**EMPOWER ME TOGETHER**

**SAFEGUARDING ADULTS POLICY**

*Protecting a person's right to live in safety, free from abuse and neglect*

Empower Me Together (EMT) is committed to the safeguarding and protection of all beneficiaries. EMT will not tolerate the abuse of adults in any of its forms and is committed to safeguarding adults from harm.

This policy outlines the steps EMT will make to safeguard an adult if they are deemed to be at risk. This policy sets out the roles and responsibilities of EMT in working together with other professionals and agencies in promoting the adult’s welfare and safeguarding them from abuse and neglect.

EMT will also ensure that safe and effective working practices are in place and 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 policy is intended to support staff and volunteers working within EMT to understand their role and responsibilities in safeguarding adults. All staff and volunteers are expected to follow this policy.

The key objectives of this policy are for all employees, contractors and volunteers of EMT to:

* Have an overview of adult safeguarding.
* Be clear about their responsibility to safeguard adults.
* Ensure the necessary actions are taken where an adult is deemed to be at risk.

**What is Safeguarding Adults?**

*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.’*

*Care and Support Statutory Guidance, Department of Health, updated February 2017*

All adults should be able to live free from fear and harm. But some may find it hard to get the help and support they need to stop abuse.

An adult may be unable to protect themselves from harm or exploitation due to many reasons, including their mental or physical incapacity, sensory loss or physical or learning disabilities This could be an adult who is usually able to protect themselves from harm but maybe unable to do so because of an accident, disability, frailty, addiction or illness.

Empower Me Together adheres to following the six key principles that underpin safeguarding work:

1. Empowerment
2. Prevention
3. Proportionality
4. Protection
5. Partnership
6. Accountability

EMT will not tolerate the abuse of adults in staff and volunteers should ensure that their work reflects the principles above. EMT should ensure that the safeguarding action agreed is the least intrusive response to the risk and will be transparent and accountable in delivering safeguarding actions.

**Who Do Adult Safeguarding Duties Apply To?**

The Care Act 2022 sets out that adult safeguarding duties apply to *any* adult who:

* Has care and support needs, and
* Is experiencing, or is at risk of, abuse and neglect, and is unable to protect themselves from either the risk of, or the experience of abuse or neglect, because of those needs

**Who to go to if a staff member is concerned:**

The named responsible person for safeguarding duties at Empower Me Together is:

Angela Whiteley, contactable via support@empower-together.co.uk or on 07731 322 134.

All staff and volunteers should contact Angela Whiteley for any concerns/queries they have in regards to safeguarding adults. *In the event Angela Whiteley is not available please contact Roz Brown at* *empowermetogether@outlook.com* *or 07873 614846.*

* Angela Whiteley will be responsible to make decisions about notifying adult social services if required and consider alternative actions, where necessary.
* Angela Whiteley will also ensure that the safeguarding adults’ policies and procedures are in place and up to date. They will ensure a safe environment is promoted for staff and volunteers and adults accessing the service.
* Angela Whiteley will ensure they are up to date with their safeguarding adults training.

**What to do if you are concerned?**

Staff, contractors and volunteers at Empower Me Together who have any adult safeguarding concerns should:

**1. RESPOND**

* Take emergency action if someone is at immediate risk of harm/in need of urgent medical attention. Dial 999 for emergency services
* Get brief details about what has happened and what the adult would like done about it, but do not probe or conduct a mini-investigation.
* Seek consent from the adult to take action and to report the concern. Consider whether the adult may lack capacity to make decisions about their own and other people’s safety and wellbeing. If you decide to act against their wishes or without their consent, you must record your decision and the reasons for this.

**2. REPORT**

* Staff must report safeguarding concerns to the designated safeguarding lead Angela Whiteley and via the safeguarding form available on the Empower Me Together website.

 **3. RECORD**

* As far as possible, records should be written contemporaneously, dated and signed.
* Keep records about safeguarding concerns confidential and in a location where the alleged abuser will not have access to the record. Access should not be given to any unauthorised personal for accessing confidential information including the sharing of passwords.
* The designated safeguarding lead should keep a record of the reasons for referring the concern.
* Incidents of abuse may be one-off or multiple and may affect one person or more.
* Staff and volunteers should look beyond single incidents to identify patterns of harm.
* Accurate recording of information will also assist in recognising any patterns.

 **Safeguarding Adults Responsibilities:**

* All staff, management, contractors and volunteers at EMT are expected to report any concerns to the designated safeguarding lead Angela Whiteley.
* The designated safeguarding adults lead should be responsible for providing acknowledgement of the referral and brief feedback to the person raising the original concern.
* Feedback should be given in a way that will not make the situation worse or breach the Data Protection Act. If the police are involved, they should be consulted prior to giving feedback to the referrer to ensure any criminal investigation is not affected.
* The local authority will decide on who will lead on a safeguarding enquiry should it progress to that stage. The named organisation should not conduct its own safeguarding enquiry unless instructed to do so by the local authority.
* EMT is committed to ensuring that staff and volunteers who in good faith whistle-blow in the public interest, will be protected from reprisals and victimisation.

**Prevent**

Radicalisation and extremism of adults is a form of emotional/psychological exploitation. Radicalisation can take place through direct personal contact, or indirectly through social media.

If staff are concerned that an adult with care and support needs is at risk of being radicalised and drawn into terrorism, they should treat it in the same way as any other safeguarding concern.

**What are the signs of abuse?**

Abuse and neglect can be difficult to spot. Our staff and volunteers should be alert to the following possible signs of abuse and neglect:

* Depression, self-harm or suicide attempts.
* Difficulty making friends.
* Fear or anxiety.
* The person looks dirty or is not dressed properly.
* The person never seems to have money.
* The person has an injury that is difficult to explain (such as bruises, finger marks, ‘non- accidental’ injury, neck, shoulders, chest and arms).  The person has signs of a pressure ulcer.
* The person is experiencing insomnia.
* The person seems frightened, or frightened of physical contact.
* Inappropriate sexual awareness or sexually explicit behaviour.
* The person is withdrawn, changes in behaviour.

Staff and volunteers should ask the beneficiary if they are unsure about their well-being as there may be other explanations to the above presentation.