

506195

Senad OneNineFive Adult Protection and Safeguarding Policy

Policy Section Number 5

Date Ratified October 2024

Version Number 4

Next Review Date October 2025

This policy should be read alongside and in conjunction with other policies and documents regarding the safety and welfare of children. These together make up the suite of policies and documents to safeguard and promote the welfare of children:

Missing From Care (Policy 616 + Site related)

DOLS (for adults)

Safe Handling of Medication (Policy 306, 217 and appendices)

Handling of Clients Monies/Funds (Policy 606 and 511)

Risk Assessments (Policy 217 and forms also)

Privacy and Confidentiality of our clients' needs and information (Privacy 517; Visitors 525 and Searching a Young Persons Belongings 521)

PREVENT and Countering radicalisation (Policies 506*** and 506.8)

Anti-Bullying (Policy 502)

Complaint Processes (Policies 714 and 519)

Online Safety (Policy 510)

Physical Interventions Policy 516

Whistleblowing Policy 413

Positive Behaviour Support (515) and Physical Interventions (516)

Safe Touch and Relationships (518)

Significant Harm Policy (524)

Private Fostering (512)

GDPR Policies (Section 9 of policies)

Intimate and Personal Care (610)

Caring for sexually abused Individuals in our care (522)

Consent (508)

Safeguarding and promoting the welfare of pupils at the school (713)

Self-Harm and prevention of suicide (308)

Recruitment and selection of staff (414)

Social Media Policy (421)

Related Policies and Guidance Documents

Annexes and Supplementary Info

Responsible Person Nina Sharpe/Isobel Walshe

Safeguarding Adults Policy – OneNineFive Localised Safeguarding Adults Procedure

(To be read in conjunction with Senad Safeguarding Adults Policy)

Safeguarding means protecting an adult’s right to live in safety free from abuse and/or neglect.

The welfare of vulnerable adults is paramount.

Our aims:

- To prevent harm and reduce the risk of abuse or neglect to adults with care and support needs.
- To safeguard individuals in a way that supports them in making choices and having control in how they choose to live their lives.
- To promote an outcomes approach in safeguarding that works for people resulting in the best experience possible.
- Early sharing of information is the key to providing effective help where there are emerging concerns. Fears of sharing information must not stand in the way of promoting and protecting the well-being of adults at risk of abuse and neglect.

Our role:

We have an important role to safeguard all those people in our care and this guidance applies to everyone. We all have a duty of care.

All concerns, no matter how they arise should be taken seriously and considered for action and the appropriate steps taken as part of the SENAD Procedures.

However, any concerns of abuse must be reported without delay as these will always need to be passed to the appropriate Local Authority and CQC. Duty of Candour.

This procedure applies to all employees, residential staff, relief support staff, agency support workers, catering and estates staff, admin and management teams or any other person working on behalf of Senad Group.

Responding to a Concern

Step One: *Keeping the resident safe*

The first priority must be to keep the individual resident safe and protect any other people from harm.

- Remove the threat of any physical or emotional harm
- Report to your line manager at the **first** opportunity

Step Two: *Identifying the Concern*

Gather as much information as is possible, after discussing with your line manager (if appropriate) but **DO NOT INVESTIGATE THE MATTER**. Never stop a service user talking.

AND ALWAYS WRITE UP AS ACCURATELY AS POSSIBLE ANYTHING SAID AS SOON AS PRACTIBLE

Gather information from:

- The resident in a natural, informal way without formal interview
- Other Colleagues where this can be done without delay
- Previous records i.e. any other safeguarding forms to indicate previous concerns

Complete the appropriate PBS record.

Pass the concern to the appropriate Line Manager or someone who has Senior Management responsibility within the same working day;

Practice guidance:

- Do not promise to keep anything confidential
- Do not attempt to sort out the concern alone
- Try and explain, where possible, what is happening next to the resident
- ALWAYS WRITE UP AS ACCURATELY AS POSSIBLE ANYTHING SAID AS SOON AS PRACTIBLE
- Do not contact parents until discussed with Line Managers
- Ensure there are no immediate dangers to residents/others
- Consider medical attention if appropriate
- Do not ask any leading questions

Step Three: Analysis of the concern

It is the responsibility of the manager to analyse the information ensuring that:

- No service user is in immediate danger
- No other parties are affected
- Immediate actions are considered to ensure the needs of the service user are addressed

It is **ESSENTIAL** that the appropriate Safeguarding reporting on PBS is done to assist Senior Managers in determining how to manage and report the concern/complaint.

An identified manager will assist the originating member of staff to know how to support the service user in the immediate time after the concern has been raised.

The concern will be passed to a member of the Senior Management Team within the same working day

Practice Guidance:

- Support the staff in acknowledging the concern and being committed to progressing it
- Consider contact with parents/carers only if it will not put the service user at further risk
- Consider all aspects of the service users day to day care in the light of the concern
- Consider the impact on the member of staff and offer appropriate support
- Ensure the safeguarding reporting is completed to reflect the analysis in detail

Step Four: Decision-making by Senior Management Team

There are a number of options that Senior Management will decide upon

(i) Monitor the service users wellbeing which might mean increased support

This should only be agreed if:

- There are no immediate risks to the individual or any other party
- We can manage effectively the concerns as part of a plan which can be subject to a review timescale
- There are no reasons to involve Social Care or other agencies
- This decision should always be fed back to staff with absolute clarity and within three working days. It is important to determine exactly what staff are monitoring and to be specific as to how they do this

(ii) Adult Protection

This will be agreed if:

- The adult has suffered or is likely to suffer significant harm
- The adult has made a disclosure of abuse
- Information indicates other adults are at risk

A member of the Senior Management Team will make the referral to the appropriate Safeguarding Team (following local procedures) immediately or the out of hours teams at weekends or during bank holidays.

Safeguarding concerns which need to be raised directly to the local authority, should be made immediately and without hesitation.

Contact Staffordshire Safeguarding Team on: 0345 604 2719 or emailed via VAStaffordshire@staffordshire.go.uk

Information regarding the referral should be documented on the PBS Cloud and any relevant information is to be saved onto the file (Creating and audit trail for reference and quality assurance purposes)

Save any investigation notes onto PBS Cloud

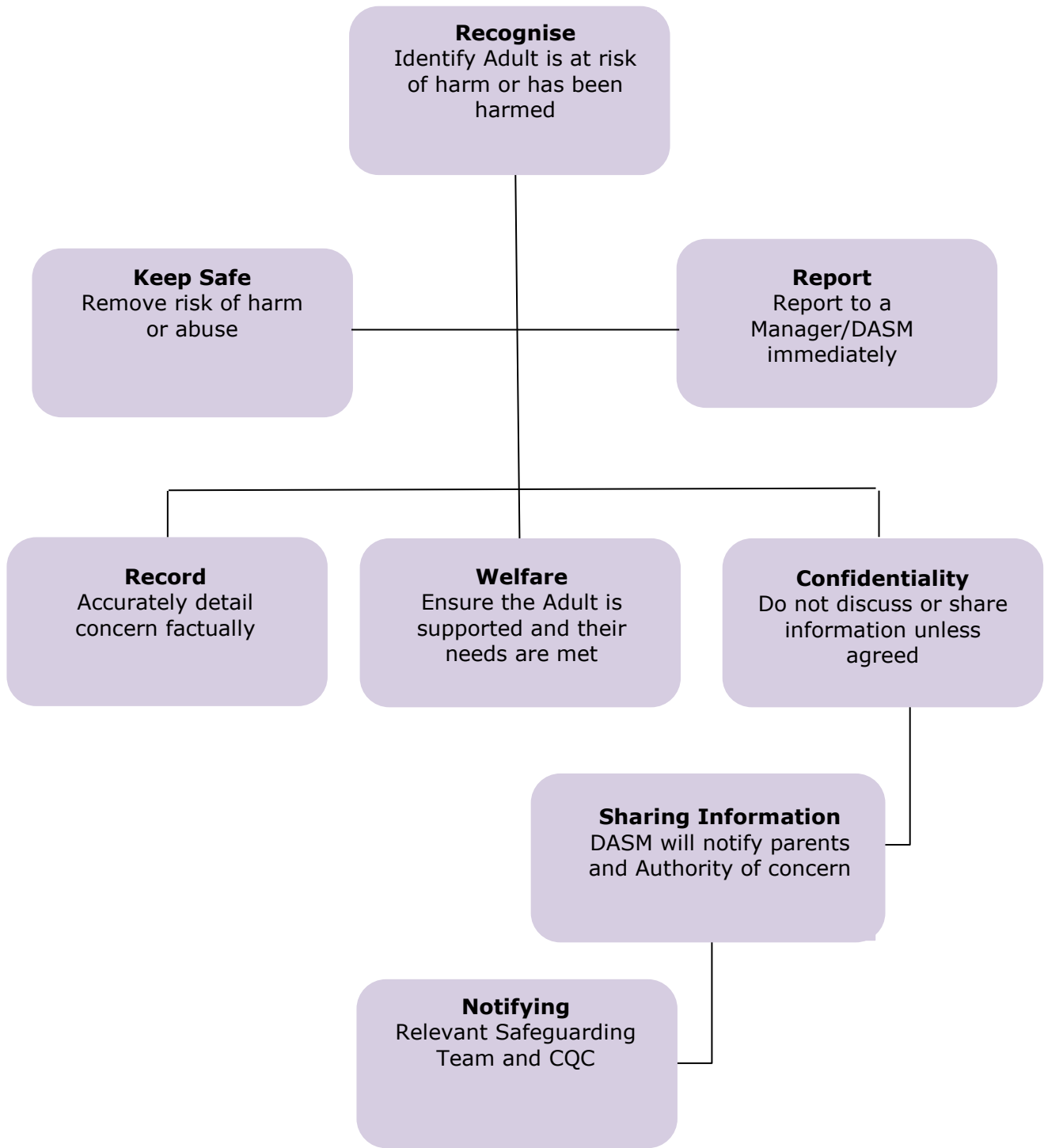
SENAD policies and procedures should be followed as appropriate

Notify CQC (if appropriate)

Notify SU Local authority social worker/duty social worker

inform SENAD via notify@senadgroup.com

Recognising and Reporting a suspicion of harm or abuse



The Golden Rule is if in doubt report it!

Contacts

There is are appointed **Designated Adult Safeguarding Manager (DASM) and Safeguarding Leads** in place at OneNineFive:

195 Registered Manager	Natalie Chester
Care Coordinator	Nirvana Wheeler
Head of Service and Nominated Individual	Nina Sharpe
Quality and Compliance Manager	Isobel Walsh

If you are unable to contact the DASM for your allocated place of work/home please contact another DASM who will help.

If a concern is not taken seriously by the Line Manager/DASM, staff must take that concern immediately to the Head of Service Natalie Chester

If a concern is still not taken seriously or the decided action is felt not to be in the adult's best interests, staff must contact:

- ❖ Nina Sharpe Adult Care Director or,
- ❖ Isobel Walshe Quality and Compliance Manager

Both are contactable via Vernon Gate (SENAD Head Office) on 01332 378840 or via notify@senadgroup.com or

- ❖ CQC Tel: 03000 616161, Email: enquiries@cqc.org.uk
- ❖ The Police 999 for an emergency or 101 for non-emergency issue

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This procedure is to be read in conjunction with the following Senad policies and procedures and local authority Guidance and Policy

- Senad Adult Safeguarding Policy 506A
- Public Interest Disclosures & Whistleblowing policy [413]
- Safe Touch & Service User Relationships [518]
- Recruitment Policy & Procedure [414]
- Disciplinary Rules & Procedure [404]
- Receiving and Giving Gifts [419]
- Personal Relationships between Staff at Work Policy [425]
- Online Safety Policy [510]
- Positive Behaviour Support Policy and the use of Physical Interventions [515]
- Privacy Policy [517]
- Adult Complaints Policy [519]
- Significant Harm Policy [524]
- Allegations against Staff [418]
- Tackling Extremism and Radicalisation Policy [507]