

Protection of Vulnerable Adults Policy

Introduction

The characteristics of adult abuse can take a number of forms and cause victims to suffer pain, fear and distress reaching well beyond the time of the actual incident(s). Victims may be too afraid or embarrassed to raise any complaint. They may be reluctant to discuss their concerns with other people or unsure who to trust to approach with their worries.

There may be some situations where victims are unaware that they are being abused or have difficulty in communicating this information to others.

Aim of Policy

The aim of this policy is to ensure the safety of vulnerable adults by outlining clear procedures and ensuring that all staff members are clear about their responsibilities.

Definition

A vulnerable adult is a person aged 18 years or over who may be unable to take care of themselves or protect themselves from harm or from being exploited.

This **may** include a person who:

- Is elderly and frail
- Has a mental illness including dementia
- Has a physical or sensory disability
- Has a learning disability
- Has a severe physical illness
- Is a substance misuser
- Is homeless

What is abuse?

Abuse is a violation of an individual's human and civil rights by any other person or persons. It can take a number of forms:

- a) Physical abuse e.g. hitting, pushing, shaking, inappropriate restraint, force-feeding, forcible administration of medication, neglect or abandonment
- b) Sexual abuse e.g. involvement in any sexual activity against his/her will, exposure to pornography, voyeurism and exhibitionism
- c) Emotional/psychological abuse e.g. intimidation or humiliation
- d) Financial abuse e.g. theft or exerting improper pressure to sign over money from pensions or savings etc.
- e) Neglect or acts of omission e.g. being left in wet or soiled clothing, or malnutrition
- f) Discriminatory abuse e.g. racial, sexual or religious harassment
- g) Personal exploitation – involves denying an individual his/her rights or forcing him/her to perform tasks that are against his/her will
- h) Violation of rights e.g. preventing an individual speaking his/her thoughts and opinions
- i) Institutional abuse e.g. failure to provide a choice of meals or failure to ensure privacy or dignity

Reporting Procedures

If the allegation or suspicion of abuse is discovered by a learner then they should inform a member of staff as soon as possible. The member of staff will then inform the Commercial Learning Manager responsible for adult protection – Cindy Berry (or in her absence, another member of the Senior Management Team). A member of staff discovering an allegation or suspicion of abuse will, similarly, report it.

The member of staff should make a written record of the allegation or suspicion of abuse and discuss the situation with Cindy Berry who will then carry out a risk assessment and institute a suitable action plan/disciplinary action.

If a learner/staff member has been told about the allegation of abuse in confidence, they should attempt to gain the consent of the learner to address the presenting issue. However, the gaining of the consent is not essential in order for information to be passed on. Consideration needs to be given to:

1. The scale of the abuse
2. The risk of harm to others
3. The capacity of the learner to understand the issues of abuse and consent

If there is any doubt about whether or not to report an issue to Cindy Berry then it should be reported.

In emergency situations (e.g. where there is the risk or occurrence or severe physical injury), where immediate action is needed to safeguard the health or safety of the individual or anyone else who may be at risk, the emergency services must be contacted.

Where a crime is taking place, has just occurred or is suspected, the police must be contacted immediately.

Responsibilities

All members of staff have a responsibility to be aware of this policy and to report any suspicions that they might have concerning adult abuse.

The staff member responsible for adult protection is Cindy Berry

CRB Checks

All newly recruited staff who have contact with learners are employed, subject to a satisfactory CRB check.

Contacts

John Pratt

Mobile 07814 467225

01522 575628

Cindy Berry

Mobile 07973 872828

01205 311526

Legislation

This policy is informed by, and adheres, to the Safeguarding Vulnerable Groups Act 2006 and the Safeguarding Vulnerable Groups legislation October 2009



Bryan Skinner
Managing Director
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