

# Safeguarding Policy and Procedure for Sidcup and District U3A

## Policy Statement

This Policy and Procedure has been written to enable the Committee to act appropriately where instances, or allegations of, actual abuse or neglect come to their attention.

Sidcup and District U3A recognises that some people are potentially at risk of abuse and neglect. This can take place in a person's own home, in the home of a carer, family member or friend, and within any form of institution e.g. hospitals, residential care or nursing home.

Where abuse or neglect is suspected, We (Sidcup and District U3A) will aim to respond to the situation in a way which is caring, effective and enabling. We also recognise that abuse and neglect can be perpetrated by volunteers, other users of services, relatives, friends and neighbours. This U3A acknowledges that the reasons for abuse and neglect occurring may not be fully understood and vary with each incident, often dependent on risk factors

We will neither condone nor tolerate any form of abuse or neglect and believe that all people should be able and, where necessary enabled, to live in an environment which is safe.

In all situations, this U3A believes that everyone is entitled to:

- privacy
- be treated with dignity and respect
- lead an independent life or to be enabled to do so
- choose how they live their lives
- the protection of the law
- have their human and civil rights upheld regardless of ethnic origin, gender, sexuality, impairment or disability, age, religious or cultural background.

**It is not appropriate for Sidcup and District U3A to take the lead role in any Safeguarding Enquiry under Section 42 of the Care Act 2014, but should refer this to Advice and Volunteer Manager in National Office who will contact the appropriate local authority.**

We will monitor the implementation of this policy and procedure annually through the Executive Committee.

## Procedure

Sidcup and District U3A:

1. will appoint a safeguarding officer and deputy.
2. recognises that it has a responsibility to ensure that its committee and group leaders understand this policy.
3. will support the alleged victim/s and the alleged perpetrator/s of any abuse as well as any volunteer who becomes aware of the abuse in so far as this does not compromise any Safeguarding Enquiry or investigation into the allegation or place other adults at risk.
4. will make every effort to respect the confidentiality of any information that is disclosed under this Policy and Procedure. Information will be recorded and stored securely in accordance with GDPR 2018.

As, confidentiality is not absolute, information may have to be shared, on a 'need-to-know' basis only, to prevent:

- Danger to a person's life
- Danger to a person's health
- Danger to others
- Danger to the community.

This Policy, Procedure and Appendices will be reviewed every 3 years from their date of adoption. The names and details of the Safeguarding Officers will be amended when any change of Committee takes place.

### **Courses of Action**

- If **any member** of Sidcup and District U3A becomes aware of possible or actual abuse or neglect, he/she will ensure that the safety of the adult at risk is secured as a first priority and report this to the Safeguarding Officer. **Confidentiality must be adhered to at all times**, therefore the contents of form SAP1 will not be provided to any third parties.
- The Safeguarding Officer, once informed, will record the details of the abuse using SAP1. They will advise the Advice and Volunteer Manager at National Office who will provide further guidance.
- The Safeguarding Officer, having been advised of the possible or actual abuse, will satisfy themselves that the adult at risk is safe, and that the alleged perpetrator, if known, does not pose a threat to any other adult at risk.
- The Safeguarding Officer, working with **the Advice and Volunteer Manager at National Office** will decide whether or not to refer the possible or actual abuse to the local authority and/or the Police. When a crime may have been committed, the Police must be contacted as soon as possible. If the decision is to not refer, the reasons for this must be recorded on form SAP1
- As far as possible, the adult at risk's wishes will be respected as to whether or not to refer any concerns to the local authority as a Safeguarding Enquiry under Section 42 of the Care Act 2014. However, it may be necessary to override these in the best interests of other adults at risk.
- The Safeguarding Officer will complete SAP1 with the guidance of **the Advice and Volunteering Manager**.
- Completed SAP1s will be held in a designated file for a minimum of 2 years from the date of the last completed SAP1 on the adult at risk.
- Without divulging any details, the Safeguarding Officers will report at the monthly committee meeting if an incident has been reported and dealt with.

**The above Policy, Procedure and Appendices were adopted by Sidcup and District U3A**

**On: 6<sup>th</sup> December 2018**

**Signed:** \_\_\_\_\_ **Committee role: Minutes Secretary**

**Print name: George Murrell** \_\_\_\_\_

**Contact details for the Sidcup and District U3A Safeguarding Officers:**

<b>Name</b>	<b>Tel number</b>	<b>Mobile number</b>	<b>Email address</b>
Mrs Sandra Applegate	01322 221929	0771 7 020611	sapplegate@btinternet.com
Mr George Murrell	020 8850 2046		georgemurrell@btinternet.com

**Committee details will normally change after an AGM and the above roles are those held by the current Safeguarding Officers.**

**Date of appointment: 6<sup>th</sup> December 2018**

**Review of the above undertaken three years from the above date:**

**On:** \_\_\_\_\_ (date)

**Signed:** \_\_\_\_\_ **Committee role** \_\_\_\_\_

**Print name:** \_\_\_\_\_

## **Guidelines If someone discloses abuse to you:**

### **Do:**

- Stay calm and try not to show shock or disbelief
- Listen carefully to what they are saying
- Be sympathetic (I'm sorry that this has happened to you')
- Be aware of the possibility that medical evidence might be needed
- Tell the person that:  
They did the right thing to tell you  
You are treating the information seriously. It was not their fault  
You are going to inform the appropriate person  
You/ will take steps to protect and support them
- Record and report the disclosure in line with the Procedure

### **Do Not:**

- Press the person for more details; this will be done at a later date
- Stop someone who is freely recalling significant events (Don't say 'hold on, we'll come back to that later'; they may not tell you or anybody else again)
- Do not promise to keep secrets; you cannot keep this kind of information to yourself
- Make promises you cannot keep (Such as 'This will never happen to you again')
- Contact the alleged abuser
- Be judgemental
- Pass on the information other than to those with a legitimate 'need-to-know' under this Policy and Procedure

### **In your record of the disclosure:**

You should aim to:

- Note what people actually said, using their own words and phrases
- Describe the circumstances in which the disclosure came about
- Note the setting and anyone else who was there at the time of the abuse or the disclosure
- Separate factual information from your own and others' opinions
- Use pen or biro with black ink so that the report can be photocopied if needed

And be aware that your report may be required later as part of a legal action or disciplinary procedure.

## **Key Definitions:**

### **1. Adult at risk:**

is any person, who is over 18 years of age and who has need for care and support, is experiencing, or is at risk of abuse or neglect, and as a result of those needs is unable to protect himself or herself against the abuse or neglect or risk of it.

### **2. Abuse:**

is the “violation of a person’s human and civil rights by any other person(s). It may be a single or repeated act(s), physical verbal, psychological, sexual, institutional, discriminatory or financial, an act of neglect or failure to act”

### **3. Types of abuse:**

- **Physical abuse** – including assault, hitting, slapping, pushing, misuse of medication, restraint or inappropriate physical sanctions.
- **Domestic violence** – 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, indecent exposure and sexual assault or 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 or unreasonable and unjustified withdrawal of services or supportive 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, or the misuse or misappropriation of property, possessions or benefits.
- **Modern slavery** – encompasses slavery, human trafficking, forced labour and domestic servitude. 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.
- **Discriminatory abuse** – including forms of harassment, slurs or similar treatment; because of race, gender and gender identity, age, disability, sexual orientation or religion.
- **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 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** – 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** – this covers a wide range of behaviour neglecting to care for one’s personal hygiene, health or surroundings and includes behaviour such as hoarding.

**Recommended agencies:**

- a) Their Local Authority, Social Services, GP Surgery, Police, etc.
- b) *Action on Elder Abuse* (AEA) is a confidential support and advice for older people who have been abused or people who know an older person who may be suffering abuse.  
*Available weekdays 9am - 5pm on freephone 0808 808 8141.*
- c) *Voice UK* is a national charity supporting people with learning disabilities and other vulnerable people who have experienced crime or abuse. They also support their families, carers and professional workers.

*Voice runs a helpline 0808 802 8686.*

**SAFEGUARDING ADULT DISCLOSURE/SUSPICION RECORDING PROFORMA**

<b>Adult at Risk</b>			
<b>Surname:</b>		<b>Forename:</b>	
<b>Gender:</b>	<b>Ethnicity:</b>	<b>Date of Birth:</b>	<b>Marital Status:</b>
<b>Home address:</b>			
<b>Post Code:</b>			
<b>Disclosure/Suspicion Date and Time:</b>		<b>Location of Disclosure/Suspicion:</b>	
<b>Who Received Disclosure/Had Suspicion:</b>			
<b>Type of Alleged Abuse:</b>		<b>Location of Alleged Abuse:</b>	
<b>Description of Alleged Abuse:</b>			
<b>Name:</b>			
<b>Signature:</b>		<b>Post:</b>	<b>Date:</b>

<b>Safeguarding Officer informed:</b>		
<b>Name:</b>	<b>Safeguarding Officer</b>	<b>Date &amp; Time:</b>
<b>Decision:</b>		
	<b>No further action:</b>	<b>Referral on:</b>
	<b>Yes/No</b>	<b>Yes/No</b>
<b>Date</b>		
<b>Action Date:</b>		
<b>Reason for Decision:</b>		
<b>Date Record to be Destroyed:</b>		
<b>Safeguarding Officer's Signature:</b>	<b>Date:</b>	<b>Time:</b>

Information contained in this document should only be used for the purposes of implementing and monitoring Sidcup and District U3A's Safeguarding Adults Policy and Procedures and service monitoring. The information must not be copied, transmitted or in any way divulged without the permission of Sidcup and District U3A.