

**Safeguarding Policy**

**Community Calm CIC**

**Mandeep Kalsi. Director/Founder**

**Company No. 15595187**

**Date : April 2024**

**Review : April 2025**

Community Calm CIC will take all reasonable measures to ensure that the risk of harm to vulnerable adults it comes into contact with is minimised.

It commits to adopt best practice and recognises its responsibility to have appropriate safeguards in place to protect and promote the welfare of vulnerable adults as well as enhance the confidence of trustees, staff and volunteers in being aware of and dealing with safeguarding issues.

For the purpose of this policy a vulnerable adult is defined as someone who is eligible or may be eligible for community care services – a person whose wellbeing would be at risk if they did not receive appropriate support and who may therefore be at risk of abuse.

**Who might be at risk?**

• People who depend upon others for their care;

• People with mental health problems;

• People with learning or physical disabilities;

• People with sight or hearing impairment or loss;

• People with dementia;

• People who misuse substances;

• People with long term health needs;

**Definition of Abuse**

Abuse is defined as the harming of another individual usually by someone who is in a position of power, trust or authority over that individual.

The harm may be physical, psychological, or emotional or it may be directed at exploiting the vulnerability of the individual in more subtle ways, such as withholding or denying access to basic needs or services.

**Types of Abuse**

**Physical**

– bodily assaults resulting in injury, e.g. hitting, slapping, pushing, kicking, misuse of medication, restraint, malnutrition, dehydration, medical or healthcare maltreatment.

**Sexual**

– rape, incest, acts of indecency, sexual assault, sexual harassment, non-consensual sexual acts. This form of abuse can also include exposure to pornographic materials, being made witness to sexual acts and non-contact abuse.

**Psychological/Emotional**

– threats of harm, controlling, intimidation, coercion, harassment, verbal abuse, enforced isolation, enforced social isolation, humiliation, bullying.

**Neglect**

– ignoring medical or physical care needs, failure to provide access to appropriate health, social care or educational services, deprivation of food, clothing, medical attention, or denial of right to be informed.

**Discriminatory**

– including racist, sexist or based upon a person’s disability and other forms of harassment, slurs or similar treatment.

**Financial**

– misuse and/or misappropriation of monies, benefits or property. Institutional – repeated instances of poor care may be an indication of more serious problems.

Neglect and poor professional practise may lead to other forms of abuse as defined above.

**Signs of Abuse**

The following signs and symptoms may indicate that abuse has taken place:

History of unexplained falls or minor injuries, bruising, finger marks, burns, injuries at different stages of healing, injury shape similar to an object, history of GP or agency hopping, reluctance to seek help, weight loss, weight gain, ulcers, bed sores, drowsiness, recurring crises/hospital admissions.

Disclosure or partial disclosure of sexual abuse, genital infections, pregnancy, difficulty walking or sitting, disturbed behaviour, depression, withdrawal from activities, lack of sleep, nightmares, self-injury, showing fear or aggression, inappropriate sexual behaviour, loss of appetite.

Isolation, unwashed, over meticulous, inappropriately dressed, withdrawn, change in appetite, insomnia or excessive sleep, tearfulness, unexplained paranoia, excessive fear, low self esteem, confusion, physically poor condition, clothing in poor condition, weight loss or weight gain, untreated injuries, poor personal hygiene.

**Exploitation**

Exploitation is the deliberate manipulation or abuse of power used to have control over another person, usually for some form of gain. This can be for a range of reasons including personal, financial or sexual.

**Sexual Exploitation**

Sexual Exploitation is a form of sexual abuse that involves someone taking advantage of an adult or child, sexually, for their own benefit through threats, bribes, and violence. Exploiters usually hold power over their victims, due to age, gender, sexual identity, physical strength or status. The person being exploited may have been sexually exploited even if the sexual activity appears consensual. Sexual exploitation does not always involve physical contact – it can also occur with technology.

**Criminal Exploitation**

Criminal Exploitation occurs where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a Child or Adult into any criminal activity [a] in exchange for something the person exploited needs or wants and/or [b] for the financial or other advantage of the exploiter or facilitator and/or [c] through violence of the threat of violence.

If you think that someone is taking advantage of you or someone you know:

Tell someone you trust, such as a family member, a doctor or the police.

Do not tell the person who may be exploiting you by appearing to be a friend.

**Modern Day Slavery**

Modern day slavery can take many forms including trafficking of people, forced labour, servitude and slavery.  Any consent people being exploited have given to their treatment will be irrelevant where they have been coerced, deceived or provided with payment or benefit to achieve that consent.

**40 million people are estimated to be trapped in modern slavery worldwide (Anti Slavery 2020)**

**1 in 4 of them are children.**

**Almost three quarters (71%) are women and girls.**

**Over 10,000 were identified as potential people being exploited by the authorities in the UK in 2019.**

To find out more information about Modern Slavery please visit <https://www.antislavery.org/slavery-today/modern-slavery/>

**Adult Exploitation Sub Group**

At the Annual Safeguarding Conference held in February 2020 Exploitation was raised as one of the main priorities, but due to the unprecedented circumstances of Covid-19, there is a need to delve further minimising the risk of radicalisation for adults.

[Download our presentation to find out more about Adult Exploitation](https://rbwmsafeguardingpartnership.org.uk/assets/1/adult_exploitation.pptx)

[Download the Group Action Plan here](https://rbwmsafeguardingpartnership.org.uk/assets/1/item_9_-_adult_exploitation_action_plan_2022_feb.docx)

[Download the group's TOR here](https://rbwmsafeguardingpartnership.org.uk/assets/1/adult_exploitation_group_tor.pdf)

Since formally launching the Adult Exploitation subgroup after National Adult Safeguarding Week in November 2021, the group has been able to formally adapt an action plan to capture the objectives aimed to be achieved for the forthcoming year. Despite a slow start, the group has re-aligned its membership and has widened its focus around Exploitation by developing AEMRAC – The Adult Exploitation Multi- Agency Risk Assessment Conference.

AEMRAC

The role of the AEMRAC is to provide a coordinated approach to adult exploitation, by promoting information sharing and partnership working between agencies to ensure that the risks to adults who are being exploited or who are at risk of exploitation are reduced and mitigated. The AEMRAC is a formal arrangement within the Royal Borough of Windsor and Maidenhead Safeguarding Partnership but will report to the Community Safety Partnership and other bodies as appropriate on the outcomes of its work.

The group has created a referral pathway mechanism which allows partners to follow a procedure to refer cases using the Indicator and Analysis tool.

[Download the TOR for AEMRAC here](https://rbwmsafeguardingpartnership.org.uk/assets/1/aemrac_tor_website.docx)

[Download the Indicator and analysis tool to make a referral](https://rbwmsafeguardingpartnership.org.uk/assets/1/adults_explotation_indicator_and_analysis_tool_website.docx)

**Responding to Abuse**

The following guidelines set out how staff and volunteers should respond if abuse is disclosed or suspected.

• React calmly, do not panic or show panic and reassure the person that they were right to tell.

• Be clear that you are unable to keep secrets if you feel that the person is being harm in some way.

• Keep questions to a minimum and only ask in order to clarify what is being said, rather than to enquire. (It is up to social services and the police to investigate the matter fully, not your organisation.)

• Take what is said seriously.

• Make a full record of what is being said, heard or seen as soon as possible

• Do not delay in passing information to the appropriate person within Community Calm CIC as noted below.

• If a member of staff or volunteer is not satisfied that the matter has been dealt with appropriately within the organisation, they have the option of referring the matter direct to the local authority.

It is not the responsibility of Community Calm CIC to decide whether or not abuse has taken place but it is the responsibility of Community Calm CIC to act if there is cause for concern, in order that the appropriate agencies can investigate and take the necessary action to protect an adult at risk.

**Procedure for Reporting Abuse**

A full and comprehensive document on all Safeguarding policies and procedures for various regions can be found at the following websites below ;

[**https://www.berkshiresafeguardingadults.co.uk/**](https://www.berkshiresafeguardingadults.co.uk/)

[**https://bracknellforestsafeguarding.org.uk/**](https://bracknellforestsafeguarding.org.uk/)

[**https://sloughsafeguardingpartnership.org.uk/sasp**](https://sloughsafeguardingpartnership.org.uk/sasp)

[**https://www.surreysafeguarding.org.uk/**](https://www.surreysafeguarding.org.uk/)

[**https://www.buckssafeguarding.org.uk/adultsboard/**](https://www.buckssafeguarding.org.uk/adultsboard/)

**Important Contact Information :**

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| Organisation | Tel No |
| **RBWM** | |
| RBWM Adult Social Care Services (Normal Working Hours) | 01628 683744 |
| Emergency Duty Team | 01344 351999 |
| **Bracknell Forest** | |
| Bracknell Forest Adult Social Care (Normal Working Hours) | 01344 351500 |
| Emergency Duty Team | 01344 351999 |
| **Slough** | |
| Slough Adult Social Care (Normal Working Hours) | 01753 475111 |
| Emergency Duty Team | 01344 351999 |
| **Surrey** | |
| Surrey Adult Social Care (Normal Working Hours) | **0300 470 9100** |
| Emergency Duty Team | [01483 517 898](tel:%2001483%20517898) |
| **Buckinghamshire** | |
| Buckinghamshire Adult Social Care (Normal Working Hours) | 0800 137 915 |
| Emergency Duty Team | 0800 999 7677 |
|  |  |
| Thames Valley Police | 08458 505505 |
| Care Quality Commission | 03000 616161 |
| **Designated Safeguarding Lead** | **Dawn Dingwall**  **01628 783107** |
| In an emergency | dial 999 |

**Training**

Community Calm CIC will ensure that all relevant people working on behalf of the organisation have appropriate Safeguarding training as appropriate to their roles and responsibilities.

Every person working on behalf of the organisation will understand exactly what to do if abuse is disclosed or suspected.

**Recruitment**

Community Calm CIC are committed to the safe recruitment, vetting and selection (which includes checks into the eligibility and suitability) of all staff and volunteers who have direct or indirect contact with vulnerable adults.

All staff, volunteers and any other person who comes into contact with vulnerable adults on behalf of Community Calm CIC will have a valid DBS check and cannot commence employment or voluntary work on behalf of Community Calm CIC until this has been done.