

Safeguarding Adults Policy and Procedure

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| Name of Organisation | Hibaldstow Parish Council |
| Address | c/o 39 Woodland Drive, Broughton, DN20 0EQ |
| Telephone | 0784 220 1877 |
| Date Policy Agreed | 27 th June 2024 |
| Signature | D Hotson |
| Name and telephone number of Designated Protection Person | Deb Hotson – Parish Clerk 0784 220 1877 |
| Name and telephone number of Deputy Designated Protection Person | Cllr Brooks – Chairman 07932 330 552 |

1. Policy statement on safeguarding adults

Hibaldstow Parish Council considers it the duty of the staff and volunteers to protect adults at risk who they come into contact with from abuse and / or neglect.

2. Introduction

In any organisation, there should be adult safeguarding policy and procedures. These should reflect the statutory guidance and are for use locally to support the reduction or removal of safeguarding risks, as well as to secure any support to protect the adult and, where necessary, to help the adult recover and develop resilience. Such policies and procedures should assist those working with adults in developing swift and personalised safeguarding responses that involve the adult at risk. The policy and procedures have been developed to assist staff and volunteers in acting on reported or suspected abuse. This in turn should encourage proportionate responses and improve outcomes for the people concerned.

Hibaldstow Parish Council is involved in providing services for a wide range of people. Some of these people are likely to be adults at risk.

Hibaldstow Parish Council has obligations to strive to protect adults who it believes to be abused or at risk of abuse and / or neglect.

This policy is based on The Care Act 2014, the national Care and Support Statutory Guidance.

Depending upon the nature of particular services or requirements of particular commissioners or partner agencies, the policy and procedure may be supported by national procedures.

3. Definitions

The safeguarding duties apply to an adult who:

- has needs for care and support (whether or not the local authority is meeting any of those needs)
- is experiencing, or at risk of, abuse or neglect
- 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.

Abuse and neglect

You should not limit views on what constitutes abuse or neglect as they can take many forms and the circumstances of the individual case should always be considered.

Categories of abuse

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| Physical abuse | Including assault, hitting, slapping, pushing, misuse of medication, restraint, inappropriate physical sanctions |
| Domestic 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, sexual assault, sexual acts to which the adult has not consented 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, cyber bullying, isolation, unreasonable and unjustified withdrawal of services or support 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, the misuse or misappropriation of property, possessions or benefits |
| Modern Slavery | Encompasses slavery, human trafficking, forced labour and domestic servitude, traffickers and slave masters using whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment |
| Discriminatory abuse | Is the unequal or unfair treatment of somebody based on a "protected characteristic" - age, disability, gender/ gender reassignment, sexual orientation, pregnancy/ maternity, race, religion or belief. It may manifest itself as another form of abuse, such as harassment, derogatory remarks or similar treatment |

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| 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 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 | Covers a wide range of behaviour; neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding |

The following are not included in the Care Act 2014 but can also be harmful.

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| Cyber bullying | Occurs when someone repeatedly makes fun of another person online, or repeatedly picks on another person through emails or text messages, or uses online forums with the intention of harming, damaging, humiliating or isolating another person. It can be used to carry out many different types of bullying (such as racist bullying, homophobic bullying, or bullying related to special educational needs and disabilities) but instead of the perpetrator carrying out the bullying face-to-face, they use technology as a means to do it |
| Forced Marriage | A term used to describe a marriage in which one or both partners are married without their consent or against their will. A forced marriage differs from an arranged marriage, in which both parties consent to the assistance of a third party in identifying a spouse. The Anti-social Behaviour, Crime and Policing Act 2014 makes it a criminal offence to force someone to marry. The forced marriage of adults with learning disabilities occurs when the adults does not have the capacity to consent to the marriage |
| Mate Crime | Is defined by the Safety Net Project as 'when vulnerable people are befriended by members of the community who go on to exploit and take advantage of them. It may not be an illegal act but still has a negative effect on the individual.' Mate Crime is carried out by someone the adult knows and often happens in private. In recent years there have been a number of Serious Case Reviews relating to people with a learning disability who were murdered or seriously harmed by people who purported to be their friend |
| Radicalisation | The aim is to attract people to their reasoning, inspire new recruits and embed their extreme views and persuade vulnerable individuals of the legitimacy of their cause. This may be direct through a relationship, or through social media |

4. The Six Safeguarding Principles

The following six principles underpin all adult safeguarding work:

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| Empowerment | People are 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 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 preventing, detecting and reporting neglect and abuse |
| Accountability | Accountability and transparency in delivering safeguarding |

5. Making Safeguarding Personal (MSP)

The adult at risk and/or their representative should be as involved as possible and to the extent to which they would like. MSP should be person-led and outcome-focused. It engages the person in a conversation about how best to respond to their safeguarding situation, in a way that enhances involvement, choice and control as well as improving quality of life, wellbeing and safety.

MSP is about seeing people as experts in their own lives and working alongside them.

6. Responsibilities of staff and volunteers

Hibaldstow Parish Council will appoint a designated protection person and a deputy designated protection person to act and liaise on safeguarding matters.

Paid staff and volunteers have a responsibility to be aware and alert to signs of abuse or neglect, or suspected abuse or neglect. They should talk to the designated person to see if there is a need to raise a safeguarding concern. They are not responsible for diagnosing, investigating or providing a therapeutic response to abuse. In addition, not all concerns relate to abuse, there may well be other explanations. It is important to keep an open mind and consider what is known and where possible speak to the adult concerned.

7. Signs and indicators of abuse and neglect

Abuse can take place in any context and by all manner of perpetrators. Abuse may be inflicted by anyone. There are many signs and indicators that may suggest someone is being abused or neglected. These include but are not limited to:

- unexplained bruises or injuries or lack of medical attention when an injury is present
- belongings or money going missing
- not attending when they usually attend, and it is unusual for them not to do so
- losing or gaining weight or an unkempt appearance
- a change in behaviour or confidence of a person
- evidence of self-harm
- fear of a particular group or individual
- disclosure – they tell you they are being abused.

You should not limit views on what constitutes abuse or neglect as they can take many forms and the circumstances of the individual case should always be considered.

Remember to take the whole situation into account - there may well be other explanations. It is important to keep an open mind and consider what is known and where possible speak to the adult concerned.

8. Disclosure of abuse

If an adult at risk discloses to you that they are being abused or any service user discloses that they are involved in abuse of an adult at risk, action should continue as in Section 10. All action must proceed urgently and without delay.

9. Suspicion of abuse

There may be circumstances when a volunteer or member of staff suspects that an adult at risk is being abused or neglected.

It is vital that anyone who suspects an adult at risk is being abused or neglected discusses the situation immediately with the designated protection person or deputy designated protection person.

10. Action on disclosure of abuse/making a referral

There should always be the opportunity to discuss concerns with, and seek advice from, managers and other agencies, but:

- never delay emergency action to protect an adult at risk
- where possible always involve the adult at risk and / or their representative
- always record any concerns and / or action taken
- the Adult Protection Team should be notified and a safeguarding concern submitted within 24 hours of the occurrence taking place
- you should always discuss the concern with the designated protection person or deputy designated protection person
- if the suspicions relate to the designated person, then the deputy, North Lincolnshire Adult Protection Team or the Police should be contacted.
- suspicions should only be discussed with the appropriate persons such as those named above.
- any person may report a concern to the Adult Protection Team irrespective of the opinion of others.

It is important to make written records of any incidents or concerns as soon as possible and if appropriate to include sketches of sites and sizes of injuries. It is also important to make a record of conversations with the adult using the same language especially names of body parts or sexual acts.

11. Managing the risk to staff and volunteers

Hibaldstow Parish Council undertakes to adopt best practice guidelines for recruiting volunteers and we further undertake to:

- specify what the role is and what tasks it involves
- request identification documents if appropriate
- as a minimum meet and chat with the applicant before they commence work

- where appropriate, when regular unsupervised contact with adults at risk is likely to take place, Hibaldstow Parish Council will request and check references and ask that individuals apply for a Disclosure and Barring Service (DBS) check

If an adult at risk is working or volunteering for the organisation, careful consideration needs to be given on how best to support the individual to reduce or remove safeguarding risks. These measures should be proportionate rather than restrictive and encourage the development of resilience and improved outcomes for the person.

12. Maintenance and security of records

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| Retention | <ul style="list-style-type: none"> • For all concerns raised whether acted upon or not, a record should be kept for six years. • For concerns regarding staff or volunteers (even if they are no longer associated with the organisation) they should be kept on their personal file until retirement age 67 years old or for 10 years whichever is longer. |
| Storage | <ul style="list-style-type: none"> • Documents are stored and accessed by the Designated Protection Person and the Deputy Protection Person via an electronic file that is password protected. Other documentation is stored at the Clerks address. |
| Destruction | <ul style="list-style-type: none"> • The arrangement for destruction of the paperwork is via a shredding machine at the Clerks address. Electronic documentation is viewed intermittently and removed from the cloud storage as and when. |

13. E safeguarding and acceptable use policy for electronic equipment

- The Clerk has a laptop that is used to store all Council documentation.
- Social media is managed by the Clerk.
- Consent is always sought when photographs are taken to be placed on social media.

14. Whistle blowing procedures

It may be very hard to report a concern but as with all other difficulties people will come across, the safety and protection of an adult at risk must be the priority in any decision that is made.

- Concerns can be raised to North Lincolnshire Adult Protection Team on 01724 297000
- Hibaldstow Parish Council is committed to ensuring that all individuals have the ability to raise genuine concerns in good faith without fear of victimisation, subsequent discrimination or disadvantage, even if they turn out to be mistaken.

15. Contact Information

| | Name | Telephone Number |
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| Main Contact for the Organisation | Deb Hotson | 0784 220 1877 |
| Designated Protection Person | Deb Hotson | 0784 220 1877 |

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| Deputy Designated Protection Person | Brian Brooks | 07932 330 552 |
| National or support body for the organisation | ERNLLCA – East Riding & North Lincolnshire Council Administration | 01652 661617 |
| North Lincolnshire Adult Protection Team Church Square House Church Square Scunthorpe DN15 6XQ | | 01724 297000 |
| Police Non Emergency | | 101 |
| Police Emergency | | 999 |