KINGS
Church

Adult safeguarding policy

Reviewed November 2026 by J. Donohoe

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NB:

- *All 'workers' in this document covers volunteers and staff in Kings Church*
- *DSL - Designated Safeguarding Lead or Safeguarding Lead*
- *Throughout this policy document, 'Leadership' refers to any body of individuals with overall responsibility for the organisation.*

SECTION 1

PLACE OF WORSHIP / ORGANISATION DETAILS

Organisation Details

Name of Place of Worship / Organisation:	Kings Peoples Church
Address:	Kings Church, Ainsworth Mill, Bury New Road, Bolton, BL2 6QE
Tel No:	01204 232320
Mobile No:	N/A
Email Address:	hello@kingschurchlife.com
Charity Number:	1118251
Date (review every 12 months)	23/3/23
Regulators Details (if any)	Thirtyoneeight.org
Denomination/Membership	AOG 249066
Insurance Company	Ansvar
Name of Senior Leader:	Derek Smith
Contact Details:	Derek.smith@kingschurchlife.com 01204 232320
Name of Safeguarding Lead:	Jeanette Donohoe
Contact Details:	jeanette.donohoe@kingschurchlife.com 07734707640
Name of Trustee:	Andy Dougherty
Contact Details:	Andy.dougherty@kingschurchlife.com

Leadership Commitment to Safeguarding

As the Church Leadership we recognise the need to provide a safe and caring environment for adults with additional care and support needs. We acknowledge that adults can be vulnerable to physical, sexual and emotional abuse, and neglect.

We concur with the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which state that everyone is entitled to "all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status".

We have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to building constructive links with statutory and voluntary agencies involved in safeguarding.

The policy and appendices are based on the ten '**Safe and Secure'** - https://thirtyoneeight.org/media/2122/stayingsafeandsecure.pdf) safeguarding standards published by ThirtyOne:Eight (formerly the Churches' Child Protection Advisory Service (CCPAS)).

The Leadership undertakes to:

- endorse and follow all national and local safeguarding legislation and procedures, in addition to the international conventions outlined above;
- provide on-going safeguarding training for all its workers and no more than every three years will regularly review the operational guidelines attached;
- ensure that the premises meet the requirements of the Disability Discrimination Act 1995 and all other relevant legislation, and that it is welcoming and inclusive;
- support the Safeguarding Leads in their work and in any action they may need to take in order to protect adults with additional care and support needs;
- carry out annual reviews of the policy and its implementation;
- ensure that an up-to-date copy of the policy is available upon request.

SECTION 2

PREVENTION

Definitions - Understanding what is Abuse and Neglect

NB. Detailed definitions of abuse are included at appendix 3 of this policy.

Defining abuse against an adult with care and support needs is a difficult and complex issue. A person may abuse by inflicting harm, or by failing to prevent harm. Adults in need of protection may be abused within a family, an institution or a community setting. Very often the abuser is known or in a trusted relationship with the vulnerable adult. In order to safeguard those in our place of worship and organisation we adhere to the UN Conventions on Human Rights and of the Rights of Persons with Disabilities.

The following principles, addressed by the UN Conventions, underpin our attitude to understanding and interacting with adults who might require additional care and support:

> *No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.*
>
> *Parties shall take all appropriate measures to prevent all forms of exploitation, violence and abuse by ensuring, inter alia, appropriate forms of gender- and age-sensitive assistance and support for persons with disabilities and their families and caregivers, ...*
>
> *Every person with disabilities has a right to respect for his or her physical and mental integrity on an equal basis with others.*
>
> **Articles 15, 16 & 17, UN Convention on the Rights of Persons with Disabilities**

SECTION 3

PRACTICE GUIDELINES

Safer Recruitment and Safeguarding Awareness

Procedures vary dependent on whether recruitment is for a paid or voluntary position, but include the following:

- There is a written job description / person specification for the post
- Those applying have completed an application form
- Those short-listed have been interviewed
- Safeguarding has been discussed at interview
- Written references have been obtained, and followed up where appropriate
- A disclosure and barring check has been completed where necessary (we will comply with Code of Practice requirements concerning the fair treatment of applicants and the handling of information)
- Qualifications where relevant have been verified
- A suitable training programme is provided for the successful applicant
- The applicant has completed a probationary period
- The applicant has been given a copy of the Kings Church Safeguarding Policy and will be required to have read and understood the policy.

The Leadership is committed to on-going safeguarding training and development for all workers, to ensure the development of a culture of awareness of safeguarding issues to help protect everyone. After attending the Church regularly for six months (this is at the discretion of leadership on an individual basis) all individuals recruited to work with adults with care and support needs will receive induction training and thereafter undertake recognised safeguarding training on a regular basis.

Training covers identifying signs and symptoms of abuse and how to respond to them. This training may be provided either by the Safeguarding Leads or by **ThirtyOne:Eight** via their established training programmes.

Adults with care and support needs are provided with information on where to get help and advice in relation to abuse, discrimination, bullying or any other matter where they have a concern.

Management of Workers

The Leadership ensures that the management structure provides appropriate support and supervision for all workers and volunteers.

In addition to the Kings Church code of conduct for workers specific policies and/or good practice guidelines for other activities are available and used in training.

Workers and volunteers are required to complete enhanced DBS checks (where applicable). Ministry leads are required to complete a basic dbs check.

Each campus should hold face-to-face safeguard training every year. This will be held by the DSL at each campus to cover all key safeguarding points, address current topics and add in scenario and competency training.

Working in Partnership

The diversity of organisations and settings means there can be great variation in practice when it comes to safeguarding adults with care and support needs. This can be because of cultural tradition, belief and religious practice or understanding, for example, of what constitutes abuse.

This policy contains the guidelines regarding our expectations of those with whom we work in partnership, whether in the UK or elsewhere:

- We will discuss our safeguarding expectations with all partners and have a partnership agreement for safeguarding
- Those organisations using our premises, under the terms of our standard letting agreements, will be required to confirm that they have appropriate safeguarding policies. If this assurance cannot be given then they will be made aware of their need to comply with the Kings Church safeguarding policies.

Local and Overseas Church Missions - Policy and Reporting Procedures

This safeguarding policy applies to all our Mission workers and workers overseas and any members of our local churches that participate in locally-driven missions activity; whether planting/establishing churches within indigenous communities, visiting on short-term mission or placed as long-term missionaries in other locations around the world.

It is recognised that the cultures within which international missions are often working may adopt different standards to the care and treatment of adults with care and support needs. Nevertheless, the standards and principles adopted within the UK are expected to apply in international mission situations. The maltreatment of any person is contrary to Biblical values and practices and therefore cannot be tolerated.

Due regard will need to be given to the cultures within which activities are taking place, however under the expectation of applying UK standards to the practice of mission workers, the guidance in this policy has precedence.

All events and activities should have a Designated Safeguarding Lead responsible for safer recruitment of both staff and workers/visitors (including DBS disclosures where these are necessary) and for ensuring that applicants are fully apprised of the safeguarding policy.

All incidents, allegations or concerns identified during overseas mission activities must be reported to the Safeguarding Lead for the sending church if a part of locally-driven mission activity, who will then liaise with the appropriate authorities to ensure good practice is facilitated in relation to the reporting of any allegations of abuse within the relevant country.

If an allegation is made against a worker/missionary, that person must be removed from their duties or prevented from having any further contact with vulnerable adults immediately whilst necessary action is taken. Due account must always be taken of the laws and frameworks in place within any country in which missions operate. In many cases, practice, values and beliefs in

relation to safeguarding the vulnerable will be different to the UK. However, care must always be taken to ensure that the rights of the individuals concerned are upheld.

Local Church Events

Safeguarding the vulnerable is no less important at one-off events as it is in regular local, regional or national activity. In many ways there is a greater need to ensure that the planning of such events includes awareness of safeguarding and adherence to our safeguarding policy. The maltreatment of individuals is contrary to Biblical values and practices and therefore cannot be tolerated. This safeguarding policy therefore applies to all our events and any employees or volunteers who participate in local, regional or national activity.

It is recognised that events occur in many formats, and that there are responsibilities for both the host/venue, and also the lead/planning organisation. There are no differences in standards and principles within the UK, regardless of the nature of the event.

There are responsibilities for the host/venue, and equally there are responsibilities for the lead organisation, however it is the Event Organiser that has primary responsibility for ensuring safeguarding at their event. We shall ensure that, whether we are a host venue, or event organiser at another venue, the following will be checked:

Venues should:

- Have a safeguarding policy
- Undertake DBS Checks on all employees and workers that require checks
- Use safe recruitment procedures
- Establish what insurance the event organisers have in place (e.g. public liability insurance)
- Always ask to see copies or details of the Event Organisers' policies and procedures.

Event Organisers should:

- Ask to see proof of host/venue safeguarding policy and procedures
- Ensure that safeguarding policy and procedures are followed at their event, by
    - A Safeguarding Lead
    - Employing staff or workers that have been DBS checked (where required)

- Planning activities and events that are appropriately supervised and that they know their ratios and have trained staff
- Checking that locations are safe and secure.

All events and activities should have a Designated Safeguarding Lead responsible for overseeing the activity and ensuring that all staff and workers/visitors are fully apprised of the safeguarding activity and requirements.

All incidents, allegations or concerns identified during events must be reported to the Safeguarding Lead for the organising church if a part of locally-driven outreach activity, who will then liaise with the appropriate authorities to ensure good practice is facilitated in relation to the reporting of any allegations of abuse. We also advise all workers to fill out our safeguard concern forms as soon as they possibly can - kingschurchlife.com/forms. This is on our safeguarding posters in public areas and safeguarding folders.

If an allegation is made against an employee or volunteer, that person must be removed from their duties or prevented from having any further contact with adults with additional care and support needs immediately whilst necessary action is taken.

SECTION 4

RESPONDING TO ALLEGATIONS OF ABUSE

Reporting Concerns

The Leadership ensure that detailed procedures are implemented which address the following when responding to allegations of abuse:

- Reporting a concern
- Obtaining appropriate professional advice
- Always filling out www.kingschurchlife.com/forms

Under no circumstances should a worker carry out their own investigation into an allegation or suspicion of abuse. The procedures to be followed are listed below and summarised in the flow chart in Appendix 2.

- The person in receipt of allegations or suspicions of abuse should report concerns as soon as possible to: https://www.kingschurchlife.com/forms
- This will be picked up within 24 hours by:

Name of Safeguarding Lead:	Jeanette Donohoe
Contact Details:	07734707640 jeanette.donohoe@kingschurchlife.com

- This person is nominated by the Leadership to act on their behalf in dealing with the allegation or suspicion of neglect or abuse, including referring the matter on to the statutory authorities.
- In the absence of the Safeguarding Lead or, if the suspicions in any way involve the Safeguarding Lead, then the report should be made to:

Name of Safeguarding Trustee:	Andrew Dougherty
Contact Details:	07450438864

- If the suspicions implicate both the Safeguarding Lead and the Deputy, then the report should be made in the first instance to:

ThirtyOne:Eight (formerly CCPAS,) PO Box 133, Swanley, Kent, BR8 7UQ. Telephone: **0303 003 1111.**

A 24 hour helpline is available for advice, but where the situation is an emergency, the police should be contacted.

- Where the concern is regarding an adult in need of protection, the Safeguarding Lead should contact Adult Social Services or take advice from **ThirtyOne:Eight** as above.

The local **Adult Social Services** office telephone numbers(office hours) are	Bolton: 01204 337000 Persian: 01204 337000 Wigan: 01942 828 777 Blackpool: 01253 477 800 Salford: 0161 206 0604 Warrington: 01925 443322
The out of hours emergency numbers are	Bolton: 01204 337 777 Persian: 01204 337 777 Wigan: 01942 828 777 Blackpool: 01253 477 600 Salford: 0161 794 8888 Warrington: 01925 444400

The Police Public Protection Unit telephone number is	101/999 (state you are calling about a safeguarding concern/location)

- Where required, the Safeguarding Lead should then immediately inform senior personnel within the organisation as follows:

Name:	Derek Smith
Position:	Senior Pastor
Contact Details:	Derek.smith@kingschurchlife.com 07545900722

Name:	Andrew Dougherty
Position:	Trustee
Contact Details:	Andy.dougherty@kingschurchlife.com 07450 438864

- Suspicions must not be discussed with anyone other than those nominated above.
- A written record of the concerns should be made in accordance with these procedures and kept in a secure place.
- The Leadership will support the Safeguarding Lead/Deputy in their role, and accept that any information they may have in their possession will be shared in a strictly limited way on a need to know basis.
- The Leadership will consider the need to inform the church's insurers and the Charity Commission of offences committed by staff and volunteers.
- If the person against whom an allegation is being made is in a position of trust it may be necessary to inform the DBS if the person is engaged in 'regulated activity'.
- It is, of course, the right of any individual as a citizen to make a direct referral to the safeguarding agencies or seek advice from ThirtyOneEight, although the Leadership expect that members of the church will use this procedure. If, however, the individual with the concern feels that the Safeguarding Lead/Deputy has not responded appropriately, or where they have a disagreement with the Safeguarding Lead as to the appropriateness of a referral, they are free to contact an outside agency directly. This would also apply if the Safeguarding Lead/Deputy were not available. We believe by making this statement that

the Leadership demonstrates its commitment to effective safeguarding and the protection of all those who are vulnerable.

The role of the Safeguarding Lead/ Deputy is to collate and clarify the precise details of the allegation or suspicion and pass this information on to statutory agencies who have a legal duty to investigate**. It is not necessarily the role of the Safeguarding Coordinator to investigate allegations and concerns.**

Concerns about the Welfare of Adults with Care and Support Needs

The Care Act 2014 places the duty upon **Adult Social Services** to investigate situations of harm to adults with additional care and support needs. This may result in a range of options including action against the person or organisation causing the harm, increasing the support for the carers or no further action if the 'victim' chooses for no further action and they have the capacity to communicate their decision. However, this is a decision for Adult Social Services to decide, not the church.

In following the reporting procedures above, where an adult with additional care and support needs has a physical injury or symptoms of emotional or sexual abuse, or neglect, the Safeguarding Lead/Deputy will:

- Discuss any concerns with the individual themselves giving due regard to their autonomy, privacy and rights to lead an independent life. Advice needs to be sought from the statutory agencies if it is felt that their choice might contradict their welfare needs.
- If the adult with additional care and support needs is in immediate danger or has sustained a serious injury the Emergency Services must be contacted and informed of any suspicions, as noted above.
- For advice contact should be made with the appropriate Adult Social Care Team who have responsibility under Section 47 of the NHS and Community Care Act 1990 and government guidance, 'No Secrets', to investigate allegations of abuse.

- The Police Public Protection Unit will also provide advice and will need to be contacted where the concerns are of a serious nature. Further advice is available from **ThirtyOne:Eight.**
- See Appendix 2 for a quick reference flowchart.

SECTION 5

PASTORAL CARE

Counselling

The Leadership is committed to offering pastoral care, working with statutory agencies as appropriate, and support to all those who have been affected by abuse who have contact with or are part of the church.

The Leadership is committed to ensuring that it manages all pastoral matters appropriately, including the signposting of those in need to specific support, as well as seeking advice and support as a management body.

Working with Offenders

When someone attending the church is known to have abused children, or is known to have been identified as a risk to adults with additional care and support needs, the Leadership will supervise the individual concerned and offer pastoral care, but in its safeguarding commitment to the protection of people at risk, it will set boundaries for that person which they will be required to keep via the use of a managing offenders contract.

APPENDIX 1

Leadership Safeguarding Statement

The Leadership at Kings People's Church recognises the importance of its ministry work with adults in need of protection and its responsibility to protect everyone entrusted to its care.

This church is committed to the safeguarding of adults with care and support needs and ensuring their well-being:

- We believe every person should be valued, safe, treated with respect and empowered to tell us if they are suffering harm or denial of rights.
- We recognise that we all have a responsibility to help prevent the physical, sexual, psychological, financial and discriminatory abuse and neglect of adults who have care and support needs and to report any such abuse that we discover or suspect.
- We recognise the personal dignity and rights of adults who find themselves victims of forced marriage or modern slavery and will ensure all our policies and procedures reflect this.
- We believe all adults should enjoy and have access to every aspect of the life of the church unless they pose a risk to the safety of those we serve.
- We undertake to exercise proper care in the appointment and selection of all those who will work with children and adults with additional care and support needs.

<u>We are committed, specifically, to:</u>

- Following the requirements of UK legislation in relation to safeguarding adults and making appropriate provision for people with disabilities.
- Ensuring that workers adhere to the agreed procedures of our safeguarding policy.
- Keeping up to date with national and local developments relating to safeguarding.
- Following any denominational or organisational guidelines in relation to safeguarding adults in need of protection.
- Supporting the Safeguarding Leads in their work and in any action they may need to take in order to protect vulnerable adults.
- Supporting parents and families.

- Supporting, resourcing, training, monitoring and providing supervision to all those who undertake this work.
- Supporting all in the church affected by abuse.
- Adopting and following the ‘Safe and Secure’ safeguarding standards developed by **ThirtyOne:Eight** (previously the Churches’ Child Protection Advisory Service).

We recognise:

- Adult Social Services have lead responsibility for investigating all allegations or suspicions of abuse where there are concerns about an adult with care and support needs.
- Where an allegation suggests that a criminal offence may have been committed then the police will be contacted as a matter of urgency.
- When working outside of the UK, concerns will be reported to the appropriate agencies in the countries in which we operate, and their procedures followed, and in addition we will report concerns to our agency’s headquarters.
- Safeguarding is everyone’s responsibility.

We will review this statement and our policy and procedures annually.

If you have any concerns for any person who might fall within the purview of this policy then speak to one of the following on the above contact details - Designated or Deputy Safeguarding Lead, Adult Social Services or emergency numbers.

A copy of the full policy and procedures is available on the Google shared drive and hard copy held at the central office.

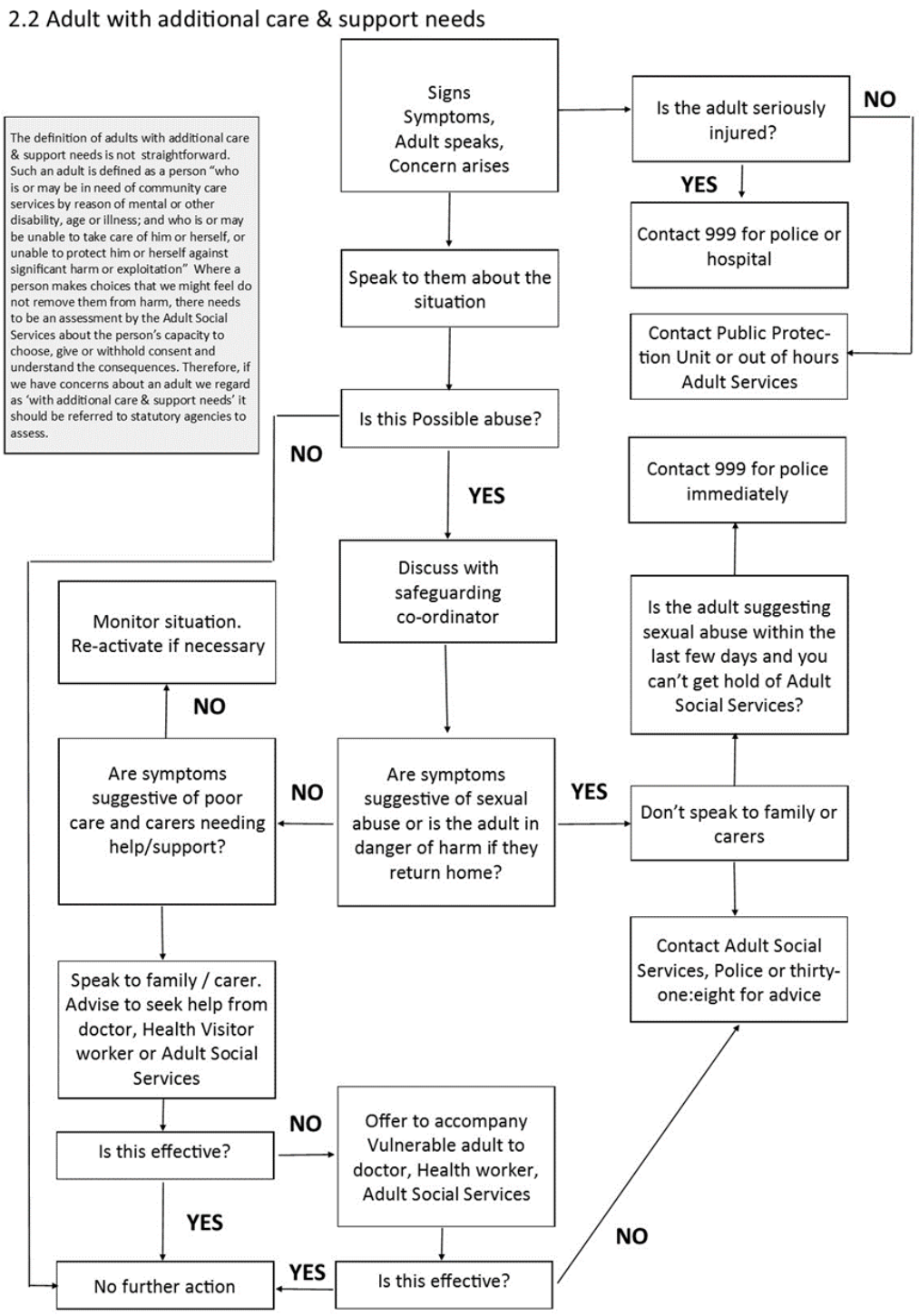
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Signed on behalf of the Leadership of Kings People's Church.

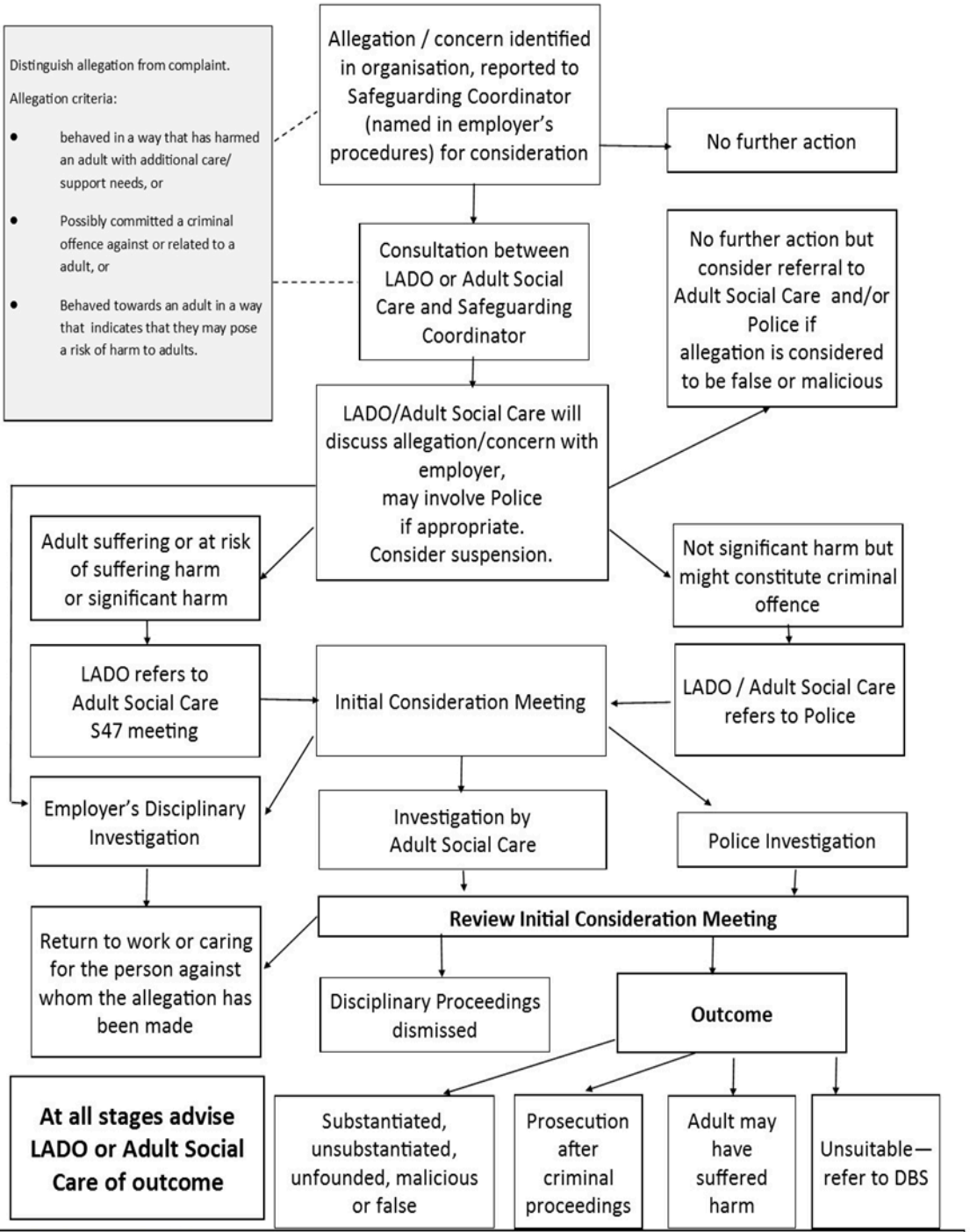
Signed Jeanette Donohoe

Date 18/11/2026

APPENDIX 2


2.2 Adult with additional care & support needs
The definition of adults with additional care & support needs is not straightforward. Such an adult is defined as a person "who is or may be in need of community care services by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation" Where a person makes choices that we might feel do not remove them from harm, there needs to be an assessment by the Adult Social Services about the person's capacity to choose, give or withhold consent and understand the consequences. Therefore, if we have concerns about an adult we regard as 'with additional care & support needs' it should be referred to statutory agencies to assess.
Signs Symptoms, Adult speaks, Concern arises
Is the adult seriously injured?
NO
YES
Contact 999 for police or hospital
Speak to them about the situation
Contact Public Protection Unit or out of hours Adult Services
Is this Possible abuse?
NO
YES
Contact 999 for police immediately
Discuss with safeguarding co-ordinator
Monitor situation. Re-activate if necessary
Is the adult suggesting sexual abuse within the last few days and you can't get hold of Adult Social Services?
NO
Are symptoms suggestive of poor care and carers needing help/support?
NO
Are symptoms suggestive of sexual abuse or is the adult in danger of harm if they return home?
YES
Don't speak to family or carers
Contact Adult Social Services, Police or thirty-one:eight for advice
Speak to family / carer. Advise to seek help from doctor, Health Visitor worker or Adult Social Services
Is this effective?
NO
Offer to accompany Vulnerable adult to doctor, Health worker, Adult Social Services
YES
NO
No further action
YES
Is this effective?

2.3b Worker (adult)



Support for the Individual, and Aftercare

Employers have a duty of care to their workers and should act to manage and minimise the stress inherent in the allegations & disciplinary process. Support to the individual is key. Individuals should be informed of concerns or allegations as soon as possible and given an explanation of the likely course of action, unless there is an objection by social care or police. They should be advised to contact a trade union representative, if they have one, and given access to welfare counselling or medical advice where this is provided by the employer. Particular care needs to be taken when employees are suspended to ensure that they are kept informed of both the progress of their case and current work-related issues. Social contact with colleagues and friends should not be discouraged except where it is likely to be prejudicial to the gathering and presentation of evidence. Throughout the process the individual should be aware of the concerns and why his or her suitability to work with adults with additional care or support needs is being questioned and given the opportunity to state his or her case. When an employee returns to work following a suspension, or on the conclusion of a case, arrangements should be made to facilitate his or her reintegration. This may involve informal counselling, guidance, support, re-assurance and help to rebuild confidence in working with adults. Employers notified in writing at the end of the process of outcomes.

It is important for employers to take into account the emotional effects that allegation investigations can sometimes bring to a workplace (regardless of the outcome or whether staff are involved or not) and for organisations that do not have good HR/aftercare to consider that staff may have unresolved feelings & will need support.

APPENDIX 3

Statutory Definitions of Abuse (Adults with additional care and support needs)

Definition of Adult with additional care and support needs ("vulnerable")

The Care Act 2014, which covers England, defines the person who should be subject of a safeguarding enquiry as an adult who:

- has needs for care and support (whether or not the local authority is meeting any of those needs) and;
- is experiencing, or at risk of, abuse or neglect; and;
- as a result of those care and support needs, is unable to protect themself from either the risk of, or the experience of abuse or neglect.

Definition of Abuse

The following definition of abuse is laid down in 'No Secrets: Guidance on developing and implementing multi-agency policies and procedures to protect adults with additional care and support needs from abuse (Department of Health 2000):

> "Abuse is a violation of an individual's human and civil rights by any other person or persons. Abuse may consist of a single act or repeated acts. It may be physical, verbal or psychological, it may be an act of neglect or an omission to act, or it may occur when a vulnerable person is persuaded to enter into a financial or sexual transaction to which he or she has not consented, or cannot consent. Abuse can occur in any relationship and may result in significant harm to, or exploitation of, the person subjected to it."

Physical Abuse

This is the infliction of pain or physical injury, which is either caused deliberately, or through lack of care.

Sexual Abuse

This is the involvement in sexual activities to which the person has not consented or does not truly comprehend and so cannot give informed consent, or where the other party is in a position of trust, power or authority and uses this to override or overcome lack of consent.

Psychological or Emotional Abuse

These are acts or behaviour, which cause mental distress or anguish or negate the wishes of the vulnerable adult. It is also behaviour that has a harmful effect on the vulnerable adult's emotional health and development or any other form of mental cruelty.

Financial or Material Abuse

This is the inappropriate use, misappropriation, embezzlement or theft of money, property or possessions

Neglect or Act of Omission

This is the repeated deprivation of assistance that the vulnerable adult needs for important activities of daily living, including the failure to intervene in behaviour which is dangerous to the vulnerable adult or to others. A vulnerable person may be suffering from neglect when their general well being or development is impaired

Discriminatory Abuse

This is the inappropriate treatment of a vulnerable adult because of their age, gender, race, religion, cultural background, sexuality, disability etc. Discriminatory abuse exists when values, beliefs or culture result in a misuse of power that denies opportunity to some groups or individuals. Discriminatory abuse links to all other forms of abuse.

Institutional or Organisational Abuse

Institutional or Organisational Abuse includes neglect and poor care practice within an institution or specific care setting such as a hospital or care home or in relation to care provided in one's own home. This may range from one off incidents to on-going ill-treatment.

Domestic Abuse/Violence

The cross-government definition of domestic violence and abuse is: any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to: psychological; physical; sexual; financial; emotional;

Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.
Coercive behaviour is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.

Modern Slavery

Modern slavery is a serious crime. It encompasses slavery, servitude, and forced or compulsory labour and human trafficking. Modern slavery victims can often face more than one type of abuse and slavery, for example if they are sold to another trafficker and then forced into another form of exploitation.
A person is trafficked if they are brought to (or moved around) a country by others who threaten, frighten, hurt and force them to do work or other things they don't want to do.
(Taken from government guidance on how to report modern slavery 8 Dec 2016)

Self-Neglect

There is no single operational definition of self-neglect. The Department of Health (2016), defines it as, '… a wide range of behaviour neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding'.
Skills for Care provided a framework for research into self-neglect identifying three distinct areas that are characteristic of self -neglect:

- Lack of self-care - this includes neglect of one's personal hygiene, nutrition and hydration, or health, to an extent that may endanger safety or wellbeing;
- Lack of care of one's environment - this includes situations that may lead to domestic squalor or elevated levels of risk in the domestic environment (e.g., health or fire risks caused by hoarding);
- Refusal of assistance that might alleviate these issues. This might include, for example, refusal of care services in either their home or a care environment or of health assessments or interventions, even if previously agreed, which could potentially improve self-care or care of one's environment.

Definitions Of Spiritual Abuse

In recent years the concept of spiritual abuse has become one that has gained greater understanding amongst those in the faith community. Spiritual abuse has many similarities to the other categories of abuse and indeed may include the identification of those categories as abuse is often multi-faceted.

Although not recognised as a category of abuse in its own right by the statutory authorities, spiritual abuse will often co-exist with those recognised forms of abuse described above. A number of definitions have been given to this type of abuse in an attempt to adequately describe what often amounts to an abuse of trust and power to the detriment of others. Johnson and VanVonderen ('The Subtle Power of Spiritual Abuse', Bethany House Publishers, 1991) have described it as follows:

> *"Spiritual abuse is the mistreatment of a person who is in need of help, support or greater spiritual empowerment, with the result of weakening, undermining or decreasing that person's spiritual empowerment"*

This view is shared with a similar definition offered by Ken Blue ('Healing Spiritual Abuse', IVP, 1993) as follows:

> "*Spiritual abuse happens when a leader with spiritual authority uses that authority to coerce, control or exploit a follower, thus causing spiritual wounds*"

ThirtyOne:Eight have defined spiritual abuse as follows:

Spiritual abuse is linked with other forms of abuse, and could be defined as an abuse of power, often done in the name of God or religion, which involves manipulating or coercing someone into thinking, saying or doing things without respecting their right to choose for themselves. Some indicators of spiritual abuse might be a leader who is intimidating and imposes his/her will on other people, perhaps threatening dire consequences or the wrath of God if disobeyed. He or she may say that God has revealed certain things to them and so they know what is right. Those under their leadership are fearful to challenge or disagree, believing they will lose the leader's (or more seriously God's) acceptance and approval.

Additional information

In addition to the above, in relation to adults and children, there needs to be an awareness of other forms of harm such as female genital mutilation, domestic abuse, forced marriage and trafficking of adults and children. All these are included in various pieces of legislation and all those concerned with safeguarding need to be aware of the issues.

APPENDIX 4

Prayer Ministry Guidelines

At Kings People's Church we are passionate about meeting with God. During our meetings we will always try to let God lead what is going on and make space for Him to meet with us.

As part of this, the leaders of the meeting may make time for us to wait on the Holy Spirit and pray for groups of people. This is an opportunity for God to work in our lives and for us to be open to Him moving in our lives.

Ministry times will usually begin with an invitation from the service leader for people to wait on God or to respond to a word from God. The most important thing to remember is that this is God's work, not ours.

It is important to remember as we facilitate what the Holy Spirit wants to do in the lives of those we pray for that we should also be mindful of our safeguarding practices and procedures. Leadership, safeguarding and prayer team members should make themselves aware of this policy and ensure they receive regular guidance and training.

Guidance:

When you're praying, remember that you are there to encourage those seeking God and to facilitate what the Holy Spirit is doing. Please only pray for someone who shares your gender. Prayer ministry can bring up all sorts of personal issues, so it is best practice to keep to this rule. Even if you are married, or you are praying for someone you know, please adhere to this guideline to avoid confusion and to set an example to others. As much as possible, please bring someone alongside you to pray and do not leave yourself vulnerable.

Ask people how they would like you to pray for them; (Luke 18:40) However, be aware of not turning this into a lengthy conversation, as this is a time for the Holy Spirit to offer counselling. Be sensitive when speaking into the situation or offering a word or image.

Guidance on Touch during prayer ministry:

The laying on of hands to pray is Biblical; we see Jesus touch a man to heal him of leprosy in Mark 1: 40-45, and He lays hands on the children to bless them in Matthew 19: 13-15. However, not everyone is comfortable with this, so please be sensitive to the situation.

Be careful where you place your hands to keep in line with safeguarding requirements and so that it doesn't become a distraction for the person you are praying for. Only touch in a restrained and appropriate manner.

You should only lay your hands on shoulders, upper back, forehead or hold the person's hands. Never place your hands in a personal area of the body and never under items of clothing. If the person requesting healing has an issue in a part of their body that is inappropriate for you to touch, then encourage them to place their hands on that spot whilst you lay hands appropriately.

Be aware of what is happening while you are praying for others; how is the person responding? Be aware that they may shake, cry or fall in the power of the Holy Spirit; if this does occur then make them comfortable and respect their dignity by covering them with a cover/coat so they feel less exposed. It is not always necessary to stay with them for the whole time, but if you do remain with them, ensure that you are visible to others.

The person you are praying for may tell you about things that have happened in their life. Try not to appear shocked by any disclosures and do not request further information. Confidentiality is important but DO NOT promise to keep anything a secret, especially in regard to claims of abuse (these must be reported to your Safeguarding Lead as soon as possible and you should discreetly bring in a member of Leadership to support you during the prayer time).

If at any time you feel uncomfortable or out of your depth, please ask for assistance from a member of the prayer team or church leadership. Report any concerns of mental illness, victims of abuse or any incident where a person has been physically hurt to the Safeguarding Lead, who will ensure it is dealt with appropriately.

Not everyone who attends our church will be familiar with ministry and prayer times and some will feel a bit concerned or anxious when they become aware of God working through His Holy Spirit. We must make people feel safe and comfortable whilst encouraging them to reach out to God. Always be respectful and sensitive, speak healing, peace and release in Jesus' name.

Summary

Things you should do:

- Recognise that you are working under authority from church leadership and be aware of your limits.
- Be careful where you place your hands. Only touch in a restrained and appropriate manner.
- Never place your hands in a personal area of the body and never under items of clothing.
- If people would like ongoing prayer, then refer them to a leader.
- Be open to correction and guidance from leadership, given in love.
- Report any concerns of mental illness, victims of abuse or any incident where a person has been physically hurt.

Things you should NOT do:

- Do not make appointments to meet people outside of the meeting.
- Never meet anyone alone. Seek advice from leadership.
- Do not promise to keep anything a secret, especially in regard to claims of abuse.

APPENDIX 5

CODE OF CONDUCT

Code of conduct for Workers and Volunteers at Kings Church:

Volunteers working with children, young people and adults with additional care needs have a great opportunity to be a positive role model and to serve in this area of ministry. Workers and volunteers are expected to:

- Ensure the safety of all children, young people and vulnerable adults by providing effective supervision and forward planning of sessions in a safe environment.
- Encourage and guide participants to accept responsibility for their own performance and behaviour.
- Treat all people fairly and ensure they feel valued. Have no favourites.
- Encourage all not to discriminate on the grounds of religious beliefs, race, gender, social class or lack of ability.
- Not allow any rough or dangerous play, bullying, or the use of bad language or inappropriate behaviour.
- Be positive, approachable and offer praise to promote the objectives of the group.
- Not let any allegations of abuse of any kind or poor practice go unchallenged or unrecorded. Incidents and accidents should be recorded in the line with the church policies and procedures.
- Report accidents or incidents of alleged abuse or poor practice to the designated person.
- Administer minor first aid in the presence of others and where required refer more serious incidents to the church's "first aider".
- Have access to telephone for immediate contact to emergency services if required.
- Foster teamwork to ensure the safety of all in their care.
- Ensure the rights and responsibilities of all are enforced.
- Establish and address the additional needs of disabled participants or other vulnerable groups.
- Not abuse members physically, emotionally, spiritually, or sexually.
- Not engage in a relationship with a young or vulnerable person for whom they are responsible.

- Maintain confidentiality about sensitive information.
- Respect and listen to the opinions of all people.
- Develop an appropriate working relationship with participants, based on mutual trust and respect.
- Be a role model, displaying consistently high standards of behaviour and appearance (disciplined/committed/time keeping).
- Refrain from smoking and consumption of alcohol during all church activities.
- Not travel alone in the car with an adult with additional care needs. However, if necessary, have someone else accompany you.

Workers and volunteers have the right to:

- Access on-going training and information on all aspects of leading/managing activities, particularly on Safeguarding.
- Support in the reporting of suspected abuse or poor practice.
- Access to professional support services.
- Be protected when working with vulnerable people.
- See that minor misdemeanours and general misbehaviour are dealt with immediately and reported verbally to the designated person. Serious or persistent breach of the code will result in disciplinary action and could lead to the person being asked to step down from the volunteering role.
- Be instructed and supported in emergency action and first aid procedures - all volunteers should be prepared with an action plan in the event of an emergency and be aware of our First Aid Procedures. This will include: Access to First Aid equipment, Telephone contact if the participant is a minor and Telephone contact to the Emergency Services

APPENDIX 6 - WHO TO CONTACT AT YOUR CAMPUS?



Safeguarding is a priority here

We are committed to creating safer places by following statutory guidelines on good working practice.

Your safeguarding team:

Children's safeguarding lead(s):
(for anyone under 18 years)

[photo here]

Contact details

Adult's safeguarding lead(s):
(for anyone 18 years or over)

[photo here]

Contact Details

A copy of our safeguarding policy is available upon request.

In an emergency, or for independent advice call thirtyone:eight on:

0303 003 11 11

With safeguarding support from:

thirtyone:eight
Creating safer places Together

Thirtyone:eight is an independent Christian safeguarding charity.
Charity No: 1004490. Scottish Charity No: SCO40578. Company No: 2646487

Approvals

Derek Smith

Signed by: _____

Print Name:

Position : Senior Leader

Date: 18/11/2026

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Signed by: Andrew Dougherty

_____

Print Name: Andrew Dougherty

Position: Safeguarding Trustee

Date: 18/11/2026

_____

Signed by: Jeanette Donohoe

_____

Print Name: Jeanette Donohoe

Safeguarding Lead

Date: 18/11/2026

_____

Signed by: _____

Print Name:

Deputy Safeguarding Lead

Date: _____

This policy will be regularly reviewed annually and amendments made as necessary.