



# ASH HCT Safeguarding Adults Policy

**Policy Edition: Version 1**

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## Introduction

ASH HCT is committed to Safeguarding adults in line with national legislation and relevant national and local guidelines. As a vocational training provider we recognise our responsibility to our own staff and the adult learners who engage in our programmes.

We will safeguard adults by ensuring that our programmes are delivered in a way which keeps all adults safe. This policy recognises our tri-fold responsibility to our staff, our learners and any other adults that may come to our attention through staff or our learners.

ASH HCT is committed to creating a culture of zero-tolerance of harm to adults which necessitates: the recognition of adults who may be at risk and the circumstances which may increase risk; knowing how adult abuse, exploitation or neglect manifests itself; and being willing to report safeguarding and welfare concerns.

This extends to recognising and reporting harm experienced anywhere, including within our taught programmes, within a setting a learner is in, within organised voluntary activities, in the community, and in the person's own home.

ASH HCT is committed to best safeguarding practice and to uphold the rights of all adults to live a life free from harm from abuse, exploitation and neglect.

We are dedicated to the safety and welfare of all adults and as such if any member of ASH HCT community has cause for concern this will be reported internally in line with the ASH HCT Safeguarding Policy and national standards and practice. Unless consent is given we will not share your information unless we believe that there is a significant risk to yourself or another person. We pride ourselves on confidentiality and where possible will ensure that individuals are involved in all the decisions that we make.



## Policy Statement

We believe that everyone has the right to live free from abuse or neglect regardless of age, ability or disability, gender, race, religion, ethnic origin, sexual orientation, marital or gender status.

We are committed to creating and maintaining a safe and positive environment and an open, listening culture where people feel able to share concerns without fear of negative consequences.

ASH HCT acknowledges that safeguarding is everybody's responsibility and is committed to prevent abuse and neglect through safeguarding the welfare of all adults involved.

We recognise that health, well-being, ability, disability and need for care and support can affect a person's resilience. We recognise that some people experience barriers, for example, to communication in raising concerns or seeking help. We recognise that these factors can vary at different points in people's lives.

ASH HCT recognises that there is a legal framework within which education works to safeguard adults who have needs for care and support, and for protecting those who are unable to take action to protect themselves. We act in accordance with the relevant safeguarding adult legislation and with local statutory safeguarding procedures.

Actions taken by ASH HCT will be consistent with the principles of adult safeguarding ensuring that any action taken is prompt, proportionate and that it includes and respects the voice of the adult concerned.



## Purpose

The purpose of this policy is to demonstrate our commitment to safeguarding adults and to ensure that everyone involved in ASH HCT is aware of:

- The legislation, policy and procedures for safeguarding adults.
- Their role and responsibility for safeguarding adults.
- What to do or who to speak to if they have a concern relating to the welfare or wellbeing of an adult.

## Scope

This Safeguarding Adults Policy and associated procedures apply to all individuals involved in ASH HCT including freelance staff, learners and contractors. It applies to all concerns about the safety of adults whilst involved with our organisation, our programmes and in the wider community.

We expect our partner organisations to adopt and demonstrate their commitment to the principles and practice as set out in this Safeguarding Adults Policy and associated procedures.

## Commitments

In order to implement this policy ASH HCT will ensure that:

- Everyone involved with ASH HCT is aware of the safeguarding adult procedures and knows what to do and who to contact if they have a concern relating to the welfare or wellbeing of an adult.
- Any concern that an adult is not safe is taken seriously, responded to promptly, and followed up in line with ASH HCT Safeguarding Adults Policy and Procedures.
- The well-being of those at risk of harm is put first and the adult actively supported to communicate their views and the outcomes they want to achieve. Those views and wishes are respected and supported unless there are overriding reasons not to (see the Safeguarding Adults Procedures).
- Any actions taken respect the rights and dignity of all those involved and are proportionate to the risk of harm.
- Confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored in line with our Data Protection Policy and Procedures
- ASH HCT acts in accordance with best practice advice, for example, from adult safeguarding boards, UK legislation and guidance.
- ASH HCT cooperates with the Police and the relevant Local Authorities and Mental Health Teams in taking action to safeguard an adult.
- All staff, learners and contractors understand their responsibility for safeguarding adults, and



have completed and are up to date with safeguarding adult training and learning opportunities appropriate for their role.

- ASH HCT shares information about anyone found to be a risk to adults with the appropriate bodies. For example: Disclosure and Barring Service, Local Authority Services, Police, and Mental Health Team.
- When planning activities and events ASH HCT includes an assessment of, and risk to, the safety of all adults from abuse and neglect
- Actions taken under this policy are reviewed by the Director and senior management team on an annual basis.
- This policy, related policies and the Safeguarding Adults Procedures (are reviewed no less than on a two yearly basis and whenever there are changes in relevant legislation and/or government guidance as required by the Local Safeguarding Board, National Governing Bodies, or as a result of any other significant change or event.