



ADULT SAFEGUARDING POLICY

Adult Safeguarding Policy

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| Name of Organisation: | Racing Welfare |
| Lead for Adult Safeguarding: | Stella Cornell |
| Deputy for Adult Safeguarding: | Karen Ladym |

We Recognise that the welfare of adults at risk is paramount and that they have equal rights of protection. We have a duty of care when they are in our charge and will do everything, we can to provide a safe and caring environment whilst they attend our activities.

We will:

- ✓ Treat all adults at risk with respect and celebrate their achievements
- ✓ Carefully recruit and select all staff whether paid or unpaid
- ✓ Respond to concerns and allegations appropriately
- ✓ Adopt the recommendations of the SAFE toolkit

When there are concerns about the welfare of any adult at risk all responsible adults in our organisation are expected to share those concerns with the lead for adult safeguarding (or the deputy, if the lead is unavailable).

The Lead/Deputy for adult safeguarding is responsible for:

- ✓ Monitoring and recording concerns
- ✓ Making referrals to social care services without delay
- ✓ Liaison with other agencies
- ✓ Arranging training for all staff

Confidentiality:

In cases of disclosure of abuse by adults at risk, parents or carers; we are obliged to share the information and will refer our concerns to social care services, or the police in an emergency.

Staff Allegations:

Concerns about the behaviour of responsible adults in the organisation will be referred without delay to the lead for Adult Safeguarding who will contact social care services, or the police, if a crime may have been committed.

Whistleblowing

In the rare situations that the concerns are about the lead for adult safeguarding, it is important to refer to the deputy person. This may not be appropriate, in which case any member may personally refer direct to the Designated Adult Safeguarding Manager (or local equivalent) who will liaise with social care services, or the police, if a crime may have been committed.

whistleblowing@charitycommission.gsi.gov.uk

See <https://www.gov.uk/guidance/report-serious-wrongdoing-at-a-charity-as-a-worker-or-volunteer#report-your-concern-to-the-charity-commission>

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| We will review this policy annually. | |
| Date of Current Review: | 31st January 2020 |
| Date of Last Review: | 31st January 2019 |
| Date of Next Review: | 31st January 2021 |

Adult Safeguarding Policy (Full)

The safeguarding of adults at risk is of paramount importance. It continues to attract high media attention, especially when there is a safeguarding adult at risk incident within an organisation.

Government guidance consistently stresses that the welfare of adults at risk is the corporate responsibility of the local authority in partnership with public, private and voluntary organisations.

The legal definition of the term "adult at risk" refers to any person aged 18 years and over (16 in Scotland) who:

- has needs for care and support and;
- is experiencing, or is at risk of, abuse and neglect and;
- as a result of those care needs is unable to protect themselves from either the risk of, or the experience of, abuse or neglect.

This could include people with mental health issues, physical, sensory or learning disabilities, medical conditions, dementia, brain injury, those who are elderly and frail and also those who are family carers.

Safeguarding concerns arise when an adult who has care and support needs and is, or is at risk of, being abused or neglected and unable to protect themselves against the abuse or neglect or risk of it because of those needs.

[Care and Support Statutory Guidance Issued under the Care Act 2014](#)

Please see [references](#) for details of arrangements specific to Ireland, Northern Ireland, Wales, Scotland and England.

Government guidance is clear that all organisations working with adults at risk, families, parents and carers have responsibilities. It is important to remember that adults at risk can also abuse and that such incidents fall into the remit of this policy.

The Care Act 2014 has six key principles which should inform the way in which all of the workforce should work with adults. They are:

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

Recognising Abuse

The Care and Support Statutory Guidance Issued under the Care Act 2014 outlines how abuse may take many forms and how individual circumstances should be considered. Exploitation is a particular theme in the following list of abuse:

- Physical
- Domestic violence, including "honour" based violence
- Sexual
- Psychological
- Financial or material abuse
- Modern slavery
- Discriminatory
- Organisational or institutional
- Neglect and acts of omission
- Self-neglect and hoarding
- Female Genital Mutilation (FGM)
- Hate and "mate" crime

Mental Capacity

We fully recognise and uphold the 5 key principles of the Mental Capacity Act 2005 in all aspects of our work by:

- Presuming each adult at risk has capacity
- Supporting individuals to make their own decisions
- Recognising the right for individuals to make their own decisions, even if they may seem eccentric
- Making sure what we do for adults at risk (without capacity) is in their best interests
- Making sure that anything we do is the least restrictive action for the individual

Mental Capacity Continued (Health & Social Care Settings/Providers only)

We will involve the Independent Mental Capacity Advocate (IMCA) Service when there is no appropriate person to represent a person without mental capacity, when/if:

- Serious medical treatment is provided, withheld or stopped
- The person is moved into long-term care or a different hospital or care home

This also includes where safeguarding measures are in place for ANY adult at risk

We are mindful of the Deprivation of Liberty Safeguards (DOLS) 2009 and before thinking about applying for an authorisation, we will think about providing care in different ways which avoid depriving someone of their liberty.

Treating Adults with Respect

We endeavour to treat all adults at risk with respect, regardless of ability or culture. We ensure that everyone signs up to the SAFE Adult's Code of Conduct.

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We also circulate and make available to everyone by training, poster, leaflet, staff handbook, information in staff areas, enrolment information, our confidentiality statement, complaints procedures, allegations and “whistleblowing” statements and disciplinary and grievance procedures.

Celebrating Adults’ Achievements

We positively encourage all adults at risk to succeed and celebrate their achievements by praise.

We are particularly sensitive to the needs of adults at risk who may achieve in smaller steps than their peers but are equally entitled to celebration.

Safer Recruitment

We adhere to the local Safeguarding Adults Board's Key Standards for Recruitment, and SAFE guidelines for recruiting all staff, paid or unpaid by obtaining full personal details and CVs **along** with application forms with particular relevance to previous work with adults at risk.

We always take up a minimum of two written references and insist that any appointment, where staff has direct and/or unsupervised access to adults at risk, will only be confirmed subject to a satisfactory Disclosure and Barring Service (DBS) check and a check against the DBS Adults' Barred List, where eligible.

At interview we have sound procedures and recording to ensure we are satisfied, and can evidence that the applicant is appropriate and suitable.

Induction and Training

In line with SAFE recommendations, we have a clear induction and training strategy detailing clear job descriptions and responsibilities and all relevant procedures as detailed under "[Treating Adults with Respect](#)".

All new staff sign to record they have received and understand the "Good Practice Guidelines" leaflet and those with direct contact with adults at risk, or managers, will attend SAFE safeguarding training within 3 months of appointment. We also agree a probationary period of 6 months with clear goals and then provide supervision/mentoring at regular intervals of 3 months with – Simone Sear – Director of Welfare.

Staff will undertake the free online government training for [PREVENT/Channel](#) and [FGM](#).

Confidentiality

We have a clear policy in line with SAFE recommendations about confidentiality and information sharing and these details will be made available to all responsible adults, adults at risk, parents and carers (when relevant) by training, poster, leaflet, staff handbook, staff areas, enrolment information.

We fully endorse the principle that the welfare of adults at risk overrides any obligations of confidence we may hold to others. Individual cases will only be shared or discussed on a "need to know" basis. Under "whistle blowing" anyone in our organisation may refer direct to either social care services or the police (and or Charity Commission as relevant) if they are concerned that an adult is at risk of harm and this policy is not being adhered to. All media enquiries will be handled by Dawn Goodfellow – Chief Executive.

Handling Disclosures

A disclosure may be made verbally or communicated through play or behaviour by an adult at risk, or another adult in the organisation and it is important for everyone to remember the following:

If you are concerned about an adult at risk it is important that this information is communicated to the lead or deputy for adult safeguarding.

- You may become aware of suspected or likely abuse by:
- Your own observations and concerns
- Being told by another person that they have concerns about an adult at risk
- The adult at risk tells you

- The abuser tells you

Also remember that you may not always be working directly with the adult at risk but become concerned because of difficulties experienced by other adults, e.g.

- Domestic Violence incidents
- Mental Health issues
- Substance and Alcohol Abuse Incidents
- Radicalisation
- FGM

Remember:

- Do not delay
- Do not investigate
- Seek advice from the lead or deputy for adult safeguarding
- Make careful recording of anything you observe or are told

Responding to Concerns

We ensure and emphasise that everyone in our organisation understand and know how to share any concerns immediately with the adult safeguarding lead and deputy. We do this by training and staff handbook information.

Everyone including both the lead and deputy for adult safeguarding will deal with concerns using the following:

Step One:

If you are worried an adult at risk has been abused because:

- You have seen something
- An adult at risk says they have been abused
- Somebody else has told you they are concerned
- There has been an allegation against a colleague
- There has been an anonymous allegation
- A responsible adult has disclosed they are abusing an adult at risk

Step Two:

Your organisation should have a policy for adult safeguarding - check this for guidance.

Talk to the lead or deputy for safeguarding.

Step Three:

The lead or deputy for safeguarding should refer the concern to Social Care Services and/or the Police and follow up the referral in writing within 24 hours.

In cases of allegations against a person with a “duty of care”, the Designated Adult Safeguarding Manager (or local equivalent) at Social Care services (and the Police if a crime may have been, or has been committed) will advise the next steps.

Under “whistleblowing”, anyone can refer directly to the police or Social Care Services if, in good faith, they are concerned the organisation is not managing safeguarding concerns appropriately.



CONSULT,
MONITOR
AND RECORD
Sign/Date/Time
*Include name and
job role*

Allegations, Complaints, Disciplinary and Grievance Procedures

We have clear policies in line with SAFE recommendations about handling allegations, dealing with complaints and our own disciplinary and grievance procedures and these details will be made available to all adults, adults at risk, parents and carers, as necessary, by training and staff handbook and are available on our website in our safeguarding policy.

We are mindful that the three procedures may confuse the next appropriate steps to take. We are clear that, in any case where a complaint has been made with regards to any inappropriate or poor practice, we will discuss the situation with local authority Designated Adult Safeguarding Manager and/or social care services before making an open decision about the best way forward.

It is the responsibility of the lead and/or deputy for adult safeguarding to ensure that these procedures are rigorously adhered to. In the case that the lead person is implicated, the deputy should be informed. In the exceptional circumstances that both are involved, it is the duty of the person concerned to contact social care services direct, or the police if a crime has, or may have been, committed under "Whistleblowing"

Social care services will manage any investigations, overseen by the local Designated Adult Safeguarding Manager (or local equivalent) in accordance with local Safeguarding Adults Board procedures. These are available on the local Safeguarding Adults Board website.

With regards to disciplinary and grievance procedures, we are very clear that we will take no steps until we have fully discussed and agreed a strategy with the Designated Adult Safeguarding Manager, social care services and/or the police. Any investigation will override the need to implement any such procedures.

Record Keeping

All records will be securely kept in a locked cabinet/drawer at Racing Welfare, Robin McAlphine House, 20b Park Lane, Newmarket, Suffolk, CB8 8QD. Only the lead and/or deputy for adult safeguarding will have access and records will only be kept as long as necessary.

Normally these records will be passed to social care services as soon as possible. All records will be written by the person with the concern within 24 hours, on headed paper or incident sheets and will be factual, non-judgmental.

It is helpful to record any known details of the adult at risk(s) involved e.g. name, address, date of birth etc. It is equally important to record the reasons for making the decision not to refer to social care services as when the decision is taken to refer. Always sign, date and time these records, include name and job role

SAFE Recommendations

In order to attain and retain our SAFEaward everybody needs to be vigilant in adhering to this policy and also assessing the risks of their own work and activities. These risk assessments will be carried out annually by the adult at risk protection lead and/or deputy, however it is the responsibility of everyone to draw attention to practices and procedures that they are unhappy or uncomfortable with.


It is only through adopting SAFE policies and practices that we can all be confident we have done everything we can to safeguard the adults at risk in our care.

(For large organisations Gold SAFEaward audits may optionally be carried out by the SAFE team every three years for each site.


Policy Date

This policy was agreed and disseminated on 31st January 2020 and will be reviewed annually or when there are substantial organisational changes.

Policy Review Date: 31st January 2020

Signed: 

Lead for adult safeguarding: Stella Cornell

Signed: 

Deputy for adult safeguarding: Karen Ladym

Signed: 

Chief Executive: Dawn Goodfellow

Date: 23rd January 2020

A separate record for staff signatures should be maintained to evidence they have seen and understand this policy.

Reference Documents

All references are available at <http://www.SAFEcic.co.uk>.

Important, please note:

Wherever you live and work this toolkit has been developed to promote best possible practice and most importantly, give you and your staff or volunteers the confidence to make a referral to either social care services, or the police, if you are worried an adult at risk is being abused.

SIGNATURE

TITLE

DATE

| Version Control | |
|-----------------|--------|
| Date | Author |

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