

SAFEGUARDING: Vulnerable Adults : Version 2 DOC 1.3
Advisory Panel Sign Off: Lisa Veness , West Sussex County Council
Lead Social Worker 15 July 2019
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PAMODZI CREATIVES SAFE-GUARDING POLICY
DOCUMENT 1.3. VULNERABLE ADULTS

INTRODUCTION

Document 1.2 [Children] & Document 1.3 [Vulnerable Young Adults] contains the Child Protection & Vulnerable adults Policy for **Pamodzi Creatives**, which will be followed by all the members of the community interest company and followed and promoted by those in a position of leadership within the Pamodzi Creatives.

Pamodzi Creatives is a Community Interest Company that believes that artists should be at the forefront collaborating on projects that challenge social injustices and work to improve communities. Part of this work will involve apprenticeship and mentoring opportunities through the Inspirational Women of Portsmouth Project.

The policy is a statement of our intent that we are committed to safeguarding any child, young person or vulnerable adult from harm who is involved in Pamodzi Creatives and its activities. A child or young person is defined here as anyone under the age of 18 years. A vulnerable adult is defined as anyone unable to protect themselves from harm or exploitation due to many reasons, including their mental or physical incapacity, sensory loss or physical or learning disabilities. This could be an adult who is usually able to protect themselves from harm but maybe unable to do so because of an accident, disability, frailty, addiction or illness.

We know that being a child, young person or vulnerable adult makes them vulnerable to abuse. **Document 1.2 [Children] & Document 1.3 [Vulnerable Young Adults]** sets out the roles and responsibilities Pamodzi Creatives in working together with other professionals and agencies in promoting children, young adults and vulnerable adult's welfare and safeguarding them from abuse and neglect. The policies will ensure that the actions of any adult in the context of the work carried out by the Pamodzi are transparent and safeguard and commit to the welfare of all children, young people and vulnerable adults involved in Pamodzi Creatives. All children, young people and vulnerable adults will have the same protection regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity. We are committed to anti-discriminatory practice. This policy covers all Advisory panel, contracted staff, and any one working on behalf of Pamodzi Creatives, volunteers, and young people. The key requirements of the policy include the following :

- To give an overview of children & vulnerable adult safe guarding.
- To ensure that all contracted staff and volunteers are clear about their responsibilities to prevent abuse and safeguard children and vulnerable adults
- To outline the procedures which are to be followed in the event of concerns that a child, young person or vulnerable adult is deemed at risk.

Document 1.2 policies have been drawn up on the basis of law and guidance that seeks to protect children, namely:

- Children Act 1989
- United Convention of the Rights of the Child 1991

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Pamodzi Creatives Doc 1.3. Safeguarding Vulnerable Adults

- Data Protection Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Protection of Freedoms Act 2012

Document 1.3. policies have been drawn up on the basis of law and guidance that seeks to protect vulnerable adults, namely:

- The Care Act 2014 and the Care and Support statutory guidance
- Protection of Freedoms Act 2012
- Under the Human Rights Act 1998, everyone has the right to live free from abuse and neglect.
<https://www.equalityhumanrights.com/en/human-rights/human-rights-act>

Relevant government guidance on safeguarding children and vulnerable adults. This policy will be reviewed on an annual basis (or more frequently should that be required) by the Advisory Panel, the Child Protection Lead and all other necessary persons.

SAFEGUARDING VULNERABLE ADULTS

'Safeguarding means protecting an adult's right to live in safety, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experience of abuse or neglect, while at the same time making sure that the adult's wellbeing is promoted including, where appropriate, having regard to their views, wishes, feelings and beliefs in deciding on any action. This must recognise that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances.'

Care and Support Statutory Guidance, Department of Health, updated February 2017

An adult may be unable to protect themselves from harm or exploitation due to many reasons, including their mental or physical incapacity, sensory loss or physical or learning disabilities. This could be an adult who is usually able to protect themselves from harm but maybe unable to do so because of an accident, disability, frailty, addiction or illness.

Pamodzi Creatives adheres to following the six key principles that underpin safeguarding work (See Care Act guidance)

- Empowerment
- Prevention
- Proportionality
- Protection
- Partnership
- Accountability

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Pamodzi Creatives Doc 1.3. Safeguarding Vulnerable Adults



Given the collaborative nature of our projects, Pamodzi Creatives will normally work alongside a support organisation/partner working directly with vulnerable adults. Pamodzi Creatives will not tolerate the abuse of vulnerable adults from and contracted staff and volunteers should ensure that their work reflects the principles above and ensure the adult with care and support needs is involved in their decisions and informed consent is obtained. Pamodzi Creatives should ensure that the safeguarding action agreed is the least intrusive response to the risk. Partners from the community should be involved in any safeguarding work in preventing, detecting and reporting neglect and abuse. Pamodzi Creatives should be transparent and accountable in delivering safeguarding actions.

MSP: MAKING SAFEGUARDING PERSONAL

MSP means a case should be person-led and outcome-focused. The individual should be involved in identifying how best to respond to their safeguarding situation by giving them more choice and control as well as improving quality of life, wellbeing and safety.

Pamodzi Creatives will not tolerate the abuse of adults. Pamodzi Creatives will ensure that adults are involved in their safeguarding arrangements and each individual is dealt with on a case by case basis. As adults may have different preferences, histories and life styles, the same process may not work for all.

The Care Act 2014 sets out that adult safeguarding duties apply to *any* adult who:

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

COMPLAINTS PROCEDURE The named responsible person for safeguarding duties for Pamodzi Creatives is the Lead Contact; Director Roni Edwards who is available on pamodzicreatives@gmail.com or 07811117029

All contracted staff and volunteers should contact Roni Edwards for any concerns/queries they have in regards to safeguarding adults. A Second contact is a Member of the Advisory Panel Lisa Vaness [West Sussex County Council Social Worker] who is available on 07710849420 . Pamodzi Creatives is committed to creating a safe and comfortable place of work where every contracted staff member or volunteer feels able to report any complaints or safeguarding concerns regarding their colleagues. A log of the concern must be kept.

the Lead Contact, Director Roni Edwards will be responsible to make decisions about notifying adult social services if required and consider alternative actions, where necessary.

Roni Edwards will also ensure that the safeguarding adults policies and procedures are in place and up to date.

ALLEGATIONS AND SAFEGUARDING CONCERNS Contracted Staff and volunteers at Pamodzi Creatives who have any adult safeguarding concerns should:

1. Respond

- Take emergency action if someone is at immediate risk of harm/in need of urgent medical attention. Dial 999 for emergency services
- Get brief details about what has happened and what the adult would like done about it, but do not probe or conduct a mini-investigation
- Seek consent from the adult to take action and to report the concern. Consider whether the adult may lack capacity to make decisions about their own and other people's safety and wellbeing. If you decide to act against their wishes or without their consent, you must record your decision and the reasons for this.

2. Report

- Name the person to whom staff/volunteers need to report any potential safeguarding concerns. This will usually be the organisation's designated safeguarding lead (see above)

3. Record

- As far as possible, records should be written contemporaneously, dated and signed.
- Keep records about safeguarding concerns confidential and in a location where the alleged abuser will not have access to the record. Access should not be given to any unauthorised personal for accessing confidential information including the sharing of passwords. Please refer to our Data Protection Policy

4. Refer. In making a decision whether to refer or not, the designated safeguarding lead should take into account:

- (1) the adult's wishes and preferred outcome
- (2) whether the adult has mental capacity to make an informed decision about their own and others' safety
- (3) the safety or wellbeing of children or other adults with care and support needs
- (4) whether there is a person in a position of trust involved
- (5) whether a crime has been committed

This should inform the decision whether to notify the concern to the following people:

- the police if a crime has been committed and/or
- Islington's Access & Advice Team (part of adult social services) for possible safeguarding enquiry
- relevant regulatory bodies such as Care Quality Commission, Ofsted, Charities commission
- service commissioning teams
- family/relatives as appropriate (seek advice from adult social services)

The designated safeguarding lead should keep a record of the reasons for referring the concern or reasons for not referring.

Incidents of abuse may be one-off or multiple and may affect one person or more. Staff and volunteers should look beyond single incidents to identify patterns of harm. Accurate recording of information will also assist in recognising any patterns.

ROLES & RESPONSIBILITIES

All staff, management, trustees and volunteers at Pamodzi Creatives are expected to report any concerns to the named person for safeguarding. If the allegation is against one of Pamodzi Creatives members, volunteers, trustees or directors, seek advice from Pamodzi Creatives safeguarding lead Roni Edwards. If the allegation is against the safeguarding lead, seek advice from the Second contact; member of the Advisory Panel Lisa Vaness [West Sussex County Council Social Worker] who is available on 07710849420

The designated safeguarding adults lead should be responsible for providing acknowledgement of the referral and brief feedback to the person raising the original concern. Feedback should be given in a way that will not make the situation worse or breach the Data Protection Act. If the police are involved, they should be consulted prior to giving feedback to the referrer to ensure any criminal investigation is not affected.

Contracted Staff and volunteers should ensure that the adult with care and support needs is involved at all stages of their safeguarding enquiry ensuring a person-centred approach is adopted.

Pamodzi Creatives promotes transparency and honesty when things go wrong. All staff and volunteers should apologise and be honest with service users and other relevant people when things go wrong.

It may be difficult for adults with care and support needs to protect themselves and to report abuse. They rely on you to help them. The Mental Capacity Act 2005 is to be used when decisions on behalf of those adults with care and support needs who are unable to make some decisions for themselves. Refer to the Mental Capacity Act Code of Practice, <https://www.gov.uk/government/publications/mental-capacity-act-code-of-practice>. You will need to involve an advocate if the person lacks capacity to make decisions about the safeguarding concern.

CONFIDENTIALITY & INFORMATION SHARING Pamodzi Creatives expects all contracted staff, volunteers, trustees to maintain confidentiality at all times. In line with Data Protection law, Pamodzi Creatives does not share information if not required.

It should however be noted that information should be shared with authorities if an adult is deemed to be at risk of immediate harm. Sharing the right information, at the right time, with the right people can make all the difference to preventing harm. For further guidance on information sharing and safeguarding see: <https://www.scie.org.uk/care-act-2014/safeguarding-adults/sharing-information/keymessages.asp>

Safeguarding Vulnerable Adults Lead : Roni Edwards, Director pamodzicreatives@gmail.com 07811117029 6
Pamodzi Creatives Doc 1.3. Safe Guarding Policy

RECRUITMENT & SELECTION Pamodzi Creatives is committed to safe employment. Safe recruitment practices, such as Disclosure and Barring checks reduce the risk of exposing adults with care and support needs to people unsuitable to work with them.

TRAINING, AWARENESS & SUPERVISION Pamodzi Creatives ensures that all contracted staff and volunteers receive basic awareness training on safeguarding adults as they may come across adults with care and support needs who may be at risk of abuse. Those adults may report things of concern to contracted staff or volunteers who should be equipped with the basic knowledge around safeguarding adults and be confident to identify that abuse is taking place and action is required. All staff and volunteers should be clear about the core values of Pamodzi Creatives and commitment to safeguarding adults.

Preventing extremism & radicalisation

Radicalisation and extremism of adults with care and support needs is a form of emotional/psychological exploitation. Radicalisation can take place through direct personal contact, or indirectly through social media.

If contracted staff are concerned that an adult with care and support needs is at risk of being radicalised and drawn into terrorism, they should treat it in the same way as any other safeguarding concern.

For more information about Prevent see: <https://www.gov.uk/government/publications/prevent-duty-guidance>

MONITORING

We will maintain and review this policy & consideration will be given, if necessary, to adjusting this policy to reflect any legislative changes.

Pamodzi Creatives will revise and review this policy regularly.

Approved by Advisory Panel July 2019

Review date: July 2020

Signature:



Date: 1 July 2019