

Adult Safeguarding Policy for Educating Individuals Empowering Families

Last reviewed on 20/05/2024



1. Introduction

I. EDUCATING INDIVIDUALS EMPOWERING FAMILIES is a company run for the following purpose:

To provide guidance and support to educate and empower children, adults and communities.

II. The Company is based at:

25 Bursledon Place
Waterlooville
PO7 5NL

Charity Number: **1205407**

III. The Company has adopted this safeguarding adults policy and expects every adult working or helping at EDUCATING INDIVIDUALS EMPOWERING FAMILIES to support it and comply with it. Consequently this policy shall apply to all staff, managers, trustees, directors, volunteers, students or anyone working on behalf of the Company.

IIII. The company provides further safeguarding training to all staff managers, trustees, directors, volunteers, students or anyone working on behalf of the Company.

Designated Safeguarding Lead/ Safeguarding Allegations Management Advisor (SAMA)

[Sally McFawn](#)

Email: sally@eiefservices.co.uk

Telephone number: 07412324425

Safeguarding Trustee:

Charlotte Ali

Email address- charlie.ali@gmail.co.uk

Telephone Number- 07503586950

and

The local **Multi Agency Safeguarding Hub (MASH)**

0300 555 1384

Emergency situations always call 999

Educating Individuals Empowering Families (EIEF) is fully committed to safeguarding the welfare of all adults. It recognises its responsibility to take all reasonable steps to promote safe practice and to protect adults at risk from harm, abuse and exploitation. EIEF acknowledges its duty to act appropriately to any allegations, reports or suspicions of abuse. All paid staff and volunteers will endeavour to work together to implement the ethos which embraces difference and diversity and respects the rights of all adults and keeps them safe.

The purpose of this policy statement is

- To protect adults who receive EIEF services from harm.
- To provide staff and volunteers, and adults using our services with the overarching principles that guide our approach to the protection of adults at risk.

Legal Framework – This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect adults at risk in England. This includes a commitment to comply with national and local guidance and single and multi-agency policies and procedures to safeguard adults including:

- Care Act 2014
- HIPS 4LSAB Safeguarding Adults Multi-Agency Policy, Process and Guidance, July 2023
- Disclosure, Vetting & Barring Guidance Criminal record checks: guidance for employers

Our policy works in line with the Allegations Management Framework June 2016 Hampshire, Isle of Wight , Portsmouth, Southampton Safeguarding Adults Boards [Allegations Management Framework \(hampshiresab.org.uk\)](http://hampshiresab.org.uk). Taking into consideration **Clear Reporting Requirements, Explicit Timescales for Action, Risk Assessment, Preserving Evidence, Distinguishing Allegations, Concerns, and Complaints.**

EIEF is committed to keeping up to date with national developments relating to the welfare and protection of adults at risk and young people.

EIEF is committed to providing a safe environment for those who use our services. We recognise that this is a sensitive and complicated issue and

any member of staff, volunteer or service user who is exposed to abuse will receive the full support and help of EIEF in accordance with the terms of this policy. This policy aims to explain how we will safeguard against adult abuse; and the management of concerns or allegations in relation to abuse.

Adults at risk replaces the previously used term 'vulnerable adult' as set out in the Government's 'no secrets' guidance in 2010. It is the term used to identify a person who due to their needs for care and support, whether that be permanent or temporary, and whether or not the local authority is meeting any of those needs, who 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 local authority may not be meeting those needs because for example, the person funds their own care, or they have not been previously known to the local Authority, so no enquiry has yet been made.) The Care Act 2014 came into effect in April 2015 and replaced most previous law regarding adults at risk. The Care Act 2014 Statutory Guidance 14.1 provides 6 principles for all adult safeguarding work which apply to all sectors and settings:

- **Empowerment:** People being supported and encouraged to make their own decisions and informed consent.
- **Prevention:** It is better to take action before harm occurs.
- **Proportionality:** The least intrusive response appropriate to the risk presented.
- **Protection:** Support and representation for those in greatest need.
- **Partnership:** Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse.
- **Accountability:** Accountability and transparency in delivering safeguarding.

All staff and volunteers who may have contact with adults at risk will be made aware of the responsibility to follow these principles. This is reflected in this policy.

The Care Act 2014 places a legal duty on organisations to provide information to Local Authorities Safeguarding Adults Boards carrying out serious case reviews and other reviews they deem as required. As far as possible we will also respect the rights of the person causing harm.

EIEF recognise that:

- All people, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity have a right to live in safety, free from neglect and abuse, and to receive equal protection from all types of harm or abuse
- Some adults are at increased risk of abuse because of care or support needs or because of the circumstances they are in or experiences they have had
- Working in partnership with adults at risk, communities and local agencies is essential to promoting adults at risk's welfare

EIEF will keep adults at risk safe by:

- Empowering adults at risk to make their own decisions and to give informed consent when connecting with EIEF and contributing to our work.
- Prioritising the dignity, safety and well-being of the individual
- Prioritising actions to protect, and be inclusive of, adults at risk and prioritise actions that prevent harm occurring
- All our staff, volunteers and board members conducting themselves/ourselves in a manner that respects the dignity, pride and identity of adults at risk
- Appointing a Designated Safeguarding Lead (DSL) to include adults at risk and lead board members for safeguarding
- Adopting adult at risk safeguarding practices through procedures and a code of conduct for staff and volunteers
- Ensuring that all staff, and volunteers are aware of this policy and the procedures through which they may raise concerns and express their concerns about the welfare of adults at risk
- Ensuring all staff, volunteers are subjected to safer recruitment procedures including appropriate recruitment and employment practices including references, right to work checks, ID and appropriate DBS checks.
- Ensuring staff and volunteers understand their role and responsibilities in regard to this policy and accompanying procedures
- Providing effective management and information for staff and volunteers through supervision, support, training and quality assurance measures
- Providing guidance for staff and volunteers on how to support adults at risk in an inclusive, dignified and safe way
- Ensuring staff and volunteers are given appropriate training and supervision this includes an effective training strategy for all staff and volunteers that addresses current safeguarding themes.
- Reporting in a timely way any concerns or suspicions that an adult at risk is being or is at risk of being abused with the relevant Local Authority Safeguarding Adult Board
- Reporting in a timely way any concerns or suspicions that an adult at risk is being or is at risk of being abused with the relevant Lead Clinician if within a health setting
- Recording and storing information professionally and securely, and sharing information about safeguarding and good practice with adults at risk, staff and volunteers
- Using our procedures to manage any allegations against staff and volunteers appropriately
- Ensuring that we have effective complaints and whistleblowing measures in place
- Ensuring that we provide a safe physical environment for adults at risk, staff and volunteers by applying health and safety measures in accordance with the law and regulatory guidance
- Wherever possible we will work in cooperation with other agencies to ensure that the safety and welfare of the adult at risk comes first and is paramount to our aims and objectives

Allegations

If a 'person in a position of trust' is alleged to have abused or harmed an adult with care and support needs, or who may pose a risk of abuse to an adult with care and support needs, it is essential that the concerns are appropriately reported and responded to under the Hampshire 4LSAB Multi-Agency Safeguarding Adults Policy and Guidance (May 2015).

These include allegations that relate to a person who works with adults with care and support needs who has:

- Behaved in a way that has harmed, or may have harmed an adult or child
- Committed a criminal offence against, or related to, an adult or child
- Behaved towards an adult or child in a way that indicates they may pose a risk of harm to adults with care and support needs

We comply with the 4LSAB Allegation Management Framework June 2016 to follow the correct procedures for any allegation made towards a member of staff at EIEF.

If a staff member needs to report an allegation toward them, contact our DSL/ SAMA or our Safeguarding Trustee.

In implementing this Adults at Risk safeguarding policy EIEF will:

- Ensure that all workers understand their legal and moral responsibility to protect adults at risk from harm, abuse and exploitation;
- Ensure that all workers understand their responsibility to work to the standards that are always detailed in the organisation's Supporting Procedures and work towards maintaining high standards of practice;
- Ensure that all workers understand their duty to report concerns that arise about an adult at risk, or a worker's conduct towards an adult at risk, to the organisation's named person for safeguarding;
- Ensure that the named person understands his/her responsibility to refer any adult at risk protection concerns to the statutory agencies (i.e. Police and/or Social Work);
- Ensure that any procedures relating to the conduct of workers are implemented in a consistent and equitable manner;
- Provide opportunities for all workers to develop their skills and knowledge particularly in relation to the welfare and protection of adults at risk;
- Ensure that adults at risk are enabled to express their ideas and views on a wide range of issues and will have access to the complaints procedure;

SMAFWN

Signed: _____ SALLY MCFAWN (DIRECTOR)

Date: 20th May 2024

Review Date: 20th May 2025