

## **Waypoint Church – Adult Safeguarding Policy**

Effective Date: 07/08/2026

### **Who We Are**

Waypoint Church is a Christian church based in Hull, serving Boothferry Estate.

Our heart is to help people find and follow Jesus and to create spaces where people can connect, feel welcome, and be part of a community.

If you have any questions about this policy please contact us at:  
[info@waypointchurch.co.uk](mailto:info@waypointchurch.co.uk)

### **Policy Statement**

Waypoint Church is committed to safeguarding and promoting the welfare of adults at risk. We believe that every adult has the right to be safe, valued, and protected from harm, regardless of age, disability, race, religion or belief, sex, sexual orientation, or any other protected characteristic.

This policy applies to all staff, volunteers, trustees, contractors, and anyone working on behalf of Waypoint Church.

Safeguarding is everyone's responsibility. All staff and volunteers have a duty to promote the welfare of adults at risk, recognise concerns, respond appropriately, and report safeguarding concerns without delay.

### **Definition of an Adult at Risk**

For the purposes of this policy, an adult at risk is generally a person

aged 18 or over who has needs for care and support (whether or not those needs are being met) and who is experiencing, or is at risk of, abuse or neglect, and as a result of those needs may be unable to protect themselves.

Waypoint Church recognises that abuse can happen to any adult. Factors such as age, disability, illness, mental or physical health, or personal circumstances may increase a person's vulnerability. Any safeguarding concern involving an adult will be taken seriously and responded to appropriately.

## **Our Commitment**

We will:

- Provide a safe and welcoming environment for adults at risk.
- Treat every person with dignity, respect, and compassion.
- Act in the best interests of adults at risk at all times.
- Take all allegations and concerns seriously and respond appropriately.
- Work in partnership with statutory agencies and other organisations where appropriate.
- Ensure safer recruitment, induction, and ongoing training for all staff and volunteers.
- Listen to and take seriously the views, wishes, and feelings of adults at risk.
- Create an environment where adults at risk feel safe to speak and be heard.

## **Recognising Abuse**

### Physical Abuse

Unexplained injuries, bruising, burns, inappropriate restraint, rough handling, or misuse of medication.

### Emotional or Psychological Abuse

Intimidation, threats, humiliation, bullying, controlling behaviour, isolation, or a loss of confidence and self-esteem.

### Sexual Abuse

Unwanted sexual contact, inappropriate sexual comments, sexual assault, coercion, or sexual exploitation.

### Financial or Material Abuse

Theft, fraud, pressure regarding money or property, misuse of bank accounts, benefits, or possessions.

### Neglect or Acts of Omission

Poor personal care, inadequate food or hydration, lack of medical care, unsafe living conditions, or failure to meet care needs.

### Discriminatory Abuse

Harassment, bullying, or unfair treatment because of disability, age, race, religion or belief, sex, sexual orientation, or any other protected characteristic.

### Domestic Abuse

Controlling, coercive, threatening, violent, or abusive behaviour between family members or intimate partners.

### Organisational Abuse

Poor care practices, neglect, or inappropriate treatment within an organisation or care setting.

### Modern Slavery.

Human trafficking, forced labour, domestic servitude, or exploitation.

### Self-Neglect

A failure to care for one's own health, hygiene, or living environment that places the individual at significant risk.

### Spiritual Abuse

Misuse of religious language or authority to control, manipulate, shame, or coerce someone. This may include using Scripture or spiritual authority to dominate, isolate, or make someone feel they must obey in order to be accepted by God.

## **Responding to Concerns or Disclosures**

If an adult at risk shares information that raises a safeguarding concern, all staff and volunteers must respond appropriately and follow the procedures set out in the Waypoint Church Safeguarding Procedures Document.

For detailed guidance on responding to disclosures, recording concerns, completing Safeguarding Concern Forms, reporting concerns, and emergency safeguarding procedures, please refer to the Waypoint Church Safeguarding Procedures Document.

## **Reporting Concerns**

If an adult at risk is believed to be at immediate risk of harm, emergency services should be contacted immediately by calling **999** and the Designated Safeguarding Lead informed as soon as possible.

Designated Safeguarding Lead (DSL)

### **Dan Kelsey**

Email – [dankelsey@waypointchurch.co.uk](mailto:dankelsey@waypointchurch.co.uk)

Deputy Designated Safeguarding Lead (DDSL)

### **Debbie Kelsey**

Email – [debbiekelsey@waypointchurch.co.uk](mailto:debbiekelsey@waypointchurch.co.uk)

Waypoint Church takes all safeguarding concerns seriously. Any concern, disclosure, allegation, or suspicion of abuse must be reported promptly and appropriately.

All staff and volunteers are expected to follow the reporting procedures outlined in the Waypoint Church Reporting Concerns Procedure.

Advice and support may also be sought from Thirtyone:eight. Their Safeguarding Helpline can be contacted on 0303 003 1111.

Waypoint Church maintains a Reporting Concerns Procedure which provides detailed guidance on responding to disclosures, recording concerns, completing Safeguarding Concern Forms, confidentiality, information sharing, and reporting safeguarding concerns.

All staff and volunteers are provided with access to this document. If you would like to request a copy or find out more about how safeguarding concerns are reported and managed within Waypoint Church, please contact the Designated Safeguarding Lead at [dankelsey@waypointchurch.co.uk](mailto:dankelsey@waypointchurch.co.uk).

## What Happens When a Concern Is Reported

When a safeguarding concern is reported, the Designated Safeguarding Lead or Deputy Designated Safeguarding Lead will assess the information provided and determine any appropriate action.

This may include:

- Seeking further information where appropriate.
- Consulting with Thirtyone:eight.
- Recording the concern securely.
- Referring the concern to statutory agencies where required.
- Implementing safeguarding measures to protect the adult at risk.

Waypoint Church will always seek to act in the best interests of the adult at risk and in accordance with safeguarding legislation, guidance, and best practice.

## **Safer Recruitment**

Waypoint Church is committed to safer recruitment practices. All staff and volunteers working with adults at risk will be recruited, appointed, trained, and supported in accordance with safeguarding requirements

appropriate to their role. This may include application forms, interviews, references, safeguarding training, and DBS checks where required.

## **Safer Working Practice**

All staff and volunteers must:

- Treat all adults with dignity and respect.
- Maintain appropriate professional boundaries at all times.
- Respect privacy and personal choice wherever possible.
- Use appropriate language and behaviour.
- Follow agreed procedures for activities, transport, home visits, and online communication.

## **Staff Identification and Badges**

All staff, volunteers, and visitors must wear the appropriate Waypoint Church lanyard and identification badge at all times while serving or visiting areas where safeguarding responsibilities apply.

Our identification system helps children, young people, adults at risk, parents, carers, visitors, and other members of the public recognise who is serving and what safeguarding checks have been completed. The colour of the lanyard provides a clear visual indication of an individual's safeguarding status within Waypoint Church.

### Black Lanyard

A black lanyard indicates that the individual has successfully completed Waypoint Church's safer recruitment process for their role. This includes a satisfactory DBS check, safeguarding training, and any other role-specific safeguarding requirements.

### Red Lanyard

A red lanyard indicates that the individual has not yet completed the full safer recruitment process. This may include:

- A visitor to Waypoint Church.

- A volunteer or member of staff whose DBS application is currently being processed.
- Someone serving in a role that does not require a DBS check.

Individuals wearing a red lanyard must not undertake duties that require a completed DBS check unless they are appropriately supervised and authorised in line with Waypoint Church's safeguarding procedures.

### Staff Identification

Staff members will wear an official Waypoint Church identification badge displaying:

- Name
- Photograph
- Staff role

### Volunteer Identification

Volunteers will wear a Waypoint Church identification badge clearly marked Volunteer.

### Visitor Identification

Visitors will wear a Waypoint Church identification badge clearly marked Visitor together with a red lanyard to indicate that they are not part of the serving team.

### Staff

If you notice someone in areas where under-18s or adults at risk are present who is not wearing a badge, or who is not normally part of the team, speak to them or inform a Team Leader immediately.

### Volunteers

If you notice someone in areas where under-18s or adults at risk are present who is not wearing a badge, or who is not normally part of the team, report this to your Team Leader immediately.

### Responsibility

If you notice anyone serving or accessing areas where safeguarding

responsibilities apply without the appropriate identification, or wearing a red lanyard while carrying out duties they should not be undertaking, report this immediately to a Team Leader or the Designated Safeguarding Lead.

## **Online Safety**

We are committed to helping keep adults at risk safe online by:

- Using appropriate consent where photographs or videos are taken.
- Following clear guidelines for digital communication.
- Using approved church communication channels where possible.
- Maintaining appropriate boundaries on social media and messaging platforms.
- Respecting privacy and confidentiality when communicating online.

## **Confidentiality and Information Sharing**

Safeguarding information is highly sensitive and must be handled appropriately. Information will only be shared where necessary to protect adults at risk and in line with safeguarding legislation and guidance.

Further information regarding confidentiality, information sharing, and safeguarding records can be found in the Waypoint Church Safeguarding Procedures Document.

## **Training**

All staff and volunteers working with adults at risk will receive:

- Safeguarding training appropriate to their role.
- Regular updates and refreshers.
- Clear guidance on this policy and safeguarding procedures.

## **Working Under Thirtyone:eight**

Waypoint Church is a member of Thirtyone and works in line with their safeguarding guidance, training, and best practice. Our safeguarding policies, procedures, and adult safeguarding processes are informed by the standards and resources provided by Thirtyone:eight.

### **Related Safeguarding Documents**

This policy should be read alongside the following safeguarding documents:

- Reporting Concerns Procedure
- Child Protection Policy
- Safeguarding Policy for Individuals with Additional Needs and Disabilities
- Any other safeguarding-related policies adopted by Waypoint Church

### **Policy Review**

This policy is approved by the Waypoint Church Core Team and will be reviewed annually or sooner if required by changes in legislation, safeguarding guidance, or church activities.

Policy Owner: Waypoint Church

Date Approved: 07/08/2026

Next Review Date: 07/08/2027

Last Updated: 07/08/2026