

SOSA Dance Ltd - Safeguarding Adults Policy

We are committed to safeguarding adults with care and support needs and will not tolerate any form of abuse or neglect of any adult. We recognise our duty, as defined in the Care Act 2014, to safeguard individuals, promote their wellbeing and where ever possible consider their views, wishes, feelings and beliefs whilst doing so.

We will take appropriate steps to safeguard any adult who is believed to be at risk or experiencing abuse or neglect and will ensure all safeguarding actions we take allow adults the freedom to make their own choices and will include them in all decision making.

All adults have a right to live free from harm and abuse, some may find it hard to get the help and support they need or may be unable to protect themselves from harm and abuse. We recognise our responsibility to support these individuals to receive the safeguarding support they need.

An adult is defined as anyone of 18 years and over.

All staff, volunteers, contractors and anyone else working for or on behalf of SOSA Dance Ltd, have a strict duty never to subject an individual to any form of harm or abuse. Failure to adhere to these procedures will be treated as gross misconduct.

Individuals view our policy where appropriate and a copy will always be kept at our office headquarters, at all major events and on our website.

The designated safeguarding person (DSP) within our organisation is Katy Barrow. As safeguarding lead, they have completed additional training to fulfil this role within best practice and expectations. They will be responsible for the monitoring and recording of any safeguarding concerns and for ensuring that all concerns are shared with the appropriate statutory authorities.

All contractors and volunteers will be made aware of this policy and be able to demonstrate their roles and responsibilities for safeguarding and promoting the wellbeing of individuals, including how to raise concerns with both Adult Social Care and the Police.

‘Safeguarding adults, 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 the experience of abuse or neglect, while at the same time making sure that the adults wellbeing is promoted including, where appropriate having regard for their views, wishes, feelings and beliefs in deciding on any action. (Care and Support Statutory Guidance 2017.)

All safeguarding work should be underpinned by an ethos of empowerment, prevention, proportionality, protection, partnership and accountability. The Care Act sets out a duty for any adult who has care and support needs (whether or not these are known to the local authority where they reside), is experiencing or at risk of experiencing abuse or neglect, or is unable to protect themselves due to their care and support needs. We are duty bound to help the individual to receive the kind of help and support that is right for them.

All staff, contractors and volunteers must report all concerns to the designated safeguarding lead at the earliest possible opportunity. It is the responsibility of all staff, contractors and volunteers working for or on behalf of SOSA Dance Ltd to take steps to protect adults with care and support needs where they are unable to do so for themselves.

It is the responsibility of all staff, contractors and volunteers to take reasonable steps to protect people from harm and abuse and to report any incident of or suspicion of abuse to the Designated Safeguarding Person, the Company Directors, or in their absence, to the appropriate statutory authority.

All staff, volunteers or contractors who have regulated contact with people with care and support needs are required to hold a valid, clear DBS check.

Issues of consent are essential to effective safeguarding practice. Additional consent must be sought for any activity that is out of the usual parameters of our work and appropriate organisational guidance shall be provided to ensure those consenting have clear and transparent information on what they are consenting to. Abuse and neglect are no exception to this. Adult safeguarding Process is consent based process and support cannot be provided for an individual who doesn't want it. Conversations about consent must be recorded. Consent need not be sought, and action should be taken, where; there is immediate risk to that individual or others, often known as a public protection issue, asking for consent is at that time unsafe or the individual lacks the mental capacity to consent, therefore you do so on their behalf.

Any information shared will be relevant, necessary and proportionate. You must record your decision and the reasons for it, whether or not you choose to share information. If you share you should record what you shared and who you shared with. Staff, contractors and volunteers must be aware there are many barriers for individuals who may wish to share experience of abuse or neglect to seek help and support. Patience and reassurance are essential.

The Mental Capacity Act 2005, is a legal framework which protects people who may lack capacity to make decisions themselves. The presumption is that adults have mental capacity to make informed choices about their safety and how they live their lives. Mental Capacity and a person's ability to give informed consent are at the heart of decisions and actions taken under this policy. A person's ability to make a decision may be affected by duress and undue influence. Adults with capacity would normally make their own informed decision as to whether they consented to be involved in the adult safeguarding process. If it is reasonably believed that the decision is being made because of threats or coercion expert advice should be sought.

If anyone has a physical injury, and there are concerns of abuse, medical attention should be sought immediately. Any safeguarding concerns should be shared with ambulance or hospital staff and then must be reported to Adult social care. Nothing should be allowed to delay urgent medical treatment.

Our duty to safeguarding adults means;

To stop abuse and neglect where possible

Prevent harm and reduce the risk of abuse or neglect to adults with care and support needs

Safeguard adults in a way that supports them in making choices and having control about how they want to live

Promote an approach that concentrates on improving life for the adults concerned

Raise public awareness so that communities as a whole, alongside professionals, play their part in preventing, identifying and responding to abuse and neglect

Provide information and support in accessible ways to help people understand the different types of abuse, how to stay safe and what to do to raise a concern about the safety or well-being of an adult and

Address what has caused the abuse or neglect (14.11: Department for Health Care and Support Statutory guidance, issued under the Care Act 2014)

Take action, which may involve; contacting the police or phoning an ambulance or taking some other form of emergency safety measure, offering support, information and reassurance to the individual, collect details about what has happened where possible being mindful not to be disruptive of potential evidence (don't ask leading questions), gain consent to share information where possible or act in the individuals best interests where they are unable to consent.

All staff, contractors and volunteers are duty bound to tell the designated safeguarding lead or in their absence adult social care or the police.

We will record as much detail as possible as soon as possible with accurate information, raise concern with Adult social care where an individual requests this support or in their best interests under the MCA if they are unable, and share with the police where appropriate.

Confidentiality: We expect all members of staff, contractors and volunteers to maintain confidentiality at all times and to act in line with the General Data Protection Regulations and the Data Protection Act and to there for share only that which is necessary, proportionate and relevant. Our Designated safeguarding person will act on behalf of the IDTA in referring concerns or allegations of harm to Adult Social care or the police as appropriate. If the designated safeguarding lead is in any doubt, information should be shared with Adult Social care for a second opinion.