



THRIVING2GETHER CIC Safeguarding Policy

Introduction

This document provides a process within THRIVING2GETHER CIC (T2G) that outlines actions staff should undertake when a safeguarding adult concern is identified. This is in line with legislation such as the Care Act 2014, Mental Capacity Act 2005 and Criminal Justice and Courts Act 2015. It supports both the Making Safeguarding Personal agenda and compliments local safeguarding adult's policies and procedures. This document does not negate the need for all staff to read and refer to local safeguarding adult's policies and procedures – for example:

- Hull Safeguarding Adults Partnership Board Local Operating Guidance
- East Riding Safeguarding Adults Board Multi-Agency Procedures for the Safeguarding of Adults with Care and Support Needs

Policy Statement: T2G CIC Safeguarding Adults Statement of Intent

Safeguarding is everybody's business and all staff have a duty to contribute to the prevention, detection and reporting of abuse.

Statutory Requirements

T2G CIC is actively engaged and committed to preventing and reducing the risk of abuse and neglect to adults in need of care and support, whilst supporting individuals to maintain control over their lives and make informed choices free from coercion. We continue our culture of prevention; empowering service-users to take a balanced approach to risks and provide care that ensures needs are met, from first contact and throughout care. This is supported through partnerships with other organisations, local communities and service-users.

We will respond to concerns of neglect and abuse using a human-rights based approach, promoting the safeguarding principles of:

- Empowerment



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- Protection
- Prevention
- Proportionality
- Partnerships
- Accountability
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We will take positive action to contribute to the prevention of abuse and neglect through meeting the needs of service-users. Where neglect and abuse occur, staff and volunteers will receive support and supervision to follow local safeguarding procedures and provide

appropriate protective care. Staff and volunteers will uphold the rights of people to make decisions about their safety and involve them throughout the safeguarding process ensuring the least restrictive option is achieved.

We recognise the importance of empowerment and active engagement of service-users, and we will make adjustments to empower service-users for full and active involvement. Empowering approaches will be adopted for service-users views and concerns to be heard and influence change and we recognise that extra steps are needed to communicate effectively with diverse individuals. We recognise that effective communication is a leveller in equality. People need information in a wide range of formats in order to be able to express themselves and make informed decisions.

Staff will empower service-users and carers in decisions about their safety; taking proportionate, least restrictive actions to protect people, recognising that there is a need to balance risk and protection with empowerment. Staff will take into account diverse lifestyles, beliefs and rights to private life within service planning and delivery.

We continue to enhance an organisational culture of openness and transparency (whilst maintaining confidentiality and data protection requirements). We will focus on good communication, knowledge exchange and information relayed in a clear accessible manner.

We will comply with policy and legislation (such as the Mental Capacity Act 2005, Deprivation of Liberty Safeguards and Care Act 2014) and staff will be trained at the appropriate level of competency with regards to safeguarding adults. Although we aim for best practice; safeguards against poor practice must be an integral aspect of care delivery and all staff can utilise the 'Whistleblowing' policy.

Abuse includes:



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- Physical abuse
- Sexual abuse
- Psychological abuse
- Financial abuse
- Discriminatory abuse
- Organisational abuse
- Neglect
- Self-Neglect

We also recognise other forms of abuse such as domestic abuse, female genital mutilation, honour based violence and modern day slavery.

Abuse may consist of a single act or repeated acts, and it may involve an act of commission or an act of omission.

The Care Act 2014 (implemented from 1st April 2015) establishes the statutory duties of

Safeguarding Adults Boards and provides the definitions for individuals covered by this policy. It also places a section 42 duty on the local authority to make enquiries (or cause others to do so), if it believes an adult is experiencing, or at risk of abuse or neglect because of their needs for care and support.

Section 44 of the Mental Capacity Act 2005 created the criminal offence of the wilful neglect of a person without mental capacity. From 13th April 2015, section 20 of the Criminal Justice and Courts Act 2015 was extended to cover healthcare professionals and it states, "it is an offence for an individual who has the care of another individual by virtue of being a care worker to ill-treat or wilfully neglect that individual". Section 21 of this legislation also extends corporate liability to organisations for wilfully neglecting individuals in their care.

This Policy supports the local and national Making Safeguarding Personal agenda so that safeguarding is personalised to the wishes and needs of each individual person.

Scope of the Policy

This Policy is to be followed by all T2G CIC staff. It relates to all service-users, their families and carers aged over 18 years old, that are experiencing, or at risk of abuse and neglect because of their care and support needs.



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Definitions of Abuse

Abuse – The Care Act 2014 describes 8 types of abuse:

- Physical
- Psychological
- Sexual
- Neglect (this may be an act of omission or commission)
- Self-neglect
- Financial
- Organisational
- Discriminatory

In addition, there are other forms of abuse including:

- Modern day slavery
- Domestic abuse
- Honour-based violence and female genital mutilation

Process – Safeguarding Adults Referral Criteria

The Care Act 2014 outlines criteria for referring a safeguarding concern. Section 42 applies where a local authority has reasonable cause to suspect that an adult in its area (whether or not ordinarily resident there):

- a. Has needs for care and support (whether or not the authority is meeting any of those needs),
- b. Is experiencing, or is at risk of, abuse or neglect, and
- c. As a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.



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All three components must be satisfied for a safeguarding referral to be made.

Roles and Responsibilities in Safeguarding Adults

Everyone Should:

- Promote human rights.
- Acknowledge that abuse can happen anywhere and staff must be prepared to question their own and other peoples care practices that could be abusive.
- Support the rights of individuals, respecting self-determination and informed choices including if unwise decisions are made.
- Follow the law, policies and procedures relating to safeguarding adults.
- Take matters of potential abuse seriously and discuss concerns with their line-manager, escalating concerns when required to the appropriate safeguarding team.
- Act in a sensitive and respectful manner.
- Maintain confidentiality but take action as appropriate to the situation.

- Take safeguarding actions in a timely manner.
- Ensure that risk assessments or action plans are completed, recorded and reviewed in order to minimise risk when appropriate.
- In cases of potential disclosures, staff must actively listen, without asking leading questions, document concerns and seek specialist advice.
- Seek support in providing practical solutions that prevent the risk of harm or abuse reoccurring.
- Undertake the required training and develop skills appropriate to their role.

The T2G CIC Safeguarding Adults team:

- Contribute to the development of strong internal safeguarding/adult protection policy guidelines, and protocols within T2G CIC.
- Are able to effectively communicate local safeguarding knowledge, research and findings from audits and to challenge poor practice.
- Provides specialist advice and support to T2G CIC staff on issues including safeguarding adults, Mental Capacity Act 2005 and the Deprivation of Liberty Safeguards
- Facilitates and contributes to T2G CIC's audits, multi-agency audits and statutory inspections.
- Works with other local safeguarding teams and partners in other agencies to conduct safeguarding training needs analysis, knows how to commission, plan, design, deliver and evaluate single and interagency training and teaching for staff in the organisations.



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- Undertakes and contributes to Safeguarding Adults Reviews/case management reviews, individual management reviews/individual agency reviews/internal management reviews, undertakes chronologies, and the development of action plans using a root cause analysis approach where appropriate or other locally approved methodologies.
- Co-ordinates and contributes to implementation of action plans and the learning following the above reviews with the safeguarding team.
- Provides advice and information about safeguarding to the employing authority, both proactively and reactively - this includes the Board, Directors, and Senior Managers.
- Provides specialist advice to practitioners, both actively and reactively, including clarification about organisational policies, legal issues and the management of safeguarding cases.
- Provides safeguarding supervision and leads or ensures appropriate reflective practice is embedded in the organisation to include peer review.
- Participates in local sub-groups of the local Safeguarding Adults Board as required.

The Clinical Leader and Director with responsibility for safeguarding adults:

There is a Clinical Director who takes responsibility for adult safeguarding issues. The Clinical Director will report to the T2G Board of Directors on the performance of their delegated responsibilities and will provide leadership in the long term strategic planning for safeguarding services for adults across the organisation, supported by the Named and Designated Professionals.

The Operations Leader and Director

The Operations Leader and Director will provide strategic leadership, promote a culture of supporting good practice with regard to adult safeguarding and promote collaborative working with other agencies.



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PREVENT

PREVENT is part of the country's counter terrorism strategy. The aim of PREVENT is to stop people from becoming terrorists and support terrorism.

The health sector has a non-enforcement approach to prevent and focuses on support for vulnerable individuals and health care organisations.

The Government PREVENT Strategy sets out guidance and tool kits for use by health care organisations, (DH Nov 2011) this is supported in the Revised Prevent Duty Guidance (HM Gov. 2015).

In the event of a practitioner having a concern, Practitioners should contact the Clinical Director who will advise in the appropriate action.

Equality and Diversity Statement

The organisation aims to design and implement services, policies and measures that meet the diverse needs of our service, population and workforce, ensuring that none are placed at a disadvantage over others.

Dissemination, Implementation and Access

This Policy will be disseminated via the T2G CIC Website, T2G email and Policy and Procedure folder for all staff meetings.

Training Requirements

Staff must ensure they undertake statutory safeguarding adults training in line with T2G CIC requirements. This is currently to undertake Safeguarding Adults mandatory training every three years at the appropriate level.

Monitoring



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Regular monitoring and evaluation of safeguarding practices are essential to ensure effectiveness and compliance with statutory requirements. Thriving2gether will conduct periodic reviews of its safeguarding policies and procedures, incorporating feedback from staff, children, and families. This continuous improvement process helps to identify areas for enhancement and ensures that the highest standards of child protection are maintained.

Alongside of the regular monitoring the operational delivery and governance group will take on a full review of the policy yearly for the first 3 years, moving then to 3 yearly full reviews. Reviews will follow using the below table.

Criteria	Evidence identified to indicate compliance	Method of monitoring	Frequency of monitoring	Lead responsible for monitoring

Title:	Safeguarding Children Policy and Procedure
Version:	Version 1
Name Title of Responsible Directors:	Emma Train-sullivan Clinical Director Designated Safeguarding Lead
Name and Title of Author:	Emma Train-sullivan Clinical Director Designated Safeguarding Lead Kathie Hostick Business Director
Title of Responsible Group:	Operational delivery and Governance group



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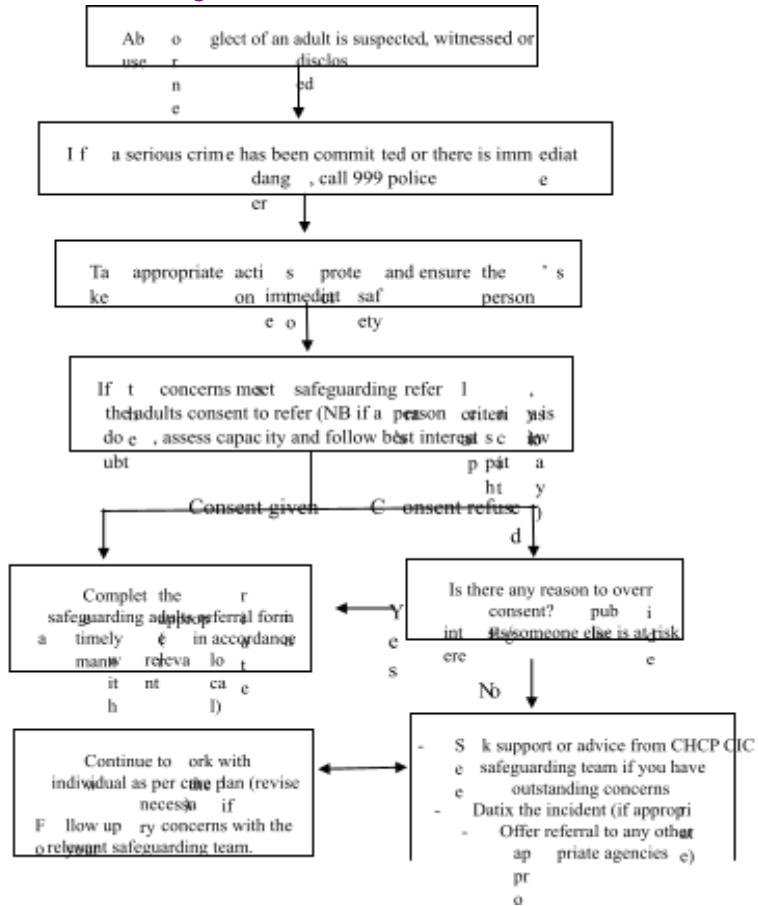
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Targeted Audience:	All Thriving2gether staff, paid and voluntary, Directors, Advisory board and visitors
Approved by:	Advisory Board, Operational delivery and governance group, CYP committee
Date approved:	September 2025
Review date:	September 2026
Frequency of Review:	Yearly for the first 3 years , then 3 yearly reviews.
Copies available from:	On request via email from emma.train-sullivan@hey-smash.com or admin@thriving2gether.co.uk Or via Thriving2Gether website



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9.2 Designated safeguarding Lead and contact details

Emma Train-sullivan, Designated safeguarding Lead

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9.3, Directors Details

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Emma Train-sullivan Director Thriving2gether

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