

Policy: Safeguarding Adults

Contents:

1. **Policy Statement**
2. **Purpose of this Policy**
3. **Scope**
4. **Guiding Principles**
5. **Roles and Responsibilities**
6. **Policy Implementation**
7. **Definitions**
8. **Safety Management**
9. **Recognition of Adult Safeguarding Issues and concerns**
10. **Responding to a disclosure**
11. **Recording and Reporting**
12. **Confidentiality and information sharing**
13. **Mental Capacity and Consent**
14. **Learning and development**
15. **Whistleblowing**
16. **People in a Position of Trust (PIPoT)**
17. **Disclosure of a Serious Allegation**
18. **Disclosure and Barring Service (DBS)**
19. **Barring Process**
20. **Local safeguarding procedures**
21. **Safer Recruitment and Selection**
22. **Legislation**
23. **Document Control**

This, and all other policies and procedures apply to all members of the P3 group.

1. Policy Statement

This policy affirms our commitment to safeguarding adults at risk of abuse, neglect, exploitation, or harm. All adults have a right to live in safety, free from abuse and neglect. This includes deliberate or unintended acts or omissions that result in abuse or mistreatment, which are always unacceptable.

Definition: *An Adult at risk is a person aged 18 or over who needs care and support (whether those needs are being met or not), who is experiencing or at risk of abuse or neglect, and because of those needs is unable to protect themselves against the abuse or neglect or the risk of it.*

This policy is underpinned by the recognition that the Human Rights Act 1998 applies equally to every person regardless of age, race, gender, sexuality, disability, or immigration status, and that people have a right to make their own decisions for themselves. The policy aligns with the principles set out in the Care Act 2014, which include empowerment, prevention, proportionality, protection, partnership, and accountability.

The organisation will work to reduce the risk of significant harm to adults from abuse and/or other types of exploitation, while supporting individuals in maintaining control of their own lives and making informed choices without coercion. All practicable steps will be taken to protect vulnerable adults from harm, and services will be provided in safe, secure, and caring environments.

2. Purpose of this Policy

The purpose of this policy is to safeguard any adult at risk who receive P3 Group services. This includes responding to direct concerns of safeguarding raised by children, young people and adults and volunteers.

The aim of this policy is to make clear the duties, responsibilities and arrangements, which are in place to safeguard adults at risk. To ensure all staff, including contracted staff, voluntary staff, students and agency staff are aware of their roles and responsibilities.

To provide staff and volunteers with the overarching principles that guide our approach to safeguarding.

3. Scope

This policy applies to all P3 Group staff, including contracted staff, Bank staff, voluntary staff, students, agency staff and other colleagues are clear about their role, responsibility and expectations in responding to any safeguarding concerns, regarding adults at risk.

In all its activities the P3 Group will work to reduce the risk of significant harm to adults from abuse and/or other types of exploitation, whilst supporting the people we work alongside in maintaining control of their own lives and making informed choices without coercion.

The P3 Group will provide its services in safe, secure, and caring environments. All practicable steps will be taken to protect vulnerable adults from harm.

This policy is underpinned by the recognition that the Human Rights Act 1998 applies equally to every person regardless of age, race, gender, sexuality, disability, or immigration status and that people have a right to make their own decisions for themselves.

The P3 Group will work within the knowledge that a lack of capacity or illness, age, race, religion, gender, sexuality, disability, or immigration status may severely compromise a person's ability to keep themselves safe.

The P3 Group will comply with this standard in all the services it delivers and comply with its responsibility to safeguard and promote the welfare of anyone who encounters P3.

4. Guiding Principles

The policy and procedures are based on The Six Principles of Safeguarding that underpin all adult safeguarding work.

Empowerment – Supporting individuals to make their own decisions and give informed consent

Prevention – Taking action before harm occurs

Proportionality – Responding appropriately to the level of risk

Protection – Offering support and representation to those in greatest need

Partnership – Working collaboratively with local services and communities

Accountability – Transparency in delivering safeguarding responsibilities

The Care Act and Guidance state that safeguarding:

- Is person led
- Engages the person from the start, throughout and at the end to address their needs
- Is outcome focused
- Is based upon a community approach from all partners and providers

5. Roles and responsibilities

P3 Senior Leadership Team	P3 Group's SLT will ensure that all staff are informed about, understand, and accept their responsibilities regarding child abuse. This will include the forms that it can take, signs and symptoms of possible abuse and the steps that they must take in recognising, preventing, and reporting child abuse. P3 Group's SLT will regularly review and update safeguarding policies annually to ensure they remain compliant with current legislation, led by the Director of Quality, Safeguarding and Involvement. P3 Group's SLT will ensure there are local Child safeguarding
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	procedures to follow that stem from this Policy and relevant to the local areas they work in. P3 Group's SLT will ensure there is a training budget to support the safeguarding strategy. The charity will ensure that all staff are trained in Safeguarding as per the following structure. This training will be mandatory for each role. <table border="1"> <thead> <tr> <th>Job Roles</th><th>Level</th></tr> </thead> <tbody> <tr> <td>Finance, Development, Digital, Comms, Governance, P3 Board members, Directors MD, Deputy MD</td><td>2</td></tr> <tr> <td>Front Line, Font Line Managers, Bank Staff, Volunteers, or people and Culture</td><td>3</td></tr> <tr> <td>People Managers, Contracts Managers and Operations Managers</td><td>4</td></tr> <tr> <td>Heads of Services and Designated Safeguarding Leads, Chief Operating Officer, Director of QSI, Director of young people's services, Director of Adult services, Director of People and culture, Director of Housing.</td><td>5</td></tr> </tbody> </table>	Job Roles	Level	Finance, Development, Digital, Comms, Governance, P3 Board members, Directors MD, Deputy MD	2	Front Line, Font Line Managers, Bank Staff, Volunteers, or people and Culture	3	People Managers, Contracts Managers and Operations Managers	4	Heads of Services and Designated Safeguarding Leads, Chief Operating Officer, Director of QSI, Director of young people's services, Director of Adult services, Director of People and culture, Director of Housing.	5
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All P3 Group staff and Volunteers	Will ensure the safety and well-being of all beneficiaries, particularly children and vulnerable adults. Will have an understanding how this is intrinsically related to Safeguarding and how they are responsible for setting and maintaining boundaries. All staff must adhere to the 'Relationships with people we work alongside' policy as part of our approach to safeguarding. Will be responsible for managing their personal training requirements and must not let their training expire. Will discuss safeguarding within their support and supervisions and have the attitude to improve their practise and knowledge. Will comply with all relevant safeguarding laws and regulations, striving to achieve above compliance. Will follow our code of conduct, which is issued as part of our induction.										

Line Managers	Line Managers are responsible for ensuring that all safeguarding and child protection concerns are addressed through respective line management structures. Are responsible for ensuring staff receive a mandatory induction which includes completing their level of Safeguarding Training and subsequent refreshers are completed in a timely manner. Are responsible for auditing files that have safeguarding concerns or referrals made. Are responsible for ensuring their staff and volunteers have access to the right training provided by P3 and the Local authorities offer. Will reflect on safeguarding concerns and referrals within the support and supervision process. Ensuring all staff and volunteers they are line managing know who and how to contact key safeguarding professionals (P3 Safeguarding Team, and local authorities) for advice and support around safeguarding children and young people's issues.
People and Culture Team	The P and C team will offer consultation and advice in relation to the implication of safeguarding in Human Resources and Learning and Development issues. They must ensure that employment policies incorporate the requirements of 'Safer Recruitment', including Disclosure and Barring Service (2012)
Designated Safeguarding Lead (s)	The role of the Designated Safeguarding Leads is to support their regions with safeguarding issues or another region if appropriate, attend the quarterly Safeguarding Team meetings and support the overall Safeguarding Strategy. The DSLs promote safer working practices and oversight of allegations of serious incidents, case reviews, and ensure all staff have appropriate training. They are to be competent to advise staff and volunteers. Will be available respond to safeguarding concerns, ensuring that actions are always swift, respectful, professional and based on what we know to be good practice. The DSLs will support the training compliance monitoring along with the Director of QSI. A full list of DSLs can be found on SharePoint within the

	Safeguarding folder and on the local safeguarding procedures. Will attend quarterly meetings to review our safeguarding strategy.
Director of Adult Services	Will work in partnership with the Director of QSI to ensure all services are aware of their responsibilities. Will support the safeguarding strategy to ensure it supports the work within the adults and Child and young people's services also. .
Director of YP Services	Will work in partnership with the Director of QSI to ensure all services are aware of their responsibilities. Will support the safeguarding strategy to ensure it supports the work within the adults and Child and young people's services also.

6. How policy will be implemented

The current version of this policy is available on SharePoint.

All new staff must read this policy on induction and sign the induction form to show this has been completed and understood.

The policy will also be delivered annually in a training format (in person, MS Teams or our HR system) available to all staff to aid their understanding of their personal role to support our safeguarding practice and strategic plan. All staff must attend the policy training. Staff must complete the policy training every 2 years here after.

Email updates will be sent when there are policy changes, highlighting the changes for clarity. The changes will also be discussed in the policy training.

7. Definitions

Safeguarding adults refers to the process of protecting vulnerable adults from abuse, neglect and exploitation, and ensuring they live a healthy, safe and fulfilling lives. It is a legal and social responsibility that involves preventing harm and responding to concerns when they arise. The key definitions are as follows:

Safeguarding Adults - The Care Act 2014 definition is:

Protecting an adult's right to live in safety, free from abuse and neglect

Promoting wellbeing, dignity and respect

Ensuring adults are supported to make informed decisions and exercise choice in how they live their lives.

Adult at Risk

Has care and support requirements (due to age, illness, disability, or mental wellbeing)
Is at risk of harm, abuse or neglect
May be unable to protect themselves from harm due to their circumstances

Types of Abuse

There are several categories of abuse recognised within the Care Act 2014 as follows:

Physical Abuse: Including assault, hitting, slapping, female genital mutilation (FGM), pushing, misuse of medication, restraint, or inappropriate physical sanctions.

Domestic Violence: any incident or pattern of abusive behaviour between two people that are personally connected to each other (Domestic Abuse Act 2021). This may include, physical or sexual abuse, violent or threatening behaviour, controlling or coercive behaviour, economic abuse, 'honour-based' violence, including forced marriage and female genital mutilation (FGM).

Sexual Abuse: including rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure, sexual assaults, or sexual acts to which an adult who has not consented or was pressured into consenting.

Psychological Abuse: including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion (including manipulation by extremist ideologies or groups to isolate from family and friend and encourages violent or illegal activities, harassment, verbal abuse, cyber bullying, isolation or unreasonable and unjustified withdrawal of services or supportive networks.

Financial or Material Abuse: including theft of money, property or belongings, fraud, internet scamming, coercion in relation to financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, money, possessions, or benefits.

Modern Slavery: encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive, and force individuals into a life of abuse, servitude and inhumane treatment.

Discriminatory Abuse: including forms of harassment, slurs or similar treatment because of race, gender and gender identity, age, disability, sexual orientation, or religion.

Organisational abuse: includes neglect and poor practice within an institution or specific care setting such as a hospital or care home, for example, or in relation to

care provided in one's own home. This may range from one-off incidents to ongoing ill treatment. It can be through neglect or poor professional practice within an organisation.

Neglect and acts of omission: including ignoring medical, emotional or physical needs, failure to provide access to appropriate healthcare and support or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.

Self-neglect: this covers a wide range of behaviours such as neglecting to care for one's personal hygiene, health or surroundings and includes such behaviours as hoarding.

8. Safety Management

Safeguarding is fundamentally about promoting the safety and well-being of an adult in line with the above six principles. This involves safety management, which is used:

- To promote, and thereby support, inclusive decision making as a collaborative and empowering process, which takes full account of the individual's perspective and views of primary carers.
- To enable and support the positive management of risks where this is fully endorsed by the multi-agency partners as having positive outcomes.
- To promote the adoption by all staff of 'defensible decisions' rather than 'defensive actions'.

Effective Safety management strategies identify risks and provide an action or means of mitigation against each identified risk and have a mechanism in place for early escalation if the mitigation is no longer viable. Contingency arrangements should always be part of risk management. Safety management plans should take a holistic approach, and partners should ensure that they have the systems in place that enable early identification and assessment of risk through timely information sharing and targeted multi-agency intervention.

Where an individual cannot protect themselves without support, the aim should be to support them to make their own informed decisions which preserve their safety. However, people involved in safeguarding need to acknowledge that there is a balance to be struck between risk and an individual's right to make their own informed decisions, even if others consider the decision to be unwise or puts the individual at risk. The importance of their right to make decisions about their own life, which is part of an individual's well-being, needs to be considered as well as the safeguarding concerns.

9. Recognition of Adult Safeguarding Issues and concerns

All staff should understand the indicators of abuse.

Further information can be found here: [Types and indicators of abuse: Safeguarding adults - SCIE](#)

Staff should discuss all concerns with their line manager, or a designated safeguarding lead and any other professional that have legitimate interest in the safety of the Adult.

Staff could use the safeguarding concerns tool which can be found on the SharePoint in the safeguarding resources page. The concerns should be continued to be monitored until resolution is reached.

Should a concern turn into a referral, staff should follow their local safeguarding procedure

10. Responding to a disclosure

Disclosing can be very traumatic for the adult, and often they will have spent some time thinking about whether or not to tell someone what has happened, is happening or what they are worried about.

One of the barriers to disclosing can be the fear that nothing will happen, that they will not be believed or that the abuse will get worse because they have told someone. It is important that all of these potential fears are recognised and allayed by the response to a disclosure.

The list below set out some good practice dos and don'ts when responding to a disclosure by the adult:

Do

- Take the disclosure seriously;
- Accept what they are saying;
- Listen carefully;
- Don't interrupt them;
- Try to remember the words used by the adult, and anything they want to happen next;
- Stay calm and avoid reactions such as shock, disbelief or anger;
- Ask questions to establish basic facts;
- Establish if the adult feels safe now, to identify if immediate action may be required;
- Establish any emotional support they may need after you leave;
- Talk about the safeguarding adults process and seek consent to make a referral;
- Explain what will happen next and when they can expect to hear from someone;
- Reassure them that they will be involved in any decisions;
- When talking about what will happen next, think about any specific communication needs they may have and how to make sure information is accessible.

Don't

- Question their motives for disclosing;
- Interview the person;
- Ask them to repeat the disclosure to someone else;

- Make promises about keeping the information confidential-explain how the information will be shared, who with and why;
- Speculate about the outcome of the safeguarding process.

11. Recording and Reporting

A full written record of all incidents which may indicate adult safeguarding concerns will be maintained, setting out what has been said and to whom.

All staff must enter any referrals made in relation to Safeguarding on the Central Safeguarding Log.

Staff will have due regard to information sharing procedures when communicating about matters of this kind, recognising that the protection of people is always the most important consideration.

If a member of staff suspects that a person is under threat, there are several steps that will be taken:

All suspicions will be reported immediately to the staff member's line manager and designated person and also a referral should be made to the Local Authority Adult Safeguarding team / Police.

Detailed written records of suspicions will be kept which will include the following information:

- The nature of the suspicion.
- Details of any injury/indicator of abuse.
- Times, dates, and any other relevant information.
- Dates, times, and names of anyone else involved with the person who may substantiate the suspicion.

The person will be made aware that information around safeguarding concerns may have to be shared and cannot always be guaranteed to be kept confidential, unless there is anything to suggest this may pose further risk.

12. Confidentiality and information sharing.

Unless one of the following applies, consent of the adult should be sought prior to raising a safeguarding concern:

Seeking consent will increase the level of risk posed to them (or a child or other vulnerable adult).

Consent cannot practically be sought (for example, access to the adult is being denied or they cannot be located in a timely way).

The adult lacks capacity to consent, and a decision is made that raising a concern is in their best interests.

If an adult with capacity **does not** provide their consent, further questions should be asked as necessary to determine whether their wishes should be overridden and a concern raised.

A concern should be raised **without consent** if:

Vital interests are at stake – generally apply to life-or-death situations and serious, immediate concerns for safety.

The adult is being subjected to inhuman or degrading treatment which is having a serious impact on their wellbeing.

Other adults or children are at risk of being abused.

Staff or anyone else in a position of trust is implicated.

There are concerns that the decision to withhold consent had not been made freely, but as a result of undue influence or coercive control.

Listen to the adult and note down what they say in their own words. It is important at this stage the person is not interrupted, and questions are not asked. Record the facts and discussion in the person's own words and give a copy to their manager and the designated person.

Report the disclosure to their line manager, who will discuss the case with the designated person responsible for adult safeguarding in the charity.

An immediate referral will be made to the Local Authority and Police (where appropriate) who will investigate the disclosure.

If a member of staff is named in the disclosure the designated person will be as discreet as possible and report to their manager or if not appropriate the next line manager up.

The Board will be informed as soon as possible and, in any case, not more than 12 hours after the police have been informed;

If a member of staff observes another member of staff harming a person we work alongside they will report this immediately to their line manager and to the designated person who will act according to the Care Act 2014;

If it is a manager, CEO or Trustee who is named in the disclosure the member of staff will be discreet and contact an alternative manager or HR.

13. Mental Capacity and Consent

Under the **Mental Capacity Act 2005**, individuals are presumed to have the capacity to make their own decisions unless proven otherwise. P3 will:

- Support individuals in making their own safeguarding decisions
- Seek professional help to carry out capacity assessments where appropriate
- Make decisions in the best interests of individuals who lack capacity, involving relevant parties

14. Learning and Development

All staff and volunteers are required to complete a mandatory e- learning safeguarding module within the first two weeks of employment that is the level suitable to their job role. This will then be bi-annual here after.

Job Roles	Level
Finance, Development, Digital, Comms, Governance, P3 Board members, Directors, MD, deputy MD.	2
Front Line, Front Line Managers, Bank Staff, Volunteers and HR or people and Culture.	3
People Managers, Contracts Managers and operations Managers	4
Heads of Services and Designated Safeguarding Leads, Chief Operating Officer, Director of QSI, Director of young peoples services, Director of Adult services, Director of People and culture, Director of Housing.	5

All staff must attend an internal Policy training at least every 2 years.

Within the first 6 months of employment, Front Line Managers are required to attend an in person one day Adult safeguarding training. People managers are to oversee the Safeguarding training has been completed.

It is the responsibility of the individual and their line manager to ensure mandatory training is completed. Staff must make note of the training date completed and request the training within 2 years of completion.

P3 offer a variety of training courses to enhance and broaden the skills of all staff working with adults at risk. It is strongly suggested that staff complete as many of these additional trainings. These can be discussed within support and supervision.

Team and other meetings have a standing agenda item of Safeguarding and can be used to discuss safeguarding issues, changes in Law, regulation and best practice.

All training and requirements for additional specialist training are recorded and discussed as part the support and supervision process and the annual appraisal.

15. Whistle blowing

P3 encourages and expects a culture of openness and will support staff who report concerns in good faith. Whistleblowing about poor safeguarding practice can be made in line with our Whistleblowing Policy.

16. People in a Position of Trust (PiPoT)

The charity recognises that an allegation of abuse made against a member of staff will be made for a variety of reasons and that the facts of the allegation will or will not be true.

It is imperative that those dealing with an allegation maintain an open mind and the investigations will be thorough and not subject to delay.

The charity recognises that the welfare of the person is the paramount concern. But it also recognises that hasty or ill-informed decisions in connection with a member of staff can irreparably damage an individual's reputation, confidence and career. Therefore, those dealing with such allegations within the charity will do so with sensitivity and will act in a careful, measured way and with guidance from HR at all times.

The charity has a legal duty to make a PiPoT referral to the Local Authority Safeguarding Team where allegations have been made against a person in a position of trust in relation to an adult with care and support needs.

As soon as a concern is raised about a person in a position of trust, this must be reported to the service manager, local safeguarding lead or HR immediately. HR will decide who is the best person to make the referral depending on the circumstances.

When concerns are raised, any immediate potential risk to adults with care and support needs who receive P3 services should be assessed, and, if necessary, action taken to safeguard those adults. This may include a referral to the police if it is believed a crime has been committed.

Examples of where a PiPoT referral would be expected are where a person has;

- Behaved in a way that has harmed or may have harmed an adult with care and support needs.
- Possibly committed a criminal offence against or related to an adult with care and support needs.
- Behaved in a way which has harmed children or may have harmed children which means their ability to provide a service to adults with care and support needs must be reviewed.
- May be subject to abuse themselves and therefore means their ability to provide a safe service to adults with care and support needs must be reviewed.

This list is NOT exhaustive.

The charity will be guided by the Local Authority Safeguarding Team regards further action once the PiPoT referral has been sent.

17. Disclosure of a Serious Allegation

Where a disclosure is made of a serious nature that may involve a P3 colleague or volunteer, P3 will make an immediate referral to the Safeguarding Adults Board and form an internal Serious Safeguarding Review chaired by the DSL involving all relevant leads / directors and the head of governance. This may be a disclosure of a physical, financial, sexual, psychological nature and the decision to progress with this procedure will be made by the DSL and head of governance / COO.

It may be necessary to safeguard the staff member/volunteer and person we work alongside therefore a need to suspend the individual from their current duties whilst an investigation is underway until it's conclusion.

Clear guidance, direction and support will be agreed, and review meetings will be held weekly for the duration of the incident / alleged incident. We will ensure we are supporting and protecting people we work alongside and P3 staff members appropriately and reporting in line with relevant legislation.

If P3 removes a staff member or unpaid volunteer because the person poses a risk of harm to people we work alongside, P3 will inform the relevant regulatory bodies.

18. Disclosure and Barring Service (DBS)

Duty to refer: The Safeguarding of Vulnerable Groups Act 2006 makes it a mandatory requirement to refer anyone known to pose a threat of harm to a vulnerable adult to the DBS.

The Executive Leadership Team with the guidance of People and Culture will not knowingly approve the employment of anyone who poses a risk of harm to children or vulnerable adults. This includes anyone who is believed to have committed a relevant offence or who has a record of such conduct.

The charity has a legal duty to refer an employee who poses a risk of harm to children or vulnerable adults to the DBS, failure to do so can result in a fine and/or up to 5 years imprisonment. There will be sufficient and solid evidence that the employee poses a risk of harm before they can be referred to the DBS. The DBS will not consider evidence based on rumour or unsubstantiated reports. The charity will also inform the police and other relevant authorities if it believes that a relevant offence has occurred.

19. Barring Process

Whenever new relevant information (such as a conviction or caution) becomes known to the charity, the information will be sent to the DBS. The DBS will consider this information, together with other information known on the individual, and decide whether it indicates that the individual poses a risk of harm to vulnerable groups. If so, the DBS will commence its barring process, and the DBS will issue a disclosure certificate to the applicant with the barring information.

The applicant will be advised by the designated person to make a representation to the DBS regarding the barring information. The DBS will assess the barring information and representation and decide whether to bar the applicant. If there is sufficient barring evidence, the applicant will be placed on either the Children's Barred List or the Vulnerable Adults Barred List or both depending on the offence. The applicant will then be removed from regulated activity.

A staff member who contravenes this policy has the right of appeal and will be advised of this right. Serious offences committed against vulnerable adults will lead to instant dismissal and automatic barring. The staff member will have no right to make representations or to appeal against a barring decision.

20. Local Safeguarding Procedures

Each P3 service delivery area has a specific local reporting procedure that is informed and in line with the local authority guidelines. This includes a clear process map and contact information for key people and/or teams.

The local safeguarding procedure details the specific reporting process, responsibilities, and contact information for key personnel, both internally and externally, including the Local Authority Designated Officer (LADO).

It is the responsibility of the head of service and DSL to ensure that this information is complete and kept up to date.

All local safeguarding procedures written by P3 are saved locally on SharePoint and are reviewed by the local operations managers and signed off by the local Head of Community Support services annually, when there is a legislation change, or at contract renewal.

These versions are signed off by the director of Quality, Safeguarding and Involvement (DSL). All old versions must be archived and new versions marked clearly in accessible folders for all relevant staff to access.

21. Safer Recruitment and Selection

The charity has safer recruitment and selection procedures in place covered by our recruitment and selection policies and procedures (reviewed in parallel with the reviews of this policy) which stipulate the following:

In order to maintain the levels of protection, all persons working with vulnerable adults will have an Enhanced Disclosure through the Disclosure and Barring Service, Children's Barred List checks and have completed an application process, interview and have two references (we will maintain sensitive and confidential use of the applicant's disclosure).

Upon starting employment with P3, staff will receive a copy of P3's Code of Conduct and Safeguarding Policies.

Verification of previous employment history.

Use a variety of selection techniques (e.g. qualifications, previous experience, interview, and reference checks) and Identification checks on any candidate selected for employment.

22. LEGISLATION

- The Care Act 2014
- Care Standards Act 2000
- Health and Social Care Act 2012
- Health and Social Care Act 2008 (Regulated Activities) Regulations 2010
- Safeguarding Vulnerable Groups Act 2006
- NHS and Community Care Act 1990
- The National Assistance Act 1948
- Mental Capacity Act 2005
- Protection of Freedoms Act 2012
- No Secrets: guidance on protecting vulnerable adults in care 2000
- Human Rights Act 1998
- The Data Protection Act 2018
- Data Protection Act 2018 / UK GDPR
- Criminal Justice and Court Services Act 2000
- Sexual Offences (Amendments) Act 2000
- Health and Safety at Work Act 1974
- Disclosure and Barring Service DBS.gov.uk
- Modern Slavery Act 2015
- Equality Act 2010

- Carers (Recognition and Services) Act 1995
- Vulnerable Adults Act 1989
- Public Disclosure Act 1990
- Domestic Abuse Act 2021
- Local Safeguarding Adults board procedures

23. DOCUMENT CONTROL

Document Version	V5
Replaces	Safeguarding Adults
Date Published	September 2025
Next review date	December 2026