



Policy

Safeguarding and Guidance

Policy Statements

Safeguarding is everyone's business and Redbourn Care Group (RCG) will comply with its responsibilities under the Care Act 2014 and work together with other organisations to protect people who need help and support.

Redbourn Care Group is committed to

- Ensuring that the welfare of adults they work with and support, is paramount at all times
- Maximising people's choice, control and inclusion and protecting their human rights
- Working in partnership with others in order to safeguard adults at risk
- Ensuring safe and effective working practices are in place

This policy and guidance sets out the roles and responsibilities of Redbourn Care Group in working together with other professionals and agencies in promoting adults welfare and safeguarding them from abuse and neglect.

This guidance applies to all volunteers, trustees and others (permanent, seconded, temporary or voluntary) working within Redbourn Care Group and applies to them.

Definition of adults at risk

The definition is set out in the Care Act 2014 and the safeguarding duty applies to a person over 18 years who

- has needs for care and support (whether or not the local authority is meeting any of those needs) and
- is experiencing, or is at risk of, abuse or neglect and
- as a result of those needs is unable to protect themselves against the abuse or neglect or the risk of it.

Thus, all adults who meet the above criteria may be defined as adults at risk.

Who is at risk of being abused? Any adult aged over 18 years and who:

- has needs for care and support
- is experiencing, or at risk of abuse or neglect
- is unable to protect themselves against significant harm or exploitation

Types of Abuse:

Domestic violence/ abuse

Sexual abuse

Psychological abuse

Financial or material abuse

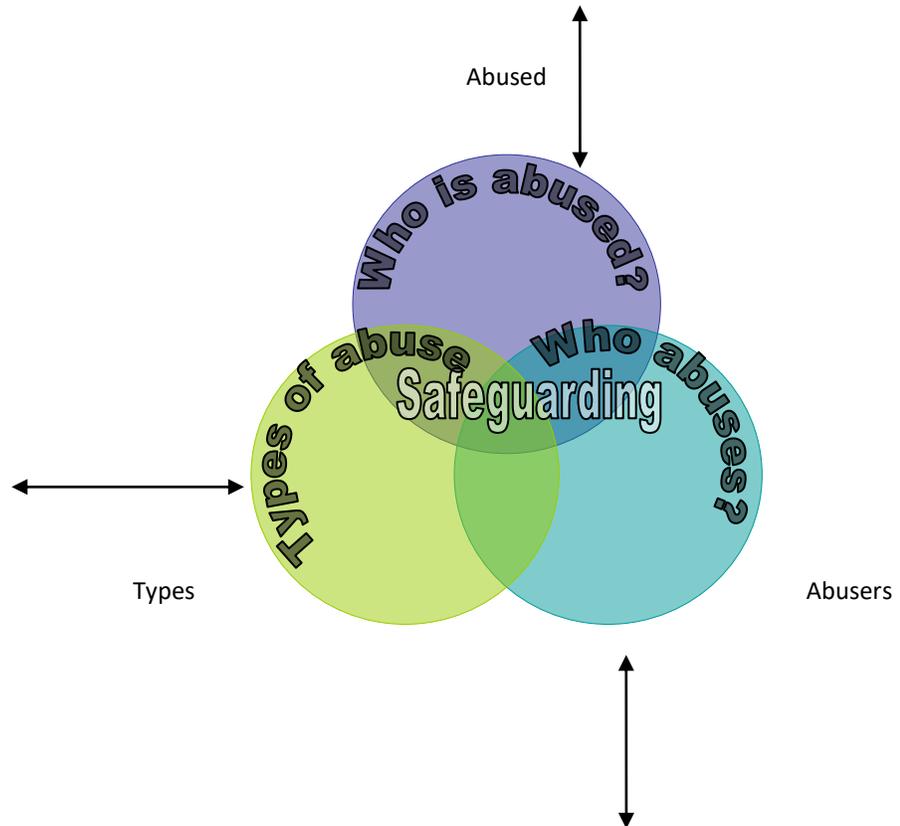
Modern slavery

Discriminatory abuse

Organisational abuse

Neglect and acts of omission

Self-neglect



Spouses/partners

Other family members

Neighbours

Acquaintances

Local residents

Friends

Paid staff or professionals

Volunteers

Strangers

Other people with care and support needs

People who deliberately exploit adults they perceive as vulnerable

Types and indicators of abuse and neglect

The **Care Act 2014 and the Care and Support Statutory Guidance** define the categories of abuse but emphasises that organisations should not limit their view on what constitutes abuse. The main forms of abuse are below. This is not an exhaustive list but an illustration as to the sort of behaviour that could give rise to a Safeguarding concern.

Type of Abuse	Description of Abuse
Physical abuse	Including assault, hitting, slapping, pushing, misuse of medication, restraint or inappropriate physical sanctions.
Domestic violence / abuse	Including psychological, physical, sexual, financial, emotional abuse; so called 'honour' based violence.
Sexual abuse	Including rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting, sexual exploitation.
Psychological abuse	Including emotional abuse, threats of harm or abandonment, radicalisation, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber bullying, isolation or unreasonable and unjustified withdrawal of services or supportive networks.
Financial or material abuse	Including theft, fraud, internet scamming, coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.
Modern slavery	Encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.
Discriminatory abuse	Including forms of harassment, slurs or similar treatment; because of race, gender and gender identity, age, disability, sexual orientation or religion.
Organisational abuse	Including neglect and poor care practice within an institution or specific care setting such as a hospital or care home, for example, or in relation to care provided in one's own home. This may range from one off incidents to ongoing ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation.
Neglect and acts of omission	Including ignoring medical, emotional or physical care needs, failure to provide access to appropriate health, care and support or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.
Self-neglect	This covers a wide range of behaviour; neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding.

Responsibilities of Redbourn Care Group

- To take action to identify and prevent abuse from happening.
- Respond appropriately when abuse has or is suspected to have occurred.
- Ensure volunteers, trustees, Office Manager and others who work with RCG are aware of their opportunities to attend training and support them in accessing these events.
- Ensuring that the organisation has a dedicated member with an expertise in safeguarding adults.
- Ensure that all volunteers and staff who come in contact with adults with care and support needs have a DBS check in line with the requirements of the-Disclosure and Barring Service.
- Whilst it is unlikely that RCG would work directly with children, in the event that this were to happen, the policy is to always have a 2-adult presence i.e. whenever we work with children it will always be in the presence of a parent or guardian, or a responsible adult nominated by them.

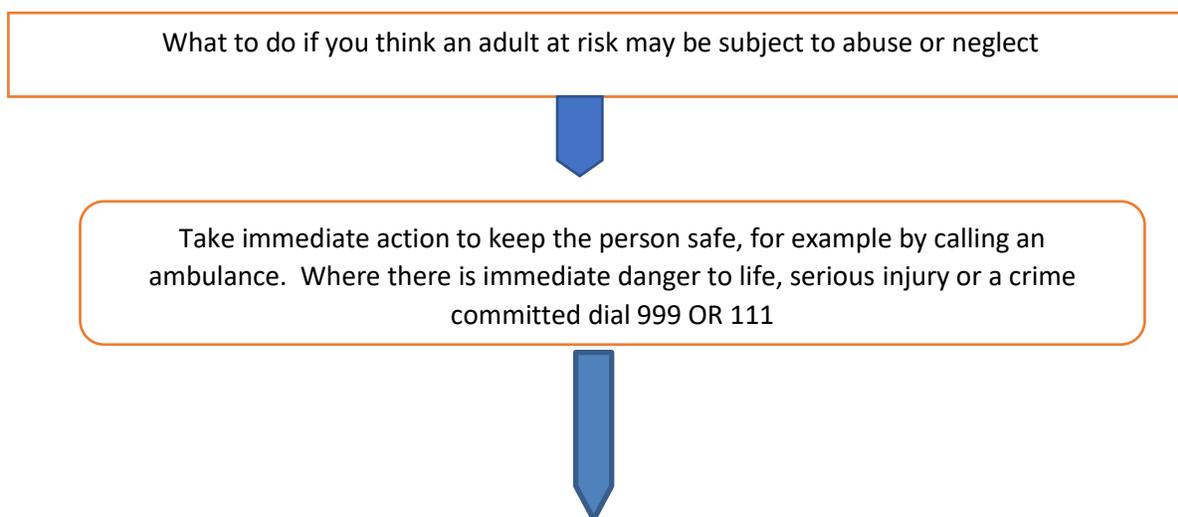
Responsibilities of all volunteers, trustees, office manager and others who work with RCG

- Follow the safeguarding policies and procedures at all times, particularly if concerns arise about the safety or welfare of an adult at risk.
- Participate in appropriate safeguarding adults updates/training and maintain current working knowledge as appropriate.
- Discuss any concerns about the welfare of an adult at risk with the Office Manager and/or the Trustee who is the designated Safeguarding Lead.
- Contribute to actions required including information sharing and attending meetings where required.
- Work collaboratively with other agencies to safeguard and protect the welfare of people who engage with the service.
- Remain alert at all times to the possibility of abuse.

Training

All volunteers, trustees, office manager and others who work with RCG should receive a basic safeguarding adults awareness training at a level according to their role.

Reporting Abuse



Consult with the Designated Safeguarding Lead

Peta Gunson : peta@redbourncaregroup.co.uk : 07836553264

Make a referral to Adult Safeguarding

<https://www.hertfordshire.gov.uk/services/Adult-social-services/Report-a-concern-about-an-adult/Hertfordshire-Safeguarding-Adults-Board/Hertfordshire-Safeguarding-Adults-Board.aspx>



Useful contact number:

Hertfordshire Health and Community Services 0300 123 4042

This policy will be subject to annual review.
Policy approved and adopted by all Trustees April 2019.

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