



## **Child Protection and Safeguarding Vulnerable Adults, Children & Young People Policy**

### **1. Statement of Intent on Safeguarding Vulnerable Adults, Children and Young People**

**The Greenhouse Christian Centre (GCC)** is committed to safeguarding every person who comes to GCC as a staff member, volunteer or guest. It is the responsibility of each one of us to prevent the physical, sexual, emotional, spiritual abuse or neglect of those coming to GCC, and particularly the abuse of those most vulnerable among us, including vulnerable adults, children and young people. The welfare of the person is paramount. All vulnerable people without exception have the right to protection from abuse regardless of gender, ethnicity, disability, sexuality or belief.

All those who work or volunteer with GCC will be made aware of this policy and of what to do if they have any concerns. There is guidance for those responding to concerns so that they are properly dealt with, including sharing information about concerns with agencies that need to know and involve children, young people and families appropriately.

It is our policy that no-one shall work with vulnerable adults, children and young people within GCC who:

- Has been convicted of or has received a formal police caution concerning an offence against children as listed in the First Schedule of the Children and Young People's Act 1933; or
- Has been convicted of or has received a formal police caution concerning sexual offences against children, young people and/or vulnerable adults.
- Is barred from working with children or vulnerable adults

This means that:

- All who work with vulnerable adults, children & young people under the auspices of GCC will be required to be checked through the Disclosure & Barring Service (DBS), and are expected at all times to conform with good practice in their work; and undertake appropriate safeguarding and child protection training.
- It would be unusual for The Greenhouse Christian Centre to have vulnerable adults or children here on a regular basis and as such we do not count as having 'regulated activities' as defined by the Disclosure and Barring service. This means we cannot obtain DBS checks for staff and volunteers. Instead, for those working closely with our guests (the Pastoral Team), we require they complete a voluntary disclosure form as advised by the Diocese of Salisbury's safeguarding team.

See websites below for information of eligibility for DBS checks:

<http://www.cpft.nhs.uk/Downloads/RandD/Regulated%20Activity%20Diagrams%20flowcharts.pdf>

<https://www.ddc.uk.net/help-advice/what-is-regulated-activity/>

- Those responsible for the appointment of such workers must take all reasonable steps, including obtaining Disclosures from the DBS, to ensure that persons who have been convicted or have received a formal police caution concerning sexual offences against vulnerable adults, children or young people shall not undertake work with vulnerable adults, children and young people under the auspices of GCC.

If you have any questions about our policies and procedures please contact our child protection representative, Becky Franklin on tel: 01202 764776.

## 2. What is Abuse?

A basic definition of abuse is that it is an abuse of power by a person who is developmentally and/or stronger than another, resulting in some distress, harm or neglect of necessary attention for the victim.

Child abuse is a term which describes all the ways in which a child's development and health are damaged by the actions or in-actions of others, usually adults. Children may be abused in a family or an institutional or community setting: by those known to them or, more rarely, by a stranger. Although different terms are used to describe particular types of abuse, these often overlap and many children suffer the effects of a range of destructive forms of behaviour. It is generally accepted that there are four main types of abuse. The following definitions are based on those from Working Together to Safeguard Children 2018 (HM Government). Below the definitions are listed signs and symptoms which *may* indicate abuse, but do not jump to conclusions as there may be other explanations:

### Physical Abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer feigns the symptoms of, or deliberately causes, ill health to a child whom they are looking after. A person might do this because they enjoy or need the attention they get through having a sick child. Physical abuse, as well as being the result of an act of commission can also be caused through omission or the failure to act to protect.

#### Signs of physical abuse *may* include:

Unexplained or hidden injuries, lack of medical attention

### Emotional Abuse

Emotional Abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve making a child feel or believe that they are worthless or unloved, inadequate or valued only in so far as they meet the needs

of another person. It may involve causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of ill treatment to a child, though it may occur alone.

**Signs of emotional abuse *may* include:**

Reverting to younger behaviour, nervousness, sudden underachievement, attention-seeking, running away from home, stealing, lying.

**Sexual Abuse**

Sexual abuse involved forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of, or consents to, what is happening. The activities may involve physical contact, including penetrative acts such as rape, buggery or oral sex or non-penetrative acts such as fondling.

Sexual abuse may also include non-contact activities, such as involving children looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Boys and girls can be sexually abused by males and/or females, by adults and by other young people. This includes people from all different walks of life.

**Signs of sexual abuse *may* include:**

Pre-occupation with sexual matters evident in words, play, drawings, being sexually provocative with adults, disturbed sleep, nightmares, bed wetting, secretive relationships with adults and children, stomach pains with no apparent cause.

**Neglect**

Neglect is the persistent failure to meet a child's basic physical and psychological needs, likely to result in the serious impairment of their health or development. It may involve a parent or carer failing to provide adequate food, shelter or clothing, failing to protect the child from physical harm or danger, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of a child's basic emotional needs.

**Signs of neglect *may* include:**

Looking ill-cared for and unhappy, being withdrawn or aggressive, lingering injuries or health problems.

**Spiritual Abuse**

Spiritual abuse is abuse administered under the guise of religion, including extreme control or harassment or humiliation, which may result in psychological trauma. Spiritual abuse may also include misuse of religion for selfish, secular, or ideological ends such as the abuse of a clerical position.

**Bullying**

Bullying is not always easy to define, it can take many forms and is usually repeated over a period of time. The three types are physical (e.g. hitting, kicking, theft), verbal (e.g. racism or homophobic remarks, threats, name calling) and emotional (e.g. isolating an individual from activities).

**Bullying will include:**

- Deliberate hostility and aggression towards a victim
- A victim who is weaker and less powerful than the bully or bullies
- An outcome which is always painful and distressing for the victim

**Bullying may include:**

- Other forms of violence
- Sarcasm, spreading rumours, persistent teasing
- Tormenting, ridiculing, humiliation
- Racial taunts, graffiti, gestures
- Unwanted physical contact or abusive or offensive comments of a sexual nature.

Emotional and verbal bullying is more common than physical violence, it can also be difficult to cope with or prove.

Bullying can result in children or young people becoming vulnerable and isolated. These particular children or young people could then become an easy target for adult abusers. Concerns about bullying should be dealt with in the same way as concerns about child abuse.

**Safeguarding & Promoting the Welfare of Children**

‘Safeguarding and promoting the welfare of children’ is defined in *Working Together to Safeguard Children 2018* as:

Protecting Children from maltreatment

Taking a child-centred approach to safeguarding.

Preventing impairment of children’s health or development.

Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care.

Undertaking that role so as to enable those children to have optimum life chances and to enter adulthood successfully.

Keeping the needs of the child in focus when making decisions.

**It is important to note that the above definitions and types of abuse also apply to vulnerable adults.**

**3. What to do if a child or adult discloses harm to you****Receive**

- Listen to the child/vulnerable adult
- If you are shocked by what they are saying, try not to show it
- Take what they say seriously
- Accept what the child/vulnerable adult says
- DO NOT ask for (other) information

## Reassure

- Stay calm and reassure the child/vulnerable adult that they have done the right thing in talking to you.
- Be honest with the child/vulnerable adult so do not make promises you can't keep
- Do not promise confidentiality – you have a duty to refer the child/vulnerable adult who is at risk.
- Acknowledge how hard it must have been for the child/vulnerable adult to tell you what happened.

## React

- React to the child/vulnerable adult only as far as is necessary for you to establish whether or not you need to refer this matter, but do not interrogate them for details.
- Use only 'Tell me, explain to me or describe' questions.
- Explain what you have to do next and to whom you have to talk.
- Explain and if possible seek agreement that you will have to discuss the situation with someone else and will do so on a 'need to know' basis.

## Record

- Make some brief notes at the time and write them up more fully as soon as possible – **use the Record of Concerns Template attached**
- Take care to record timing, setting and personnel as well as what was said
- Be objective in your recording – include statements and observable things rather than your interpretations or assumptions

## Act Now

- Discuss the matter with the Child Protection and Safeguarding representative immediately (Becky Franklin)

In the event of concerns being raised over the safety of a child or vulnerable adult the normal course of action would be for the Child Protection representative to contact the GCC Chair of Trustees and the appropriate Social Services Team. Contact details for the Dorset Social Care teams are in the Appendix of this policy. Where appropriate the police may also need to be informed.

## 4. What the Law Says

There is a considerable body of legislation, government guidance and standards, which are designed to ensure that children are protected from harm. This includes:

### **The Children Act 1989 (England & Wales) and s.31 (9 and 10) as amended by the Adoption & Children Act 2002 and The Children Act 2004**

The intention of the Children Act 1989 and The Children Act 2004 is to ensure that the welfare and developmental needs of children are met, including their need to be protected from harm.

## Children's Act 1989 Section 17

The Children's Act places a general duty on local authorities to safeguard and promote the welfare of children in their area and, subject to that duty, to promote the upbringing of such children by their families. The new emphasis in Section 17 is for local authorities to work with the child and family in the family home and for local authorities to work with or facilitate the work of others.

Section 17 requires local authorities to:

- Ascertain the extent of need
- Work with other agencies
- Establish priorities for services
- Provide services

Section 17 states that a child is in need if:

- S/he is unlikely to achieve or maintain, or to have the opportunity of achieving or maintaining a reasonable standard of health or development without the provision for him/her of services by a local authority.
- His/her health or development is likely to be significantly impaired or further impaired without the provision for him/her of such services.
- S/he is disabled

## Significant Harm

Under s.31 (9) of the Children Act 1989 as amended by the Adoption and Children Act 2002 The Act defines harm as ill treatment or the impairment of health or development, including, for example, impairment suffered from seeing or hearing the ill treatment of another. Development means physical, intellectual, emotional, social or behavioural development. Health includes physical and mental health. Ill treatment includes sexual abuse and forms of ill treatment, which are not physical.

As for 'significant', s.31 (10) of the Act says that, where the harm refers to the child's health or development, the question as to whether it is significant harm should not be answered by comparing this child's health or development with what 'could be reasonably be expected by a similar child'.

## Section 47

This outlines the circumstances in which a local authority has a duty to investigate. These circumstances include:

- Where they have reasonable cause to suspect that a child who lives or is found in their area is suffering or is likely to suffer significant harm
- Where they have obtained an emergency protection order in respect of a child.
- Where they are informed that a child who lives or is found in their area is subject to an emergency protection order or is in police protection
- Where a court in family proceeding directs them to investigate a child's circumstances
- Where a local education authority notifies them that a child is persistently failing to comply with directions given under an education supervision order

## Criminal Justice and Court Services Act 2000

Part II of this Act related to "Public Bodies" responsibilities within child protection and is integral to child protection systems in the UK designed to prevent unsuitable people from working with children.

This links to other laws including the **Protection of Children Act 1999** and **The Police Act 1997** that, together build a system that makes it a criminal offence if an employer does not take sufficient steps to check an employee working with children and/or knowingly gives someone a job who is inappropriate to work with children.

### **Protection of Children Act 1999 and The Police Act 1997**

These Acts change the routes by which employers can check whether a potential or actual employee has criminal offences against children or whether there has been reason for that person to be considered inappropriate to work with children.

The Police Act 1997 contains the provision to set up the Criminal Records Bureau (CRB) for England and Wales to improve access to criminal record checks for employment related purposes. It is aimed at providing protection for children and other vulnerable people against those who might wish to harm them. This has now been replaced by the DBS.

### **Disclosure & Barring Service (DBS)**

This organisation will give employers and voluntary organisations access to information about criminal records and other relevant information about people they intend to appoint in paid or unpaid posts working with children and young people under 18. It will provide a 'one-stop-shop' service across England and Wales.

### **Rehabilitation of Offenders Act (NI order) 1974 (UK wide)**

People who are involved in situations where they have prolonged or sustained access to children are exempt from the Rehabilitation of Offenders legislation.

### **Sexual Offences Amendment Act 2000**

This Act reduces the age at which, or certain circumstances in which, sexual acts are lawful. It introduces a new offence of abuse of trust, which covers ostensibly consensual behaviour within certain relationships of trust. It is an offence for a person aged 18 or over to engage in sexual intercourse or other sexual activity with someone under that age where they are in a 'position of trust' in relation to the younger person.

### **Vulnerable Adults**

The Care Act 2014 defines a vulnerable adult as:

'A person who is 18 years of age or over and who is or maybe in need of community care services by reason of mental or other disability, age or illness and who is or maybe unable to take care of him/herself against significant harm or serious exploitation.'

From 10 September 2012, the definition of regulated activity related to 'vulnerable adults' changed. The Department of Health has published information on the scope of regulated activity in relation to adults. Regulated activities are the activities that the Independent Safeguarding Authority can bar people from doing. It is a criminal offence for a barred person to seek to work, or work in, activities from which they are barred. It is also a criminal offence for employers or voluntary organisations to knowingly employ a barred person in regulated activity.

Regulated Activity (adults) sets out the scope of the barring regime for adults from 10 September 2012.

## **5. Checklist for Reporting Suspected Abuse**

Complete Disclosure Report Form and give to Becky Franklin or a member of the Leadership Team who is available who will then contact BF.

Debrief with a member of the Leadership Team.

BF will then present the report to the Chair of Trustees as appropriate and follow the guidelines as set out in Point 4.

## **6. Role of the Child Safeguarding Representatives**

The named staff Child Safeguarding Representative for GCC is:  
Becky Franklin, Leadership Team.

This person will take on the responsibility for:

Ensuring the policy is being put into practice.

Being the first point of contact for child protection/vulnerable adult protection issues.

Keeping a record of any concern expressed about child protection/vulnerable adult protection issues

Where necessary, taking further steps, such as referring concerns to other agencies.

Bringing any child protection/vulnerable adult protection concerns to the notice of the Chair of Trustees and the relevant authorities.

Ensuring that paid staff and volunteers are given appropriate training, support and supervision on safeguarding vulnerable adults, children and young people.

Ensuring that everyone involved with the organisation is aware of the identity of the Child protection representative.

## **7. Safe Recruitment and Selection**

Determined abusers have often managed to gain access to vulnerable adults, children and young people. We recognise, therefore, that the most effective point at which an organisation can use good management to minimise the possibility of abuse is when new paid staff or volunteers are appointed, although it is important to ensure that vigilance is maintained thereafter.

### **Recruitment**

It is our policy that all staff and volunteers, temporary personnel and helpers who have contact with vulnerable adults, children and young people will be subject to a careful and rigorous selection and vetting process with the elements listed below. We hope these will be understood by good applicants and will put off ill intentioned people.

Completion of an application form and checking the person's identity by their birth certificate or passport, something with a photograph if possible.

Taking up two references, one of whom has experience of their work or contact with children/vulnerable adults.

An interview by at least two people.

Identifying reasons for gaps in employment or inconsistencies.

Carrying out police checks and checks with the DBS if appropriate.

Allowing no unsupervised access to children and young people until this has been completed.

Advice is sought about recruiting someone with a criminal record.

A supervised probationary period for new people and a comprehensive induction period that includes our child protection policy and procedures.

### **Criminal Record Checks and Vetting:**

The DBS will:

Carry out criminal record checks of individuals and issues certificates in order to ensure those individuals are suitable to work with children and vulnerable adults in certain roles.

Check to see if an individual is banned from working with either children or vulnerable adults.

Information on this can be obtained from the DBS at

[www.gov.uk/government/organisations/disclosure-and-barring-service](http://www.gov.uk/government/organisations/disclosure-and-barring-service). Tel. 03000 200 190

### **8. Code of Conduct for Staff and Volunteers**

GCC staff and volunteers should organise all their activities to reduce to a minimum those situations within which it may be possible for vulnerable adults, children and young people to be abused. Staff and volunteers are required to abide by this Code of Practice to safeguard vulnerable adults, children and young people.

DO treat all vulnerable adults, children and young people with the respect they deserve.

DO make sure any suspicions or allegations are recorded and reported to the Child Safeguarding Representative.

DO NOT get personally involved – leave it to the professionals.

### **Physical Contact**

Adults should ensure that the touch and physical contact they use is not exploitative and is not open to misunderstanding. Vulnerable adults, children and young people should be encouraged to say what they find acceptable and unacceptable in the way they are approached by adults or their colleagues in the group. DO NOT:

- Subject vulnerable adults, young people to constant criticism, bullying or unrealistic pressure
- Engage in rough physical games or horse play
- Touch a vulnerable adult or young person in an intrusive or sexual manner
- Make sexually suggestive comments, even in jest
- Do things of a personal nature that vulnerable adults and young people can do for themselves
- Restrain a child/vulnerable adult using physical force

### **Working with individual Vulnerable Adults and CYP**

- You should plan never to be alone in a building, car or a closed room with a vulnerable adult/child/young person.
- In exceptional circumstances where an adult may be alone with a vulnerable adult/child for a short period, the adults should ensure that other staff or volunteers are aware of the situation and that they support this action and that it takes place in clear view of the rest of the group e.g. designated office or room with a clear glass window. The door must always be left open.

### **Running Activities**

- Any group of children/vulnerable adults should be supervised by at least two responsible adults on all activities.
- For some groups this will mean parents staying with children they have brought to the group activity until named leaders for that activity have arrived.

- It is important to know who the leaders are on all activities.

### **Outside of Work**

- Children should not be expected to make their way to an activity through poorly lit areas.
- Adults/leaders should know the safe arrangements for children/vulnerable adults to get home after the activity.
- Adults should be discouraged from meeting individually with children/vulnerable adults outside work related activities and should not take a vulnerable adult, child or young person to their home.
- If a vulnerable adult, child or young person is not collected from an activity you should not give lifts home in your car.
- If some of these situations are unavoidable, get parental/carer permission first. If that is not possible make certain that GCC staff or volunteers and the parents or carers know what you intend to do and inform parents/let guardians know what has happened as soon as you can.

### **Privacy & Photographs**

- If ever the situation were to arise, particular care must be taken to ensure the privacy of VA & CYP is respected in places like swimming pools, showers, toilets and changing rooms.
- Never take photographs of VA & CYP while they are in changing areas or bathing areas.
- Consent must be sought from the VA & CYP and/or their parent/guardian to publish photographs.

### **Resources & Equipment**

- Minimise the prospect of injury by checking all equipment and playing surfaces
- Do not employ excessive or inappropriate training methods, use only age appropriate language, media products and activities in working with VA & CYP. Sexually explicit materials are never appropriate.
- Under no circumstances give medication, alcohol, tobacco, alcohol or other drugs to VA & CYP.
- Do not lend or borrow personal money or property to or from VA & CYP
- Do not give or receive personal gifts from VA & CYP

### **Internet use**

- Always supervise the use of your computer, e-mail and internet by VA, CYP or adults.
- Place the computer where everyone can use it and see it, rather than out of sight in another room.
- Suggest sites that could be visited by CYP e.g. those you have already researched and judge to be appropriate and/or those connected to children's TV programmes.
- Talk to the CYP about what sort of sites they can and cannot visit.
- Ensure that children do not give out personal details over the internet e.g. surname, address, phone number or e-mail address and never arrange a face to face meeting with anyone they come into contact with on the internet.
- Encourage CYP & VA to report anything they come across which they feel is abusive or offensive.
- Limit the amount of time CYP spend online.
- Explore the use of filters which block access to certain sites (although remember these are unlikely to be fool proof and cannot replace supervision).
- Do not send, seek or store pornographic, explicit, racist, homophobic or other material which may be considered inappropriate or offensive from your computer. Any received should be deleted immediately and the recycling bin emptied. Any found on your computer should be reported to your line manager.

## Vulnerable Adults and Pastoral Ministry

The principles below apply mainly to the Pastoral Team, but should be taken as guidelines for all Greenhouse staff and volunteers.

### **Vulnerability**

Human beings are, by their very nature, subject to the chances and changes of this world. Each one has strengths and weaknesses, capacities and restrictions. At some time everyone will be vulnerable to a wide range of pressures, concerns or dangers. No one is 'invulnerable'; some people may consider themselves to be strong but, when circumstances change, strengths can quickly disappear. Some people by reason of their physical or social circumstances have higher levels of vulnerability than others. It is the Christian duty of everyone to recognize and support those who are identified as being more vulnerable. In supporting a vulnerable person we must do so with compassion and in a way that maintains dignity. Vulnerability is not an absolute; an individual cannot be labelled as 'vulnerable' in the same way as a child is regarded as such. Childhood is absolute: someone who is not yet eighteen years of age is, in the eyes of the law, a child; this is not the case with vulnerability. Some of the factors that increase vulnerability include:

- a sensory or physical disability or impairment;
- a learning disability;
- a physical illness;
- mental ill health (including dementia), chronic or acute;
- an addiction to alcohol or drugs;
- the failing faculties in old age;
- a permanent or temporary reduction in physical, mental or emotional capacity brought about by life events, for example bereavement or previous abuse or trauma

### **Definitions for Use with Those who may be Vulnerable**

In order to bring into focus those people for whom The Greenhouse Christian Centre should have a particular care, this working definition may be helpful: **Any adult aged 18 or over who, by reason of mental or other disability, age, illness or other situation is permanently or for the time being unable to take care of him or herself, or to protect him or herself against significant harm or exploitation.**

### **Principles underlying the Policy**

Christian communities should be places where all people feel welcomed, respected and safe from abuse. The Church is particularly called by God to support those at the margins, those less powerful and those without a voice in our society. The Church can work towards creating a safe and non-discriminatory environment by being aware of some of the particular situations that create vulnerability. Issues which need to be considered include both the physical environment and the attitudes of workers. A person who might be considered vulnerable has the right to:

- be treated with respect and dignity
- have their privacy respected
- be able to lead as independent a life as possible
- be able to choose how to lead their life
- have the protection of the law
- have their rights upheld regardless of their ethnicity, gender, sexuality, impairment or disability, age, religion or cultural background
- be able to use their chosen language or method of communication
- be heard

All those involved in pastoral ministry, whether paid or unpaid, clergy or lay, should be working within this or a similar set of guidelines. Following such guidelines should not only protect vulnerable people but also ensure that workers are not wrongly accused of abuse or misconduct.

### **Pastoral Relationships**

Exercising any kind of ministry involves workers developing an understanding of themselves and how they relate to others, how they increase the well-being of others and how they ensure their own well-being and safety. People in positions of trust necessarily have power, although this may not be apparent to them, therefore respecting professional boundaries is particularly important. Many pastoral relationships can become intertwined with friendships and social contacts, making this guidance even more necessary. (Where 'church workers' is stated below please also assume Pastoral Team)

- Church workers should exercise particular care when ministering to persons with whom they have a close personal friendship or family relationship.
- Church workers should be aware of the dangers of dependency in pastoral and professional relationships and seek advice or supervision when these concerns arise.
  - Church workers who exercise a healing ministry should be trained in the theology and non-intrusive practice of that work. Training takes place at The Greenhouse Christian Centre on an on-going basis.
  - Church workers should recognize their limits and not undertake any ministry that is beyond their competence or role (e.g. therapeutic counselling, deliverance ministry, counselling victims of abuse and domestic violence, or their perpetrators, or giving legal advice). In such instances the person should be referred to another person or agency with appropriate expertise – please refer any concerns to the Leadership Team.
  - Church workers should avoid behaviour that could give the impression of inappropriate favouritism or the encouragement of inappropriate special relationships.
  - Church workers should treat those with whom they minister or visit with respect, encouraging self-determination, independence and choice.
  - Care should be taken when helping with physical needs, always respecting the choices of the individual concerned. No volunteer should assist with the personal care of our guests.
  - Church workers should not undertake any pastoral ministry while they are under the influence of drink or non-prescribed drugs.

### **Examples of bad practice:**

Maintaining a 'them' and 'us' divide in our attitudes, speech and actions. By not speaking to vulnerable adults as one would other adults or by only talking about 'them' without using individuals' names. Avoid using 'handicapped' or 'retarded', for example.

Assuming that the person with a disability has no need of books, etc. Assuming that all disabled people have to be served and cannot help themselves or express a choice or preference.

Touching or moving personal possessions without permission. Many people rely on familiarity as navigational aids around their homes. Tidying up without permission.

Attempting to change someone's appearance to a more acceptable style. Assuming that odd or challenging behaviour is a sign of demon possession. Piling on the guilt by expressing views about sickness, disability or behaviour being marks of sin or demon possession. Imposing 'ministry' on

vulnerable adults without their informed permission. Assuming that everyone shares your Christian values.

Hugging people without asking can cause distress; people who have disabilities have preferences too. Leaving a disabled person out of 'hugging' or handshakes can be very rejecting and hurtful. Being insensitive or neglectful of the emotional needs of carers. Judging how they spend their time or money.

### **Policy Statement on the Safeguarding of Adults**

The adapted version of this statement was adopted by The Greenhouse Christian Centre at a Leadership Team meeting held on 1 February 2021.

**This policy will be reviewed each year to monitor the progress which has been achieved.**

1. We recognize that everyone has different levels of vulnerability and that each of us may be regarded as vulnerable at some time in our lives.
2. As members of this community, whether paid staff or volunteer, we commit ourselves to respectful pastoral care for all adults to whom we minister.
3. We commit ourselves to the safeguarding of people who may be vulnerable, ensuring their well-being in the life of this church.
4. We commit ourselves to promoting safe practice by those in positions of trust.
5. The Greenhouse Christian Centre commits itself to promoting the inclusion and empowerment of people who may be vulnerable.
6. It is the responsibility of each of us to prevent the physical, emotional, sexual, financial and spiritual abuse of vulnerable people and to report any such abuse that we discover or suspect.
7. We undertake to exercise proper care in the appointment and selection of those who will work with people who may be vulnerable.
8. The Greenhouse Christian Centre is committed to supporting, resourcing, training and regularly reviewing those who undertake work amongst people who may be vulnerable.
9. The Greenhouse Christian Centre adopts the guidelines of the Church of England and the Diocese, as advised by Heather Bland (the diocesan safeguarding adviser).
10. Each person who works with vulnerable people will agree to abide by these recommendations and the guidelines established by The Greenhouse Christian Centre.

Appointed Safeguarding Person: Becky Franklin

This policy was written with help from:

<https://www.churchofengland.org/media/37405/promotingasafechurch.pdf>

### **Reviewing the Policy**

This policy will be reviewed on an annual basis to ensure that it is meeting its aims by the Child Protection Representative. They will consult on any amendments with the Chair of Trustees and GCC Working Group.

This is the current copy of this policy – 01/02/2021

Name: \_\_\_\_\_

Date: \_\_\_\_\_

