UrbanExpression
creative mission on the margins

Registered office:
21 Forest Hill Road
London
SE22 0SG

Vulnerable adults Safeguarding Policy

Review cycle	**Annually**
Date written	**January 2025**
Last reviewed	**February 2025**
Next review date	**February 2026**

Important contacts

Role/organisation	Name	Contact number
Designated safeguard lead	Sara Barron	07766 020524
Lead trustee	Rachel Meyrick	07792445606
Chair of trustees	Andy Dorton	01482 821242

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Policy statement

Urban Expression (hereafter referred as UE) believes all vulnerable adults; regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have a right to equal protection from all types of harm or abuse.

UE Trustees:
• Are committed to nurturing, protecting and safeguarding children and young people
• Will support parents and families
• Recognise that safeguarding is everybody's responsibility
• Are committed to following the agreed procedures and following statutory and specialist guidelines
• Seek to support all involved in UE who are affected by abuse

UE will seek to ensure the safeguarding of all children and young people involved with UE by providing and following a clear, concise Safeguarding Policy. The Trustees recognise that this UE policy is only a starting point and each UE group / Mission Partner that works with Children and /or Vulnerable Adults will need to write, follow and be responsible for a safeguarding policy relevant to their context. Mission Partners that work with children, young people and vulnerable adults will be expected to submit a copy of their own local safeguarding policy to the Operational Coordinator (Marg Hardcastle). If a Mission Partner does not work under a local safeguarding policy then the reason for this needs to be communicated to the Operational Coordinator and discussed with the Designated Safeguarding Lead (DSL). Please see section *2. Procedures* below for further details.

One of the ways in which UE supports pioneering mission is through UE events organised and run centrally by UE. These UE branded events must follow the relevant UE Safeguarding Policies and consider best safeguarding practice in planning. A Safeguarding Risk Assessment will be carried out and sent to the UE DSL before the event takes place.

2. Procedures

UE will put its policies into place by following the procedures below:

- Nominating a Designated Safeguarding Lead (DSL) and providing necessary training. The DSL will take lead responsibility within UE for the protection of children, young people and vulnerable adults. UE will also designate a Safeguarding Lead within the Trustee team to support the DSL.

- Making the Safeguarding Policies available to all UE Mission Partners and UE staff.

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- Contracted staff, Coordinators, Trustees and Mission Partners will be sent this Safeguarding Policy training as part of their induction process.

- UE will hold any reports from mission partners centrally on a secure online platform. Only the DSL and the trustee safeguarding lead will have access to these files. These will only be shared if XXX. Records will be kept for XXX

- Policies and procedures will be reviewed annually and updated in light of developments in our own practice and legislation relating to protection issues.

- UE will DBS check all Trustees and Mission Partners that undertake regulated activity every three years.

- Operational Coordinator will ask each UE context to send though a copy of their own bespoke Safeguarding Policy to enable UE to ensure a safeguarding policy is in place in each context. Each safeguarding policy will need to state clearly who the safeguarding leads are. All Coordinators will support the Operational Coordinator to ensure compliance to this request. Failure of a Mission Partner to comply to this request in a reasonable time frame will lead to the Chair of Trustees to be notified in order to support a resolution.

- UE branded events: A Safeguarding Risk Assessment will be carried out and sent to the UE DSL before the event takes place.

- UE will ensure that the UE DSL and UE trustees safeguarding lead undertake the appropriate training and remain up-to-date on best practise. UE follows safe recruitment in ensuring that those working (in an employed or voluntary capacity) directly for UE receive appropriate training in safeguarding and have received appropriate checks to ensure they are clear to work with vulnerable adults.

- UE is in a position of pastoral care for its trustees and mission partners, therefore we are aware:
    1) To work within our limits and competencies and will seek further help when dealing with queries outside of our expertise.
    2) To avoid any behaviour that may give the impression of favouritism.

3. What is a 'vulnerable' adult?

The Care Act 2014 applies to an adult who;

- Needs care and support (whether or not the local authority is meeting any of those needs); and

- Is experiencing, or at risk of, abuse or neglect; and
- 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.

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Mental capacity Act 2005

If there is concern over an adult being able to have capacity over their everyday tasks or make decisions, this may fall under the Mental Capacity Act. This act gives guidance as to how to test a person's mental capacity to make decisions. Any referral made to Adult Social Care will be triaged and checked against information already known, if the person has an allocated social worker than this referral will be passed to them, otherwise the matter will be assessed by the duty team to decide if further intervention is needed.

3.1 Involvement of relatives and carers:

Generally, families are informed of an allegation of abuse and the action being taken. However, this may not happen if;

- The adult is able to give informed consent and does not wish their families to be informed.
- The alleged perpetrator is a member of the family.
- Where a police investigation is likely and the rules of evidence apply.

4. Types of abuse:

Safeguarding 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 any action. This must recognize that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances (Care Act guidance Sec 14)

The Care Act gives guidelines on the types of abuse associated with adults;

Physical abuse:is to inflict pain or physical injury, which is either caused deliberately, or through lack of care. Examples include hitting, slapping, pushing, kicking, burning, hair pulling, misuse, or using inappropriate restraint or sanctions and the misuse of medication.

Sexual abuse: is the involvement in sexual activities to which the person has not consented, or does not truly comprehend and so cannot give informed consent. It may occur where the other party is in a position of trust, power or authority and uses it to override or overcome lack of consent or to which they felt pressurised into consenting such as rape, or sexual assault, being made to watch pornography would also be within this definition.

Domestic abuse: includes physical, sexual, psychological and financial abuse for those in family or close relationships as well as so called 'honour' based violence.

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Psychological or emotional abuse: is acts or behaviour which causes mental distress or anguish or negates the wishes of the adult. It is also behaviour that has a harmful effect on the adult's emotional health and development - or any other form of mental cruelty. This includes verbal abuse, humiliation, bullying, blaming, the use of threats of harm or abandonment, being deprived of social or any other form of contact, or being prevented from receiving services or support.

Financial or material abuse: is the inappropriate use, misappropriation, embezzlement or theft of money, property or possessions including theft, fraud, exploitation, applying pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

Modern slavery: includes slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters using whatever means they have at their disposal to coerce deceive and force individuals into a life of abuse, servitude and inhumane treatment. Discriminatory abuse is the inappropriate treatment of an adult because of their age, gender, race, religion, cultural background, sexuality, or disability.

Discriminatory abuse: exists when values, beliefs or culture result in a misuse of power that denies opportunity to some groups or individual.

Organisational abuse: includes neglect and poor care practice within an institution or specific care setting such as a hospital or care home, or in relation to care provided in one's own home. It can occur through repeated acts of poor or inadequate care and neglect, or poor professional practice, or ill treatment.

Neglect or acts of omission: are the repeated deprivation of help that an adult-needs which, if withdrawn, will cause them to suffer. This includes failing to intervene in behaviour which is dangerous to the adult, or to others.

Self-neglect: includes a wide range of behaviour neglecting one's personal hygiene, health or surrounding and includes behaviour such as hoarding.

Spiritual Abuse: Linked with emotional abuse, spiritual abuse could be defined as an abuse of power, often done in the name of God or religion, which involves manipulating or coercing someone into thinking, saying or doing things without respecting their right to choose for themselves. Some indicators of spiritual abuse might be a leader who is intimidating and imposes his/her will on other people, perhaps threatening dire consequences or the wrath of God if disobeyed. He or she may say that God has revealed certain things to them and so they know what is right. Those under their leadership are fearful to challenge or disagree, believing they will lose the leader's (or more seriously God's) acceptance and approval.

5. Who might be at risk:

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Some adults might be more at risk than others. The following factors could increase the risk of abuse:

- Learning, sensory or physical disability
- Old age and frailty, especially if creates dependency on or needing help from others
- Mental health problems
- Dementia or confusion
- Severe illness
- Alcohol or illegal substance dependency Who may abuse?
- A partner, child, relative or friend
- A paid or volunteer carer
- A health, social care or other worker
- A church worker, or minister of religion

6. Where might abuse occur?

Abuse can happen anywhere, and can be caused by anyone in our communities, for example:

- In the home
- In supported housing
- At a carer's home
- Within a nursing home, hospital, residential care or day care
- At work or in educational establishments
- In places of worship, such as churches

In addition adults may be made vulnerable by means of a permanent or temporary reduction in physical, mental or emotional capacity brought about by life events - for example an illness, bereavement, past abuse or trauma.

7. Responding to concerns

You may suspect abuse due to the role that you have or because of those that you have come into contact with. This might be a general concern about a person's well-being or something that you see or hear which could be abusive. Or you may witness harm or abuse. Or you may have harm or abuse reported to you. In any of these situations, report your concerns **immediately** to your safeguarding coordinator or safeguarding lead.

If harm or abuse is disclosed to you:

- Listen carefully to what the person has to say and give them plenty of time to say it in their own words without interrupting. Be reassuring that the person has done the right thing by telling you.

- Stay calm and do not show that you are shocked or upset.

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- Say what you are going to do next, and be honest - tell the adult at risk that you cannot promise to keep a secret and that you will have to tell someone else.

- Only ask open questions, not "leading" ones. In other words, do not make suggestions or put words into the person's mouth. It is fine to ask the person to describe what happened in their own words and to ask when and where something happened and who was there. However, do not ask "why" something happened.

- Do not try to investigate, i.e., not try and find evidence or find out why something happened – this is the responsibility of the police or social work services

- Report what you have been told to your DSL immediately.

- Write down everything you have been told, in the person's own words or as near as you can remember them, as soon as possible afterwards.

- Sign and date the write-up and pass it on as soon as possible to your own safeguarding lead (if applicable) and the UE safeguarding lead via password protected email.

- Look after yourself. Hearing and reporting a safeguarding concern can be difficult. Ensure that you look after yourself and your mental health. If you feel unsure about how to go about this, contact your own safeguarding lead or the UE safeguarding lead.

6.3 What you should record

- information about the adult - age, name, gender, ethnicity
- nature of the concern - what the adult said or what someone has told you. Any physical signs or behavioural indicators.
- Your name and role or the name and role of the person who told you.
- When and where the concern happened.
- Who else was present.
- What the adult said or what you observed about the child if they were telling you directly.
- Any relevant past observations, e.g. has the adult's behaviour changed?
- The name (if known) of the alleged abuser
- Your response to the adult and what you said.
- What you said to the adult about confidentiality and their response.
- Who you told /(including statutory agencies), and any advice received or action taken.

Note - If you are accredited/ordained by another denomination or network you will need to comply with their safeguarding standards.

Never delay emergency action to protect a child from harm; always report any concerns and always record any decisions.

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If you are not satisfied that the organisation is appropriately addressing the report, they have a right to escalate the report, either to the UE chair (Andy Dorton) or to an external statutory body. You will be protected against any negative repercussions as a result of this report.

When local Multi-Agency Child Protection Units or thirtyone:eight are contacted, they will take full details of the adult and the concerns and will either:

- Provide advice and information, or
- Direct to an appropriate team or organisation, or
- Make a formal referral to the social care team

Both the alleged abuser - and the person who is thought to have been abused - have the right to confidentiality under the Data Protection Act 1998. Any possible criminal investigation could be compromised through information being release.

7. Contacts

MASH Multiple -Agency Safeguarding Hubs:
Please check your local authority website for details**.**

Thirty One Eight
Web: thirtyoneeight.org
Email: info@thirtyoneeight.org
Helpline: 0303 003 1111
Text: 88858

NSPCC:
Web: www.nspcc.org.uk
Email: help@nspcc.org.uk
Helpline: 0808 800 5000

POLICE
Call 999 in an emergency when a child or vulnerable adult is in imminent danger

UE Designated Safeguarding Lead:
Sara Barron
sarajbbarron@gmail.com

UE Trustee Safeguarding Lead:
Rachel Meyrick
rachel.meyrick@aol.co.uk

UE chair:
Andy Dorton
andrew@dorton.karoo.co.uk

UE Operational Co-ordinator:
Marg Hardcastle
marg@urbanexpression.org.uk

This policy was agreed by the UE leadership team and trustees on 14 February 2024