



ADULT SAFEGUARDING POLICY

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1. INTRODUCTION

The adult safeguarding policy aims to protect adults from abuse, neglect, and harm by providing guidelines and procedures for identification, reporting, assessment, and management of safeguarding concerns.

The 6 key principles of safeguarding are:

- Empowerment
Individuals are provided with support and encouragement to make autonomous decisions and give their informed consent. This principle recognizes that every individual has a right to participate in decisions that affect their lives and that these decisions should be respected, regardless of their ability or disability status.
- Prevention
It is best to take pre-emptive action to stop harm before it occurs. This may involve implementing preventative measures such as risk assessments, training, and education, and providing support to individuals at risk
- Proportionality
The response to the presented risk should be the least intrusive option available. Any intervention should respect the individual's dignity, autonomy, and right to privacy.
- Protection

Provision of assistance and support for individuals with the highest level of need. Some individuals may require more complex or specialised support. Safeguarding professionals may need to work closely with other agencies and professionals to ensure that the individual's needs are met

- Partnership
Communities are responsible for preventing, detecting, and reporting incidents of neglect and abuse. Working with other organisations can aid in keeping people safe.
- Accountability
It is the responsibility of every individual to report safeguarding concerns.

2. DEFINITIONS AND TYPES OF ABUSE

A vulnerable adult refers to an individual who is 18 years old or above and may require care services due to factors such as their age, physical or mental disability, illness, inability to care for themselves, inability to protect themselves from harm or exploitation, or inability to report abuse.

Abuse can manifest in several ways, such as physical, psychological, sexual, neglect, discriminatory, organizational, and financial. In addition to these forms, abuse also encompasses domestic abuse, modern slavery, organisational, and self-neglect. A recurring theme in cases of abuse is exploitation.

Abuse is a violation of an individual's human and civil rights by one or more individuals. It is essential to note that abuse can happen anywhere, and it is typically perpetrated by someone that the vulnerable adult knows. Some forms of abuse constitute criminal offenses.

Examples of abuse include physical acts such as hitting, slapping, and rough handling; administering medication incorrectly; depriving the individual of basic needs such as warmth, food, clothing, or healthcare; engaging in sexual activities that the person has not or cannot consent to; misusing or stealing money or property; shouting or using derogatory language; neglecting medical or physical needs; and engaging in discriminatory or harassing behaviour.

In accordance with our Safeguarding Vulnerable Adults Policy, we have zero tolerance for any form of abuse. All staff members are expected to report any suspicions or concerns they have regarding abuse or potential abuse of vulnerable adults. This policy aims to safeguard the well-being and protect the rights of vulnerable adults.

3. TRAINING

To maintain a safe and supportive environment for adults, it is essential that all staff are trained to identify, report and respond to safeguarding concerns. Therefore, it is mandatory for all staff to complete the E-Learning for Health (e-lfh) Safeguarding Adults Level 1 course on an annual basis.

This training programme equips staff with the knowledge and skills necessary to recognise the signs of abuse and neglect, understand the different forms of abuse, and know how to report safeguarding concerns appropriately. It covers a range of topics, including the indicators of abuse and neglect, the responsibilities of staff, and the policies and procedures relevant to safeguarding.

The completion of the e-lfh course is an essential part of creating a culture of safeguarding within the workplace. By ensuring that all staff are trained and up-to-date on safeguarding

issues and procedures, the organisation can proactively prevent abuse and neglect from occurring, and provide the necessary support to those who require it.

4. REPORTING PROCEDURES

In any workplace where adult safeguarding is a concern, it is vital that all staff understand their role and responsibilities when it comes to reporting any concerns. If staff members have any concerns about the safety or wellbeing of an adult at risk, it is their responsibility to take the appropriate steps to report it.

Abuse of vulnerable adults can come to light in various ways, and it is important to remain vigilant and aware of the signs and indicators of abuse. One of the most common ways that abuse may be revealed is through a disclosure made by the victim themselves. Victims of abuse may confide in someone they trust, such as a family member, friend, or healthcare professional, and disclose the abuse they have experienced.

Another way that abuse may come to light is through witnessing an abusive event. This could involve observing abusive behaviour such as physical or emotional abuse. Changes in behaviour can also be a sign that abuse may be taking place. This may include changes in interactions with others, such as becoming withdrawn or avoiding social situations. They may also exhibit signs of fear or anxiety around specific individuals or in particular situations. Physical indicators of abuse could include unexplained injuries or bruises, weight loss, or signs of neglect, such as poor personal hygiene or malnutrition.

If the adult in question is perceived to be in immediate danger or at risk of harm, staff should contact the emergency services without delay. This might include the police, ambulance, or fire service, depending on the nature of the concern. In cases where the adult is not in immediate danger, staff should report their concern to their supervisor or designated safeguarding officer within the workplace. These individuals will be able to provide further guidance on how to proceed, including any additional steps that need to be taken.

After the initial report, it is essential that staff members follow up with their supervisor or designated safeguarding officer to check on the progress of the investigation. They should be prepared to provide any additional information that may be necessary to support the investigation.

By taking these steps, staff members can ensure that safeguarding concerns are appropriately reported, investigated, and addressed in a timely and effective manner. This helps to ensure the safety and wellbeing of adults at risk in the workplace, and supports a culture of safeguarding and protection for all.

5. CONFIDENTIALITY

Staff members are expected to maintain the privacy and dignity of individuals who may have experienced abuse or neglect, while ensuring that their safety and wellbeing are protected. To achieve this, staff members must be made aware of the sensitivity of such matters and the need for confidentiality. This includes understanding when information needs to be shared and with whom, and only disclosing information on a "needs to know" basis.

Strict adherence to these reporting procedures can help ensure that vulnerable adults receive the support and protection they need, while also respecting their privacy and dignity.

6. RECORD KEEPING

In order to conduct thorough investigations and effectively monitor instances of abuse, it is crucial to maintain detailed records of all procedures involved in raising, reporting, and investigating any safeguarding concerns, regardless of whether the concerns are substantiated or not. These records can be valuable in piecing together a pattern of abuse from fragments of information gathered over time. While managers should keep these records confidentially, staff members should be informed about what information needs to be recorded when abuse is suspected, who holds the records, and who has access to them.

7. CONTACT US

Questions, comments and requests regarding this adult safeguarding policy are welcomed and should be addressed to our Safeguarding Lead, Melanie Ashdown (m.ashdown@nhs.net) at Aim Solutions Ltd., 6 Pilsdon Close, London, SW19 6DR.