



The
Wildlife
Trusts

Safeguarding Adults at Risk Policy

Shropshire Wildlife Trust

Approval authority: Council
Date 1st approved: 8th February 2023
Review due date: 2 years after approval
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This policy outlines Shropshire Wildlife Trust's commitment to Safeguarding Adults at Risk from abuse and neglect.

In England (Care Act 2014) an adult at risk is an individual aged 18 years and over who:

(a) has needs for care and support (whether or not the local authority is meeting any of those needs) AND;

(b) is experiencing, or is at risk of, abuse or neglect AND;

(c) as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of, abuse or neglect.

Purpose

The purpose of this policy and the associated procedure is to provide clarity to all staff, trustees and volunteers on Shropshire Wildlife Trust's approach to safeguarding adults at risk.

Shropshire Wildlife Trust (SWT) is committed to the highest standards of charity governance for safeguarding and this policy is the foundation of a universal approach that puts safeguarding at the heart of SWT's engagement with adults at risk.

SWT has a duty of care to adults at risk, carers and/or families that take part in our activities. We endeavour to provide a safe, friendly and inclusive environment that celebrates all achievements. We will achieve this by ensuring that employees, volunteers and trustees comply with all legal, contractual and professional standards and responsibilities in their work with adults at risk – whether within a group situation or one to one.

This policy applies to all staff, volunteers and trustees working on behalf of SWT. Where SWT undertakes activities with third parties, staff shall have due regard to the safeguarding policies of the third-party provider.

This policy will be reviewed every two years or in line with key legislation updates or changes and will be promoted through induction, training and ongoing supervision and support.

Context

The Care Act 2014 (England and NI) sets out a clear legal framework for how local authorities and organisations such as charities should protect adults at risk from abuse or neglect.

This 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 experience of abuse or neglect, while at the same time making sure that the adult's wellbeing is promoted including, where appropriate, having regard to their views, wishes, feelings and beliefs in deciding on any action. This must recognise that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances (Care Act Guidance 2014).

The Principles of Adult Safeguarding

The Care Act's principles are:

- **Empowerment** - People being supported and encouraged to make their own decisions and informed consent.
- **Prevention** – It is better to take action before harm occurs.
- **Proportionality** – The least intrusive response appropriate to the risk presented.
- **Protection** – Support and representation for those in greatest need.
- **Partnership** – Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse.
- **Accountability** – Accountability and transparency in delivering safeguarding.

Making Safeguarding Personal

Outlined in the Care Act, Making Safeguarding Personal is an approach to working with adults which supports a person-centred, outcome-focus to safeguarding. In practice this means talking to the adult about what they want to happen and understanding their views, wishes, feelings and beliefs before any actions are decided. Working in this way helps to ensure the adult is happy with the outcome from a safeguarding enquiry. Upon contacting a local authority to raise a concern, it is likely they will ask what the adult wants to happen as a result of the referral; it is important, where possible to have a conversation and understand the wishes and feelings of the adult.

Shropshire Wildlife Trusts' Safeguarding Commitment

SWT believes that everyone has a responsibility to safeguard adults at risk; we are committed to ensuring their safety and wellbeing is at the heart of our engagement with people.

We will:

- Not tolerate any form of abuse or neglect
- Take all reasonable steps to protect adults at risk who visit our sites, take part in our activities or engage with us online
- Give equal priority to keeping all adults at risk safe from harm, regardless of their age, disability, gender, race, beliefs, sex, or sexual orientation
- Provide our staff, volunteers and trustees with the knowledge and tools to guide them in protecting adults at risk from abuse and neglect.

We will achieve this by:

- Supporting staff and volunteers by establishing a clear policy and procedural framework, transparent reporting and by promoting a culture of learning throughout the organisation
- Encouraging staff and volunteers to discuss any concerns immediately or as soon as practically possible with their line manager/supervisor or designated safeguarding lead
- Listening to and hearing the voice of adults at risk and respecting their views

- Recruiting our staff and volunteers safely including references, disclosure and barring checks as appropriate
- Recording and storing information safely and in accordance with the UK General Data Protection Regulation
- Recognising the position of trust in which staff, trustees and volunteers are regularly placed and use our procedures and liaison with our local authorities to manage any allegations against them appropriately
- Adhering to Online Safety guidelines to keep adults at risk and staff safe when using any digital communications
- Ensuring that we provide a safe physical environment for adults at risk, staff and volunteers, by adhering to health and safety measures in accordance with the law and regulatory guidance
- Working in partnership with the statutory agencies responsible for the safeguarding of adults at risk
- Ensuring that any third-party individual or organisation involved in delivering activities on behalf of SWT has appropriate experience, qualifications and/or accreditation and insurance. If they are operating with any degree of autonomy, SWT staff will assure themselves that safeguarding procedures are equivalent, and arrangements are adequate for the activity.

Duty to refer

The Charity Commission are very clear that as an organisation working with adults at risk, we have a responsibility to recognise and refer any concerns or disclosures of abuse and neglect, as well as put in place the correct supportive frameworks and recruitment processes to enable this.

The Care Act 2014 (England and NI) legal frameworks include the duty for all to refer incidents of concern.

Where a local authority believes an adult at risk is experiencing or at risk from abuse or neglect, it must make enquiries or cause others better placed to do so, such as Police or health professionals. Those professionals leading the enquiry may contact any organisation working with them, such as SWT, for information to help build a full picture of their life and to ascertain if any further concerns have been raised or noted. SWT will cooperate with enquiries and provide information when requested.

An enquiry overseen by the local authority must establish whether any action needs to be taken to prevent or stop the abuse and neglect and most importantly, ascertain the adult's views and wishes.

As well as a duty to refer any concerns about individuals, we also have a duty to act upon and escalate any concerns regarding the conduct of staff or trustees working with adults at risk. If your concerns relate to the safeguarding lead, or how a safeguarding incident is being managed, please consult the Trust's Whistleblowing Policy or the Human resources Team.

See SWT's Safeguarding Procedure for further information about making referrals.

Roles and Responsibilities for Safeguarding within Shropshire Wildlife Trust

Role	Responsibilities
Trustee lead for Safeguarding	<ul style="list-style-type: none"> • taking an overall lead in this area on behalf of the board of trustees • challenging any strategic decisions which adversely affect anyone's wellbeing • with the CEO, reporting serious incidents as necessary to the Charity Commission
All Trustees	<ul style="list-style-type: none"> • support the lead trustee in creating a positive safeguarding culture that works to protect children within SWT • approve safeguarding policy and procedures and ensure that safeguarding is considered at every stage of decision making
CEO of The Trust	<p>Ensure that safeguarding is embedded within all decisions made by the Senior Management Team by:</p> <ul style="list-style-type: none"> • maintaining a clear strategic and operational focus on safeguarding children • ensure SWT meets the required legislative standards • making sure everyone in the organisation is aware of their safeguarding responsibilities and knows how to respond to concerns • reporting serious incidents as necessary to the Charity Commission
Designated Safeguarding Lead	<ul style="list-style-type: none"> • safeguarding subject expert and the point of advice throughout the Trust • responsible for developing policy, procedure, training and reporting mechanisms as well as being a support for the safeguarding point of contacts • responsible for ensuring that staff complete regular training appropriate to their roles • responsible for making referrals and overall safeguarding case management
All Trust staff, volunteers and trustees	<p>Safeguarding is everyone's responsibility.</p> <p>All staff and trustees have a duty to understand and act upon any concerns they may have regarding children and young people</p>