



NEW LIFE CHURCH, CONGLETON

WORKING WITH ADULTS AT RISK – CODE OF PRACTICE

The NHS England definition of an “adult at risk” which is taken from the Care Act 2014 is:

*“Aged 18 years or over; Who 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.”*

This code of conduct relates to anyone who is acting as a member of staff or a volunteer

At New Life Church (NLC), anyone who is a member of staff or a volunteer will:

- Endeavour to establish and maintain the trust and confidence of adults who are deemed at risk.
- Protect the rights and promote the interests of adults who are deemed at risk.
- Respect the rights of adults who are deemed at risk, while seeking to ensure that their behaviour does not harm themselves or other people.
- Promote the independence of adults who are deemed at risk, while protecting them as far as possible from danger or harm.
- Uphold public trust and confidence in the ministries of New Life Church.
- Be accountable for the quality of their work and take responsibility for maintaining and improving their knowledge and skills.

The following are behaviours which should be avoided when working with adults who are deemed to be at risk:

- Spending excessive amounts of time alone with them.
- Escorting them alone to his/her own home.
- Taking them on a car journey as the only passenger (unless unavoidable or essential). If this is required, then another NLC staff member/volunteer must be informed.

The following are behaviours which are unacceptable when working with adults who are deemed to be at risk:

- Cause them to be the victim of abuse, neglect or harm either implicitly or explicitly.
- Engage them in rough physical “games”, including horseplay.
- Engage them in sexually provocative games.
- Making sexually suggestive comments to them.
- Forming inappropriate relationships with them.
- Unnecessarily disclosing to others, their and their family’s personal details and data.
- Making loans or gifts of money to them.
- Receiving loans or gifts of money from them.
- Managing their money through the staff/volunteer’s own bank accounts without the appropriate legal power of attorney.



The following are guidelines relating to physical intervention and restraint when working with adults who are deemed to be at risk:

- Always seek to defuse a conflict situation, thereby avoiding the need to use any form of physical intervention or restraint.
- Only use physical intervention or restraint where it is absolutely necessary to protect the person at risk or others from harm.
- Always ensure that any physical intervention or restraint is appropriate and proportionate to the situation and potential risk of harm.
- Only use forms of restraint for which training has been received and which follow current best practice.
- Record and report to the appropriate team/church leader any situations or incidents which involve the use of physical restraint.
- Record and report to the Safeguarding Lead any situations or incidents which involve the use of physical restraint, seeking ways to avoid similar situations or incidents in the future.

The following are guidelines relating to diversity and additional care & support needs when working with adults who are deemed to be at risk:

- Be open to and aware of diversity in their beliefs and practices.
- Be aware of the difficulties posed by language barriers and other communication difficulties.
- Be aware of discrimination levelled against them by others due to their deemed vulnerability as well as due to different cultural backgrounds and beliefs.
- Ask how their needs should be delivered, having regard to the cultural backgrounds and beliefs of themselves and others.

The following are guidelines on the use of technology including photography, when working with adults who are deemed to be at risk:

- Refrain from taking photographs and videos of them, without their consent.
- Ensure that any photographs and videos taken are appropriate.
- Report any inappropriate use of images or videos to the team/church leader and Safeguarding Lead.
- Report any inappropriate or dangerous behaviour discovered online that involves them, to the team/church leader and Safeguarding Lead.

This Code of Conduct sets out an expectation that everyone within New Life Church and everyone who uses its services, or participates in its activities, should relate to each other in a mutually respectful way and be aware of adults who are deemed to be at risk.