

MOSAIC CHURCH SAFEGUARDING ADULTS POLICY

Policy Statement

Mosaic Church is committed to practice which protects adults from harm. This policy applies to all Mosaic Church Campuses, staff, leaders, partners and volunteers. The overall intention and purpose behind Mosaic's Safeguarding Adults Policy is underpinned by the fundamental principles of the Care Act 2014.

This Act sets out a clear framework for how people with care and support needs or who are at risk of abuse or neglect should be protected.

Key Principles

- Empowerment
- Prevention
- Proportionality
- Protection
- Partnership
- Accountability

The Wellbeing Principle

- The Care Act 2014 introduced a duty to promote wellbeing when carrying out any care and support functions in respect of a person.
- **Wellbeing relates to:**
 - a) Personal Dignity
 - b) Physical and mental health and emotional wellbeing
 - c) Protection from abuse and neglect
 - d) Control by the individual over their day to day life
 - e) Participation in work, education, training or recreation
 - f) Social and economic wellbeing
 - g) Domestic, family and personal relationships
 - h) Suitability of living accommodation
 - i) The individuals contribution to society

Definitions of Abuse and Neglect:

- **Physical:** This includes hitting, slapping, kicking, misuse of medication, restraint and force feeding.
- **Domestic violence** – including psychological, physical, sexual, financial, emotional abuse; so called 'honour' based violence.
- **Financial or material:** This includes theft, fraud or using a person's money, possessions or property without consent.
- **Psychological/emotional:** This includes threats of harm or abandonment, isolation, humiliation, blaming, controlling, intimidation, harassment, verbal abuse, threats or bribes.
- **Sexual:** This includes sexual assault, rape or sexual acts to which the vulnerable adult has not consented, could not consent, or was pressurised into consenting.

- **Neglect or acts of omission:** A failure to provide appropriate care (such as food, clothing, medication, heating, cleanliness, hygiene) and denying religious or cultural needs.
- **Discriminatory abuse:** This includes racism, sexism, ageism and discrimination based on a person's disability or sexual orientation. Some abuse in this category might also be classed as a hate crime.
- **Modern slavery** – encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.
- **Self-neglect** – this covers a wide range of behaviour around neglecting to care for personal hygiene, health or surroundings and includes behaviour such as hoarding.

Consent and Mental Capacity

Have they given consent?

Do they have the mental capacity to make their own decisions?

Procedures to be followed when Abuse is Suspected or Reported

Abuse may come to your attention in the following ways:

- Suspicion - You believe abuse is occurring, but have no evidence
- Discovery - You witness or find evidence of abuse
- Disclosure – You are told of abuse by the person or a third party

However you become aware of abuse, it is important that you follow guidance:

- Do not delay in reporting and completing a Safeguarding Alert form, recording facts of what has been seen and heard. The record must be accurate and factual. Reports must be completed by or with the support of the Safeguarding Champion and sent to the Designated Safeguarding Leads.
- Do not confront the person who is alleged to be responsible for the abuse.
- It is not your role to investigate – concentrate on presenting information clearly.
- Do not discuss the abuse with anyone else other than the person to whom you have reported the matter

The Designated Safeguarding Leads, in consultation with Mosaic's Senior Leadership (Senior Pastors and Chair of Trustees) will decide on next steps and will take the following into account:

- The vulnerability of the individual.
- The nature and extent of the abuse.
- The length of time it has been occurring.
- The impact on the individual.
- The risk of repeated or increasingly serious acts of abuse.
- The risk of harm to others, including children.

If a person is at immediate risk of harm then the police must be contacted by dialling 999. Reports can also be made to the police on 101. The police have access to the mental health support team so reports of someone being a risk to themselves should be made to the police if contact with Adult Safeguarding does not provide necessary support.

If, having considered the above, the Designated Safeguarding Leads believe the situation requires a referral to Local Adult Safeguarding Team then that will be actioned. Details of how to contact a local team can be found on the respective local authorities website.

Consent will be obtained for the referral unless where to do so would place the Adult at risk or it is not possible to gain consent.

The Designated Safeguarding Leads will ensure there is a record of all actions and the outcome of any referral to a local Adult Safeguarding Team.

Disclosures of Abuse – Guidelines for when an Adult Discloses Abuse

- Listen and accept what they say.
- Be aware they may feel threatened or scared
- Never push for information
- Reassure them that they were right to tell you and believe them.
- Let them know what you are going to do next and that you will have to tell someone else but you will let them know what happens.
- Complete a Safeguarding Alert form and follow procedure.

If the alleged abuser potentially has access to, or is likely to abuse others then the Designated Safeguarding Leads will make a referral to Adult Social Care. IN these circumstances the consent of the alleged victim will be sought but even where it is not forthcoming the concerns will be reported because of the risk to others. Advice could also be sort by contacting the police on 101 and making a report to the Public Protection Unit.

ALLEGATIONS AGAINST STAFF, MINISTRY LEADERS, PARTNERS OR VOLUNTEERS

Any allegation of abuse made against staff, ministry leaders, partners or volunteers will be dealt with fairly, quickly and consistently, in a way that provides effective protection for the alleged victim and at the same time supports the person who is the subject of the allegation. This may involve the immediate suspension of a person from the role they were carrying out. This decision will be taken by the local Campus Pastors/Senior Pastors and Chair of Trustees). Once a Designated Safeguarding Lead(DSL) becomes aware of an allegation a Safeguarding Alert form must be completed detailing the allegation. The local Campus Pastors and Senior Pastors of Mosaic Church will be informed and, following discussion with the DSL's a decision made as to the next steps. These could include an immediate referral to Adult Social Care, contacting the police or deciding to complete an internal investigation. The DSL's will take responsibility for completing an internal investigation. Once the investigation has been completed the DSL's and local Campus Pastors/Senior Pastors will make a decision about further action. Throughout the process the safety of the alleged victim will be paramount.

If the allegation concerns the behaviour of a DSL, the Senior Pastors must be immediately informed. If the allegation is about the behaviour of a Senior Pastor, the Chair of the Church Board must be immediately informed.

Assessment of the environment and context within which abuse occurred is important because exploitation, deception, misuse of authority, intimidation or coercion may render an adult who is vulnerable incapable of making his or her own decision. It may be important for the adult to stay away from the sphere of influence of the abusive person or the setting to a safe place, in order to be able to make a free choice about how to proceed.

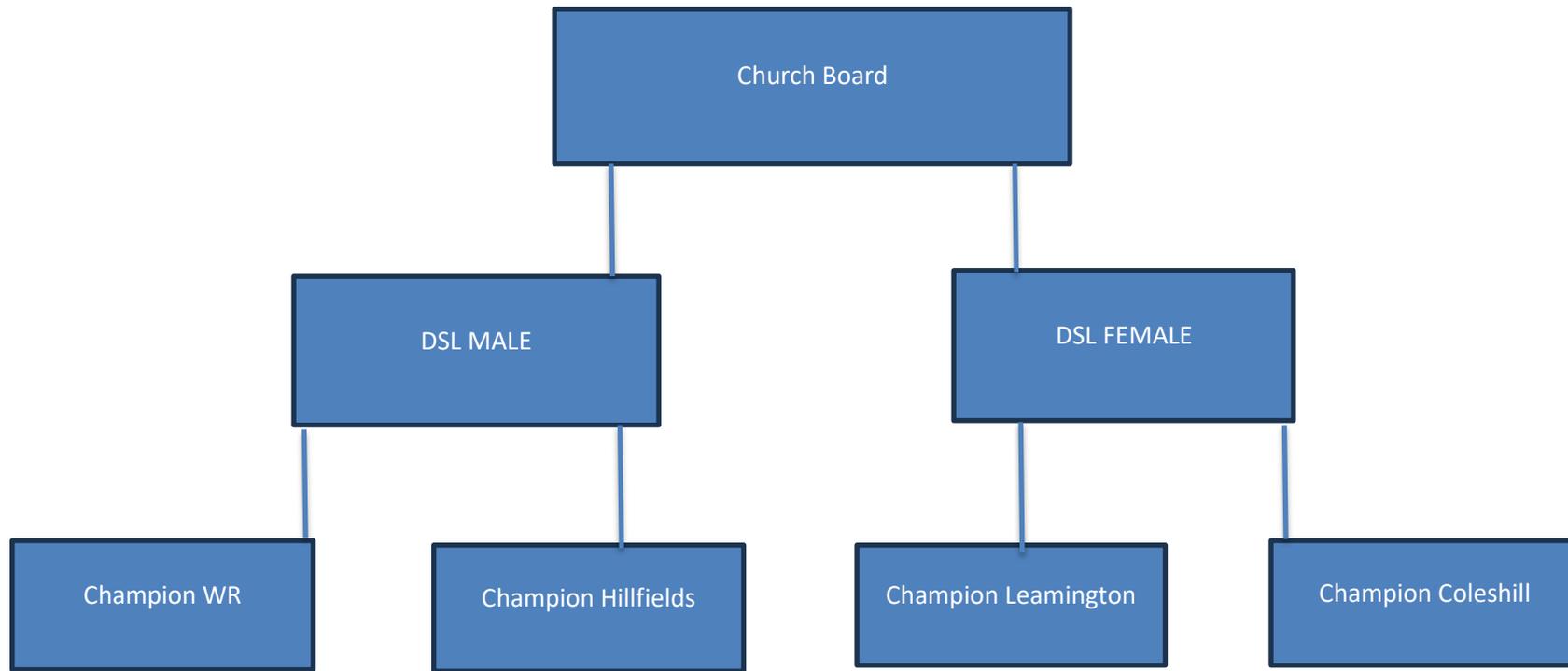
RECORDING SAFEGUARDING CONCERNS

Mosaic Church has created a SAFEGUARDING ALERT FORM to be completed as soon as practicably possible by the Safeguarding Champion following a safeguarding concern or incident. This form is password protected and once completed is emailed to the Designated Safeguarding Leads. The Designated Safeguarding Leads will discuss with the Safeguarding Champion a plan of action and will inform the local Campus Pastors/Senior Pastors and Chair of Trustees. The Designated Safeguarding Leads will update the SAFEGUARDING ALERT FORM with the actions taken and the outcome. If a referral is made to a local Adult Safeguarding Team a copy of this will be filed securely with the Safeguarding Alert.

Not all safeguarding concerns result in a referral to Adult Services. A SAFEGUARDING ALERT FORM should be completed where there are 'nagging doubts' or 'hearsay' which give cause for concern about an adult. Much of this information may not appear to be very significant on its own, but it could contribute to a "jigsaw picture" of abuse that should not be ignored.

The link to the Mosaic Safeguarding Alert Form is below:

<https://mosaicchurchcoventry.churchcenter.com/people/forms/1054645>



REPORTING TO CHURCH BOARD

The Designated Safeguarding Leads will report to the Church Board on a quarterly basis (Jan to Mar, April to June, July to Sept, Oct to Dec).

Report will contain:

- Number of Safeguarding Alerts completed in quarter.
- Detail of any outstanding actions.
- Number of referrals to Coventry Adult Social Care.

Agreed by Mosaic Church Board of Trustees

SIGNED: M Nettleton

Date: 30/09/2025

For Review in 3 Years time