

Doorway

Doorway Wiltshire Ltd Safeguarding Policy

“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 on any action.” The Care Act (2014).

Safeguarding is a fundamental part of Doorway Wiltshire Ltd’s work and this commitment is reflected in the values of our organisation, which inform and support all of our safeguarding activity. Doorway Wiltshire Ltd is committed to providing services which embrace diversity and that promote equality of opportunity. Everyone who accesses our services (guests) or works for us in a paid or voluntary capacity should be safe, empowered to play a part in promoting their own welfare and that of others and able to live a life free from abuse. This applies to all, regardless of age, gender, ethnicity, disability, sexuality or belief.

As stated in the Care Act (2014) Doorway’s first priority should always be to ensure the safety of an adult or child at risk. It is the responsibility of all staff and volunteers to act on any suspicion or evidence of abuse or neglect and to pass on their concerns to a responsible person/agency. Information on the definition of an adult at risk is detailed in ‘Safeguarding Vulnerable Adults: Guidance for frontline staff’ a copy of which is kept in the Safeguarding folder in the office and in the safeguarding folder in the drop-in.

All staff and volunteers working directly with guests and all trustees require (enhanced) DBS checks before working at Doorway. If a disclosure is made as a result of the check discretion can be applied depending on the nature of offence. This is not applicable where the offence is in relation to children or vulnerable adults.

All staff, volunteers and trustees are required to undergo regular safeguarding training provided via an online resource (Virtual College) or delivered in person by a Wiltshire Council accredited provider.

Types of abuse

There are many ways in which abuse can occur, and these include:

Physical abuse - sexual abuse - emotional abuse - neglect and acts of omission - organisational abuse - self-neglect - discriminatory abuse - financial abuse - modern slavery - domestic abuse.

A detailed description of each type with signs and indicators is in the printed safeguarding folder at the front desk in the drop-in.

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Roles and Responsibilities

Every individual working for Doorway, irrespective of their role, has a part to play in safeguarding people who need care and support. All staff and volunteers will undertake training and must familiarise themselves with the safeguarding guidance and procedures which are kept in the Safeguarding folder at the drop-in and in the office. Risk assessments are produced for every activity, a copy of these are available from the office.

Reporting

If someone is in immediate danger dial 999 and speak to the emergency services. All other safeguarding concerns at Doorway should be reported to the safeguarding lead (CEO) or in their absence the deputy lead (Session Manager), or in their absence the Support Workers who will make a referral to Wiltshire Council's Safeguarding Team. All safeguarding concerns should be referred to Wiltshire Council via the online form or by calling 0300 456 0111 and recorded on the day's outcome sheets before being stored securely on the database.

Safeguarding children and young people

In all adult safeguarding work, staff working with the person at risk should establish whether there are children in the family and whether checks should be made on children and young people who are part of the same household, irrespective of whether they are dependent on care either from the adult at risk, or the person alleged to have caused harm. Children and young people may be at greater risk of harm or be in need of additional help in families where adults have mental health problems, misuse substances or alcohol, are in a violent relationship, have complex needs or have learning difficulties.' For further information see the guidance at:

<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

Abuse within families reflects a diverse range of relationships and power dynamics, which may affect the causes and impact of abuse. These can challenge professionals to work across multi-disciplinary boundaries in order to protect all those at risk. In particular staff may be assisted by using Domestic Abuse risk management tools such as the SafeLives Dash risk checklist, a copy of which is contained in the Doorway Safeguarding folder.

Guiding Principles:

Everyone's responsibility – All Doorway staff and volunteers have a responsibility to keep guests safe from abuse and neglect.

Prevention – We will put sensible measures in place to prevent abuse, including the use of safe recruitment practices, promoting safe working practice and raising awareness among staff and volunteers of safeguarding.

Protection – Those in greatest need will be supported and represented to the best of our ability.

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Proportionality – We will provide policy, procedures, information and training to enable all Doorway staff and volunteers to identify and respond appropriately and proportionately to concerns about abuse.

Partnership - Doorway will work in partnership with other relevant organisations to ensure that safeguarding issues are reported and recorded appropriately and prevented where possible.

Empowerment – We will ensure decisions are guest-led with informed consent.

Accountability - We aim to be transparent in our approach to safeguarding and recognise the need for continuous learning and improvement among all staff and volunteers.

Doorway trustees approve the Safeguarding Policy and have a duty of care to the charity, which includes taking the necessary steps to safeguard those at risk from abuse, managing risk and protecting the reputation of the charity.

Reviewed annually, approved January 2023