



SAFEGAURDING VULNERABLE ADULTS' POLICY

Fusion Health and Wellbeing is committed to ensuring that vulnerable people who are part of our organisation are not abused and that working practices minimise the risk of such abuse. This policy should be used in conjunction with the Fusion Health and Wellbeing Equality, Diversity & Inclusion Policy.

1. Definition

Vulnerable adults are people that are aged 18 years or over that is or may need community care services because of a disability (Mental or other), age or illness and is someone who could be unable to look after themselves or protect themselves from abuse or exploitation.

Abuse can include physical, financial, material, sexual, psychological, discriminatory, emotional abuse and neglect.

Abuse can take place in any setting, public or private, and can be perpetuated by anyone. Volunteers, Managers and Parents have a duty to identify abuse and report it.

2. Support to staff and volunteers

Fusion Health & Well Being staff/volunteers reporting of incidents of suspected or potential abuse may find that the victim and/or the other responsible adult concerned i.e. are upset or angry. The appointed safeguarding officer will support you. Other support may take the form of support provided by work colleagues or support or counselling provided by an outside body if required.

Staff or volunteers themselves may also be the subject of an allegation of abuse. While support will be offered, Fusion Health and Well Being will ensure that the police are given all assistance pursuing any investigation. Suspension and/or discipline may be implemented.

3. Suspect of abuse by a member of Fusion Health and Wellbeing Coaches or volunteers

Where a coach or volunteer is suspected of abuse the following action should be taken:

- The safeguarding officer should interview the staff or volunteer with a witness present.



The safeguarding officer should make arrangements to interview the suspected victim. This should be done with a Fusion Health and Wellbeing trustee member and a support for the victim present.

The purpose of the meeting is not to investigate but to establish whether there are grounds for allegation.

The procedure in section 4 should then be followed.

4. Confidentiality

Confidentiality is crucial to all our work and relationships and all Fusion Health and Wellbeing relevant Policies should be adhered to except when the welfare of vulnerable adults is paramount and takes precedence over it. Do not keep concerns relating to potential abuse of vulnerable adults to yourself. Confidentiality may NOT be maintained if the withholding of information will prejudice the welfare of the adult.

5. Contact information.

Allegation of the alleged abuse which occurred when the person is over 18 years old falls under the "The Care Standards Act 2000 (Extension of Protection of Vulnerable Adults scheme) Regulations 2004" and needs to be reported to the organisations trustee committee in the first instance.

Contact Details are available from Fusion Health & Well Being.