



Registered address: Church Annexe, Dereham Baptist Church,
Norwich Street, Dereham, NR19 1BX. Registered charity number: 1142632

SAFEGUARDING POLICY

(Adults)

Adoption Date	5 Dec 2024
Named Safeguarding Lead Named Deputy Safeguarding Lead	Jane Allinson jane@lovedereham.org.uk Christine Taylor christine.taylor@lovedereham.org.uk
Review Date	Dec 2025
File Location	Shared drives/All Love Dereham /Policies/Safeguarding/
	Keith Mersh

Love Dereham are committed to safeguarding adults by protecting their health, wellbeing and human rights enabling them to live free from harm, abuse and neglect.

AIM

The purpose of our Safeguarding Policy is to prevent harm and reduce the risk of adults with care and support needs suffering from abuse or neglect.

This policy is based on the fundamental principle that all adults regardless of age, disability, gender, gender identity, ethnic, cultural, racial, national origins, religious belief/non-belief or sexual orientation have the right to live safely, free from abuse and neglect.

This policy will give clear guidance to staff, volunteers and trustees about the behaviour we expect and our legal responsibilities to safeguard and promote the welfare of adults at risk of abuse or neglect that we come in contact with at our organisation.

INTRODUCTION

Our organisation fully recognises the contribution we can make in protecting adults from abuse and neglect. Our policy applies to all adults at risk of abuse or neglect, staff, volunteers and trustees.

Under the Care Act 2014, 18 and older is considered to be an adult, and could potentially be considered under s42 of that act - which relates to the duty to carry out safeguarding adult enquiries – if the adult:

- Has needs for care and support (regardless of the level of need and whether or not the council is meeting any of those needs)
- 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.

Note: To be considered as a safeguarding concern the adult must meet the criteria set out in the Care Act 2014 and detailed above.

OUR ETHOS

Our organisation will establish and maintain an environment where adults feel safe, secure, are encouraged to talk and are listened to. Adults will be able to talk freely to any member of staff, volunteer or trustee in our organisation if they are worried or concerned about something.

We will support anyone who, **in good faith**, reports a concern that an adult is being abused or neglected or is at risk of abuse or neglect even if those concerns prove to be unfounded.

Through training – both induction and on-going refresher training - we will ensure that all of our staff, volunteers¹ and trustees:

- understand the importance of safeguarding and their role in safeguarding adults
- recognise an adult potentially in need of safeguarding and know what action to take
- are able to recognise a disclosure from an adult and react appropriately
- are aware of the different forms of abuse and neglect
- understand dignity and respect when working with individuals
- know how to report an adult safeguarding concern in line with this policy

We will provide information and advice to enable all the adults we work with to understand their rights and how they can obtain help and support.

At all times we will work in partnership and try to establish effective working relationships with other agencies and organisations.

GENERAL PROCEDURES

When Joining the Organisation

All new staff, volunteers and trustees will be:

- informed of the safeguarding arrangements in place
- given a copy of our safeguarding policy and told who our Designated Safeguarding Officer is and how to contact them
- given a copy of the recording format and guidance on how to complete it and who to pass it to.

As part of their induction they will undertake (appropriate to their role) **Safeguarding Awareness Training**.

All staff, volunteers and trustees will be asked to read this policy annually or after it has been reviewed and updated if necessary. They will sign to say they have read and understood the policy.

Ongoing:

All employees and volunteers will be:

- Told where our policy is kept

¹ Throughout this document this applies only to volunteers who come into contact with service users. For non-front line volunteers (e.g. nightly food collection from supermarkets) it is not applicable.

- Given a set of safeguarding procedures, told who our Designated Safeguarding Lead is and how to contact them or the Deputy Designated Safeguarding Lead
- Told how the recording and reporting system works

TRAINING

We encourage all our employees, trustees and volunteers to keep up to date with the

Every employee, trustee and volunteer will undertake appropriate safeguarding training at least every **three years**. most recent local and national safeguarding advice and guidance. This can be accessed via norfolksafeguardingadultsboard.info.

The Designated Safeguarding Lead should be used as the first point of contact for any safeguarding queries or concerns in our organisation.

RECRUITMENT

All staff, volunteers and trustees who come into contact with the adults we work with have a duty of care to prevent harm and reduce the risk of them suffering from abuse or neglect. There is a legal duty placed upon us to ensure that everyone who is employed by Love Dereham is competent and suitable to do so.

Our recruitment practices are designed to help prevent the employment of anyone unsuitable from working with adults at risk of abuse or neglect. An integral part of this is the correct use of Disclosure and Barring Service (DBS) checks for employees.

Best Practice Recruitment

We are committed to reflecting best practice in recruiting employees by ensuring that we:

- Carefully consider the job description/role profile and person specification ensuring they accurately reflect the duties, qualifications and experience that are required
- Define our selection criteria based on the person specification the role
- Prepare an information pack for candidates
- Ask for a written application form which includes a written declaration with regards to criminal convictions [**Note** you can only ask for details of spent convictions when role involves regulated activities]
- Ask for identification which includes a photograph
- Ask to see and copy the original of any qualifications
- Conduct interviews with at least two people present
- Ask for and check at least two references, including the most recent employer
- Obtain enhanced DBS checks where current legislation requires us to do so
- Organise a comprehensive induction period which includes familiarisation with our safeguarding policies, procedures and safeguarding training

GOOD WORKING PRACTICES

Good practice guidance will help trustees, staff and volunteers avoid putting themselves in a situation which could put them at risk of having an allegation of abuse made against them. This includes:

- always trying to ensure, where practical to do so, that a third party is present
- avoiding unobserved one-to-one situations with adults – keep a door open and/or ensure that you are within the hearing of others
- not offering to transport an adult in your own vehicle
- never allowing yourself to be drawn into inappropriate attention seeking behaviour
- never making suggestive remarks or discriminatory comments
- never engaging in, or tolerating bullying or harassment
- never engaging in, or tolerating, inappropriate physical contact
- never trivialising allegations of abuse or neglect
- doing your part in developing a culture in which everyone feels able to point out inappropriate attitudes and behaviours to each other
- ensuring that all allegations of abuse are reported, including any made against you
- remembering that someone else might misinterpret your actions, no matter how well intentioned.

ROLES AND RESPONSIBILITIES

Any concern for an adult's safety or welfare will be recorded in writing and given to the Designated Safeguarding Lead (or Deputy).

The Designated Safeguarding Lead or Deputy is responsible for:

- liaising with Adult Social Services and other agencies where necessary and making referrals using the agreed procedures detailed below
- ensuring that all trustees, employees and volunteers are aware of our policy and the procedure they need to follow
- ensuring that all employees, volunteers and regular trustees have received appropriate safeguarding information and training during induction and this training is refreshed at least every three years
- ensuring that our safeguarding policy is in place, is reviewed annually and follows the guidance provided by the NSAB
- ensuring that at all times safer recruitment practices are followed

Our organisation undertakes to remedy without delay any weakness regarding our safeguarding arrangements that are brought to our attention.

DEALING WITH ALLEGATIONS OF ABUSE/NEGLECT AGAINST OUR EMPLOYEES, VOLUNTEERS AND TRUSTEES

Allegations of abuse or neglect can sometimes arise from a differing understanding of the same event, but when they occur they are distressing and difficult for all

concerned. We also recognise that many allegations are genuine and there are some people who harm or abuse adults.

As part of our commitment to safeguarding the adults we work with and support, we will follow the policies and guidance from Norfolk Safeguarding Adults Board.

All the people who work and volunteer with us will be made aware of the procedures that will be followed if an allegation of abuse or neglect is made against them.

We will support anyone who, **in good faith**, reports his or her concerns that an adult is being abused or neglected or is at risk of abuse or neglect even if those concerns prove to be unfounded.

In Norfolk, the lead agency for safeguarding adults is Norfolk County Council (Adult Social Services). Any allegation raised directly with us must be reported as soon as possible to Norfolk County Council, preferably within **1 working day of a report of an allegation**.

Telephone **0344 800 8020** follow the prompts to the Safeguarding Adults option.

If a concern involves immediate or serious risk or injury, we will report first to emergency services using 999.

Where any allegations are made to the police or Adult Social Care about an employee, the relevant authorities will liaise with us about the appropriate course of action.

If an individual [paid employee or unpaid volunteer] is dismissed or stopped from working in our organisation because the person poses a risk of harm to adults (even if they have left e.g. resigned), we must make a referral to the Disclosure and Barring Service. **It is a criminal offence to FAIL to make a referral without good reason.**

HANDLING A DISCLOSURE OF ABUSE

An adult may tell someone they trust that they are being abused or neglected. They will often not be aware of sources of help and support. It takes courage to confide in someone – the way in which staff/volunteers respond can be crucial.

Do:

- remain calm and receptive
- listen without interrupting
- make it clear that you are taking the matter seriously
- acknowledge their courage in telling you
- let them know you will do what you can to help
- try to get their permission for you to share the information on a need-to-know basis to enable them to receive the help and support they need
- record, using ink, what was said as soon as possible – signing and dating it
- contact the Designated Safeguarding Lead or Deputy immediately
- Seek support.

Do not:

- allow your shock to show
- ask leading questions
- probe for more information
- make assumptions or speculate
- make negative comments about the abuser
- make promises you cannot keep
- give assurances of absolute confidentiality – particularly in those situations where other adults may be at risk

What to do if the adult asks you to keep the information secret:

- If the adult has **mental capacity** the **public interest test applies** [if someone else could be a victim of the alleged perpetrator it is in the public interest to report it with or without the victim's consent]
- If they do not have mental capacity, you have a duty to report it without their consent

If in doubt, ask your Designated Safeguarding Lead or Deputy

MAKING A SAFEGUARDING REFERRAL

We are clear that the local authority (Norfolk County Council) (and the police where a concern relates to a potentially criminal matter) must lead all investigations into any allegation regarding safeguarding.

Telephone Norfolk County Council: **0344 800 8020** [operates 24 hours a day 365 days a year] – follow the prompts to take you to the Safeguarding Option.

State that it is an adult safeguarding matter and explain your concerns.

Clarify with them what action should be taken and by whom.

Make a note of the person you spoke to including the guidance they gave you, their name and contact details on the reporting form. Guidance on the information required when making a referral is available on the NSAB website – see [Raising a Safeguarding Adults Concern: Checklist](#)

If we are unsure if a referral should be made, we will contact Norfolk County Council Adults Social Care and ask for advice. This can be anonymous on the part of the adult to help establish the level of concern and any action advised.

RECORDS AND CONFIDENTIALITY

If we are concerned about the safety or well being of any adult in our organisation, we will record our concerns immediately using our agreed reporting form and give this to the Designated Safeguarding Lead or Deputy.

All information is confidential and must be managed and stored within our organisation in line with the Data Protection Act 2018 and General Data Protection Regulation (GDPR). However, we understand that where there are concerns that an adult may be at risk of harm or abuse, information can be shared with other agencies, for example, Adult Social Care or the Police.

WHAT IS ABUSE AND NEGLECT

The Care Act 2014 does not set out a specific definition of abuse. Abuse can consist of a single or repeated act(s); it can be intentional or unintentional or result from a lack of knowledge. Abuse and neglect:

Can take many forms:

- It may be an isolated incident, a series of incidents or a long-term pattern of behaviour
- It could affect one person or many more
- It may be in someone's home, in public or in an institutional setting
- It may be deliberate or the result of negligence or ignorance
- Exploitation in particular is a common pattern in abuse and neglect
- The degree or lack of intent will inform the response which will be appropriate and proportionate to the concerns that have been raised.

Can happen anywhere - including:

- In a person's own home and/or other people's homes
- In public places or in the community
- In clubs
- At work
- Schools and colleges of further education
- In hospitals, surgeries or other health centres
- Care homes
- In places of worship
- Via electronic media including the intranet
- Day centres

Patterns of abuse vary - and include:

- **Serial abusing** in which the perpetrator seeks out and 'grooms' individuals – sexual abuse sometimes falls into this pattern as do some forms of financial abuse and radicalisation
- **Long-term abuse** in the context of an ongoing family relationship such as domestic violence between partners/spouses or generations or persistent psychological abuse
- **Opportunistic abuse** such as theft occurring because money or jewellery has been left lying around
- **Situational abuse** which arises because pressures have built up and or because of difficult or challenging behaviour
- **Neglecting** a person's needs because the carer has difficulties. These could be debt, alcohol, or mental health related or the specific demands resulting from caring for someone

Anyone can be an abuser or neglect someone – including:

- Spouses/partners
- Other family members
- Carers
- Neighbours
- Friends
- Acquaintances
- Local residents
- People who deliberately exploits adults they perceive as vulnerable to abuse
- Paid staff or professionals
- Volunteers and strangers

TYPES OF ABUSE AND NEGLECT

The statutory guidance in the Care Act 2014 lists ten types of abuse. However, this is not intended to be an exhaustive list but rather a guide to the sort of behaviours which could give rise to a safeguarding concern. It is important that we do not limit our view of what constitutes abuse or neglect to those types or the different circumstances in which they can take place.

Physical Abuse - includes:

- hitting, pushing, pinching, shaking, grabbing, biting, hair-pulling, scalding
- misusing medication
- withholding food or drink, force-feeding
- restraint or inappropriate physical sanctions
- failing to provide physical care or aids to living – for example glasses or a walking stick

Psychological & Emotional Abuse - includes:

- threats of harm or abandonment
- deprivation of contact
- radicalisation [being exploited by those who would want them to embrace terrorism]
- humiliation, blaming, controlling
- intimidation, coercion
- harassment, verbal abuse and cyberbullying
- isolation or unreasonable and unjustified withdrawal of services or support

Financial or Material Abuse – While it can occur in isolation, it is often present with other forms of abuse and includes:

- theft and fraud
- internet scamming
- some forms can involve the perpetrator seeking out and grooming individuals
- coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions
- misuse or misappropriation of property, possessions or benefits

Sexual Abuse – includes:

- rape, sexual assault or sexual acts to which the adult has not consented to, was unable to consent to, or was pressured into consenting to
- indecent exposure; sexual harassment
- inappropriate looking or touching
- sexual teasing or innuendo
- sexual photography, subjection to pornography or witnessing sexual acts

Sexual Exploitation is a subset of sexual abuse. It involves:

- exploitative situations and relationships where people receive 'something' (e.g. accommodation, alcohol, affection, money) as a result of them performing, or others performing on them, sexual activities
- can also involve serial abusing in which the perpetrator seeks out and 'grooms' individuals - Grooming is defined as developing the trust of an individual at risk of abuse and/or his or her family in order to engage in illegal sexual conduct

Organisational Abuse – includes:

- 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 on-going 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 includes:

- ignoring medical, emotional or physical care needs
- failure to provide access to appropriate health, care and support or educational services
- withholding of the necessities of life, such as medication, adequate nutrition and heating

Discriminatory Abuse – includes:

- forms of harassment, slurs or maltreatment because of someone's actual or perceived age, disability, gender, gender identity, ethnic, racial, cultural or national origin, religious belief/non-belief or sexual orientation
- **hate incidents are a form of discriminatory abuse**

Domestic Abuse – The Domestic Abuse Act 2021 defines this as an incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse by someone who **is or has been 'personally connected'** (so no longer just intimate partner or family member) regardless of gender or sexuality.

For this type of abuse **the age range is extended down to 16**. It includes:

- psychological, physical, sexual, financial, emotional abuse
- 'so called honour' based violence
- female genital mutilation
- forced marriage
- it also includes being a witness to domestic abuse of another person

Modern Slavery and Human Trafficking encompasses:

- Sexual exploitation including prostitution and 'adult entertainment'
- Forced Labour – commonly in agricultural, construction, food processing, hospitality industries, factories, car washers and nail bars
- Domestic servitude
- Organ harvesting
- Forced criminality – includes cannabis cultivation, street crime, forced begging, burglary, metal theft and benefit fraud

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. They may use concerns about an individual's immigration status or concerns that their families may be at risk if they resist exploitation.

Self-neglect covers a wide range of behaviour - including:

- neglecting to care for one's own personal hygiene, health, safety or surroundings
- behaviour such as hoarding.

The definition of self-neglect **excludes** a situation in which a mentally competent person, who understands the consequences of their decisions, makes a conscious and voluntary decision to engage in acts that threaten their health or safety as a matter of personal choice.

However, there is a need to assess your concerns - balancing the individual's right to choose their lifestyle, considering their mental health or capacity to understand the consequences of their actions. It can often be a care or risk management issue rather than a safeguarding concern and may require a social care assessment in the first instance.

Signs and Indicators of Abuse/Neglect/Human Trafficking

The signs of abuse are not always clear. The following may, however, suggest the possibility of abuse:

- disclosures by the victim
- concern expressed by a third party
- admissions by the perpetrator
- someone expressing fears that abuse might happen
- evidence of unreported injuries
- signs of fear or distress
- injuries suggesting a possible non-accidental cause
- explanations that are incompatible with injuries presented or where conflicting explanations are given
- a history of persistent illness, infection or injury

- inappropriate use of medication
- possessions or money going missing or bills not being paid
- property being sold without the owner's consent or understanding
- sudden or unexpected removal of an individual from a care setting
- a person is uncharacteristically withdrawn, without apparent reason
- a person is found alone and at risk without adequate explanation
- a long time lapse between injury or illness and obtaining medical or other care
- abrupt or frequent changes of doctor or caring agency
- unexplained weight loss
- uncharacteristically unkempt appearance or surroundings
- agencies have repeated difficulty in gaining access to see someone
- it is made difficult to speak to a person alone without their carer/another person present
- evidence of avoidance, including regularly missed appointments, refusal of help, etc
- evidence of alcohol or other substance misuse
- signs of stress
- history of previous abuse or violence in the family
- unexplained pain, itching, infection or injury in the anal, genital or abdominal areas
- torn, stained or bloody underclothing
- multiple unrelated people living at one address living in overcrowded private rental accommodation

Signs an individual may being led into extremism:

The following may indicate that an individual is at risk of being radicalised or is being exposed to extremist views:

- Being in contact with extremist recruiters and/or spending increasing time in the company of other suspected extremists
- Loss of interest in other friends and activities not associated with the extremist ideology, group or cause
- Accessing extremist material online, including through social networking sites
- Possessing or accessing materials or symbols associated with an extremist cause
- Justifying violence to address social issues
- Graffiti symbols, writing or artwork promoting extremist messages or images

- Significant changes to appearance and/or behaviour increasingly centred on an extremist ideology, group or cause
- Changing their style of dress or personal appearance to accord with the group
- Attempts to recruit others to the group/cause
- Using insulting or derogatory names for another group

Hate Incidents

A hate incident is any incident which is perceived by the person, or any other person as being motivated by prejudice or hatred. Hate incidents / crime can be anything from name calling, physical attack, vandalism or stealing a person's property, motivated by prejudice, hostility or hatred towards that individual because they are 'different'. It may or may not be a crime and it may or may not be linked to a safeguarding concern. There are a number of ways to report a hate incident:

- In an emergency always phone 999
- Contact the police via email: enquiries@norfolk.pnn.police.uk or visit their website: norfolk.police.uk
- Going to any Norfolk County Council public building such as libraries and reporting it, where staff will be able to assist if needed
- Going to your district council, local police station or anywhere you see the 'Hate Incident Reporting Place' logo

See the [Stop Hate in Norfolk campaign](#) information too.

RELEVANT GUIDANCE AND LEGISLATION

- Care Act 2014
- Domestic Abuse Act 2021
- Human Rights Act 1998
- Equalities Act 2010
- Public Interest Disclosure Act 1998
- Data Protection Act 2018 (and General Data Protection Regulations (GDPR))
- Care Standards Act 2000
- Sexual Offences Act 2003
- Domestic Violence Crime and Victims Act 2004
- Mental Capacity Act 2005
- Modern Slavery Act 2015
- 'Safeguarding Adults' National Framework 2005
- The Safeguarding Vulnerable Groups Act 2006
- The Protection of Freedoms Act 2012
- Section 26 and 29 of the Counter Terrorism and Security Act 2015 (Prevent duties)

OTHER RELEVANT POLICIES

To underpin the values and ethos of our organisation, and our intent to ensure the adults we work with and support are appropriately safeguarded, the following policies are also included under our safeguarding umbrella:

Complaints
Confidentiality and Data Protection
Equal Opportunities
Volunteer
Health and Safety

USEFUL CONTACTS

Norfolk County Council (for concerns about adults and children) **0344 800 8020**

Norfolk Police:

- Non-Emergency **101**
- In an Emergency **999**

Norfolk Safeguarding Adults Board norfolksafeguardingadultsboard.info

LOVE DEREHAM NAMED DESIGNATED SAFEGUARDING LEAD

The following designated members of staff are in post:

Designated Lead: **Christine Taylor**

Email: christine.taylor@lovedereham.org.uk

Deputy Designated Lead: **Jane Allinson**

Email: jane@lovedereham.org.uk

POLICY REVIEW

We will always make any changes to our procedures in line with Norfolk Safeguarding Adults Board's guidance norfolksafeguardingadultsboard.info