 (and similar applicable legislation) that the welfare of the vulnerable person is paramount. We will foster and encourage best practice within our community by setting standards for working with vulnerable people and by supporting their families. We will work with statutory bodies and voluntary agencies to promote the safety and well-being of vulnerable people. We are committed to acting promptly whenever a concern is raised about a vulnerable person or about the behaviour of an adult directly or indirectly adversely affecting a vulnerable person and will work with the appropriate statutory bodies when an investigation into vulnerable adult abuse is necessary.

### **The Parish Vulnerable Adults Policy Statement of the PCC (we will).**

- 1) Safeguard, care and nurture the vulnerable adults (as defined above) within our church community.
- 2) Carefully select and train ordained and lay ministers, volunteers and paid workers with vulnerable adults using the Disclosure & Barring Service (DBS), amongst other tools, to check the background of each person involved in regular church related events (where vulnerable adults can attend) or at the discretion of the incumbent (where the law does not mandate).
- 3) Respond without delay to every complaint made, that a vulnerable adult for whom we are responsible, may have been harmed.
- 4) Fully co-operate with statutory agencies during any investigation they make into allegations concerning a member of the church community.
- 5) Seek to offer informed pastoral care to any vulnerable adult who has suffered abuse.
- 6) Care for and supervise any member of our church community known to have offended against a vulnerable adult.

## Reference Documents

The Mental Capacity Act 2005.

Safeguarding (Code of Practice) Measure 2021

House of Bishop's Policy on Safeguarding adults (Church of England).

Promoting a Safer Church; House of Bishops policy statement (Church of England).

The Code of Safer Working Practice (Church of England)

## Procedure

### **Introduction**

Some of the factors that would generally be regarded as (or to increase) an adult vulnerability include:

- 1) A sensory or physical disability or impairment.
- 2) A learning disability.
- 3) A physical illness.
- 4) Chronic or acute mental ill health (including dementia).
- 5) Addiction to alcohol or drugs.
- 6) Physical and/or mental health issues.
- 7) Emotional frailty (temporary or permanent) that leaves the person unable to protect themselves from exploitation or harm.

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- 8) A permanent or temporary reduction in physical, mental or emotional capacity brought about by life events such as bereavement, previous abuse or trauma.

#### **Who Abuses Adults?**

Potentially anyone, adult or child, can be the abuser of an adult. Abuse will sometimes be deliberate, but it may also be an unintended consequence of ignorance or lack of awareness. Alternatively, it may arise from frustration or lack of support. The list can include:

- 1) Relatives of the vulnerable person including husband, wife, partner, son or daughter. It will sometimes include a relative who is a main carer.
- 2) Neighbours.
- 3) Paid carers.
- 4) Workers in places of worship.
- 5) People who are themselves vulnerable and/or are users of a care service.
- 6) Confidence tricksters who prey on people in their own homes or elsewhere.

#### **In Implementing our Parish Policy on Vulnerable Adults, the PCC is committed to the following principles (we will);**

- 1) Create a culture of 'informed vigilance' which takes adult vulnerability seriously.
- 2) Ensure that appropriate health and safety policies and procedures are in place.
- 3) Provide appropriate insurance cover for all activities undertaken in the church.
- 4) Accept the prime duty of care placed upon the incumbent and PCC to ensure the wellbeing of vulnerable adults in the church.
- 5) Adopt and implement a vulnerable adult policies, accepting as a minimum the House of Bishop's Policy on Safeguarding adults who may be vulnerable but informed by additional Diocesan procedures and recommended good practice, whilst being responsive to church requirements.
- 6) Ensure that appropriate pastoral care is available for those vulnerable adults who have disclosed that they have been previously abused.
- 7) Provide, as appropriate, support for all parents and families in the congregation, being aware particularly of families where vulnerable adults have suffered abuse.
- 8) Ensure that those who may pose a threat to vulnerable adults are effectively managed and monitored.
- 9) Ensure that all those authorised to work with vulnerable adults, or in a position of authority, are appropriately appointed, trained and supported and provide all authorised personnel with a copy of the vulnerable people policy, procedures and good practice guidelines.
- 10) Pay particular attention to vulnerable adults from ethnic minorities to ensure their full integration and protection within the church community.

#### **Different forms of vulnerable adult abuse and neglect**

**Sexual abuse:** This includes

- 1) Indecent exposure.
- 2) Sexual harassment.
- 3) Inappropriate looking or touching.
- 4) Sexual teasing or innuendo.
- 5) Sexual photography.
- 6) Being forced to watch pornography or sexual acts.
- 7) Being forced or pressured to take part in sexual acts.
- 8) Rape.

**Physical abuse:** This includes.

- 1) Being hit, slapped, pushed or restrained.
- 2) Being denied food or water.
- 3) Not being helped to go to the bathroom when needed.
- 4) Misuse of your medicines.

**Psychological abuse:** This includes:

- 1) Emotional abuse.
- 2) Threats to hurt or abandon you.

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- 3) Stopping from seeing people.
- 4) Humiliating, blaming, controlling, intimidating or harassing.
- 5) Verbal abuse.
- 6) Cyberbullying and isolation.
- 7) An unreasonable and unjustified withdrawal of services or support networks.

**Domestic abuse:** This is typically an incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse by someone who is, or has been, an intimate partner or family member.

**Discriminatory abuse:** This includes some forms of harassment, slurs or unfair treatment because of

- 1) Race.
- 2) Sex.
- 3) Gender and gender identity.
- 4) Age.
- 5) Disability.
- 6) Sexual orientation.
- 7) Religion.
- 8) Being married or in a civil partnership.
- 9) Pregnancy.

#### **Financial abuse**

This could be someone stealing money or other valuables. Or it might be that someone appointed to look after a vulnerable adult's money on their behalf is using it inappropriately or coercing you to spend it in a manner that they're not happy with.

#### **Organisational abuse**

including neglect and poor care practice within an institution or specific care setting such as a hospital or care home. This may range from one off incidents to on-going ill-treatment. It can be through neglect or poor professional practice because of the structure, policies, processes and practices within an organisation.

#### **Modern Slavery**

This includes human trafficking; forced labour and domestic servitude; traffickers and slave masters using whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment

#### **Neglect (or acts of omission)**

Neglect includes not being provided with enough food or with the right kind of food or not being taken proper care of. Leaving the vulnerable adult without help to wash or change dirty or wet clothes, not getting the vulnerable adult to a doctor when needed or not making sure they have the right medicines, all count as neglect

Where minor safeguarding infringements become apparent the incumbent or churchwardens must seek behaviour modification from the person/s involved in the infringement to align with this policy, but where in minimum considerations any safeguarding law has been broken.

**Under no circumstances should anyone in the parish try to investigate an allegation of improper behaviour or potential harm involving a vulnerable person.**

The enforcing agencies must be contacted (by the incumbent or churchwardens) and allowed to investigate under the powers invested in them by the secretary of state (police, HSE, local authorities, health agencies etc.). Any such notification must be advised to the Bishop's Safeguarding Adviser or the Diocesan Safeguarding Officer.

## Forms

None

## Diagrams

None

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## Appendices

None

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