

SecureCare

SAFEGUARDING POLICY STATEMENT

Policy Statement

SecureCare is fully committed to:

- the overall safety and welfare of all vulnerable people we come in contact with
- working closely with our clients to minimise any potential risks to both adults and children
- ensuring we mirror the aims of the Assurance Safeguarding Framework which highlights the safeguarding of vulnerable individuals
- ensuring our employees receive appropriate information, instruction, training and supervision, and taking necessary steps to safeguard within regulatory and legislative guidelines

Our core aim to ***make a difference requires us to;***

- put safety first
- continuously learn
- be open and honest
- collaborate well
- be supportive

SecureCare ensures services provided will be appropriate to the person/persons at risk and we will never discriminate based on age, gender, sexual orientation, disability, race, religion, culture or lifestyle.

Purpose

The purpose of this document is to set out a framework and process for recognising, responding to and reporting situations where abuse of a vulnerable person is suspected, alleged or is known to have occurred. It sets out the roles and responsibilities of SecureCare employees who work with people who may be at risk of abuse and how they should respond.

The policy aims to reflect best practice, current legislation and government guidance. SecureCare aims to ensure that in the event of a concern about a vulnerable person, the relevant management and statutory authorities are informed in an appropriate and timely manner, following local safeguarding protection policy and procedures.

Scope

The policy and procedures are aimed at all SecureCare employees who must familiarise themselves with this document.

It is particularly relevant for SecureCare employees working on site and must always be followed when there is concern that a vulnerable person, is either being harmed by others, or causing harm to themselves or others. In all circumstances SecureCare have a duty of care to;

- report any concerns or suspicions relating to vulnerable people in a timely way, without delay
- work in collaboration with our clients to respect the dignity, safety and well-being of all vulnerable people and without judgement
- ensure that vulnerable people at risk are afforded appropriate protection under the law

Definitions

Adult at Risk

For the purposes of the safeguarding policy and procedure 'adult at risk' refers to anyone who is 18 or over who:

- is or may be in need of care services by reason of mental or other disability, age or illness, and
- is or may be unable to take care of himself or herself, or
- is unable to protect themselves against significant harm or serious exploitation
- Vulnerability may be a permanent or temporary state

Examples of adults at risk may be those with poor mental health, dementia, drug or alcohol problems and/or needs high levels of support. Others may be very vulnerable because of emotional trauma, low self-esteem, social isolation or those seeking asylum in the UK.

Children at Risk

The Children Acts 2004 states that a child is anyone who has not yet reached their 18th birthday. Regardless of other circumstances such as living independently, further education, being in the armed forces, in hospital, in prison or a young offender's institution their status is still defined as a child and as such they are entitled to protection under the Act.

Child Protection

SecureCare considers child protection to be an equally high priority when working with our clients and the people using their services. We will observe guidance set out by the Local safeguarding children boards that our clients belong to.

For the purpose of this policy, adults and children at risk will be referred to as 'vulnerable people' and receive the same duty of care by **SecureCare**, in line with relevant legislation, local safeguarding children's boards and any mandatory reporting requirements.

Types of Abuse

Abuse is defined in the Department of Health document "No Secrets" (updated January 2015) as "a violation of an individual's human and civil rights by any other person or persons". Somebody may abuse or neglect a vulnerable person by inflicting harm, or by failing to act to prevent harm. It is categorised into the following types:

- Physical abuse, including hitting, slapping, pushing, kicking, misuse of medication, restraint, or inappropriate sanctions.
- Sexual abuse, including rape and sexual assault or sexual acts to which the vulnerable adult has not consented, or could not consent or was pressured into consenting.
- Psychological abuse, including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.
- Financial or material abuse, including theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

- Neglect and acts of omission, including ignoring medical or physical care needs, failure to provide access to appropriate health, social care or educational services, the withholding of the necessities of life, such as medication, inadequate nutrition and heating.
- Discriminatory abuse, including racist, sexist, that based on a person's disability, and other forms of harassment, slurs or similar treatment.
- Institutional abuse is the mistreatment or abuse or neglect of an adult at risk by a regime or individuals within settings and services that adults at risk live in or use, that violate the person's dignity, resulting in lack of respect for their human rights.

Such forms of abuse are not mutually exclusive, and many situations will involve a combination of types of abuse. Much abusive behaviour may constitute a criminal offence. All suspected abuse must be documented and reported.

Risks to Consider

There are several factors that can increase a person's risk of abuse including;

- Degree of physical, medical or mental dependence on another person
- Communication difficulties or breakdown between the vulnerable person and others
- Personality changes in the vulnerable person
- History of poor or abusive relationships within the vulnerable person's close network
- Social isolation of the vulnerable person
- Extreme physical or behavioural demands involved in caring for the vulnerable person

Steps can be taken to reduce these risks and the first step is in understanding and having an awareness of the increased vulnerability of the person will enable you to begin the process of assessing whether to refer your concerns to the designated person in authority.

A good initial assessment is vital with an accompanying risk assessment that is kept up to date on a regular basis by engaging with the vulnerable person.

Relevant Legislation to Note

Mental Capacity Act 2005 and Mental Health Act 2007

On occasion, **SecureCare** employees may come in to contact with people where their ability to protect themselves or prevent them from harming others is diminished and this will require a professional assessment under either The Mental Capacity Act 2005 or the Mental Health Act 2007. These assessments will always be carried out by qualified NHS staff.

The Disclosure and Barring Service

The scheme states that:

- A person who is barred from working with children or vulnerable adults will be breaking the law if they work or volunteer, or try to work or volunteer with those groups
- An organisation which knowingly employs someone who is barred to work with those groups will also be breaking the law

- If your organisation works with children or vulnerable adults and you dismiss a member of staff or a volunteer because they have harmed a child or vulnerable adult, or you would have done so if they had not left, you must tell the Independent Safeguarding Authority

Recruitment

SecureCare takes the recruitment of staff extremely seriously and the policy and procedure relating to this must be adhered to for specific guidance. Management at SecureCare will lead the process for recruitment and enhanced DBS checks and references will be carried out before employment offers are confirmed.

Signature:

Signed by: ROBERT STEVENSON
Position: DIRECTOR

Date:

Review date: