

Parish of Bishops Hatfield, St Etheldreda with St Luke

Policy for Safeguarding Adults who may be vulnerable. March 2025

We are committed to implementing a safeguarding policy for adults when they are vulnerable accepting the Church of England Policy on Safeguarding Vulnerable Adults (Promoting a Safe Church 2006) and be responsive to local parish requirements.

We are committed to promoting and supporting environments which:

ensure that all people feel welcomed, respected and safe from abuse

encourage adults who may be vulnerable to lead as independent a life as possible, to choose how to lead their life, and to be active contributors to the church community

protect adults who may be vulnerable from actual or potential harm

enable and encourage concerns to be raised and responded to openly and consistently.

We recognise that:

everyone has different levels of vulnerability, and that each of us may be regarded as vulnerable at some time in our lives

all adults who may be vulnerable (regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity) have the right to equal protection from all types of harm or abuse

abuse of adults who may be vulnerable can occur in all communities and is most likely to occur within families and by people known to them

working in partnership with adults who may be vulnerable, their carers and other agencies is essential in promoting their welfare.

We will endeavour to safeguard adults who may be vulnerable by:

In all our activities -

valuing, listening to and respecting adults who may be vulnerable

fostering and encouraging best practice by setting standards for working with adults who may be vulnerable, and boundaries for acceptable behaviour, in co-operation with statutory bodies, voluntary agencies and other faith communities

In our recruitment of paid staff and volunteers, following Diocesan procedures in -

ensuring careful selection and recruitment of ordained and lay ministers as appropriate, voluntary workers, and paid workers with adults who may be vulnerable, in line with safer recruitment principles and checks

providing supervision, support and training

In our publicity -

sharing information about good safeguarding practice with adults who may be vulnerable, their carers, and all those working with them

When concerns are raised, following Diocesan procedures in -

responding without delay to every concern raised that a adult who may be vulnerable may have been harmed, or be at risk from harm, through abuse, harassment or bullying; or about the behaviour of an adult or child

working with the diocese and the appropriate statutory bodies during an investigation into abuse, including when allegations are made against a member of the church community and not conducting our own investigations

challenging any abuse of power, especially by anyone in a position of trust

In our care -

ensuring that informed and appropriate pastoral care is offered to any vulnerable adult who has suffered abuse, including support to make a complaint if so desired

ensuring that appropriate pastoral care and supervision are offered to any member of our church community against whom an allegation is made

In our supervision, following Diocesan procedures in -

ensuring, in partnership with the diocese and other agencies, that care and supervision is provided for any member of our church community known to have offended against a vulnerable adult, or to pose a risk to them.

The PCC acknowledges its responsibility for all work with vulnerable people done in the name of the Church and requires all those engaged in such work to be properly appointed and supported in accordance with the Church of England Practice Guidance: Safer Recruitment (July 2016).

We are committed to reviewing our policy and procedures annually.

March 2025

Safeguarding Officer – Caroline Roberts