



THE CHURCH OF THE GOOD
SHEPHERD, KIRK SANDALL &
EDENTHORPE



THE CHURCH OF ST PETER AND
ST PAUL, BARNBY DUN

Safeguarding Policy for Adults

This statement was adopted at the Parochial Church Council meetings held on Tuesday 9th and Thursday 11th November 2021. This policy will be reviewed annually.

Statement of Aims in Safeguarding

Our aims are:

- To offer people opportunities to engage with, think and learn about the Christian faith in different contexts
- To encourage a strong Christian fellowship
- Help all people realise their full potential physically, mentally, emotionally, and spiritually.
- To encourage all people to take a full part in the Church's life and worship
- To provide a safe meeting place for all people
- To encourage all people to become responsible adults
- To provide indoor and outdoor leisure activities for all people that are safe, and risk assessed.
- To uphold everyone's equality in the sight of God

This document covers the work of the parish, in its services and in the groups meeting throughout the week. This includes activities such as:

Regular Midweek Groups

- Thursday Together (Thursday 09:15 – 12.00 @ Barnby Dun)
- Community coffee mornings (Various ages, days and times)
- Home Groups (Various days, places and times)
- 1-to-1 Bible Studies (Various days, places and times)

Regular Sunday Groups

- Main Services (Sunday 09:15-10:30 @ Barnby Dun
Sunday 11:00-12:15 @ COGS)
- Messy Church (Various ages, 2nd Saturday in the month,
15:00-17:00 @ Barnby Dun Community Hall)

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 parish, 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 community.
4. We commit ourselves to promoting safe practice by those in positions of responsibility.
5. The parish 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 parish is committed to supporting, resourcing, training and regularly reviewing those who undertake work amongst people who may be vulnerable.
9. The parish adopts the guidelines of the Church of England and the Diocese.
10. Each person who works with vulnerable people will agree to abide by these recommendations and the guidelines established by this church.

The churches appoint **Deborah George (COGS) and Helen Acton (Barnby Dun)** to represent the concerns and views of vulnerable people at our meetings and to outside bodies.

What to do if you receive an allegation of, or suspect abuse of any kind

If you suspect, or any allegation is made to you (by a child or an adult), that some form of abuse has taken place (whether in the context of the churches activity or elsewhere), please contact one of the 'responsible persons' listed below as soon as possible. In normal circumstances those nearer the top of the list should be approached first. However, if one or more of the individuals is implicated in the suspicion or allegation, please contact one of the other 'responsible persons'. If all are implicated, you will need to contact a responsible external agency (e.g., Diocese of Sheffield Safeguarding Office, Social Services).

- The Parish Safeguarding Officers: **Deborah George (COGS) and Helen Acton (Barnby Dun)**
- The Minister: **Tom Brown**
- Pastoral Workers: **Deborah George (COGS) & Margaret Ottewell (Barnby Dun)**
- One of the Church Wardens: **Christine Rose & Lynn Shaw (COGS)
Colin Naylor (Barnby Dun)**

The action the 'responsible person' will take depends on the exact nature of the suspicion or allegation. In all cases they will:

- Ascertain from you the precise details of the allegation or suspicion (they may ask you to fill out an 'incident report' form)
- Inform other 'responsible persons' if necessary and appropriate.
- Keep a written record of information collected and decisions made using the 'incident report' form.

In addition, they will take the following action:

In the case of a suspicion or allegation of sexual abuse:

- Limit their investigation to clarifying specific details
- Refer it to the Incumbent and/or Parish Safeguarding Officer and the Diocesan Safeguarding Adviser.
- If it is urgent contact the Social Services Duty Worker, Police Child Protection Team or Sheffield Diocesan Safeguarding Officer for advice ensure that you then inform the Incumbent and the Parish Safeguarding Officer that this has been done.

In the case of a suspicion or allegation of other serious forms of abuse:

- Contact the Social Services Duty Worker or Sheffield Diocesan Safeguarding Officer for advice on the appropriate action to take

In the case of physical assault:

- Ensure that medical attention has been received
- Ensure that the police have been alerted

If, at any stage, you feel that the individual is in imminent danger, you should contact the police or Social Services immediately.

If you are not satisfied with the action that has been taken, then you retain a responsibility as a member of the public to report serious matters to the Social Services Department and should do so without hesitation.

What are abuse and neglect?

Abuse

Abuse involves potentially or actually causing harm to a person. It can take a number of forms, including the following:

- i. **Emotional Abuse:** Persistent emotional ill-treatment such as to cause severe and persistent adverse effects on the person's emotional development. It may involve conveying to someone that they are worthless, unloved, or inadequate. It may also involve frequently frightening them or making them feel in danger or persistent rejection or humiliation.
- ii. **Physical Abuse:** Causing physical harm to someone.
- iii. **Sexual Abuse:** Actual or potential unwilling involvement of someone in sexual activity or sexually inappropriate behaviour (including the production or use of pornographic material).
- iv. **Domestic abuse:** Domestic abuse is any incident of threatening behaviour, violence, or abuse (psychological, physical, sexual, financial, or emotional) between adults who are or have been intimate partners or family members, regardless of their gender or sexuality.
- v. **Spiritual abuse:** Within faith communities harm can be caused by the inappropriate use of religious belief or practice, including the misuse of leadership authority or discipline, oppressive teaching, obtrusive/ healing, and deliverance ministries (including abuse linked to belief in spiritual possession) or rituals, any of which may result in people experiencing physical, emotional, or sexual harm.
- vi. **Group leaders should also be aware that other forms of abuse can occur:**
 - Stranger abuse
 - By electronic communication, including internet abuse, or texting
 - Bullying – including by electronic communication
 - Fabricated or induced illness
 - Abuse of disabled people
 - Deliberate self-harm
 - Allegations of possession by evil spirits
 - Trafficking – including county lines
 - Sexual exploitation
 - Forced marriage
 - Peer abuse – including sexual abuse such as upskirting, etc.
 - Online abuse – including being drawn into extremist groups, pornography or online gambling, etc.

Neglect

Neglect involves a persistent failure to meet someone's basic needs. This includes failure to provide adequate food, shelter, clothing, or appropriate medical care.

General Observations

- Abuse may be spontaneous or organised. Organised abuse involves one or more.
- Most cases of abuse or neglect involve those already known to the person rather than complete strangers.
- Adults with special needs are especially vulnerable to abuse

What signs are there of abuse?

Abuse and neglect can be difficult to spot. However, any of the following observations may be a sign of abuse or neglect. However, in many cases, there will be another explanation.

General Indicators/Indicators of Emotional Abuse

In general, **changes** in a someone's behaviour or mood, either suddenly or over a period of time, may be significant. Such changes may be particularly important where someone becomes more **withdrawn** or more **aggressive**. Examples of such changes are listed below.

Mood

- Anxiety or depression
- 'Frozen watchfulness'
- Loss of ability to learn or concentrate
- Obsessions, phobias, or fears
- Loss of self-esteem

Behaviour towards others

- Excessive attention seeking
- Running away or withdrawal
- Aggression
- Stealing or Lying
- 'Clinginess'

Lifestyle

- Loss of appetite
- Eating disorders
- Severe sleep disturbances and persistent tiredness

Indicators of Physical Abuse

- Reluctance to reveal parts of the body (e.g., remove a jumper when hot)
- Repeated urinary infections or tummy pains
- Marks of injury, especially injuries which:
 - have not received medical attention
 - are not consistent with the explanation provided.
 - occur to the body in places not usually exposed to falls and other accidents.

Guide to Injuries

- Bruises, especially:
 - those in or around the mouth
 - those of different colours (indicates injuries of different ages)
 - those from fingertips, especially on arms, chest or face indicating tight gripping or shaking
 - those from belt, implement, hand
 - those around earlobes (also signs of tears)
 - those to head or soft tissue areas of the body
- Bite-marks
- Burns and scalds, especially:
 - those with a clear outline – in particular, circular (e.g., cigarette burn) or linear (e.g., from hot metal rod)
 - those of a uniform depth over a large area
 - those caused by friction (e.g., from being pulled across a carpet)
 - those surrounded by a clear water line (e.g., from immersion or pouring of hot water)
 - those surrounded by splash marks (e.g., where hot liquid has been thrown)
 - those that have caused scars (indicating previous burns)
- Fractures:
- Cuts, scratches

Indicators of Sexual Abuse

- Inappropriate sexual behaviour towards other adults or children
- Pre-occupation with sexual matters and requests for sexual advice
- Allusions to unusual practices (e.g., unusual bed-sharing arrangements at home)

Neglect

- Under-nourishment
- Failure to grow
- Constant hunger
- Stealing food
- Untreated illness

Each person involved in leading activities within the church community will agree to abide by this policy and the guidelines established by this church.

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|---|-------|---|-------|
| The Rev'd Tom Brown, Vicar | | / | /2021 |
| Mr Colin Naylor, Churchwarden of Barnby Dun | | / | /2021 |
| Mrs Christine Rose, Churchwarden of COGS | | / | /2021 |
| Mrs Lynn Shaw, Churchwarden of COGS | | / | /2021 |

APPENDIX A: POLICY STATEMENT ON THE RECRUITMENT OF EX-OFFENDERS

As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), the PCCs:

- a. complies fully with the [DBS Code of Practice](#) and undertakes to treat all applicants for voluntary or paid positions fairly.
- b. undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.
- c. can only ask an individual to provide details of convictions and cautions that the churches are legally entitled to know about. Where a DBS certificate at either standard or enhanced level can legally be requested (where the position is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended, and where appropriate Police Act Regulations as amended).
- d. can only ask an individual about convictions and cautions that are not protected.
- e. is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.
- f. has a written policy on the recruitment of ex-offenders, which is made available to all DBS applicants at the start of the recruitment process.
- g. actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records.
- h. selects all candidates for interview based on their skills, qualifications and experience.
- i. only submits an application for a criminal record check to the DBS after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a criminal record check is identified as necessary, all application forms, job adverts, and recruitment briefs will contain a statement that an application for a DBS certificate will be submitted in the event of the individual being offered the position.
- j. ensures that all those who are involved in its recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences, and that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g., the Rehabilitation of Offenders Act 1974.
- k. ensures that at interview, or in a separate discussion, an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.
- l. makes every subject of a criminal record check submitted to DBS aware of the existence of the [code of practice](#) and makes a copy available on request.
- m. undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.

Further information regarding conviction information

On the 29 May 2013, legislation came into force that allows certain old and minor cautions and convictions to no longer be subject to disclosure. In addition, employers will no longer be able to take an individual's old and minor cautions and convictions into account when making decisions.

All cautions and convictions for specified serious violent and sexual offences, and other specified offences of relevance for posts concerned with safeguarding children and vulnerable adults, will remain subject to disclosure. In addition, all convictions resulting in a custodial sentence, whether or not suspended, will remain subject to disclosure, as will all convictions where an individual has more than one conviction recorded.¹

Further guidance for applicants:

Any applicants may find guidance and criteria on the UK Government Disclosure and Barring Service website which explains the filtering of old and minor cautions and convictions which are now 'protected' so not subject to disclosure to employers. This can be found at www.gov.uk/government/collections/dbs-filtering-guidance

¹ See Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013; and Police Act 1997 (Criminal Record Certificates: Relevant Matters) (Amendment) (England and Wales) Order 2013 See Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013; and Police Act 1997 (Criminal Record Certificates: Relevant Matters) (Amendment) (England and Wales) Order 2013.