

Safeguarding Policy for Adults

The purpose of this policy:

- To protect adults with care and support needs who receive services through Elevation Dance from harm.
- To provide staff and volunteers, as well as participants, with the overarching principles that guide our approach to safeguarding.

This policy applies to all staff, including paid staff, volunteers and students or anyone working on behalf of Elevation Dance.

At Elevation Dance we are committed to safeguarding adults with care and support needs and will not tolerate any form of abuse or neglect of any adult. We recognise our duty as defined in the Care Act 2014 to safeguard individuals, promote their wellbeing and where ever possible consider their views, wishes, feelings and beliefs whilst doing so. We will take appropriate steps to safeguard any adult who is believed to be at risk or experiencing abuse or neglect and will ensure all safeguarding actions we take allow adults the freedom to make their own choices and will include them in all decision making. All adults have a right to live free from harm and abuse, some may find it hard to get the help and support they need or may be unable to protect themselves from harm and abuse. We recognise our responsibility to support these individuals to receive the safeguarding support they need.

An adult is anyone of 18 years and over.

All staff and volunteers have a strict duty never to subject an individual to any form of harm or abuse. Failure to adhere to these procedures will be treated as gross misconduct.

Safeguarding Adults

‘Safeguarding adults’ 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 the experience of abuse or neglect, while at the same time making sure that the adults wellbeing is promoted including, where appropriate having regard for their views, wishes, feelings and beliefs in deciding on any action. This must recognise that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances.’ (Care and

Support Statutory Guidance 2017.) All safeguarding work should be underpinned by an ethos of empowerment, prevention, proportionality, protection, partnership and accountability.

The Care Act sets out a duty for any adult who:

- Has care and support needs (whether or not these are known to the local authority where they reside)
- Experiencing or is at risk of experiencing abuse or neglect and
- Is unable to protect themselves due to their care and support needs.

Any safeguarding action should be person lead and outcome focused. We should help the individual to receive the kind of help and support that is right for them.

We will seek to keep adults safe by:

- valuing, listening to and respecting them
- adopting safeguarding best practice through our policies and code of conduct for staff and volunteers
- providing effective management for staff and volunteers through supervision, support and training
- ensuring staff and volunteer DBS checks are conducted where necessary
- sharing concerns with agencies who need to know
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and stored securely
- ensuring that we provide a safe physical environment for all participants, staff and volunteers, by applying health and safety measures
- building a safeguarding culture where staff and volunteers, adults and their families treat each other with respect and are comfortable with sharing concerns
- keeping informed of any changes in legislation and policies

Policy Implementation

The Elevation Dance Safeguarding Policy for Adults will be implemented by adhering to the policy guidelines outlined in this document. All staff and volunteers must adhere to this.

The Designated Safeguarding Lead (DSL) is Yasmin Sidery. The DSL is in charge of ensuring that the safeguarding policy is adhered to. Any concerns about a child, young

person, adult with care and support needs or member of staff should be reported immediately to the DSL.

Procedures

We will manage sensitive information by:

- seeking permission from adult participants for photographs and video to be taken, and collecting permissions of how these photographs or video may be used
- prohibiting audience/ family members to film or take photos of lessons or performances
- storing all personal information in line with our Privacy Policy

We will keep participants safe in class by:

- undertaking a visual risk assessment of the setting prior to teaching any class, and addressing any risks as necessary
- working in an open environment and encouraging open communication
- ensuring physical contact is only given by staff when necessary to reduce risk of injury or support learning and technique
- treating all participants equally and with respect and dignity
- building balanced relationships built on mutual trust and respect
- giving enthusiastic and constructive feedback rather than negative criticism
- keeping a written record of any injury or incident that occurs, along with details of any treatment given

Staff and volunteer responsibility

All staff and volunteers at Elevation Dance have a duty to:

Take action, which might involve:

- Contacting the police or phoning an ambulance or taking some other form of emergency safety measure
- Offering support, information and reassurance to the individual
- Collecting details about what has happened where possible being mindful not to be disruptive of potential evidence (don't ask leading questions)
- Gaining consent to share information where possible or act in the individuals best interests where they are unable to consent.

Tell:

- Our designated safeguarding lead or in their absence adult social care or the police

Record:

- As much detail as possible as soon as possible with accurate information.

Raise your concern:

- With Adult social care where an individual requests this support or in their best interests under the Mental Capacity Act (2005) if they are unable. Share with the police where appropriate.

Contact Details

Designated Safeguarding Lead

Name: Yasmin Sidery

Email: info@elevation-dance.co.uk

Nottingham City Adult Social Care

0115 8763330

Nottingham County Council Adult Social Care

0300 500 8080

Local Authority Designated Officer (LADO)

0115 977 3921

We are committed to reviewing our policy and good practice annually.