



The
Wildlife
Trusts

Safeguarding Adults at Risk Policy

Shropshire Wildlife Trust

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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

Legislation across the UK recognises that adults make choices that may mean that one part of a person's well-being suffers at the expense of another – for example moving away from friends and family to take a better job. Similarly, adults can choose to risk their personal safety; for example, to provide care to a partner with dementia who becomes abusive when they are disorientated and anxious.

None of us can make these choices for another adult. If we are supporting someone to make choices about their own safety we need to understand 'What matters' to them and what outcomes they want to achieve from any actions agencies take to help them to protect themselves.

The concept of 'Person Centred Safeguarding'/'Making Safeguarding Personal' means engaging the person in a conversation about how best to respond to their situation in a way that enhances their involvement, choice and control, as well as improving their quality of life, well-being and safety. Organisations work to support adults to achieve the outcomes they want for themselves. The adult's views, wishes, feelings and beliefs must be taken into account when decisions are made about how to support them to be safe. There may be many different ways to prevent further harm. Working with the person will mean that actions taken help them to find the solution that is right for them. Treating people with respect, enhancing their dignity and supporting their ability to make decisions also helps promote people's sense of self-worth and supports recovery from abuse.

Shropshire Wildlife Trusts' Safeguarding Commitment

Ensuring that all who visit our sites and engage with our organisation have an enjoyable and safe experience, is an absolute priority for SWT. This includes our visitors, members, volunteers, staff and trustees. We recognise that there are some people who may need additional help and support, including adults at risk. We are committed to our Safeguarding responsibilities as well as ensuring safety and wellbeing is at the heart of our engagement with all people. We want to inspire and encourage everyone to spend time outdoors, develop a connection with nature and play their part in nature's recovery in our local communities.

We will:

- Take all reasonable steps to protect all who visit our sites, take part in our activities or engage with us online
- Give equal priority to keeping all 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
- Not tolerate any form of abuse or neglect within SWT.

We will achieve this by:

- Supporting staff and volunteers by establishing a clear Safeguarding 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 those who use our sites and respecting their views
- Recruiting our staff and volunteers safely by following the principles of safer recruitment guidance
- 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 work with our local authorities to manage any allegations against them appropriately
- Establishing online safety guidelines to everyone interacting online with SWT as safe as possible
- Ensuring that we provide a safe physical environment for all by adhering to health and safety measures in accordance with the law and regulatory guidance
- Working in partnership and establishing a clear system of referring or reporting to 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 safeguarding arrangements.

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 and adults at risk 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 • 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 and volunteers 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, volunteers and trustees have a duty to understand and act upon any concerns they may have regarding adults at risk</p>