



POYNTON BAPTIST
CHURCH

SAFEGUARDING CHILDREN, YOUNG PEOPLE AND ADULTS AT RISK

1 POLICY STATEMENT

1.1 Introduction

Our vision at Poynton Baptist Church (PBC) is:

Growing followers of Jesus

- Pursuing deeper relationship with God
- Building authentic community
- Connecting people with Jesus

Involvement in the lives of children, young people and adults at risk will be central in achieving this vision and to do so PBC:

- a) Has a programme of activities with children, young people and adults at risk.
- b) Welcomes children, young people and adults at risk into the life of our community.
- c) Makes our premises available to organisations working with children, young people and adults at risk.

PBC recognises its responsibilities for the safeguarding of all children, young people under the age of 18 and adults at risk, (regardless of gender, ethnicity or ability) as set out in the Children Act 1989 and 2004, *Safe from Harm* (HM Government 1994) and *Working Together to Safeguard Children* (HM Government 2010), *The Safeguarding Vulnerable Groups Act 2006*

As members of PBC, we commit ourselves to the nurturing, protection and safeguarding of all children, young people and adults at risk associated with this church and will pray for them regularly.

In pursuit of this we commit ourselves to the following policies and to the development of procedures to ensure their implementation.

1.2 Prevention and reporting of abuse

It is the duty of each church member and each member of the wider church family to prevent the physical, sexual and emotional abuse of children, young people and adults at risk and the duty of all to respond to concerns about their well-being and to report any abuse disclosed, discovered or suspected. The church will fully co-operate with any statutory investigation into any suspected abuse linked with the church.

1.3 Safe recruitment, support and supervision of workers

The church will exercise proper care in the selection and appointment of those working with children, young people and adults at risk, whether paid or voluntary. All workers will be provided with appropriate training, support and supervision to promote the safeguarding children.

1.4 Respecting children, young people and adults at risk

The church will adopt a code of behaviour for all who are appointed to work with children, young people and adults at risk so that they are shown the respect that is due to them.

1.5 Safe working practices

The church is committed to providing a safe environment for activities with children, young people and adults at risk and will adopt ways of working with them that promote their safety and wellbeing.

1.6 A safe community

The church is committed to the prevention of bullying of children, young people and adults. The church will seek to ensure that the behaviour of any who may pose a risk to children, young people and adults at risk in the community of the church is managed appropriately.

1.7 Responsible people

The church has appointed **Hilary Hanson** as Safeguarding Trustee to oversee and monitor implementation of the policy and procedures of the church's charity trustees.

The church has appointed **Deborah Dent** and **Pauline Dyball** as their Designated Persons (DP) for Safeguarding to:

- a) Advise the church on any matters relating to the safeguarding of children, young people and adults at risk.
- b) Take the appropriate action when abuse is disclosed, discovered or suspected.

1.8 Policy and procedures

A copy of this policy statement is available from the PBC Website.

Each worker with children, young people and adults at risk whether paid or voluntary will be requested to read the policy and procedures and will be required to follow them. The leader of the section they are working in must ensure the new worker has read and understands them.

The policy and procedures will be monitored and reviewed annually by the Safeguarding Trustee in consultation with the Designated Persons for Safeguarding

There will be an annual report on Safeguarding by the Safeguarding Trustee at the Annual Church meeting which will emphasise key points of this policy.

2 PROCEDURES

2.1 Our Vision

Our vision as a church is that we become a movement of disciple-making disciples and grow to be a vibrant church of many more followers. Involvement in the lives of children, young people and adults at risk will be central in achieving this vision and Poynton Baptist Church (PBC) welcomes the many opportunities in the life of the church this provides.

These procedures set out how PBC will implement our Safeguarding Children, Young People and Adults at Risk Policy.

2.2 Prevention and reporting of abuse

2.2.1 Introduction

Abuse or neglect are forms of maltreatment of children, young people and adults at risk and can take numerous forms including physical, emotional, sexual or neglect. The signs and symptoms displayed can vary from an unexplained injury through to a change in a pattern of behaviour.

We recognise the duty of each church member and each member of the wider church family to prevent such abuse of children, young people and adults at risk and their corresponding duty to be alert to and respond to concerns about their well-being and to report any abuse disclosed, discovered or suspected. These duties are particularly relevant for those the church entrusts with leadership responsibilities in the various groups and activities of PBC working with children, young people and adults at risk.

2.2.2 Procedure for reporting abuse

Once a concern is raised, a 3 stage process will be followed.

2.2.2.1 Record and Report

- a) If the behaviour of a child, young person or adult at risk gives any cause for concern, or
- b) If an allegation is made in any context about a child, young person or adult at risk being harmed, or
- c) If the behaviour of any adult towards a child, young person or adult at risk causes you concern

The duty of the person raising or receiving concern is to record them and then report them to the Designated Person within 24 hours. The group leader should also be informed of the referral, provided they are not implicated in any way.

Where the report is made by a child, young people or adult at risk then it is important to listen carefully, asking open questions where clarification is needed, taking what they are saying seriously and reassuring them.

As soon as possible afterwards, they should make a written record of what was said by all parties to the conversation. This record, together with all known details of the child, young people or adult at risk and any other relevant information should be passed to the Designated Person.

The record will be kept secure and confidential and made available only to statutory agencies and the church minister where this is consistent with the child's or adult's welfare and possible pastoral responsibilities of others involved.

Where the children, young people and adults at risk is considered to be in imminent danger of harm, the Police or Statutory Services should be informed immediately.

2.2.2.2 Review and Refer (Designated Person)

The duty of the Designated Person on receiving a report is to review the concern and to refer it on in the most appropriate way. The intention should be to assess in a considered way the risk to the children, young people and adults at risk and to initiate action best judged to protect them from harm.

- a) Advice may be sought from:

- a) Others within the church, including the Minister.
 - b) From the Regional Minister.
 - c) From Thirtyone: eight Safeguarding.
 - d) From access team at Cheshire East Social Services or the Police.
- b) Undue delay should not be caused by this process.
- c) Having reviewed the reported concern, the Designated Person must decide to whom to refer the report. Options include:
- a) Refer the matter back to the worker making the initial report where there is little evidence of harm, asking for continued monitoring.
 - b) Make a broader referral to others who work with the child asking for continued observation
 - c) Speak directly to the adult about whom the concern was raised, but ONLY where the allegation does not suggest sexual abuse or serious physical abuse. These allegations will always be referred to the Police or Children's Services.
 - d) Make a formal report to the Police or Children's Services. Where the children, young people and adults at risk is considered to be in imminent danger of harm and they have not yet been involved, the Police or Children's Services should be informed immediately.

The Designated Person should keep records of all actions during the review and referral process and retain these securely.

Responding to concerns raised about adults at risk.

When a concern is raised about an adult it should be treated in the same way as a concern about a child. i.e the church (worker paid or voluntary) should:

1. Recognise that abuse may be taking place.
2. Respond to the concern.
3. Record all the information they have received.
4. Report the concern to the DPS who may, in turn, report it to the statutory authorities.

2.2.2.3 Report and Support (shared responsibilities)

This stage of the process involves shared responsibilities. Where a formal referral is made to Police or Statutory Services, the responsibilities are as follows:

The Designated Person should:

- a) Report the referral to the Safeguarding Trustee.
- b) Report the referral to the Minister who will inform the Regional Minister where appropriate.
- c) Report the referral to the Local Authority Designated Officer (LADO) in Children's or Adult Services when the allegation is against someone working with children, young people or adults at risk.
- d) Where a worker has been removed from their post or would have been had they not resigned, because of the risk of harm they pose to children, young people or adults at risk, they have a duty to report the incident to the Independent Safeguarding Authority.
- e) Where a worker has been accused of causing harm to children, young people or adults at risk, this constitutes a serious incident that should be included in the annual report to the Charity Commission.

- f) Keep a record of all safeguarding incidents and consider them in the annual review of the policy.

2.3 Responding to concerns about the behaviour of a church worker.

The same process should be followed where the concern relates to a paid employee or volunteer in the church. Clearly every minor incident does not need to be referred to the Designated Person. The intention should be to encourage a positive culture in teams where child and adult welfare is given the highest priority. Team leaders may need to keep a record of incidents having discussed with the Designated Person to help clarify any emerging patterns of behaviour. In such cases, they will take steps to ensure the worker is more closely supervised.

Incidents and behaviour should be reported on to the Designated Person where:

- a) Workers feel uncomfortable about the behaviour of a fellow worker.
- b) A worker causes harm or a risk of harm to a children, young people and adults at risk.

Where a referral is made of a paid employee or volunteer to the Police, Children's or Adult Services, the Safeguarding Trustee will ensure the church leaders review the position of that person working with children or adults at risk as a priority. Normally this will involve the worker withdrawing from their responsibilities with children or adults at risk whilst the investigation takes place.

Where the concern involves the Designated Person or members of their family, the report should be made to the Safeguarding Trustee.

Where the concern is in relation to a Minister, the Regional Minister should be immediately informed in addition to the above procedures.

The church will fully co-operate with any statutory investigation into any suspected abuse linked with the church.

2.4 Safe recruitment, support and supervision of workers

2.4.1. Introduction

It is recognised that identifying volunteers to work with children, young people and adults at risk in PBC may be done in a variety of ways, from an open request to a direct approach to an individual. The church will exercise proper care in the selection and appointment of those working with children, young people and adults at risk, whether paid or voluntary.

This care will include the following elements:

- a) A role description.
- b) An application form, including a declaration that there is no reason why they should not work with children, young people and adults at risk.
- c) An undertaking that they will work within agreed Safeguarding Policy and procedure.
- d) A face to face interview with the team leader.
- e) Take up of references.
- f) A DBS check – ideally every 3 years but no more than 5 years.
- g) Training including Safeguarding.

2.2.3 Responsibilities

Responsibilities are defined in the following process for Team Leaders (TL) and Designated Persons (DP)

Action	Who
a) Draw up the role description.	TL
b) Advise the safeguarding administrator of the prospective volunteer.	TL
c) Supply volunteer with application pack, discuss role and handle applications and take up the references from the application form and pass onto safeguarding administrator	TL
d) Obtain DBS disclosure.	DP & Administrator
e) Check the references.	DP
f) Notify the DP that the references have been returned and need to be seen and signed off by the DP.	Administrator
g) Inform the TL that references have been seen.	Administrator
h) Inform TL when DBS received and volunteer can commence work.	Administrator
i) Be responsible for monitoring and supporting new volunteer.	TL
j) Inform the volunteer about the next safe guarding training.	DP/TL/Administrator

Additional notes of clarification:

- a) A leader should not make decisions relating to a close family member
- b) PBC recognise the benefits of giving young people under 18 experiences in leadership. They will not however be included as a leader in considering safe ratios and relevant permissions will need to be obtained from their parents or carers just as for any other participant. DBS disclosures will not be sought for them.
- c) A more rigorous application process will be followed when considering the appointment of paid workers. The Trustees of PBC will administer this.
- d) Procedures for vetting PBC ministers are administered by the North West Baptist Association.

2.2.4 Training

All workers will be provided with appropriate training, support and supervision to promote the safeguarding of children and adults at risk. To help equip its staff, employed or voluntary, who work with children, young people and adults at risk, PBC will ensure that they all receive Safeguarding Training. This will be done via the safeguarding sessions provided locally by the Baptist Safeguarding programme.

All volunteers and leaders will be required to do Levels 1 and 2.

Timescales:

- a) Volunteers – within a year of appointment
- b) Team Leaders – before appointment
- c) Employed staff – within 6 months of appointment
- d) Refresher training – every 3 years

2.3 Respecting Children, young people and adults at risk

2.3.1 Abuse of trust

A leader in a group is always in a relationship of trust. PBC recognises the confidence that parents and carers demonstrate in us when they allow their children, young people and adults at risk to attend our activities and we will do all in our power to ensure we do not abuse that trust. We recognise that a leader is not in an equal partnership with the children, young people and adults at risk and it is the responsibility of the leader to ensure that they do not misuse their position.

PBC will not condone a romantic or sexual relationship between a leader and children, young people and adults at risk in their care, even where it is permitted by law or within a peer group. Any such issues will be dealt with in accordance with Safeguarding procedures.

Wherever possible, PBC will not appoint young leaders in a peer group immediately below their own.

2.4 Safe working practices

PBC is committed to providing a safe environment for activities with children, young people and adults at risk and will adopt ways of working with them that promote their safety and well-being. To manage risk we have procedures in place in the following areas:

2.4.1 Parental consent

All children and young people taking part in activities with PBC will be registered and details obtained of parents / carers, contact details and relevant medical and other issues to enable us to care for them and deal with emergencies.

Explicit consent will be obtained in the following areas:

- a) Emergency medical treatment.
- b) Travel arrangements when transport is organised.
- c) Taking the children, young people and adults at risk off church premises.
- d) Overnight events.
- e) Use of a child's image in church publicity material or on the website.
- f) Electronic communication directly with the children and young people will be in accordance with the Code of Practice.

The group or event leader is responsible for obtaining parental consent forms and for keeping them securely.

2.4.2 Children, young people and adults at risk and PBC Health and Safety Policy

Every member of PBC who works with children, young people and adults at risk has a shared responsibility to ensure their safety in accordance with the Health and Safety Policy. It is the responsibility of the Core Leadership Team to ensure that proper health and safety processes are in place to manage effectively the risks associated with activities and events involving children, young people and adults at risk.

Any incidents should be reported in accordance with that policy. Any accidents should be recorded in the Accident Book.

2.4.2.1 General arrangements

Health and safety shall be managed as part of all activities. A First Aid Box shall be maintained on site. An accident book shall be maintained at all places where activities take place.

Buildings shall be checked for health and safety regularly and at least once a year and the results noted and reported to the Core Leadership Team.

2.4.2.2 Risk assessments

Every team or event leader is responsible for conducting or ensuring a Risk Assessment is carried out. This may partially incorporate generic Risk Assessments of the building or of the group or event activity.

Activities that are out of the ordinary will require specific Risk Assessments. An activity away from the usual venue will require a specific Risk Assessment.

The Risk Assessment should:

- a) Identify the hazards.
- b) Consider who might be harmed and how.
- c) Evaluate the risks and decide on precautions.
- d) Record the findings and implement them.

Risk Assessments should be reviewed by the team leader and their line of support within the CLT. Team leaders should consult PBC Health and Safety Officer for assistance if they do not feel competent to conduct Risk Assessments. They will be stored in the Church office.

2.4.2.3 Risk assessment – ratios leaders to children and young people.

Team or event leaders will carefully consider each activity and group to determine safe ratios of leaders to children and young people. This will include specific consideration of issues including;

- a) Any special needs of children or young people that will mean extra support is needed.
- b) Behavioural issues.
- c) Physical disabilities.
- d) Venue, in particular activities away from the church building.
- e) Emergency situations such as dealing with an accident or a team member being unavailable at short notice.
- f) Gender issues.

The minimum recommended ratios of adults to children for PBC are:

Age range (yrs)	Indoor activities	Outdoor activities
0-2	1:3 (minimum 2)	1:3 (minimum 2)
3	1:4 (minimum 2)	1:4 (minimum 2)
4-7	1:8 (minimum 2)	1:6 (minimum 2)
8-12	2 adults for up to 20 children (preferably male and female) with extra adult for every 10 additional children	2 adults for up to 15 children (preferably male and female) with extra adult for every 8 additional children
13 and over	2 adults for up to 20 children (preferably male and female) with extra adult for every 10 additional children	2 adults for up to 20 children (preferably male and female) with extra adult for every 10 additional children

2.4 Dealing with situations where these ratios are not met

One-off situations:

The remaining leaders will determine if it is safe to continue. Considerations will include:

- a) Whether risk can be reduced by changing activities or ways of working.
- b) Unacceptable risk will automatically lead to cancellation.

On-going situations:

Where there are insufficient team members in a particular group to maintain recommended ratios, careful consideration will be given to ways of managing that risk. This could include:

- a) Can the programme be adapted to reduce risk?
- b) Could the time be altered to provide emergency cover from another group?
- c) Can children or young people numbers be capped to keep ratios acceptable?

Any such decision to run a group below recommended ratios over time will be made by PBC Trustees, who will minute the reasoning and justification for the decision.

2.4.1 Transport arrangements

- a) Permission will be obtained from the parent or carer of the children or young people.
- b) Suitable insurance will be in place covering voluntary work or business use for a paid employee.
- c) Legal requirements of seat belts, child seats and restraints will be complied with.
- d) Only fully registered volunteers or employees will be used to drive.
- e) Where a leader of a group provides transport to an activity, for the sake of clarity this will be considered as part of their responsibility and they will comply with these procedures.

2.4.2 Outings and overnight events

Risk assessments will be completed to cover all aspects of the event including:

- a) Ratios of leaders to children and young people.
- b) Travel arrangements.
- c) Venue.
- d) Accommodation.
- e) Activities.
- f) Emergency scenarios including fire precautions and evacuation.

Clear responsibility will be allocated to leaders for sub-groups within the party of the children and young people.

Emergency contact details for a Doctor, Hospital A&E, Police etc. will be known and readily available.

At least one worker will be a qualified First Aider.

The person responsible for food will hold a Basic Food Hygiene Certificate.

Liability insurance will be in place.

Specific parental consent will be obtained for any overnight event:

- a) Parent / carers should supply contact phone numbers and be provided with an emergency number, together with the venue address.
- b) Any health or dietary issues should be detailed on the form. Any medication to be taken should be detailed and agreed procedures for their safekeeping and administration.
- c) Sleeping arrangements.

- d) Males and females will sleep separately.
- e) A mixed group of male and female children or young people must have mixed sex leaders accompanying them.
- f) Sleeping arrangements for the adults will be subject to detailed consideration.

2.4.3 Welcoming children into an all-age community

PBC will do its best to make clear when it is taking responsibility for the children and young people. At times, however, responsibility for children and young people will not be clearly defined. At times they are clearly under parental responsibility, but a parent or carer may not be in the same room. It is in part for this reason that PBC encourages all its members to recognise the importance of Safeguarding and their regard for wider welfare issues of children and young people.

PBC cannot take responsibility for unaccompanied children under 8 at church services without an agreement between their parent /carer and the church as to the nature and provision of its care.

2.4.4 Photography

- a) Signed consent should be obtained from parents or carers for photographs taken at church activities. Where possible it should clarify the intended use of the photos.
- b) Consent from the children may also be sought. This would be considered good practise.
- c) Displayed or circulated photos should not identify the child by name or enable their identity to be inferred.
- d) Church services are live streamed and parents should be made aware that children sitting near the front of church may be filmed.

2.4.5 Other users of PBC

Any external organisation or business using PBC and working with children or young people must provide a copy of their Safeguarding policy as part of their hiring agreement

2.5 A safe community

PBC is committed to the prevention of bullying of children, young people and adults at risk.

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. It can take a wide variety of forms and is never acceptable. PBC recognises that it can take place within groups in the church and will seek to stop it wherever it can.

To help achieve this:

- a) Children, young people and adults will know how to report incidents.
- b) All allegations will be treated seriously and investigated with a view to ending it as quickly as possible.
- c) Parents of parties involved will be informed where appropriate.
- d) All appropriate allegations and incidents will be recorded together with action taken.

This management will always include involvement by the Designated Person, the Safeguarding Trustee and the Minister. They will act in line with the best advice available from statutory bodies and the Regional Minister to manage the individual.

3 CODE OF CONDUCT FOR YOUTH AND CHILDREN'S TEAM MEMBERS

Leaders of youth and children's work are role models and it is important that a good example is set at all times.

3.1 As a member of a team you should be committed to the following:

- a) To arrive at the group or event at the time given by the leader.
- b) To pray before and after the event.
- c) To stay after the group or event has finished to share success and discuss any issues which have arisen at the event or group and to tidy up as a team.
- d) To attend the training organised by your team in order to develop your personal practice so you can improve your service to the children or young people.
- e) To adhere to all the policies and practices of Poynton Baptist Church relevant to youth and children's work, in particular the Safeguarding Policy

3.2 Communicating with children and young people

- a) Make it a priority to interact with the young people, building relationships with them and being interested in what they have to say.
- b) Be aware that as a leader your words have a powerful impact on members of your group. Say positive things that affirm and build up the young people.
- c) Always speak with friendliness and respect to everyone.
- d) Listen to the young people and try to give a clear answer to their questions.
- e) Speak about your Christian faith honestly, openly and naturally when opportunities arise.
- f) Never make jokes at the expense of the young people or make fun of their appearance. Always challenge young people who are speaking in an unacceptable way to others.
- g) Don't shout at anyone, you can use a firm voice without shouting.
- h) Bad language and coarse joking are unacceptable.
- i) Avoid using mobile phones for personal use within the group as it gives the impression that you are bored or disinterested in the group.
- j) When having a conversation with another team member, make sure you don't mind young people hearing or being involved in the conversation. If you are not happy with this then don't have that particular conversation during the activity.

3.3 Communications between youth workers and young people using internet, email, mobile phone and social networking

NOTE: Children under 11 years of age should not be contacted directly. All communications must be with their parent/legal guardian.

- a) Many young people use the above methods of communicating all the time. When used effectively and safely they can be extremely effective tools. The aim is to promote 'visible' communication. Youth Leaders need to keep the same boundaries, and follow the same safeguarding practice, as in the physical world. Safeguarding promotes that one-to-one conversations with young people happen in full sight of others.
- b) One to one communication using internet, email, mobile phone and social networking should be a considered response by the youth leader.
- c) It is acknowledged that within youth work there will be times when the youth leader will meet with a young person on a one to one basis. It would be good practise to keep a record of this contact for future reference.

- d) If a young person contacts you directly with an issue that causes concern via internet, email, mobile phone or social networking the youth leader will respond and where appropriate discuss with the DP and follow the safe guarding guidelines
- e) If you think that the young person is at risk of harm then you must follow the procedure for reporting abuse (Section 2.2.2).
- f) Youth Workers should 'save' significant conversations, keeping a log, stating with whom and when they communicated. Significant communications of concern must follow the safeguarding procedures as outlined in the policy.

3.4 Social Media Profile

- a) If you choose to have a presence on Social Media then always remember that others are looking up to you and will often follow you for inspiration, guidance and hope. Social Media is interactive, conversational and open-ended and the youth leader needs to be mindful that this communication happens in public not private space.

3.5 Disagreements among team members

- a) If you have an issue with another team member please don't discuss this during the event or group. Speak to them personally when the children or young people are not present. Raise the issue in the debrief if it is relevant to the group. If necessary speak to the leader about the matter privately.

3.6 Smoking and Alcohol

- a) Do not smoke when in the presence of the young people.
- b) Do not consume alcohol prior to or during an event or group and avoid joking about alcohol misuse or drunkenness.

3.7 Suspected Abuse of Children or Young People

- a) a. It is vital that you are familiar with the Safeguarding Policy which sets out the procedures to be followed if abuse is reported or suspected.

3.8 Guidance on being alone with children and young people

- a) Ensure that you are never in a room on your own with a children and young people where at all possible within the church building. If you need to talk to a children and young people on their own, either do it in a quiet corner of the room in which there are other leaders or go into another room having informed another leader and leave the door open where possible.

3.9

These guidelines apply to all drivers involved in the transportation of children, young people and adults at risk on behalf of the church. They do not apply to private arrangements, for example, transport arrangements made between friends.

- a) Any transport arrangements for children and young people to, from or during sessions should be carefully considered. Ideally two adults should be present in a vehicle. Where a child is alone, they should ideally sit in the rear. Parents and the group leader should be aware of the arrangements.
- b) Where using a minibus for children and young people, ensure there are enough adults for the ratios applicable to the age group.
- c) Correct licence and insurance must be held by the drivers of any vehicle used for the transportation of children, young people and adults at risk.

- d) Each child and young person must have his or her own seat with a seatbelt. If the vehicle does not have seatbelts, then it should not be used.

3.10 Outings involving adults at risk

There are additional considerations for a group taking adults with additional needs, such as learning difficulties or mental health needs on outings.

- a) A risk assessment must be carried out beforehand
- b) Planning for the trip should take into account specific medical, physical and support needs of each group member
- c) Adults at risk should be included in the planning of trips and events
- d) Consideration should be given to the suitability and accessibility of the venue, travel time and mode of transport
- e) Adults at risk should be given all the information about the trip beforehand so that they know where they are going, how long it will take to get there and what type of activities they will be taking part in
- f) There should be a minimum of two leaders with each group; the individual needs of those attending may determine the additional number of people required
- g) It is the responsibility of the workers to always know the whereabouts of every person in the group

3.11 Physical contact with children and young people.

- a) Great care must be taken to ensure physical contact is appropriate.
- b) When physical contact is made with children or young people, this should be in response to their needs at the time, of limited duration and appropriate given their age, stage of development, gender and background.
- c) Physical contact should never be secretive or for the gratification of the adult and should be avoided in one-to-one situations.