



**MELLERS PRIMARY SCHOOL
ADULT SAFEGUARDING POLICY AND PROCEDURES
(INCLUDING CHILD PROTECTION)
OCTOBER 2018**

1 Introduction

Mellers staff and volunteers will, potentially, come into contact with adults who are vulnerable. As professionals and employees of Mellers, there is an ethical duty to safeguard adults who are vulnerable. Where an adult is vulnerable, there is also a need to take into account the safety and welfare of any child for whom they have responsibility. We have a statutory responsibility to take action to safeguard children (i.e. to share information and make appropriate referrals where there are child protection concerns).

An adult safeguarding form has been devised as a way of raising and recording such concerns and any actions taken. When raising an adult safeguarding concern, and that adult is responsible for children, there is by extension a child safeguarding concern and this must also be recorded, following the school's Child Safeguarding Policy. Therefore on almost all occasions both the Adult Safeguarding **and** the Safeguarding and Child Protection Policy and Procedures will need to be followed.

2 Terms of reference

In the context of the legislation, specific adult safeguarding duties apply to any adult (18+ years) who:

- has care and support needs and
- is experiencing, or is at risk of, abuse or neglect and
- is unable to protect themselves because of their care and support needs

(HM Government: Care and Support Statutory Guidance 2014)

This includes adults with learning difficulties, adults with physical disabilities who depend on others to care for them, or adults with certain mental illnesses who lack the capacity to look after themselves. It is recognised that people in this group are vulnerable to abuse and neglect from carers, family members and institutions as well as from strangers. This could also include:

- domestic abuse
- suicidal ideation or high-risk self-harm
- serious mental illness such as psychosis, depression or severe post-natal depression
- high-risk substance misuse
- adults who disclose that they have harmed or are at risk of harming either a child or another adult
- honour-based violence or forced marriage
- any concerns about radicalisation and extremist views or behaviours, which must also be reported as a safeguarding concern. Mellers works in line with Prevent Duty 2015 guidance and will consult with local Prevent Coordinators where necessary.

This is not an exhaustive list but is intended to give examples of situations where a member of staff would need to consider safeguarding issues in relation to an adult.

For safeguarding advice/guidance and reporting staff and volunteers should contact the Designated Safeguarding Lead or any member of the Safeguarding Team.

If an adult discloses that they were abused as a child and the member of staff suspects that the perpetrator continues to present a risk to children, this must be raised as a safeguarding concern.

Members of staff should explain to adults at the outset of the work that it might be necessary to share information where there are serious concerns about their safety or welfare, or where there are child protection concerns. This is part of the contracting with the parent or carer. Wherever there are concerns about the welfare of a child, the need to protect the child overrides the confidentiality of the adult, and professionals have a duty to share information and make referrals if necessary. The welfare of the child is always paramount.

If a member of staff is seriously concerned about the welfare of an adult, it is appropriate to seek specialist help for that person, and to make appropriate referrals in response to potential risks to that person.

3 Types of abuse and neglect

- Physical abuse
- Domestic violence or abuse
- Sexual abuse
- Psychological abuse or emotional abuse.
- Financial or material abuse
- Modern Slavery
- Neglect and acts of omission
- Discriminatory abuse
- Organisational or Institutional abuse
- Self-neglect or self-abuse

(Social Care Institute of Excellence 2014)

4 Other safeguarding concerns

FGM

Any concerns related to Female Genital Mutilation (FGM) fall under this policy and must also be reported as a safeguarding concern.

Forced marriage

In forced marriage, one or both spouses do not consent to the marriage and some element of duress is involved. Duress includes both physical and emotional pressure and abuse.

Forced marriage is primarily, but not exclusively, an issue of violence against females. Most cases involve young women and girls aged between 13 and 30, although there is evidence to suggest that as many as 15 per cent of victims are male.

Honour Based Violence

The term “honour crime” or “honour-based violence” embraces a variety of crimes of violence (mainly but not exclusively against women), including assault, imprisonment and murder where the family or community is punishing the person. They are being punished for (actually or allegedly) undermining what the family or community believes to be the correct code of behaviour. In transgressing this correct code of behaviour, the person is considered by the family to have shown that they have not been properly controlled to conform by their family and this is to the “shame” or “dishonour” of the family.

5 The process of dealing with concerns about an adult

Where a member of staff is concerned about the safety or welfare of an adult, the following steps must be taken:

5.1. Wherever possible, the member of staff should explain to the adult that they are concerned, and seek to empower the adult to take action themselves. This is the most effective means of safeguarding an adult. There should be discussion about the sharing of information and the reasons for this, and consent should be obtained if possible. There may be circumstances in which this discussion should not take place, for example, if it would place the member of staff at immediate risk

5.2. If a member of staff becomes concerned about their own safety in the course of the work with an adult, then they must inform the Head teacher of these concerns.

5.3. The member of staff must immediately inform the DSL of their concerns for the vulnerable adult. If the DSL is not available, the Deputy Head teacher or another member of the safeguarding team must be consulted.

5.4. Two members of the safeguarding team should agree a course of action. This could include the following:

- referral to GP
- referral to community mental health team
- referral to health visitor
- referral to police
- refer to adult social care
- referral to other agencies, such as a substance use team
- referral to Place2Be parent counsellor.

If the member of the safeguarding team is to pass on information about an adult to a GP for example, they should seek the adult's consent to information being shared. It may also be necessary to go against the expressed wishes of the adult in relation to making a referral (for example, if there are child protection concerns).

The discussion within the safeguarding team must also include consideration of whether there are child protection issues that need to be addressed.

If there is uncertainty about which agency to refer to, the member of the safeguarding team must try to resolve this as soon as possible. It may be appropriate to seek guidance from a local "gateway" service, such as a Community mental health team. Arrangements should be made to obtain feedback from the agency to which the referral was made.

5.5. The member of the safeguarding team should, if possible, feed back to the adult about which referrals have been made.

5.6 The member of staff must ensure that the Adult Safeguarding concern is input onto the School Service System and updated as and when necessary.

5.7. An adult safeguarding referral can be considered closed when:

- a referral is made to another agency, and
- the agency has responded to this referral, and
- the safeguarding team has no reason to doubt that this response is sufficient to safeguard the adult

6 Adult Safeguarding and Child Protection

Where there are serious concerns about the safety of an adult, it is generally inevitable that there will be concerns about their children. Mellers' Safeguarding and Child Protection Policy must be followed.

Adult Safeguarding Flowchart

Explain to the adult that you are concerned and discuss the options for addressing the concern with them. **If there is immediate danger, act immediately (alert the office and ensure emergency services are contacted)**



Inform the adult of the need to share information with the safeguarding team and external agencies where required. Empower the adult to take action themselves



Enter the concern on an Adult Safeguarding concern form and pass on to the designated safeguarding lead



The concern can be regarded as closed when:

1. A referral is made to another agency and the agency has responded to this referral; and/or
2. The Designated safeguarding lead is satisfied that the response has been sufficient to safeguard the adult.
3. The adult concerned has taken appropriate action themselves in order to protect themselves or reduce vulnerability.