

Realise Futures CIC

Safeguarding Adults Policy

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This policy is reviewed in full every 3 years.

Legislation is reviewed annually as part of Realise Futures Quality Framework audit.

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Realise Futures Adult Safeguarding Policy

1. Introduction and definitions

All agencies working with children and vulnerable adults have a legal duty to work together to protect them from harm or abuse. It is the duty of Realise Futures, as part of its overarching responsibility to promote wellbeing and prevent harm, to ensure that enquiries are made when the abuse of an adult at risk is suspected or reported. This policy is intended to offer guidance on the core principles of Safeguarding Adults to all colleagues that have a responsibility for the care, support and protection of adults at risk. Staff have mandatory training on Safeguarding.

In East Anglia the lead in this is taken by Local Authority Safeguarding Boards and Multi Agency Safeguarding Hubs (MASH). Suffolk Adult Safeguarding Board's website (www.suffolkas.org) has comprehensive safeguarding policies, procedures, information and advice for children, vulnerable adults, professionals and carers. As the majority of the company's output is based in Suffolk, much of the best practice and guidelines contained within our own policy have been informed by that of Suffolk County Council. Best practice and referral agencies from the remainder of the county councils in which Realise Futures operates in have also been reviewed and incorporated, where relevant/appropriate.

Section 4 of this document provides a short overview of the safeguarding responsibilities of the organisation, section 5 outlines Realise Futures' Safeguarding Policy and section 6 explains its internal reporting, referral and recording guidelines. Making safeguarding personal, section 14 of the Care Act 2014, underpins this policy and advice will be sought from MASH professionals in line with the Mental Capacity Act 2005. Deprivation of liberty safeguarding advice will be sought from Adult Community Services (SCC) or Children's Services if in Suffolk and the Mental Capacity Act Deprivation of Liberty Safeguards Team – (ECC) for Essex.

Under section 42 of the Care Act 2014, safeguarding duties apply to an adult who meets the following three stage test:

1. has needs for care and support (whether or not the local authority is meeting any of those needs)
2. is experiencing, or is at risk of, abuse or neglect
3. is unable to protect themselves from either the risk of, or the experience of abuse or neglect as a result of those care and support needs

An adult who meets the above criteria is referred to as an 'adult at risk'. Safeguarding duties also apply to family carers experiencing intentional or unintentional harm from

the adult they are supporting or from professionals and organisations they are in contact with. The Care Act introduced a national framework to determine whether a person has eligible needs, meaning regardless of where you live in England – the same criteria is applied. [Care and support statutory guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/care-and-support-statutory-guidance)

Where a person is not considered to have care and support needs under the three stage test cited above, redirection to other services may be appropriate e.g. the Criminal Justice System, Domestic Abuse services, Trading Standards or Hate/Mate Crime services.

2. There are six key principles which underpin Safeguarding work

These apply to all sectors and settings including care and support services, further education colleges, commissioning, regulation and provision of health and care services, social work, healthcare, welfare benefits, housing, wider local authority functions and the criminal justice system. The principles should inform the ways in which professionals and other colleagues work with adults.

Empowerment – People being supported and encouraged to make their own decisions and informed consent.

“I am asked what I want as the outcome from the safeguarding process and these directly inform what happens.”

Prevention – It is better to take action before harm occurs.

“I receive clear and simple information about what abuse is, how to recognise the signs and what I can do to seek help.”

Proportionality – The least intrusive response appropriate to the risk presented.

“I am sure that the professionals will work in my interest, as I see them and they will only get involved as much as needed.”

Protection – Support and representation for those in greatest need.

“I get help and support to report abuse and neglect. I get help so that I am able to take part in the safeguarding process to the extent to which I want.”

Partnership – Local solutions through services working with their communities who have a part to play in preventing, detecting and reporting neglect and abuse.

“I know that colleagues treat any personal and sensitive information in confidence, only sharing what is helpful and necessary. I am confident that professionals will work together and with me to get the best result for me.”

Accountability – Accountability and transparency in delivering safeguarding.

“I understand the role of everyone involved in my life and so do they.”

The wellbeing principle

In addition to the above underpinning principles, organisations must promote wellbeing when carrying out any of their care and support functions in respect of a person, including Safeguarding Adults. This guiding principle should therefore be at the heart of all safeguarding work and is a requirement under section 1 of the Care Act 2014.

The Care Act guidance stipulates that professionals should work with the adult at risk to establish what being safe means to them and how that can be best achieved. Professionals and other colleagues should not be advocating “safety” measures that do not take account of individual wellbeing. Every person has a right to live a life free from abuse and neglect.

Forms of abuse

These can include:

- **Physical abuse** such as, hitting, pushing, pinching, shaking, misuse of medication, scalding, inappropriate restraint, hair-pulling.
- **Sexual abuse** such as, rape or sexual assault; sexual acts to which the vulnerable adult has not or could not have consented, or to which they were pressurised into consenting.
- **Psychological or emotional abuse** such as, threats of harm or abandonment; deprivation of social or any other form of contact; humiliation, blaming, controlling, intimidation, coercion, or harassment; verbal abuse; prevention from receiving services or support.
- **Financial or material abuse** such as, theft; fraud or exploitation; pressure in connection with wills, property, or inheritance; misuse of property, possessions or benefits.
- **Neglect or acts of omission (incl. self-neglect)** such as, ignoring medical or physical care needs; preventing access to health, social care, or educational services; withholding the necessities of life, such as food, drink, or heating.
- **Discriminatory abuse** such as that based upon a person's race, sexuality, or disability; any other forms of harassment or slurs.
- **Domestic violence** - all forms of abuse that can be experienced in a family setting by a partner, family member, or with someone with whom there is a relationship.
- **Institutional abuse and poor practice** - disrespect and unethical practice, ill treatment and professional misconduct.

- **Modern slavery**
- **Honour based violence** – a collection of practices used to control behaviour within families or other social groups, to protect perceived cultural and religious beliefs and/or honour. Violence can occur when a relative has shamed the family and/or community by breaking their honour code.
- **Sexual Harassment** – sexual harassment is unwanted behaviour of a sexual nature. This could be unwanted behaviour that has violated someone's dignity, whether it was intended or not, or creation of a hostile environment for them, whether it was intended or not. Examples include, flirting, gesturing, sexual remarks, asking about someone's sex life, sexually offensive jokes, sexual comments on sexual orientation or gender reassignment, sharing/displaying pornographic images, sexual content, touching someone against their will, assault or rape.

Providers should also have regard to:

- **Forced marriage**
- **Female Genital Mutilation (FGM)**

Any of these forms of abuse can be deliberate, or be the result of either ignorance, or lack of training, knowledge or understanding. Often if a person is being abused in one way they are also being abused in other ways.

3. Prevent

Section 26 of the Counter-Terrorism and Security Act 2015 places a duty on certain bodies, listed in Schedule 6 to the Act, to have "due regard to the need to prevent people from being drawn into terrorism".

PREVENT statement -

Realise Futures is committed to promoting and reinforcing British values: *"Democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs"*.

Providers are expected to encourage individuals to respect other people, with particular regard to the protected characteristics set out in the [Equality Act 2010: guidance - GOV.UK \(www.gov.uk\)](http://www.gov.uk). We take this responsibility seriously.

We have a responsibility to safeguard colleagues, clients and the general public against the threat of extremism and radicalisation.

Prevent concerns are reported via the safeguarding report protocols and referred to Channel as appropriate. (*Channel provides support across the country to those who may be vulnerable to being drawn into terrorism*).

4. County Lines

'County Lines' was first identified in 2014 and is the term used to describe the approach taken by gangs originating from large urban areas, who travel to locations elsewhere such as county or coastal towns to sell class A drugs. Gangs typically recruit and exploit children and vulnerable young people to courier drugs and cash. They also use local property as a base for their activities, and this often involves taking over the home of a vulnerable adult who is unable to challenge them. Realise Futures recognizes County Lines as a major issue in Suffolk which places vulnerable people at risk of exploitation such as 'cuckooing', drug addiction, sex trafficking, missing persons, abduction etc. We have County Lines trained colleagues, and any safeguarding issue of this nature should follow the Safeguarding reporting procedure as outlined in this policy. We adopt all local authority procedures around Safeguarding. For further information please see the following link:

[Gangs, Criminal Exploitation & County Lines » Suffolk Safeguarding Partnership \(suffolksp.org.uk\)](https://www.suffolksp.org.uk/gangs-criminal-exploitation-county-lines)

5. Overview

The Safeguarding Vulnerable Groups Act 2006 (Adult Protection) confirmed by The Care Act 2014 covers:

- the recruitment and employment of colleagues working with adults who have care and support needs.
- the provision of a safe learning environment

The recruitment and employment of colleagues working with adults who have care and support needs.

The Act sets out a legal framework for the new Independent Safeguarding Authority's (ISA) vetting and barring scheme for the employment of colleagues and volunteers introduced in 2008. It means that Realise Futures' HR department is responsible for ensuring that the company follows safer recruitment procedures. This will include carrying out Disclosure and Barring Service (DBS) checks every five years on all colleagues working with vulnerable learners. All colleagues must be checked, even if a previous employer has already checked them. The company decided that whilst there is no expiry date on DBS checks, that it was best practice to review on a five year basis.

The provision of a safe environment

Customers and employees are encouraged to inform Realise Futures if they are vulnerable or at risk, but they are not obliged to. Potentially vulnerable customers therefore will not always be easily identified, and this policy is aimed at all Realise Futures' adult customers and employees. Realise Futures' priority is to ensure the safety and protection of all employees and customers through direct provision. All colleagues have a duty to safeguard customers, to be alert to signs of abuse and to

take action where abuse is reported.

Our learning, RF Works and employment departments are required to display safeguarding posters and other information in areas in which they deliver provision e.g. classrooms and public areas, offices.

Realise Futures is committed to promoting equality, diversity and an inclusive and supportive environment for employees/customers and affirms the rights of individuals to be treated fairly and with respect. Realise Futures should acknowledge that individuals have the right to make their own choices and ensure that they are given the information to enable them to make those choices. When a person's choice involves taking an assessed risk, their wishes should be respected within the context of their capacity to anticipate and understand that risk.

Information on safeguarding is included in both employee and customer inductions, which include information around confidentiality and disclosure.

6. Safeguarding Policy

Realise Futures will:

- ensure all employees and volunteers working with customers / learners are subject to DBS checks and, where necessary, Independent Safeguarding Authority (ISA) guidance is followed up on employment
- provide regular and up-to-date training and briefings for employees on safeguarding adults
- ensure safeguarding policies and procedures are widely available to customers and employees
- promote a culture of value and respect for all within a supportive environment
- provide opportunities to consult with and involve stakeholders in the development of policies
- work with the stakeholders to monitor this safeguarding policy and keep it up to date
- ensure policies are in place for e-safety
- provide a designated person at Realise Futures to whom employees and customers can take any complaints or concerns
- ensure a deputy member of staff is available in the absence of the designated person
- ensure that safeguarding is a key element to all planning
- ensure that entitlement information is given to all stakeholders
- ensure that ground rules are agreed within each activity or service and that these include specific mention of safeguarding
- ensure all formal operational and management meetings incorporate safeguarding as a standard agenda item
- ensure that should a breach of policy be identified, immediate refresher training will be instigated.
- Internal Safeguarding Panel will meet quarterly to review Safeguarding and/or Prevent issues across the company. They will discuss any potential changes that may affect the Safeguarding Policy and/or protocols and legislation.

- RF Quality Framework audit will audit annually to ensure the above actions are in place and reported to the Board of Directors.

Realise Futures employees are required to:

- agree to a DBS check before employment is confirmed
- show respect for customers and colleagues at all times
- understand the power and influence of their positions, particularly with more vulnerable people and not abuse it
- undertake relevant training in safeguarding
- ensure that all customers are aware of relevant policies and procedures on safeguarding, e-safety, bullying and equality
- provide a safe environment
- ensure a diverse offer that is sensitive to difference
- invite and encourage constructive feedback from stakeholders about standards and styles of behaviour and promote an open and honest culture
- deal with complaints of abuse, harassment and bullying promptly, sensitively, confidentially and in accordance with Realise Futures' procedures.

Customers and other stakeholders are expected to:

- promote a supportive and positive environment by challenging and reporting behaviour that appears to be causing distress to others
- support an open, safe and constructive environment in which diversity is valued
- respect other people's rights to safety
- not hurt or abuse or threaten to hurt or abuse others

7. Safeguarding Guidance

This section is based on section 45 of the Care Act 2014 and is based on the principles set out in the Caldicott Review 2013.

All customers and colleagues have the right to be protected from abuse or harm and to be supported in a safe and healthy environment. This guidance applies to all employees, volunteers, partners and visitors to any of Realise Futures' provision.

Anyone who sees or hears of a potentially abusive situation involving any adult or child must report it immediately in accordance with the procedures detailed. If you suspect that someone is being abused, or if someone reports abuse to you:

DO

- take it seriously and listen calmly
- make sure the person is safe
- ensure your own safety
- establish what the person wishes to do
- protect any evidence as necessary
- explain that you must report it

- report it to your line manager or designated Realise Futures representative immediately in accordance with procedures detailed in this document
- call an ambulance if urgent medical help is needed
- call the police if anyone is at further risk or if the alleged offender may escape arrest

DO NOT

- ignore it
- put yourself or others at risk
- make judgements or apportion blame
- ask for more than the basic details
- promise to keep a secret
- discuss the situation with anyone other than your line manager and/or appropriate authorities
- confront or question the alleged perpetrator of the abuse

Consideration of capacity is determined at all stages of the Realise Futures Safeguarding procedure, underpinned by the 5 key principles of the Mental Capacity Act 2005. Realise Futures colleagues will always seek professional advice.

5 Key Principles:

- A presumption of capacity
- The right for individuals to be supported to make their own decisions
- The right to make what might be seen as eccentric or unwise decisions
- Best interests – anything done on behalf of people without capacity must be in their best interests.
- Least restrictive intervention – anything done should be the least restrictive of their basic rights and freedoms.

8. Safeguarding and Training

Training in Adult Safeguarding is compulsory for all Realise Futures colleagues. This means that for new employees there is a commitment to ensuring that Adult Safeguarding training is made available within the probationary period. It is expected that new employees will complete on-line training within the first week of employment and face-to-face delivery within six months. All safeguarding training is accessed through line managers.

For existing colleagues there is an expectation that:

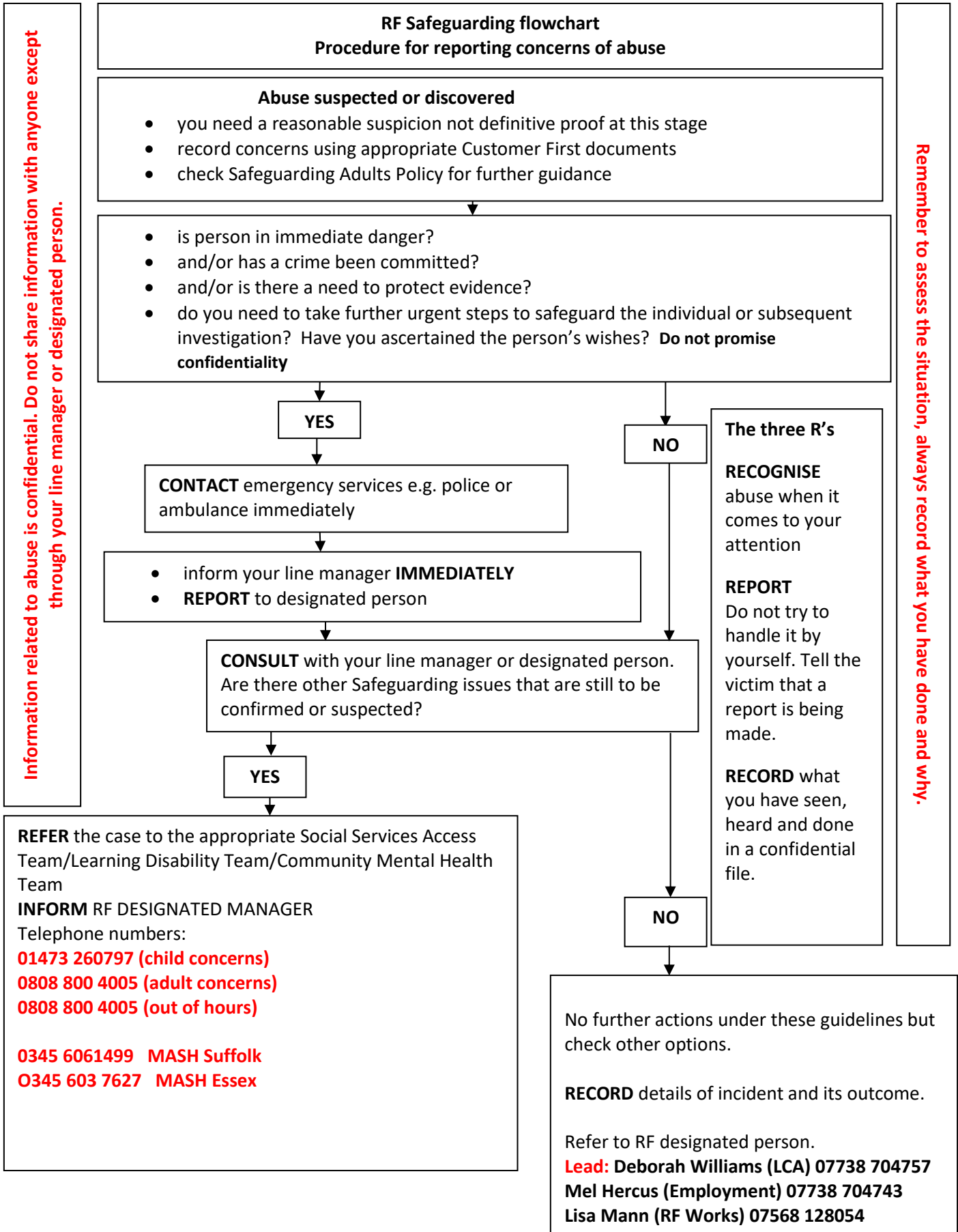
1. All employees renew their Adult Safeguarding training every three years. This may be by a taught session or via e-learning provided through the organisation.
2. All employees will make themselves familiar with the corporate Whistleblowing policy.

9. Contact details

The designated Realise Futures Safeguarding Manager for Learning and Development department is Deborah Williams. (email: deborah.williams@realisefutures.org or telephone 07738 704757).

The designated Realise Futures Safeguarding Manager for the Employment department is Melanie Hercus (email: melanie.hercus@realisefutures.org or telephone 07738 704743).

The designated Realise Futures Safeguarding Manager for the RF Works department is Lisa Mann (email: lisa.mann@realisefutures.org or telephone 07568 128054).



Information related to abuse is confidential. Do not share information with anyone except through your line manager or designated person.

Remember to assess the situation, always record what you have done and why.

PREVENT Statement

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We have a responsibility to safeguard staff, clients and the general public against the threat of extremism and radicalisation.

Point of contact: **Your Named Safeguarding Lead.**