



SAFEGUARDING POLICY

Adults at risk of harm

This policy will be reviewed annually or when guidance or legislation changes. Nechells POD is continuously developing policies and procedures to ensure it meets the requirements of the law, the registration authority and good practice.

Review date	March 2026
Next review date	March 2027
Reviewed by	Jo Corkery (External HR Consultant)

Who does this policy apply to?

To all employees, volunteers, contractors, trustees, work experience students working on behalf of Nechells POD.

General Overview

People have the right to freedom from any kind of abuse. Nechells POD is committed to providing services based on the overriding principles that safety and wellbeing* (see below) is paramount and that all Employees and volunteers have a duty to safeguard this and that we operate in line with statutory guidance.

We commit to ensuring that those who visit the charity, attend an activity or receive support, will be fully included regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation. Everyone will be treated with respect and dignity. We recognise individuality and fully respect diversity and human rights.

Everyone will receive a service that is caring, supportive and create a safe environment without fear of any kind of abusive behaviour being directed towards them.

The purpose of this policy is to provide clear overarching principles and processes that guide our approach to the protection of adults at risk of harm and sets out our internal processes.

This policy sets out how we work will work to :

- Protect adults at risk from harm whilst visiting the centre
- Promote the welfare of adults at risk of harm

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- Ensure employees and volunteers are aware of their responsibility and appropriately trained to safeguard adults at risk of harm
- Provide clear procedures for responding to concerns or incidents of abuse

Nechells POD is committed to:

- Creating a safe and welcoming environment where everyone feels respected, listen to and cared for
- Promoting safe practices in all aspects of our work
- Implementing preventative measures to reduce the risk of abuse, including safer recruitment and training
- Taking all concerns seriously and acting on them appropriately, following our safeguarding processes, legislative guidelines and best practise.

Employment Legislation

This policy has been drawn up based on legislation, policy and guidance that seeks to protect adults at risk of harm in England. Safeguarding means to prevent or respond to allegations of abuse, harm or neglect of adults at risk of harm.

Safeguarding is covered by:-

- The Care Act 2014 is the primary legislation establishing a legal duty for local authorities to protect adults at risk of abuse or neglect. The Care Act 2014 requires all care providers and individual carers to observe the 'wellbeing' principles. This puts an individual's sense of wellbeing at the core of what we do and how we care for people. This means that we should constantly look for ways in which we can improve outcomes for people with care and support needs.
- Safeguarding Vulnerable Groups Act 2006 which prevents unsuitable individuals from working with vulnerable people through the Disclosure of Barring Services (DBS)
- The Mental Capacity Act 2005 which supports decision making and protects those lacking capacity.

The term vulnerable adult is now replaced with adults at risk of harm.

The Care Act 2014 defines an adult at risk as a person :-

- Who is 18 years and over
- Has care and support needs (due to age, illness, disability or other conditions)
- Is experiencing, or at risk of abuse or neglect.
- Is unable to protect themselves (against that abuse or neglect as a result of their care and support needs).
- This can include older people, people with disabilities, long term conditions, mental health conditions and substance/alcohol misuse.

An adult at risk is defined by the combination of the factors, not just by their age or needs alone.

Abuse

On the [GOV.UK website](https://www.gov.uk), abuse is defined as a 'violation of an individual's human and civil rights by any other person, which may result in significant harm'.

Abuse can be:

- A single act or repeated acts
- Physical verbal or psychological
- An act of neglect or an omission to act
- When an adult at risk is persuaded to enter a financial or sexual transaction to which he/she has not consented or cannot consent.

Legal action may be taken against any person or persons found to have committed an act of abuse. In addition, statutory offences have been created which specifically protect those who may lack capacity in some way.

Examples of actions which may constitute criminal offences are assault, whether physical or psychological, sexual assault, theft, fraud or other forms of financial exploitation, and certain forms of discrimination, whether based on race, gender or disability.

Neglect

Neglect is the persistent failure to meet basic physical and/or psychological needs.

There are several types of abuse and neglect. Here are just some examples; this list is not exhaustive.

- **Physical abuse** - ranges from deliberately hitting and hurting a participant, pushing or pulling a participant, misuse of medication, restraint or inappropriate sanctions.
- **Psychological abuse** – includes emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or isolation or withdrawal from services or supportive networks.
- **Financial and material abuse** – includes theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.
- **Sexual abuse** – includes rape and sexual assault or sexual acts to which the adult at risk of harm has not consented or could not consent or was pressured into consenting.
- **Neglect and Acts of Omission** – includes ignoring medical or physical care needs, failure to provide access to appropriate health, social care or other

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services, unlawfully withholding of the necessities of life, such as medication, adequate nutrition and heating, careless or thoughtless actions that lead to harm etc.

- **Discriminatory abuse** – includes racism, sexism, abuse based on a person's disability and other forms of harassment, slurs or similar treatment.
- **Inappropriate Restraint/Unauthorised Deprivation of Liberty** - At times it may be in the best interests to physically restrain a participant for their own wellbeing or the wellbeing of others. It is imperative that restraint is **ONLY** practiced according to guidelines for each individual. There should not be a generic policy on restraint.
- **Organisational Abuse** - Sometimes, the way an organisation operates or is organised is not in the best interests or reflective of the needs and wishes of the person being cared for. This can be caused by rigid and inflexible Employeesing arrangements, poor leadership or management, lack of privacy or dignity, inappropriate measures to address the harmful actions of others, lack of choice or opportunities for independence, dismissive attitudes and ignoring complaints or concerns, a failure to reflect person centred approaches, poorly maintained environments, shared clothing, a lack of effective training, poor nutrition or hydration etc.
- **Domestic Abuse** -Any incident of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 years or over who are or have been partners or family members.
- **Modern Slavery** - slavery, human trafficking, forced labour and domestic servitude.

We recognise that adults at risk of harm may have been impacted by previous experiences, their level of dependency on others, communication needs or other issues and so extra safeguards may be required to keep them safe from abuse.

Further information relating to abuse or neglect are outlined in more detail at the end of this policy. If you are concerned that an adult at risk of harm is being abused, follow our safeguarding procedure to report the concern.

Nechells POD acknowledges that the Local Authority and Police have a statutory responsibility to investigate cases of suspected abuse and such are committed to work with the guidelines set by the local bodies. We will help to enable them to carry out their statutory protection responsibilities.

Responsibility for Safeguarding within the charity.

The charity has two Designated Safeguarding Leads (DSL). The DSL will :-

- Oversee all safeguarding concerns or allegations
- Ensure that appropriate actions are taken in response to concerns of disclosures
- Provide advice and support to Employees and volunteers regarding safeguarding issues and is available to Employees and volunteers daily who need support, guidance or advice
- Maintain up to date knowledge and training in safeguarding.

The charity DSLs are the Project Manager and the Welfare and Advice Officer.

WHO DO I APPROACH IF I HAVE ANY QUERIES ABOUT THIS POLICY?

Please contact the Project Manager in the first instance.