

Guildford Baptist Church

Protection of Adults at Risk Policy

May 2022

POLICY STATEMENT

1. As members of this church, we commit ourselves to the safeguarding of adults at risk and ensuring their well-being in the life of this church.
2. It is the responsibility of each of us to prevent the physical, emotional, sexual, financial and spiritual abuse of adults at risk and to report any such abuse that we discover or suspect.

Within this document are a series of policies and procedures adopted for use within Guildford Baptist Church to ensure that the safety of adults at risk and those working with them is maintained in the best possible way.

3. We are dedicated in the pastoral care and support of those who have experienced abuse.
4. We undertake to exercise proper care in the appointment and selection of those who will work with adults at risk.
5. The church is committed to supporting, resourcing and training those who undertake this work.
6. Each person who works with adults at risk will agree to abide by these recommendations and the guidelines established by Guildford Baptist Church.
7. There should be a permanent notice in a prominent location on the ground floor showing the names of the Designated People for Safeguarding with telephone numbers, email addresses and photos. This notice should also display a short form of the policy statement for the protection of Adults at Risk at the church.

Responsible people

8.1 The church has appointed Philippa Rowe and Richard Rowe as the Designated People for Safeguarding, to:

- advise the church on any matters related to the safeguarding of adults at risk
- take the appropriate action when abuse is disclosed, discovered or suspected.
- Collate and keep records on reports of safeguarding concerns

For matters which are not urgent, email: safeguarding@guildfordbaptist.org.

Emails will be checked regularly.

Telephone Richard or Philippa if it is serious and/or urgent. If they do not answer, telephone one of the deputy designated people – see 8.2.

Alternatively, if you don't use email, or don't have access, a name and phone number can be left at the Church Office: **01483 575008**.

8.2 Deputy Designated Person for Safeguarding (Adults at Risk) is Karen Case-Green (karen.casegreen@guildfordbaptist.org). Karen is the Assistant Pastor and is contactable through the Church Office.

If neither Karen (DDPS) nor Richard and Philippa Rowe (DPSs) are available, please contact either:

Lydia Birmingham (DDPS): lydia.birmingham@guildfordbaptist.org

Abby Poole (DDPS): abby.poole@guildfordbaptist.org

Suzi Bragger (DDPS): suzi.bragger@guildfordbaptist.org

Adrian Clark (DDPS): adrian.clark@guildfordbaptist.org

8.3 The Elder responsible for Safeguarding:

Lance Redman is the Elder responsible for Adults at Risk and safeguarding procedures. It is the responsibility of this Elder to sign off agreed policies and procedures and to highlight any concerns. He can be contacted via lancer@guildfordbaptist.org.

8.4 **Thirtyone:eight** safeguarding helpline

The Safeguarding team will also have access to the **Thirtyone:eight** safeguarding helpline. Thirtyone:eight is an independent Christian charity which helps individuals, organisations, charities, faith and community groups to protect vulnerable people from abuse. The contact number for the helpline is **0303 003 1111**. The Safeguarding team will look to confirm important decisions by the use of advice from this helpline.

9. Identified Groups

There are many groups at Guildford Baptist Church where it is considered that all staff and volunteers should be made aware of the Adults at Risk Policy. All staff and volunteers working in these groups should have a DBS and receive training, including ministry teams.

10. Other useful policies available

Social Media Policy

Health and Safety Policy

Fire Safety Policy

Personal Emergency Evacuation Plan

RECRUITMENT OF LEADERS AND HELPERS

11.1 It is important that these ministries have committed leaders who have a heart for vulnerable adults. The procedures outlined in Section 11 have been adopted to ensure good practice in recruitment, and the maintenance of high standards in leadership.

11.2 Potential leaders will be identified by the following:

- a) observation of an individual's spiritual life
- b) observation of an individual's gifts and abilities
- c) recommendations from those in church leadership
- d) personal approach to/from interested party
- e) ideally known by a group of people in the church, or be recommended

11.3 The following steps will be taken with each new person recruited as a volunteer leader and helper, in line with safer recruitment guidelines:

Application form (Appendix D)

Take up verbal or written references

Enhanced DBS check

Informal interview/discussion with a member of the pastoral team or lead person of the particular ministry

Acknowledgment Form (Appendix B)

Probation period, ongoing discussions and training

During the informal interview, the lead person should have a conversation/discussion about:

- a) Whether or not anything is likely to appear on the DBS check. Should further discussions need to take place about anything that could or does arise on a DBS

check, the lead person should immediately involve the designated person for safeguarding. Criminal convictions are not necessarily a barrier to working/volunteering at Guildford Baptist Church, but must be disclosed and discussed.

b) The exact nature of the role they will be doing.

c) Their experience or previous work with Adults at Risk.

If anything of concern should arise from the interview the lead person should refer to the DPS, DDPS, a member of the staff leadership team or an elder as appropriate.

PROCEDURES FOR DEALING WITH ALLEGATIONS OF ABUSE

These guidelines and procedures have been adopted by the members of the church at a church meeting, and should be followed by all staff members and church members/ attendees of Guildford Baptist Church.

- Responding to allegations of abuse raised by an Adult at Risk
- Responding to concerns of a worker, coordinator, or leader
- Responding to concerns regarding the inappropriate behaviour of a worker, coordinator or leader
- Responding to concerns for a family who comes to the notice of leaders and workers within the church
- Responding to concerns for individuals who, it is alleged, may be putting vulnerable Adults at Risk

If such an incidence occurs, the following procedure needs to be followed:

- 12.1 The designated person for safeguarding will take ultimate responsibility on behalf of the church for ensuring that allegations raised by individuals who suspect an adult may be at risk are appropriately dealt with. Everyone has a responsibility to pass on information as deemed necessary to the designated person for safeguarding.
- 12.2 Where possible, the person reporting the concern should complete a Safeguarding Incident/Concern Form (**Appendix C**). This form can be completed either before or after a phone call, email exchange, or face-to-face discussion takes place with the Designated Person for Safeguarding. If the incident is considered minor, the person reporting may consider filling out and emailing the form to the Designated Person for Safeguarding without a prior discussion. The form will be kept confidentially by the Designated Person for Safeguarding, who will also take notes from the conversations that take place. The form does not take the place of the expectation of all workers to keep hand-written notes of the incident. Instead, it should be regarded as a cataloguing process for the Church's Designated Person for Safeguarding.
- 12.3 Each and every reported concern, however minor they are considered, should be passed to the Designated Person for Safeguarding, who will compile safeguarding records for the Church.

12.4 These named persons will be responsible for the purpose of this guidance, and will ensure that action is taken place when an allegation is made:

Richard and Philippa Rowe

Karen Case-Green

12.5 It is best practice for at least two members of the Safeguarding team to discuss a case before any action is taken. In an urgent emergency, any member of the Church community should call the emergency services.

12.6 The procedures should be reviewed by the Designated Person for Safeguarding every year. **The next review is due to take place by 30/4/23.**

Designated Person for Safeguarding

13.1 The Designated Person for Safeguarding is someone who has been selected by the Elders of Guildford Baptist Church, who has particular expertise or experience, and can assist in deciding upon appropriate action and the development of an action plan if necessary.

13.2 In all cases, it is important to keep information confidential and reduce the circulation of information to as minimal amount of people as possible.

13.3 If an allegation or concern is raised about the Designated Person for Safeguarding or a member of the Designated Person for Safeguarding's family, then the allegation or concern should be raised instead with a DDPS.

The Elder responsibly for Safeguarding

14 At all times, there should be one Elder/Trustee responsible for the Safeguarding procedures. It is the responsibility of this Elder to sign off agreed policies and procedures and to highlight any concerns appropriately. Lance Redman is currently the Elder for Safeguarding.

Who is included in the category of Adults at Risk?

15 The current legal definition is stated below:

The Care Act 2014 identifies an 'adult at risk'. An adult at risk of abuse or neglect is defined as **someone who has needs for care and support, who is experiencing, or at risk of, abuse or neglect, and as a result of their care needs, is unable to protect themselves.**

In practice, this will include a wide range of needs and conditions. Each case needs to be assessed individually.

SAFE PRACTICE AND SAFE PREMISES

16.1 **Food Hygiene**

For any event that involves the preparation of food, there must be at least one worker with a **valid L2/Foundation Certificate in Food Hygiene.** The Food Safety (General Food Hygiene)

Regulations 1995 state that anyone who handles food or whose actions could affect its safety must comply with the regulations. It follows therefore that those with responsibility for food will need to possess a certificate and be aware of food safety and good food safety practices (preparation, handling and storage, disposal of waste, etc.).

16.2 **Fire**

All group leaders must be aware of what to do in case of fire. Full fire evacuation procedures are available in the **GBC Fire Procedures Document**.

16.3 **First Aid**

There must be a First Aider in the building when working with Adults at Risk. There are two First Aid kits on each floor of the Millmead Centre (**see Health and Safety Policy for further details**), and two First Aid kits available for off-site activities.

In the event of an accident, an accident form should be filled in – this includes off-site accidents. Accident record books are located on the Ground Floor and in the Church Office. Completed forms should be handed to the Operations Manager for action and filing.

16.4 **Risk Assessment**

Before undertaking any activity for the potential for significant risk, the group leader will ensure that a risk assessment is carried out. These will be counter-signed by DPSs or their nominees, which could include other leaders of the group.

16.5 **Insurance**

Insurance details should always be checked with the Operations Manager before any new group is started, or trip out/residential is considered.

IMPORTANT CONTACT NUMBERS/EMAILS

17.1 **Surrey Multi Agency Safeguarding Hub (MASH)** (for concerns about abuse or neglect)

9am-5pm, Monday to Friday

Phone: 0300 470 9100

Email: ascmash@surreycc.gov.uk

17.2 **Surrey County Council Adult Social Care** (for information and advice)

8am-6pm, Monday to Friday

Phone: 0300 200 1005

Email: contactcentre.adults@surreycc.gov.uk

17.3 **Emergency Duty Team (EDT)**

After 5pm and weekends

Phone: 01483 517898 or 07800 000388 (SMS text phone)

Email: edt.ssd@surrey.gov.uk

17.3 **Local Police**

Phone: 101 or 01483 571212

Date last reviewed: 14 July, Philippa and Richard Rowe (Designated Persons for Safeguarding)

APPENDIX A – Acknowledgement Form

I,, am signing below to confirm that I have read and understood the Guildford Baptist Church Protection of Adults at Risk Policy.

I have received a copy of this policy for myself, and I understand that it is a document that I should refer to in the event of a Safeguarding inquiry, incident, or concern.

Signed:

Date:

Print Name:

Group Volunteering on:

Signed by Group Leader:

Once you have read and understood this Policy, please sign the box below and return to the Church Office.