Adult Safeguarding Policy

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Section 1: Safeguarding Adults

Introduction
Safety Net supports the recovery of those affected by rape, exploitation, sexual and domestic abuse. Safety Net works directly with children, young people and adults providing a trauma informed therapeutic service, promoting the wellbeing and safety of all people it comes into contact with.

Safety Net is committed to Safeguarding Adults in line with national legislation and relevant national and local guidelines.

We will safeguard adults by ensuring that our services are delivered in a way which keeps all adults safe.

Safety Net is committed to creating a culture of zero-tolerance of harm to adults which necessitates: the recognition of adults who may be at risk and the circumstances which may increase risk; knowing how adult abuse, exploitation or neglect manifests itself; and being willing to report safeguarding concerns.

This extends to recognising and reporting harm experienced anywhere, including within our activities, within other organised community or voluntary activities, in the community, in the person's own home and in any care setting.

Safety Net is committed to best safeguarding practice and to uphold the rights of all adults to live a life free from harm from abuse, exploitation and neglect.

Policy Statement

Safety Net believes everyone has the right to live free from abuse or neglect regardless of age, ability or disability, sex, race, religion, ethnic origin, sexual orientation, marital or gender status.

Safety Net is committed to creating and maintaining a safe, trauma informed and positive environment and an open, listening culture where people feel able to share concerns without fear of retribution.

Safety Net acknowledges that safeguarding is everybody's responsibility and is committed to prevent abuse and neglect through safeguarding the welfare of all adults involved.

Safety Net recognises that health, wellbeing, ability, disability and need for care and support can affect a person's resilience. We recognise that some people experience barriers, for example, to communication in raising concerns or seeking help. We recognise that these factors can vary at different points in people's lives.

Safety Net recognises that there is a legal framework within which charities need to work to safeguard adults who have needs for care and support and for protecting those who are unable to take action to protect themselves and will act in accordance with the relevant safeguarding adult legislation and with local statutory safeguarding procedures.

Actions taken by Safety Net will be consistent with the principles of adult safeguarding ensuring that any action taken is prompt, proportionate and that it includes and respects the voice of the adult concerned.

Purpose
The purpose of this policy is to demonstrate the commitment of Safety Net to safeguarding adults and to ensure that everyone involved in Safety Net is aware of:

The legislation, policy and procedures for safeguarding adults.

Their role and responsibility for safeguarding adults.

What to do or who to speak to if they have a concern relating to the welfare or wellbeing of an adult within the organisation.

Scope

This safeguarding adult policy and associated procedures apply to all individuals involved in Safety Net, including Board members, Staff, Volunteers and students and to all concerned about the safety of adults whilst taking part in our organisation, its activities and in the wider community.

Commitments

In order to implement this policy, Safety Net will ensure that:

- Everyone involved with Safety Net is aware of the safeguarding adult procedures and knows what to do and who to contact if they have a concern relating to the welfare or wellbeing of an adult.
- Any concern that an adult is not safe is taken seriously, responded to promptly, and followed up in line with Safety Net's Safeguarding Adults Policy and Procedures.
- The wellbeing of those at risk of harm will be put first and the adult actively supported to communicate their views and the outcomes they want to achieve. Those views and wishes will be respected and supported unless there are overriding reasons not to (see the Safeguarding Adults Procedures).
- Any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm.

Confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored in line with our Data Protection Policy and Procedures.

Safety Net acts in accordance with best practice advice, for example, from National Governing Bodies, NSPCC, Ann Craft Trust.

Safety Net will cooperate with the Police and the relevant Local Authorities in taking action to safeguard an adult.

All Board members, staff, volunteers and students understand their role and responsibility for safeguarding adults and have completed and are up to date with safeguarding adult training and learning opportunities appropriate for their role.

Safety Net uses safe recruitment practices and continually assesses the suitability of volunteers, trustees, contractors and staff to prevent the employment/deployment of unsuitable individuals in this organisation.

Safety Net shares information about anyone found to be a risk to adults with the appropriate bodies. For example: Disclosure and Barring Service, Police, Local Authority/Social Services.

When planning activities and events Safety Net includes an assessment of, and risk to, the safety of all adults from abuse and neglect and designates a person who will be in attendance as a safeguarding lead for that event.

Actions taken under this policy are reviewed by the Board and senior management team on an annual basis.

This policy, related policies (see below) and the Safeguarding Adults Procedures are reviewed no less than annually and whenever there are changes in relevant legislation and/or government guidance as required by the Local Safeguarding Board, and National Governing Bodies or as a result of any other significant change or event.

Governance and Trustee Responsibilities

The Board of Trustees holds overall accountability for ensuring effective safeguarding governance and assurance arrangements are in place, whilst operational safeguarding responsibilities are delegated to appropriately trained staff and safeguarding leads.

The Board will receive quarterly safeguarding assurance reports and immediate notification of serious incidents or significant safeguarding risks. Trustees are responsible for:

- providing strategic oversight, scrutiny and constructive challenge of safeguarding arrangements;
- seeking assurance that safeguarding policies, procedures and practices are effective and compliant with legal and regulatory requirements;
- monitoring safeguarding risks, themes and learning;
- ensuring safeguarding arrangements are appropriately resourced and regularly reviewed; and
- promoting a culture of safety, transparency, accountability and continuous improvement.

Safety Net recognises its responsibilities under Charity Commission guidance relating to safeguarding and serious incident reporting. Where required, safeguarding concerns and incidents will be reported to the Charity Commission and any other relevant agencies or regulators in line with statutory duties and current regulatory expectations.

Safety Net is committed to ensuring safeguarding arrangements are regularly reviewed and that learning arising from safeguarding activity, incidents and reviews informs the ongoing development and improvement of policy, procedure and practice.

Implementation

Safety Net is committed to developing and maintaining its capability to implement this policy and procedures.
In order to do so the following will be in place:

- A clear line of accountability within the organisation for the safety and welfare of all adults.
- Access to relevant legal and professional advice.
- Regular management reports to the Board detailing how risks to adult safeguarding are being addressed and how any reports have been addressed.
- Safeguarding adult procedures that deal effectively with any concerns of abuse or neglect, including those caused through poor practice.
- Named Designated Safeguarding Officer, Safeguarding Leads and Safeguarding Champion (see Appendix 1).
- A delegated Safeguarding Lead/Welfare Officer for events/trips
- A standing Case Management meeting chaired by management
- Arrangements to work effectively with other relevant organisations to safeguard and promote the welfare of adults, including arrangements for sharing information.
- Codes of conduct for Board members, Staff, Volunteers, students and other relevant individuals that specify zero tolerance of abuse in any form.
- Risk assessments that specifically include safeguarding of adults.

Policies and procedures that address the following areas and which are consistent with this Safeguarding Adults policy.

Safeguarding Children	Discipline and grievance
Bullying and harassment	Dignity at work
Social Media	Concerns, Complaints and Compliments
Equality, diversity and inclusion	Whistleblowing
Safe activities risk assessments	Safe recruitment and selection (staff and volunteers)
Code of Conducts and a process for breach of these	Information policy, data protection and information sharing

Key Points

Under the Care Act 2014, local authorities have statutory safeguarding duties where an adult with care and support needs is experiencing, or is at risk of, abuse or neglect.

An adult at risk is defined under the Care Act 2014 and is set out in the section Definition of an Adult at Risk.

Safeguarding legislation recognises a range of forms of abuse and neglect that may impact an adult's safety, wellbeing and human rights.

The Care Act 2014 promotes a person-centred approach to safeguarding, placing the adult's wellbeing, wishes and outcomes at the centre of decision making.

The law provides a framework for supporting adults who may lack the mental capacity to make specific decisions for themselves.

The law provides a framework for organisations to raise concerns and share information with local authorities and other relevant agencies where necessary to protect adults at risk.

The law emphasises the importance of information sharing and partnership working to prevent abuse and neglect and protect adults at risk.

Section 2: Safeguarding Adults Legislation

Safeguarding adults in England is underpinned by human rights principles and informed by international conventions, including the United Nations Convention on the Rights of Persons with Disabilities and the United Nations Principles for Older Persons.

The practices and procedures within this policy are informed by relevant legislation and statutory guidance, including:

Human Rights Act 1998	Domestic Abuse Act 2021
Data Protection Act 2018	Sexual Offences Act 2003
UK General Data Protection Regulation (UK GDPR)	Protection from Harassment Act 1997 (including stalking offences introduced by the Protection of Freedoms Act 2012)
Care Act 2014	Modern Slavery Act 2015
Care and Support Statutory Guidance (particularly Chapter 14: Safeguarding), as amended from time to time	Equality Act 2010
Mental Capacity Act 2005	Serious Crime Act 2015
Online Safety Act 2023	

Many other pieces of UK legislation also affect adult safeguarding.
These include legislation about different forms of abuse and those that govern information sharing. For example, legislation dealing with:

Murder and attempted murder	Theft and fraud
Physical Assault	Human trafficking and modern slavery
Sexual Offences	Hate crime
Domestic abuse and coercive control	Harassment and stalking
Forced marriage	Disclosure and barring arrangements
Female genital mutilation	

England has legislation that provides a framework for making decisions on behalf of adults who may lack the mental capacity to make specific decisions for themselves and for protecting adults who may be vulnerable to abuse or neglect.

• Mental Capacity Act 2005

• The Mental Capacity Act 2005 creates specific offences relating to the ill-treatment or wilful neglect of a person who lacks mental capacity and provides safeguards to protect adults who may be unable to make particular decisions for themselves.

• Liberty Protection Safeguards were introduced through the Mental Capacity (Amendment) Act 2019 but are not yet in force. Until implementation, the Deprivation of Liberty Safeguards (DoLS) remain in operation.

Definition of an Adult at Risk

The Care Act 2014 places statutory safeguarding duties on local authorities and requires organisations and agencies to work together to prevent abuse and neglect and protect adults at risk.

Where a local authority has reasonable cause to suspect that an adult with care and support needs is experiencing, or is at risk of, abuse or neglect, it has a duty under Section 42 of the Care Act 2014 to make enquiries, or cause enquiries to be made, to determine what action may be necessary to protect the adult and promote their wellbeing.

Safeguarding responsibilities are shared across organisations and agencies, including local authorities, health services, the police and voluntary sector organisations. This may involve information sharing, joint working and coordinated action to reduce risk and protect adults at risk.

Adult at Risk (England – Care Act 2014)

An adult at risk is a person aged 18 years or 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.

Abuse and Neglect

Abuse and neglect can take many forms and may result in harm, exploitation, distress, or a violation of a person's rights, wellbeing, dignity, independence, or safety. Abuse may be a single act or repeated acts and can occur through deliberate intent, negligence, omission, or ignorance.

Abuse can occur in any relationship and within many different contexts, including domestic abuse, sexual violence, stalking and harassment, institutional abuse, forced marriage, female genital mutilation, human trafficking, modern slavery, sexual exploitation, criminal exploitation, county lines, radicalisation, hate crime, mate crime, online abuse, cyberbullying, and fraud or scams.

Adults may experience more than one form of abuse at the same time, and abuse often occurs within wider patterns of coercion, control, exploitation, and cumulative harm.

The Care and Support Statutory Guidance identifies a range of types of abuse and neglect that adults may experience.

Abuse or neglect may be carried out by:

- A spouse, partner, or family member
- Neighbours or other residents
- Friends, acquaintances, or strangers
- People who deliberately exploit adults they perceive as vulnerable
- Paid staff, professionals, carers, or volunteers providing care and support

Often, the person causing harm is known to the adult and may be in a position of trust, authority, or power.

The Care and Support Statutory Guidance identifies the following categories of abuse and neglect:

• Physical abuse
• Sexual abuse
• Psychological or emotional abuse
• Neglect and acts of omission
• Financial or material abuse
• Discriminatory abuse
• Organisational or institutional abuse
• Self-neglect
• Domestic abuse (including coercive and controlling behaviour)
• Modern slavery

Online Safety, Digital Harm and Technology-Facilitated Abuse

Safety Net recognises that adults may experience abuse, exploitation, coercion, harassment, and harm through online platforms and digital technologies. Online harm may occur alongside offline abuse or may occur entirely within digital environments.

Technology-facilitated abuse can include:

- coercive or controlling behaviour through digital communication
- cyberstalking or online harassment
- image-based abuse or threats involving intimate images
- sextortion
- financial exploitation, scams, or fraud
- online grooming or exploitation
- AI-generated abuse or manipulated sexual imagery
- exploitation through social media, messaging platforms, or online communities
- hate crime, discrimination, or extremist content online

Safety Net recognises that online harms can significantly impact wellbeing, recovery, emotional safety, autonomy, and relationships.

All staff, volunteers, students, and trustees are expected to:

- remain vigilant to signs of online harm or exploitation
- take disclosures and concerns seriously
- respond in a trauma-informed and person-centred manner
- record and report concerns in line with safeguarding procedures
- consider the role of technology and online environments when assessing risk and safety planning

Signs and Indicators of Abuse and Neglect

The signs of abuse and neglect are not always obvious, and the presence of one indicator does not necessarily mean that abuse is taking place. However, staff, volunteers, students and trustees should remain professionally curious and consider whether changes in presentation, behaviour or circumstances may indicate that an adult is experiencing harm, abuse, exploitation or neglect.

Possible signs and indicators may include:

• Unexplained injuries, repeated injuries, or injuries where explanations are inconsistent with the presenting concern.

• Changes in appearance, such as significant weight loss or gain, deterioration in personal care, appearing unkempt, unusually tired or presenting with unmet health needs.

• Changes in behaviour, presentation or emotional wellbeing, including becoming withdrawn, anxious, fearful, distressed, hypervigilant, angry, unusually quiet or demonstrating a significant change from their typical presentation.

• Self-harm, suicidal thoughts, expressions of hopelessness, or increased use of alcohol or substances as a way of coping.

• Sudden disengagement from support, repeatedly missing appointments or sessions, avoiding particular places, or becoming reluctant to engage with people or activities that they would usually enjoy.

• Fear of, or reluctance to be around, a particular individual, family member, partner, professional or group of people.

• A person appearing unusually controlled, monitored or unable to speak freely, including situations where another person consistently speaks on their behalf, restricts their choices, manages all communication or appears to exercise coercive or controlling behaviour.

• Signs of financial abuse or exploitation, including concerns about money, benefits, possessions or finances going missing, sudden changes in financial circumstances, or someone else exerting inappropriate control over the person's finances.

• Indicators of online harm or exploitation, including distress following contact online, fear relating to social media or digital communication, concerns about images being shared, online stalking, scams, coercion or exploitation through digital platforms.

• Disclosure of abuse, neglect or exploitation, either directly or indirectly. An adult may describe what is happening to them, make comments that suggest they are frightened or unsafe, or share information that raises concerns about their wellbeing or safety.

Abuse often occurs within wider patterns of coercion, control, trauma and cumulative harm. Staff, volunteers, students and trustees should consider the wider context, remain professionally curious and seek advice whenever they have concerns about an adult's safety or wellbeing.

Wellbeing Principle

The concept of ‘wellbeing’ is threaded throughout UK legislation and is part of the Law about how health and social care is provided. Our wellbeing includes our mental and physical health, our relationships, our connection with our communities and our contribution to society.

Being able to live free from abuse and neglect is a key element of well-being.

The legislation recognises that statutory agencies have sometimes acted disproportionately in the past. For example, removing an adult at risk from their own home when there were other ways of preventing harm. In the words of Justice Mumby ‘*What good is it making someone safe when we merely make them miserable?’* What Price Dignity? (2010)

For that reason any actions taken to safeguard an adult must take their whole wellbeing into

account and be proportionate to the risk of harm.

Person Centred Safeguarding/ Making Safeguarding Personal

The legislation also recognises that adults make choices that may mean that one part of our well-being suffers at the expense of another – for example we move 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.

If someone has difficulty making their views and wishes known, then they can be supported or represented by an advocate. This might be a safe family member or friend of their choice or a professional advocate (usually from a third sector organisation).

Table 1: The Principles of Adult Safeguarding in England

Care Act 2014 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.

Professional Curiosity and Understanding Risk

Safety Net recognises that safeguarding concerns may not always be immediately visible and that trauma, fear, coercion, shame, or dependency can affect how children, young people, and adults present or engage with support.

All staff and volunteers are expected to maintain professional curiosity, remain alert to patterns of concern, and consider the wider context of a person's experiences and relationships.

This includes awareness of:

- disguised compliance
- cumulative harm
- contextual safeguarding
- online and peer-related risks

Safety Net's safeguarding practice aims to understand not only immediate incidents of harm, but also the broader experiences and environments impacting safety and wellbeing.

Mental Capacity and Decision Making

The Mental Capacity Act 2005 assumes that all people aged 16 and over have the right and ability to make their own decisions unless it is established that they lack capacity to make a specific decision at the time it needs to be made. People have the right to make decisions that others may consider to be unwise or risky.

To make a decision, a person must be able to:

• Understand the information relevant to the decision
• Retain that information for long enough to make the decision
• Use or weigh that information as part of the decision-making process
• Communicate their decision by any means

A person's ability to make decisions may be affected by a range of factors, including learning disability, dementia, mental health needs, acquired brain injury, physical ill health, the effects of medication, alcohol or drugs, or temporary circumstances such as distress, trauma or extreme anxiety.

Mental capacity is decision-specific and time-specific. A person may have capacity to make some decisions but not others, and their ability to make decisions may change over time. Wherever possible, people should be given appropriate support to make their own decisions and be involved in decisions that affect them.

For example:

• A person with epilepsy may be unable to make a decision immediately following a seizure.
• A person experiencing acute distress, trauma or anxiety may temporarily struggle to make a decision.

• A person may be unable to process information effectively due to the effects of medication, illness or fatigue.

Mental capacity is particularly important in safeguarding practice. Preventing someone from making decisions that they are capable of making can be abusive and may amount to controlling or coercive behaviour. Equally, abuse, exploitation, trauma, fear or coercion may affect a person's ability to make free and informed decisions.

Adults at risk should be involved in decisions about their safety and the actions taken to safeguard them wherever possible, including decisions about information sharing and referrals to other agencies. However, there may be circumstances where an individual lacks the mental capacity to make a specific safeguarding decision or where vital interests or serious risks require information to be shared in order to protect them or others.

The Mental Capacity Act 2005 provides a framework for making decisions on behalf of individuals who lack mental capacity. The key principles are:

• A person must be assumed to have capacity unless it is established that they lack capacity.
• A person must be given all practicable support to make their own decisions before it is concluded that they lack capacity.
• A person should not be treated as unable to make a decision simply because they make an unwise decision.
• Any act or decision made on behalf of a person who lacks capacity must be made in their best interests.
• Any action taken on behalf of a person who lacks capacity should be the least restrictive option available.

Where there are concerns that an adult at risk who may lack mental capacity is experiencing abuse or neglect, advice should be sought and a referral made to the local authority where appropriate. This may result in an assessment of mental capacity and consideration of any support required to enable the person to participate in decisions affecting their safety and wellbeing.

There may be occasions when urgent decisions need to be made to safeguard an adult who lacks capacity. This may include:

• Sharing information with agencies that can help protect them.
• Taking immediate action to reduce the risk of harm.
• Restricting contact with the person causing harm where this is necessary and proportionate to protect the individual.

Recording and Information Sharing

Safety Net will comply with the Data Protection Act 2018 and the UK General Data Protection Regulation (UK GDPR). Safeguarding concerns often involve personal and special category data. It is therefore essential that information is processed, recorded and shared lawfully, fairly and appropriately.

Accurate, timely and relevant record keeping is a fundamental part of safeguarding practice. Safeguarding records must:

• be factual, accurate and relevant;
• distinguish between facts, observations, professional judgement and opinion;

• be recorded promptly;
• be stored securely and confidentially; and
• only be accessible to those who have a legitimate need to know.

Appropriate information sharing is central to effective safeguarding practice. The purpose of data protection legislation is not to prevent information sharing but to ensure that personal information is shared appropriately, proportionately and securely.

Information should only be shared with those who have a legitimate safeguarding need to know. This does not automatically include a person's spouse, partner, family member, friend, unpaid carer or paid carer. Information should normally only be shared with family members or carers with the person's consent, unless there is a lawful basis to share information without consent.

Information sharing may take place within Safety Net where necessary to safeguard an individual. This may include:

• discussing concerns with a Safeguarding Lead or Designated Safeguarding Officer;
• seeking advice and guidance regarding safeguarding risks and appropriate action; and
• holding safeguarding or case management meetings to coordinate actions and reduce risk.

Where possible, adults should be involved in decisions about information sharing and their wishes and preferences should be taken into account. However, there may be circumstances where information needs to be shared without consent.

Information may be shared without consent where this is lawful, necessary and proportionate, including where:

• seeking consent would place the person or another individual at increased risk of harm;
• there are concerns that the person or another individual, including a child or adult at risk, is experiencing or is at risk of abuse or neglect;
• there are concerns that the person is subject to coercion, control, exploitation or undue influence;
• it is necessary to prevent or detect a crime or to report that a serious crime has been committed;
• the person lacks the mental capacity to make the specific decision about information sharing; or
• there is another lawful basis to share information in order to safeguard an individual or protect others from harm.

Where information is shared without consent, the reasons for doing so should be explained to the person whenever it is safe and appropriate to do so, and they should continue to be involved in decisions affecting their safety and wellbeing wherever possible.

Any decision to share, or not to share, information with an external person or organisation, together with the rationale for that decision, must be clearly recorded on DPMS.

Safer Recruitment

Safety Net is committed to safeguarding and promoting the welfare of all clients. Our recruitment practices are designed to ensure that all individuals working with or on behalf of Safety Net are suitable for their roles and uphold the highest standards of integrity, professionalism and safeguarding practice.

This policy applies to all staff, volunteers, trustees and contractors.

To support safer recruitment, Safety Net:

• Clearly defines safeguarding responsibilities within job descriptions and advertisements.
• Identifies where safeguarding experience, knowledge or competencies are required.
• Undertakes identity verification, right-to-work checks, reference checks and appropriate Disclosure and Barring Service (DBS) checks.
• Includes safeguarding-related questions and values-based assessment within recruitment

processes.
• Requires satisfactory completion of a probationary period, including consideration of safeguarding awareness and conduct.

Safety Net provides appropriate safeguarding induction, training and supervision and is committed to maintaining safe recruitment practices and safeguarding standards throughout employment and engagement with the organisation.

Managers involved in recruitment are required to undertake Safer Recruitment training and are responsible for ensuring recruitment processes are conducted safely, consistently and in accordance with this policy.

All staff, volunteers, trustees and contractors must report concerns about colleagues or potential safeguarding risks in accordance with Safety Net's Safeguarding Policies and Procedures.

This policy will be reviewed annually and updated as necessary to ensure continued effectiveness and compliance with legal and regulatory requirements.

Multi-Agency Working

Safeguarding adults' legislation gives the lead role for adult safeguarding to the Local Authority. However, it is recognised that safeguarding can involve a wide range of organisations.

We may need to cooperate with the Local Authority and the Police including to:

- Provide more information about the concern you have raised.
- Provide a safe venue for the adult to meet with other professionals e.g. Police/Social Workers/Advocates.
- Attend safeguarding meetings.
- Coordinate internal investigations (e.g. complaints, disciplinary) with investigations by the police or other agencies.
- Share information about the outcomes of internal investigations.
- Provide a safe environment for the adult to continue their role in the organisation.

Section 3: Appendices

Appendix 1 – Roles and Responsibilities

Safeguarding is everyone's responsibility. All staff, volunteers, students and trustees have a role to play in preventing abuse and neglect, recognising concerns, responding appropriately and reporting safeguarding concerns in accordance with this policy and associated procedures.

All staff, volunteers, students and trustees will:

- Undertake safeguarding training appropriate to their role and responsibilities.
- Familiarise themselves with Safety Net's safeguarding policies and procedures.
- Remain vigilant to signs of abuse, neglect, exploitation and harm.
- Respond to concerns and disclosures in a trauma-informed and person-centred manner.
- Record and report safeguarding concerns promptly and appropriately.
- Seek advice whenever they are unsure about how to respond to a safeguarding concern.

Designated Safeguarding Officer (DSO)

The Designated Safeguarding Officer (Helen Davies, Clinical Manager) has strategic responsibility for developing, overseeing and quality assuring safeguarding arrangements across Safety Net. The DSO is responsible for:

- Providing safeguarding advice and guidance.
- Supporting staff and safeguarding leads in managing concerns and risks.
- Monitoring safeguarding activity, themes and learning.
- Overseeing safeguarding records, reporting and quality assurance arrangements.
- Escalating significant safeguarding risks and serious incidents where appropriate.
- Supporting the development, implementation and review of safeguarding policies, procedures and training.

Safeguarding Leads

Safeguarding Leads have operational responsibility for supporting staff to identify, assess, manage and escalate safeguarding concerns. They provide advice, coordinate safeguarding responses where appropriate and support effective recording, information sharing and decision making. The Safeguarding Leads are:

Laura Bell, Service Manager

Leanne Fisher, Operations and Strategy Manager

Angela Pacey, Schools Lead

Trustees

The Board of Trustees holds overall accountability for ensuring effective safeguarding governance and assurance arrangements are in place, whilst operational safeguarding responsibilities are delegated to appropriately trained staff and safeguarding leads.

Trustees are responsible for:

- Approving safeguarding policies and receiving assurance regarding their implementation and effectiveness.
- Providing strategic oversight, scrutiny and constructive challenge of safeguarding arrangements.
- Ensuring safeguarding arrangements are appropriately resourced and regularly reviewed.

- Monitoring safeguarding risks, themes, learning and significant incidents.
- Promoting a culture of safety, transparency, accountability and continuous improvement.

Appendix 2 – Sources of Information and Support

- **Cumberland Safeguarding Adults Board:** Cumbria Safeguarding Adults Board | Cumbria Safeguarding Adults Board

Local safeguarding partnership providing guidance and procedures for safeguarding adults.

- **Westmorland and Furness Safeguarding Adults Board**: Safeguarding adults | Westmorland and Furness Council

Local safeguarding partnership providing guidance and procedures for safeguarding adults.

- **Cumberland Adult Social Care**

Contact details for local authority safeguarding referrals and advice.

Adult social care | Cumberland Council

Open Monday to Thursday: 9 am to 5 pm and Friday: 9 am to 4.30 pm.

Telephone: 0300 373 3732

- **Westmorland and Furness Adult Social Care**

Adult social care | Westmorland and Furness Council

Contact the Adult Social Care team

Telephone: 0300 373 3301

- **Emergency Duty Team**

The Emergency Duty Team (EDT) provides an out-of-hours response to urgent safeguarding concerns relating to adults and children outside normal office hours, including evenings, weekends and bank holidays.

Cumberland Council: 01228 273 800 (out of hours, weekends and bank holidays)

Westmorland and Furness Council: 01539 768700 (out of hours, weekends and bank holidays)

- **Cumbria Police**

For reporting crimes and safeguarding concerns.

Emergency: 999

Non-emergency: 101

- **Bridgeway Sexual Assault Referral Centre (SARC)**
  Bridgeway SARC provides free, confidential support for anyone who has experienced rape or sexual assault, whether the incident happened recently or in the past. Services include crisis support, forensic medical examinations, healthcare, emotional support and onward referrals.

24-hour telephone support: 0808 118 6432

Home - The Bridgeway

- **Ann Craft Trust (ACT)**

Provides safeguarding information, advice and training.
Ann Craft Trust

- **Hourglass**

Specialist charity supporting older people experiencing abuse, harm or exploitation.
Hourglass
Helpline: 0808 808 8141

- **Care Quality Commission (CQC)**

For concerns about regulated health and social care services.
Care Quality Commission (CQC)

- **National Whistleblowing Helpline**

Provides advice about raising concerns and whistleblowing.
Protect – Speak Up Stop Harm
Advice Line: 020 3117 2520

- **National Domestic Abuse Helpline**

24-hour support for women experiencing domestic abuse.
National Domestic Abuse Helpline
Tel: 0808 2000 247

- **Women's Aid**

National charity providing domestic abuse information and support.
Women's Aid

- **Men's Advice Line**

Support for male victims of domestic abuse.
Men's Advice Line
Tel: 0808 801 0327

- **Galop**

Specialist support for LGBT+ victims of abuse and violence.
Galop
Tel: 0800 999 5428

- **Rape Crisis England & Wales**

Information and support for survivors of rape and sexual violence.
Rape Crisis England & Wales

- **The Survivors Trust**

Support and information for survivors of rape, sexual abuse and sexual violence.
The Survivors Trust

- **Respond**

Support for people with learning disabilities who have experienced trauma, abuse or violence.
Helpline: 0808 808 0700

Respond

- **National Stalking Helpline**

Advice and support for anyone affected by stalking.
National Stalking Helpline
Tel: 0808 802 0300

- **Suzy Lamplugh Trust**

Provides information, advice and resources on personal safety and stalking.
Suzy Lamplugh Trust

- **Stop Hate UK**

Independent reporting and support for victims of hate crime and discrimination.
Stop Hate UK
Tel: 0800 138 1625

- **Revenge Porn Helpline**

Advice and support relating to intimate image abuse and image-based sexual abuse.
Revenge Porn Helpline

- **Victim Support**

Practical and emotional support for victims of crime.
Victim Support
Tel: 0808 168 9111

- **Beat**

Information and support relating to eating disorders.
Beat Eating Disorders
Helpline: 0808 801 0677

- **Migrant Help**

Provides support and advice to asylum seekers, refugees and vulnerable migrants, including information on asylum processes, accommodation, safeguarding concerns and accessing support services.
Telephone: 0808 8010 503
Migrant Help

- **Refugee Council**

Provides practical support, advice and therapeutic services for refugees and people seeking asylum.
Telephone: 0808 196 7272
Refugee Council

- **Student Space**

Provides free, confidential support and information for students, including mental health, wellbeing, relationships, sexual violence, safety and accessing specialist services.
Text: SHOUT to 85258 for immediate mental health support.
Student Space

- **The Mix**

Provides support and information for people aged under 25 on mental health, relationships, sexual health, safety, abuse and wellbeing.
Telephone: 0808 808 4994
The Mix

- **Every Life Matters**

Every Life Matters is a Cumbria and North East-based suicide prevention charity providing information, advice, training and resources to support suicide prevention and promote mental

wellbeing. The charity offers guidance for individuals experiencing suicidal thoughts and for those concerned about someone else.

Every Life Matters