



Adults at Risk of Harm Policy

Purpose and aim of organisation

The Boys' Brigade is a Christian Youth Organisation, committed to seeing lives enriched by supporting young people to reach their full potential. This is achieved by providing opportunities to meet and engage in a range of fun and developmental activities and experiences.

The Boys' Brigade is committed to providing a safe environment for our young people, our volunteer leaders and helpers, and our staff. This policy seeks to ensure that The Boys' Brigade undertakes its responsibilities about the protection of adults at risk and will respond to any concerns appropriately. This policy establishes the framework to support volunteers and staff in their practice and outlines the organisations expectations. All staff and volunteers have responsibility to follow the guidance and to pass on any welfare concerns using the relevant procedures.

Principal pieces of legislation governing the policy

There is a range of Legislation in England, Wales, Scotland, Northern Ireland that govern this policy. The Safeguarding Panel will regularly review and update this policy in line with any Legislative changes. Legislation and procedures in ROI are significantly different. As such separate processes apply.

For Companies in the Republic of Ireland please refer to the Safeguarding Vulnerable Adults Policy on the Boys' Brigade in the Republic of Ireland website <https://boysbrigade.ie/documents/> for Policy document

Explanation of Terms

An adult at risk is any person over 18 who is at risk of abuse or neglect because they have care and support needs. This may include a person who: Has a learning disability; Has a physical or sensory disability; Has a mental illness; Has a severe physical illness; Is elderly and frail; Is homeless. They may be unable to take care of themselves (including self-neglect) or protect themselves from harm or being exploited.

In Scotland, Adult Support and Protection Legislation can apply to anyone over the age of 16. This BB Policy also applies to young people over the age of 16 in Scotland in situations where the child protection procedures in Scotland may not apply.

Adult Safeguarding

Safeguarding adults at risk of harm is about embedding practices within The Boys' Brigade to ensure the protection of vulnerable adults wherever possible. Adult protection is the activity, which is undertaken to protect specific adults who are, or are likely to be at risk of harm. Adults requiring protection may include Staff, Volunteers, and parents of Young People.

There are 6 principles underpinning all Adult Safeguarding and protective action.

Empowerment - Adults should be supported and encouraged to express their views, make their own decisions, and give informed consent in all aspects of safeguarding processes.

Prevention - Safeguarding actions should focus on prevention of future harm and not be restricted to considering whether or not harm has occurred. This will include providing adults with information and advice about what they can do to keep themselves safe and protect their wellbeing.

Proportionality - Any intervention should be proportionate taking into consideration level of risk and role and remit of The Boys' Brigade. In many situations the appropriate response will be to signpost individuals to appropriate sources of help and support.

Protection – Action will be taken to provide support and representation for those in greatest need. If there is a reasonable concern that statutory intervention may be appropriate The Boys' Brigade will refer the matter to the appropriate statutory agency.

Partnership - Where necessary The Boys' Brigade will work in partnership with professionals in community services. Any personal and sensitive information will be treated as confidential and only shared with consent or when necessary due to the level of risk to an individual.

Accountability - The Boys' Brigade will be accountable and transparent in delivering safeguarding. When intervening in adult safeguarding matters this will include recording actions taken and the reasons for taking them.

Types of Abuse and Neglect

Abuse experienced by adults can include Self Neglect, Modern Slavery, Domestic Violence and abuse, Discrimination, Organisational, Physical, Sexual, Neglect and acts of omission, Emotional and Financial. Like children in need of protection, adults can also suffer from Cyber Bullying, Forced Marriage, Hate crime and Radicalisation. Abuse can be caused deliberately or unintentionally.

More detail about each category can be found within the attached Appendix

Procedures

Your concerns may have arisen out of something you have seen, been told, or heard.

Your role as a BB leader within the "Adult at risk Safeguarding Process" is similar to your role when a child is in need of protection. There are however a number of different considerations

Recognise

- In addition to Recognising and understanding the types of abuse or harm an adult may be at risk of it may feel harder to intervene because they are an adult. It is not a breach of confidentiality to seek safeguarding advice from your organisation if you have a reasonable concern about someone's welfare. If you are not sure about your concerns seek advice from the BB Safeguarding Manager safeguarding@boys-brigade.org.uk.

Respond

- Take immediate action if someone is at imminent risk of harm/in need of urgent medical attention. Call Emergency services, as necessary.
- Establish brief details about what has happened, and what the adult would like done about it. Are there others at risk?
- Seek consent from the adult to take action and report the concern. If they do not consent but you have concerns regarding about their capacity to make decisions about their own or another's safety, you should still respond. Record your reasoning if you act against their wishes
- Listen carefully, remain calm and acknowledge what is being said

Refer / Report

- Inform your Captain, Chaplain or Church Safeguarding Lead
- Inform the BB Safeguarding Manager safeguarding@boys-brigade.org.uk
- In non-urgent circumstances the BB Safeguarding Manager will decide whether to make a referral to Statutory Agencies.

Record

- Make a record of your concerns and outline the action you have taken, and who you have spoken to. Include if you had the consent of the adult informed. This record should be completed as soon as practicable and should be signed and dated. Keep in a secure place.

The BB Safeguarding Manager will review all reports of adult at risk of harm and determine what appropriate action should be taken. This could include:

- Referring to statutory agencies
- Offering advice or assistance
- Taking no further action

There may be a situation where your concern is not taken seriously, or that your concern is about another Volunteer or Staff members conduct. In those circumstances a concern should be raised through The BB Whistle Blowing Policy or Leaders Code of Conduct.

Young Leaders/Adults

Specific considerations are required regarding young leaders/adults who have previously been in the BB as young people. Where leaders had been in a position of trust with respect to any young leader/adult there may be additional constraints on what assistance and / or support it would be appropriate to provide. Consequently, in these situations guidance should be sought from the BB Safeguarding Manager to ensure appropriate boundaries are in place to protect both the young adult and BB leaders supporting them.

Information Sharing / Consent

Any information shared should be clear, accurate and based on fact not assumption. It should be restricted to those with a legitimate need to know. Information should be shared with consent where possible.

Where there is a reasonable belief that an adult is at risk of harm a referral to statutory agencies must be made. Consent is not required for this, but where possible consent should be sought, and consideration be given to supporting the individual to self-refer to services. When information is shared without consent the individual should be informed of this unless this is likely to put the person at increased risk.

If any leader in BB has a concern that an adult may be at risk of harm, they should seek advice from the BB Safeguarding Manager, or any other member of staff at BBHQ. It is not a breach of confidentiality to seek safeguarding advice from the organisation without the consent of the individual involved. The BB Safeguarding Manager will provide advice including whether consent will or will not be required before taking any further action.

Protection of Children

As a youth organisation The Boys' Brigade has a primary responsibility to ensure the safety and wellbeing of children and young people within the organisation. It is recognised in circumstances where a BB leader might be considered at risk of harm the situation may also affect the leader's ability to fulfil their responsibilities as a BB leader. In responding to any adult at risk of harm concern regarding a BB leader the BB Safeguarding Manager will consider whether the situation requires the leader to temporarily step back from BB activities and responsibilities to ensure the safety and wellbeing of children.

It is proposed to change the above paragraph as follows -

Protection of Children

As a youth organisation The Boys' Brigade has a primary responsibility to ensure the safety and wellbeing of children and young people within the organisation. It is recognised there may be circumstances where a BB leader might be considered **either an adult at risk of harm, or a vulnerable adult, and this might affect the leader's ability to fulfil their responsibilities as a BB leader.** In responding to any vulnerable adult or adult at risk of harm concern regarding a BB leader, the BBHQ Safeguarding Manager will consider whether the situation requires the leader to temporarily step back from BB activities and responsibilities to ensure the safety and wellbeing of children. **In some circumstances it may be appropriate to undertake a risk assessment process prior to the leader returning to their BB role.**

*NB In ROI, when there is a Safeguarding concern about a child there are different procedures to follow. For **Please refer to the Child Safeguarding Policy on the Boys' Brigade in the Republic of Ireland website <https://boysbrigade.ie/documents/> for Policy document***



Appendix

Categories of Abuse – NHS 2020

Self-neglect This covers a wide range of behaviour neglecting to care for one's personal hygiene, health or surroundings. It may include behaviour such as hoarding. It may impact on other family members and this could give rise to additional safeguarding concerns.

Modern Slavery This encompasses slavery, human trafficking, forced labour, and domestic servitude.

Domestic Abuse This includes psychological, physical, sexual, financial, and emotional abuse perpetrated by anyone within a person's family. It also includes so-called "honour" based violence, and withholding medical treatment, and access to professional services.

Discriminatory Abuse This is discrimination on grounds of race, gender and gender identity, disability, sexual orientation, or religion. It can include verbal abuse, inappropriate language, treatment, slurs, harassment and deliberate exclusion

Organisational This 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. Organisational abuse can range from one off incidents to ongoing ill-treatment. It can be through neglect or poor professional practice because of the structure, policies, processes, and practices within an organisation.

Physical This includes hitting, slapping, pushing, kicking, restraint, and misuse of medication. It can also include inappropriate sanctions.

Sexual This includes rape, indecent exposure, FGM, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault, or sexual acts to which the adult has not consented, or was pressured into consenting.

Financial or Material This includes theft, fraud, internet scamming, and coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance, or financial transactions. It can also include the misuse or misappropriation of property, possessions, or benefits.

Neglect and Acts of Omission This includes ignoring medical or physical care needs and failing to provide access to appropriate health social care or educational services. It also includes the withdrawing of the necessities of life, including medication, adequate nutrition, and heating.

Emotional or Psychological This includes threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation, or withdrawal from services or supportive networks.

There are additional types of harm that are not included in The Care Act, and NHS guidance but they are also relevant to safeguarding adults. (*Ann Craft Trust*)

Cyber Bullying Cyber bullying occurs when someone repeatedly makes fun of another person online, or repeatedly picks on another person through emails or text messages. It can also involve using online forums with the intention of harming, damaging, humiliating, or isolating another person. It includes various types of bullying, including racist bullying, homophobic bullying, or bullying related to special education needs and disabilities. The main difference is that, instead of the perpetrator carrying out the bullying face-to-face, they use technology as a means to do it.

Forced Marriage This is a term used to describe a marriage in which one or both of the parties are married without their consent or against their will. A forced marriage differs from an arranged marriage, in which both parties' consent to the assistance of a third party in identifying a spouse. The Anti-Social Behaviour, Crime and Policing Act 2014 make it a criminal offence to force someone to marry.

Mate Crime A "mate crime" is when "vulnerable people are befriended by members of the community who go on to exploit and take advantage of them" (Safety Network Project, ARC). It may not be an illegal act, but it still has a negative effect on the individual. In recent years there have been a number of Serious Care Reviews relating to people with a learning disability who were seriously harmed, or even murdered, by people who purported to be their friend. "**Cuckooing**" is a specific type of mate crime where criminals take over the home of a vulnerable person and use the property as a base for county lines drug trafficking.

Radicalisation The aim of radicalisation is to inspire new recruits, embed extreme views and persuade vulnerable individuals to the legitimacy of a cause. This may be direct through a relationship, or through social media.

(Ann Craft Trust – A leading Uk Authority on Safeguarding Adults and Young People at risk)