

## Empowering Futures

Registered Charity Number (CIC) 1182139

Tel: 07743 57 57 87

Email: [admin@empoweringfutures.co.uk](mailto:admin@empoweringfutures.co.uk)

Website: [www.empoweringfutures.co.uk](http://www.empoweringfutures.co.uk)

Address: Stables, No 2 Bury Hill, Moorend, Winterbourne, Bristol BS16 1SS



# Empowering Futures - Safeguarding Adults Policy

**(Please Refer to Page 2 for Procedures)**

## POLICY PURPOSE

Empowering Futures is a CIO (Charitable Incorporated Organisation) registered Charity that provides a range of indoor and outdoor activities on our Care Farm.

- Forestry School
- Arts and crafts
- Animal Care
- Horticulture
- Cooking
- And more..

Whilst we deliver direct services or support for children, young people and adults at risk, Empowering Futures recognises that safeguarding those members of society is everyone's business and that all may become vulnerable at many stages in their lives.

Empowering Futures is committed, therefore, to ensuring that the Management Committee, volunteers and those who participate in activities run by the organisation have an understanding of Safeguarding Children, Young People and Adults at Risk and what forms abuse may take and that they know where to raise concerns if abuse is suspected or reported.

## Safeguarding Adults

This policy therefore applies to all staff, including senior managers and the board of trustees, paid staff, volunteers and sessional workers, agency staff, students or anyone working on behalf of the organisation to **safeguard adults at risk**.

## Definition of Adult;

An adult is defined as anyone over the age of 18

### **Embedding this policy to participants with learning needs**

*Prior to commencing engagement on the farm, inductions are held for all staff, volunteers and participants to ensure this policy is understood and achievable. We have ensured this policy is accessible to all by providing easy-read information with clear, easy-read, basic instructions and pictures to help educate and deliver the message.*

**Empowering Futures has appointed Maria Needs as the named DSL - Designated Safeguarding Lead. Training is refreshed annually to ensure training and competencies are kept up to date and in line with laws and regulations.**

**Date of Policy Creation:** 1st February 2019

**Last Reviewed:** 19/04/2023

**Next Review Due:** 19/04/2024

**Signed off by:** Maria Needs

*M Needs*

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### Signature Sign-Off:

## **STEP 1) CONTACTING THE DSL - (Designated Safeguarding Leads)**

- 1st Line DSL - Maria Needs - 07443 575 787
- 2nd Line Deputy DSL - Kelly Rogers - 07443 575 787 (If 1st DSL is unavailable)
- 3rd Line 2nd Deputy DSL - Joanna Butler - 07443 575 787

Contacting DSLs in writing? Please send a text message or contact by email [admin@empoweringfutures.co.uk](mailto:admin@empoweringfutures.co.uk)

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## **STEP 2) PROCEDURES FOR RAISING A CONCERN**

Please follow the below steps to raise a safeguarding concern

1. **IMMEDIATELY PHONE THE DSL OR DEPUTY DSL. IF UNABLE TO COMMUNICATE VERBALLY, THEN AN EMAIL OR TEXT MESSAGE MUST BE SENT. THE TEXT OR EMAIL SHOULD BE SENT WITH THE SUBJECT OF 'SAFEGUARDING CONCERN'** Emails must be sent to [ADMIN@EMPOWERINGFUTURES.CO.UK](mailto:ADMIN@EMPOWERINGFUTURES.CO.UK)
2. **DSL's ACT IMMEDIATELY** - DSL must escalate the concern and refer to appropriate authorities within one hour.
3. **LOG THE CONCERN** - Safeguarding issues and the safeguarding log are confidential to the DSLs but are kept on file and password protected.

## **Safeguarding Adults at Risk**

**Safeguarding is aimed at people with care and support needs who may be in vulnerable circumstances and at risk of abuse or neglect. In these cases, local services must work together to spot those at risk and take steps to protect them. (The Care Act 2014)**

Safeguarding means protecting an adult's right to live in safety, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experience of abuse or neglect, while at the same time making sure that the adult's wellbeing is promoted including, where appropriate, having regard to their views, wishes, feelings and beliefs in deciding on any action. This must recognise that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances.

The following six key principles underpin all adult safeguarding work:

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1. **Empowerment:** people being supported and encouraged to make their own decisions and give informed consent
2. **Prevention:** it is better to take action before harm occurs
3. **Proportionality:** the least intrusive response appropriate to the risk presented
4. **Protection:** support and representation for those in greatest need
5. **Partnership:** local solutions through services working with their communities – communities have a part to play in preventing, detecting and reporting neglect and abuse
6. **Accountability:** accountability and transparency in safeguarding practice

## **Definition of Adults at Risk**

An adult who:

- has needs for care and support (whether or not the local authority is meeting any of those needs)
- is experiencing, or at risk of, abuse or neglect
- as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect (The Care Act 2014)

The definition of an Adult covers all people over 18 years of age.

The Care Act also recognises the key role of Carers in relation to safeguarding. For example a carer may witness or report abuse or neglect; experience intentional or unintentional harm from the adult they are trying to support or a carer may (unintentionally or intentionally) harm or neglect the adult they support. It is important to view the situation holistically and look at the safety and well-being of both. The Act makes it clear throughout, the need for preventing abuse and neglect wherever possible. Observant professionals and other staff making early, positive interventions with individuals and families can make a huge difference to their lives, preventing the deterioration of a situation or breakdown of a support network.

## **Abuse includes:**

Abuse is something that is done to another person, without their full understanding or consent, which harms them in some way. It may consist of a single act or repeated acts. Abuse may be carried out deliberately or unknowingly.

Abuse or neglect, can take many forms and the circumstances of the individual case should always be considered. The following is a list of the types of abuse and neglect that can occur;

- Physical abuse; *hitting, slapping, punching, burning*
- Domestic violence and abuse; *including psychological, physical, sexual, financial, emotional abuse; so called 'honour' based violence.*
- Sexual abuse; *rape, indecent assault, inappropriate touching*

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- Psychological abuse and emotional abuse; *threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber bullying, isolation or unreasonable and unjustified withdrawal of services or supportive networks.*
- Financial or material abuse; *stealing, selling assets*
- Modern slavery; *Encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment*
- Discriminatory abuse; *including racist, sexist, based on a person's disability and other forms of harassment)*
- Organisational abuse; *Including neglect and poor care practice within an institution or specific care setting such as a hospital or care home, for example, or in relation to care provided in one's own home or poor professional practice as a result of the structure, policies, processes and practices within an organization.*
- Neglect and acts of omission; *leaving in soiled clothes, failing to feed properly*
- Self-neglect; *neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding*

People may make the choice to remain in abusive situations and if they have the mental capacity to make that decision that may be appropriate, however the decision about mental capacity is a complex one and it is important that the correct assessment of capacity is undertaken within the safeguarding process.

## **Advice and information**

### **For adults:**

South Gloucestershire Council Customer Service Desk Adult Care Team can be accessed for advice or information contact 01454 868007

South Gloucestershire Safeguarding Adults Board Website:

[www.southglos.gov.uk/safeguarding/adults](http://www.southglos.gov.uk/safeguarding/adults)

If an adult is in immediate danger dial 999 and ask for police assistance

### **Reporting Concerns**

**If a crime may have been, or is being, committed contact the Police on 101 or 999**

Volunteers and Management Committee members should report any concern that they have about a child or an adult at risk to the Named Safeguarding Lead and Chair of the Management Committee unless the concern is about the Lead or Chair where it should be reported to the Vice Chair who will contact the South Gloucestershire Council Team below.

### **Adults at risk**

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To raise a concern contact South Gloucestershire Council's Customer Adult Care Team service desk on 01454 868007.

Where possible, agreement should be obtained from the adult before sharing personal information with third parties.

## **Record Keeping**

If a concern is raised this should be documented and sent through to the Named Officer of Empowering Futures

## **Managing allegations against staff or volunteers**

Any allegation will be fully investigated and Empowering Futures will support staff/volunteers during this process. It is important that allegations are thoroughly investigated through the Safeguarding process so that allegations can be either proved or disproved for the protection of the child(ren), adult(s) at risk and staff.

All allegations should be reported within one working day to the senior manager of the organisation.

Any allegation related to staff and/or volunteers working with Children and Young People and Adults must be reported to the South Gloucestershire Local Authority Designated Officer (LADO) on 01454 866000.

It is important to remember that abuse is defined by the impact on the individual not the intention of the abuser, in other words if someone does not have their needs cared for this can be just as damaging whether it is done deliberately or because a carer can no longer manage. Obviously the way of then supporting the situation would be likely to be different.

People who behave abusively come from all backgrounds and walks of life. They may be doctors, nurses, social workers, advocates, staff members, volunteers or others in a position of trust. They may also be relatives, friends, neighbours or people who use the same services as the person experiencing abuse.

## **Contact Details for allegations**

Local Authority Designated Officer (LADO)	Tina Wilson	01454 866000
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## Appendix A: Glossary

Item	Definition
Children	Anyone who has not yet reached their 18th birthday. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate, does not change their status or entitlements to services or protection.
Safeguarding and promoting the welfare of children	Defined for the purposes of this guidance as: <ul style="list-style-type: none"><li>a. protecting children from maltreatment</li><li>b. preventing impairment of children's health or development</li><li>c. ensuring that children are growing up in circumstances consistent with the provision of safe and effective care</li><li>d. taking action to enable all children to have the best outcomes</li></ul>
Child protection	Part of safeguarding and promoting welfare. This refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.
Abuse	A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults, or another child or children.
Physical abuse	A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

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Item	Definition
Emotional abuse	The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.
Sexual abuse	Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.
Child sexual exploitation	Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

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Item	Definition
Neglect	<p>The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:</p> <ol style="list-style-type: none"> <li>a. provide adequate food, clothing and shelter (including exclusion from home or abandonment)</li> <li>b. protect a child from physical and emotional harm or danger</li> <li>c. ensure adequate supervision (including the use of inadequate care-givers)</li> <li>d. ensure access to appropriate medical care or treatment</li> </ol> <p>It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.</p>
Extremism	<p>Extremism goes beyond terrorism and includes people who target the vulnerable – including the young – by seeking to sow division between communities on the basis of race, faith or denomination; justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society.</p> <p>Extremism is defined in the Counter Extremism Strategy 2015 as the vocal or active opposition to our fundamental values, including the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. We also regard calls for the death of members of our armed forces as extremist.</p>
Young carer	<p>A young carer is a person under 18 who provides or intends to provide care for another person (of any age, except generally where that care is provided for payment, pursuant to a contract or as voluntary work).</p>
Parent carer	<p>A person aged 18 or over who provides or intends to provide care for a disabled child for whom the person has parental responsibility.</p>
Education, Health and Care Plan	<p>A single plan, which covers the education, health and social care needs of a child or young person with special educational needs and/or a disability (SEND). See the Special Educational Needs and Disability Code of Practice 0-25 (2014).</p>

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