

Safeguarding policy for Vulnerable Adults

1. The purpose of this policy

ADHD Embrace's mission is to support parents, carers and professionals working with children and young people with ADHD through:

- Knowledge - providing information, knowledge and practical support to parents, carers and professionals
- Advocacy - raising awareness of ADHD amongst general public, local schools, local healthcare groups, local community and at government level
- Empowerment - empowering those with ADHD and their families through provision of knowledge and practical support.

The purpose of this policy is to highlight our duty as ADHD Embrace:

- To protect vulnerable adults from harm in relation to the services received from ADHD Embrace
- To provide staff and volunteers, as well as those using our services with the overarching principles that guide our approach to safeguarding
- To protect vulnerable adults from harm from third party individuals and organisations whose actions we have become aware of from our work with the vulnerable adult.

2. Scope of this policy in relation to ADHD Embrace as an organisation

This policy applies to anyone working on behalf of ADHD Embrace, including the Board of Trustees, all employees, consultants and advisers, service providers, volunteers, sessional workers, agency staff and students.

It is the responsibility of the Nominated Safeguarding Officer (NSO) to support all employees, suppliers and volunteers in understanding this policy document, applying it in their everyday work and ensuring safe working practice guidance which all have read and understood.

Vulnerable Adult safeguarding duties apply to any adult aged 18 or over who:

- has care and support needs and
- is experiencing, or is at risk of, abuse or neglect and
- is unable to protect themselves because of their care and support needs.

The Care Act 2014 came into force from 1 April 2015 and sets out a clear legal framework for how local authorities and other parts of the health and social care system, including ADHD Embrace as a charity, should protect adults at risk of abuse or neglect.

An adult with care and support needs may be:

- an older person
- a person with a physical disability, a learning difficulty or a sensory impairment

- someone with mental health needs, including dementia or a personality disorder
- a person with a long-term health condition
- someone who misuses substances or alcohol to the extent that it affects their ability to manage day-to-day living.

This is not an exhaustive list.

Abuse is defined as ‘a violation of an individual’s human and civil right by any other person or persons.

Neglect, including self-neglect is when an adult at risk does not have their basic needs met, such as adequate food or warmth or help with personal hygiene. Signs might include deteriorating health, appearance or mood. The definition of self-neglect under the Care Act 2014 now includes Hoarding.

3. Our work and values

In pursuance of its mission, ADHD Embrace works with people, including children, young people and adults, in a range of ways. This work includes direct and indirect contact such as:

- Support and knowledge sharing using various media including digital and social media channels.
- Workshops, talks and webinars for parents and carers and professionals who support children and young people with ADHD.
- Support work through one to one sessions, involving working with families of children and young people with ADHD which could include working with the parents/carers, working with a parent and child (where the child is under 16), working with young people aged 16 and over with parental consent or working with young people aged 18 and over.
- Meet ups such as drop-in coffee mornings and other social groups.

We believe that:

- People, particularly children, young people and vulnerable adults, should never experience abuse of any kind.
- We have a responsibility to promote the welfare of all people, particularly children, young people and vulnerable adults, to keep them safe and to practise in a way that protects them.
- All suspicions and allegations of abuse must be properly investigated. Staff not adhering to policy and procedure will be subject to formal disciplinary procedures.

We recognise that:

- The welfare of children, young people and vulnerable adults is paramount in all the work we do and in all the decisions we take.
- All people, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse.
- Some people are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- Working in partnership with vulnerable people, children, young people, their parents, carers and other agencies is essential in promoting people’s welfare.

4. Safeguarding procedures adopted by ADHD Embrace

ADHD Embrace commits to addressing safeguarding throughout its work, through the three pillars of prevention, response and reporting. Each of these will be discussed below.

This policy statement should be read alongside ADHD Embrace other policies and procedures including:

- Safeguarding children and young people
- Code of Conduct for employees and volunteers
- Whistleblowing policy.

4.1 Prevention

ADHD Embrace's working practices are designed to protect vulnerable adults by adopting the following safe working practices:

4.1.1 Safer recruitment processes

ADHD Embrace endeavours to ensure that it does its utmost to employ 'safe' employees or volunteers that will potentially be in a position to work with vulnerable adults. Safer recruitment means that all applicants will:

- Provide a CV which includes their employment history
- Provide two referees for all employees and for volunteers in the case of them working directly with vulnerable adults or children
- Provide evidence of identity

Successful applicants will:

- have been interviewed and references taken up as required
- a basic or advanced DBS check on all staff and volunteers where there is direct contact with children and sole contact with vulnerable adults and, as appropriate and in accordance with our DBS procedures
- where appropriate, provide evidence of their right to work in the UK
- confirm they have received and read a copy of the Safeguarding Policies for children and vulnerable adults respectively
- receive appropriate safeguarding training for all employees and those volunteers working directly with vulnerable adults and children.

4.1.2 Safer working practices

ADHD Embrace will adopt the following practices:

- valuing, listening to and respecting everyone we work with
- making sure that our safeguarding policies are accessible and available so people know where to go for help if they have a concern
- appointing a Nominated Safeguarding Officer, and a Safeguarding Trustee
- ensuring all staff have access to, are familiar with, and know their responsibilities within this policy
- recording and storing and using information professionally and securely, in line with data protection legislation and guidance
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and Code of Conduct confidently and competently

- employees and volunteers are only allowed to communicate with ADHD Embrace service users through official ADHD Embrace email accounts and not through personal email accounts
- sharing information about safeguarding and good practice with families and carers via leaflets, posters, group work and one-to-one discussions
- making sure that families and carers know where to go for help if they have a concern
- all staff and volunteers are expected to act with professionalism and with the duty of care to the users of our services
- using our procedures to manage any allegations against staff and volunteers appropriately
- through our Whistleblowing Policy follow up on any safeguarding concerns reported through this route
- building a safeguarding culture where staff and volunteers, and families we work with all treat each other with respect and are comfortable about sharing concerns
- only once deemed appropriate by the NSO and Safeguarding Trustee as set out below, using our safeguarding procedures to share concerns and relevant information with agencies who need to know, involving families and carers appropriately

Safe working practice ensures that the users of ADHD Embrace services are safe and that all staff and volunteers including trustees:

- are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions
- work in an open and transparent way subject to data protection law
- work with other colleagues and service provider and partner organisation staff where possible in situations open to question
- receive induction and CPD training (minimum of every three years) to ensure safeguarding knowledge is up to date
- abide by the Data Protection Act 1998 –photographs of users of services are taken with their permission and only stored on ADHD Embrace secure filing system
- abide by the code of conduct about media and social media use – in particular, staff and volunteers should only engage on ADHD Embrace social media platforms in their professional capacity and not engage on personal messages with users of our services
- record any incidents or decisions made
- apply the same professional standards regardless of gender, race, sexuality or ability
- are aware of the need for confidentiality
- are aware that breaches of the law and other professional guidelines could result in criminal or disciplinary action being taken against them.

4.2 Response

All ADHD Embrace Trustees, employees, volunteers, and suppliers have a responsibility to identify the symptoms and triggers of abuse and neglect, to share information and work together to provide vulnerable adults with the help they need. Equally all cases of safeguarding that are reported through the Whistleblowing Policy will be actioned immediately. ADHD Embrace will act on identified concerns to ensure they are fully considered, and the most appropriate course of action is followed.

The NSO or the Safeguarding Trustee are the lead people to whom all safeguarding concerns and suspicions should be reported and from whom advice should be sought on all safeguarding matters.

4.3 Reporting framework

Always telephone 999 if the person is in immediate danger followed by advising the NSO or Safeguarding Trustee

In all cases, the following steps should be taken in response to concerns:

- If any trustee, employee, volunteer or supplier is concerned about a vulnerable adult they must inform the NSO immediately (or Safeguarding Trustee, if NSO is not available), outlining the concern and name of individual involved
- Any concerns should be logged and recorded on the same day on the Form for Recording and Reporting Concerns about a Family or Child or Vulnerable Adult
- The written record must give a clear, precise and factual account of observations or what has been said
- The NSO will discuss the matter with the Safeguarding Trustee
- The NSO and Safeguarding Trustee will decide on the most appropriate course of action
 - ADHD Embrace recognise that due to the nature of ADHD as a condition, there are occasions where child/adolescent to parent violence (CPV) may occur. Any disclosure will be followed up with a discussion to understand the experience of the CPV and how the parent/caregiver is responding to it and support required for the child. Pathways for support and referral will be suggested.
 - Where there the ADHD Embrace Nominated Safeguarding Officer and Safeguarding Trustee believe the Safeguarding matter poses a risk to those involved a referral to Single Point of Access will be made.
- If it is decided that a referral needs to be made to external agencies, this may be discussed with the family or carer, unless to do so would place the person at further risk or undermine the collection of evidence e.g. forensic evidence
- All concerns and discussion and decisions will be recorded in writing on the Safeguarding Register
- The action agreed will be recorded and in the case where no further action is to be taken this will be recorded and the reasons for this decision
- ADHD Embrace will ensure that any records made in relation to a referral are kept confidentially and in a secure place in line with our GDPR and privacy policies.
- Information in relation to child protection or vulnerable adults concerns should be shared on a "need to know" basis. However, the sharing of information is vital to safeguarding of vulnerable adults and, therefore, the issue of confidentiality is secondary to the need for protection.

Key contacts:

ADHD Embrace

Jenny Cooper Executive Director	ADHD Embrace Nominated Safeguarding Officer (NSO)	Info@adhdembrace.org
Annette Wilson Chair	ADHD Embrace Safeguarding Trustee	Chair@adhdembrace.org

Richmond and Kingston Borough Councils

Council Adult Access Team	020 8891 7971 (Monday to Friday 9am to 5pm) Adultsocialservices@richmond.gov.uk 0208 770 5000 (Out of hours)
The Adults Emergency Duty Team	020 8744 2442 - Available Monday to Friday from 5pm to 8am, and 24 hours at weekends and on Bank Holidays https://www.richmond.gov.uk/services/adult_social_care/contact_adult_social_care

This policy statement and the accompanying procedures were approved on 22 January 2024 by the Board of Trustees.

We are committed to reviewing our policy and good practice annually.

Signed: Annette Wilson, Trustee for Safeguarding

Date:22 January 2024.....

Reviewed	January 2024
Next review date	November 2024