



Safeguarding Adults Policy

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Introduction

Mindbody Wellness Training Ltd offer yoga and Mindbody training to adults (18 years and over) and may work directly or indirectly with adults in need of safeguarding.

We are strongly committed to providing an inclusive environment where the care and support needs of everyone can be met. To this end, this policy outlines how Mindbody Wellness Training Ltd approach this duty of care. It sets out the roles and responsibilities in working together with other professionals and agencies in promoting the welfare of individuals at risk and safeguarding them from abuse and neglect.

The key objectives of this policy are for everyone involved with Mindbody Wellness Training Ltd to:

- have an overview of safeguarding
- be clear about their responsibility to safeguard individuals
- ensure that necessary actions are taken where an individual with care and support needs is deemed to be at risk.

The purpose and scope of this policy

Everyone connected with Mindbody Wellness Training Ltd has a responsibility to uphold the principles outlined in this policy.

This Safeguarding Adults Policy applies to anyone working on behalf of Mindbody Wellness Training Ltd, as well as to learners registered on our courses. Learners should also be made aware of the other relevant policies from <https://www.mindbodywellness.uk/policies>, such as our:

Equality and Diversity Policy
Complaints Policy
Data Protection Policy

Review arrangements

This policy and its associated procedures will be reviewed regularly, and may be revised in response to customer, learner or awarding organisation feedback. Please contact us via the details provided below if you would like to provide feedback.

The legal basis of this policy

The legal foundations of the Mindbody Wellness Ltd Safeguarding Adults policy include:

- The Care Act (2014) inc. Care and Support Statutory Guidance
- The Human Rights Act (1989)
- The Sexual Offences Act (2003)
- Equality Act (2010)
- Department of Health “No Secrets” (March 2000)
- Serious Crimes Act (2015)

What is adult safeguarding?

'Safeguarding 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 experience of abuse or neglect, while at the same time making sure that the adult's wellbeing is promoted including, where appropriate, having regard to 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, Department of Health, updated February 2017

All individuals should be able to live free from fear and harm, however some may find it hard to get the help and support they need to stop abuse.

Anyone may be unable to protect themselves from harm or exploitation due to many reasons, including their mental or physical incapacity, sensory loss or physical or learning disabilities. This could be someone who is usually able to protect themselves from harm but may be unable to do so because of an accident, disability, frailty, addiction or illness.

The Care Act 2014 sets out that adult safeguarding duties apply to *any* adult who:

- has care and support needs, and
- is experiencing, or is at risk of, abuse and neglect, and
- is unable to protect themselves from either the risk of, or the experience of abuse or neglect, because of those needs.

The following are the six key principles that underpin adult safeguarding are:

- **Empowerment** – People being supported and encouraged to make their own decisions and informed consent.
- **Prevention** – It is better to take action before harm occurs.
- **Proportionality** – The least intrusive response as appropriate to the risk presented.
- **Protection** – Support and representation for those in greatest need.
- **Partnership** – Local solutions through services working with their communities.
- **Community Involvement** – Communities have a part to play in preventing, detecting and reporting neglect and abuse.
- **Accountability** – Accountability and transparency in delivering safeguarding.

All those involved with Mindbody Wellness Training Ltd should ensure that their work reflects the principles above and ensure that the adult with care and support needs is involved in their decisions and informed consent is obtained.

Identifying abuse

The Care and Support statutory guidance sets out the 10 main types of abuse:

- Physical abuse
- Neglect
- Sexual abuse
- Psychological
- Financial abuse

- Discriminatory
- Organisational
- Domestic violence
- Modern Slavery
- Self-neglect

However, you should keep an open mind about what constitutes abuse or neglect as it can take many forms, and the circumstances of the individual case should always be considered.

Physical abuse

The physical mistreatment of one person by another which may or may not result in physical injury. This could include slapping, burning, punching, unreasonable confinement, and pinching, force-feeding, misuse of medication, shaking, inappropriate moving and handling.

Possible indicators include, but are not limited to:

- over or under use of medication
- burns in unusual places
- unexplained bruising or bite marks
- unexplained or untreated injuries
- reluctance to uncover parts of the body

Sexual abuse

Any form of sexual activity that the adult does not want and/or have not considered, a sexual relationship instigated by those in a position of trust, rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts.

Possible indicators include, but are not limited to:

- recoiling from physical contact
- genital discharge
- inappropriate sexual behaviour in presence of others
- bruising to thighs

Financial or material abuse

Financial or material abuse – including theft, fraud, internet scamming, coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

Possible indicators include, but are not limited to:

- forged signatures
- inability to pay bills
- evasive when discussing finances

Psychological and/or Emotional abuse

This abuse may involve the use of intimidation, indifference, hostility, rejection, threats of harm or abandonment, humiliation, verbal abuse such as shouting, swearing or the use of discriminatory and/or oppressive language. A deprivation of contact, blaming, controlling, coercion, harassment, cyber bullying, isolation or unreasonable and unjustified withdrawal of services or supportive networks.

There may be a restriction of freedom, access to personal hygiene restricted, name calling, threat to withdraw care or support, threat of institutional care, use of bribes or threats.

Possible indicators include, but are not limited to:

- stress and or anxiety in response to certain people
- compulsive behaviour
- Inability to concentrate
- lack of trust
- lack of self-esteem

Neglect and acts of omission

Behaviour by carers that results in the persistent or severe failure to meet the physical and or psychological needs of an individual in their care. This may include ignoring medical, emotional or physical care 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, willful failure to intervene or failing to consider the implications of non-intervention in behaviours which are dangerous to them or others, failure to use agreed risk management procedures, inadequate care in residential setting, withholding affection or communication and/or denying access to services.

Possible indicators include, but are not limited to:

- low self-esteem
- depression
- isolation
- continence problems
- unkempt appearance

Self-neglect

This covers a wide range of behaviour neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding.

Discriminatory Abuse

This includes forms of harassment, slurs or similar treatment; because of race, gender and gender identity, age, disability, sexual orientation, and religion or health status and may be the motivating factor in other forms of abuse. It can be personal, a hate crime or institutional.

Institutional or Organisational Abuse

Neglect and poor care 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 on-going ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation.

Possible indicators include, but are not limited to:

- lack of procedures for staff and/or no or little evidence of training
- lack of staff support/supervision
- lack of privacy or personal care
- repeated unaddressed incidents of poor practice
- lack of homely environment, personal clothing etc.
- lack of stimulation
- repeated falls, injuries infections etc.
- illegal controls and restraints, inappropriate physical intervention
- inappropriate use of power/control

Domestic abuse

The cross-government definition of domestic violence and abuse is: *any incident or pattern of*

incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality.

The abuse can encompass, but is not limited to:

- psychological
- sexual
- financial
- emotional

A new offence of coercive and controlling behaviour in intimate and familial relationships was introduced into the Serious Crime Act 2015.

Modern slavery

Encompasses slavery, human trafficking, and 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.

Radicalisation to terrorism

The Government through its PREVENT programme has highlighted how some adults may be vulnerable to radicalisation and involvement in terrorism. This can include the exploitation of vulnerable people and involve them in extremist activity. Radicalisation can be described as a process, by which a person to an increasing extent accepts the use of undemocratic or violent means, including terrorism, in an attempt to reach a specific political/ideological objective. Vulnerable individuals being targeted for radicalisation/recruitment into violent extremism is viewed as a safeguarding issue.

Who might abuse?

Abuse of adults at risk may be committed by a wide range of people including family members, professional staff, paid care workers, volunteers, peers, neighbours, friends and associates or people who deliberately exploit vulnerable people and strangers.

Incidents of abuse may be one-off or multiple and may affect one person or more.

Keeping vulnerable adults safe

We will seek to do this by:

- valuing, listening to and respecting adults at risk
- appointing a named safeguarding person and a named Director for safeguarding
- adopting safeguarding best practice through Mindbody Wellness Training policies, procedures and code of conduct
- providing guidance, support and quality assurance measures so that everyone involved with Mindbody Wellness Training Ltd knows about and follows our policies, procedures and behaviour codes confidently and competently
- ensuring that all necessary checks are in place for learners, centres and staff who may come into contact with vulnerable adults
- recording, storing and using information professionally and securely, in line with data protection legislation (inc. GDPR) and guidance
- sharing information about safeguarding and good practice
- using Mindbody Wellness Training Ltd procedures to manage any allegations against employees, directors, contractual workers or learners appropriately

- creating and maintaining an anti-bullying environment and having a procedure to help us deal effectively with any bullying that does arise
- ensuring that we have effective complaints and whistleblowing measures in place
- ensuring that we provide a safe physical environment for everyone by applying health and safety measures in accordance with the law and regulatory guidance
- building a safeguarding culture where everyone treats each other with respect and where people are comfortable about sharing concerns.

Training and Awareness

Mindbody Wellness Training Ltd will offer guidance on appropriate levels of safeguarding training to its directors, employees, and any relevant people linked to the organisation who require it (e.g. contractors).

For those working or volunteering with vulnerable adults, this requires them as a minimum to have awareness training that enables them to:

- Understand what safeguarding is and their role in safeguarding vulnerable adults.
- Recognise an adult potentially in need of safeguarding and take action.
- Understand how to report a safeguarding concern.
- Understand dignity and respect when working with vulnerable adults
- Have knowledge of the Safeguarding Adults Policy.

Confidentiality and Information Sharing

We expect all employees, directors and learners to maintain confidentiality. Information will only be shared in line with the General Data Protection Regulations (GDPR) and Data Protection. However, information should be shared with the Local Authority if an adult is deemed to be at risk of harm or **contact the police if they are in immediate danger, or a crime has been committed**. See Appendix A for further information.

Recording and Record Keeping

A written record must be kept about any concern regarding an adult with safeguarding needs. This must include details of the person involved, the nature of the concern and the actions taken, decision made and why they were made.

All records must be signed and dated. All records must be securely and confidentially stored in line with UK General Data Protection Regulations (UK GDPR).

Safe Recruitment & Selection

We are committed to safe employment and safe recruitment practices, that reduce the risk of harm to vulnerable adults from people unsuitable to work with them or have contact with them.

Enhanced disclosures will be required for anyone who will be working directly with adults with safeguarding needs, including those completing quality assurance activities that involve observing classes or conducting learner interviews.

Whistleblowing

It is important that people within Mindbody Wellness Training Ltd have the confidence to come forward to speak or act even if they feel compromised or are concerned that their position might be jeopardised. Whistleblowing occurs when a person raises a concern about dangerous or illegal activity, or any wrongdoing within their organisation. This includes concerns about another employee or director.

What to do if you have a concern about an adult.

We recognise our duty to act on any concerns, reports or suspicions of potential abuse. All employees, Directors, contracted workers, recognised Centre staff and learners are expected to report any concerns to the named person for safeguarding, using the contact details below. If an allegation is against the named person for safeguarding, then any Mindbody Wellness Training Ltd named director should be the point of contact.

The Safeguarding lead should be responsible for providing acknowledgement of the referral and brief feedback to the person raising the original concern. Feedback should be given in a way that will not make the situation worse or breach the Data Protection Act (inc. GDPR). If the police are involved, they should be consulted prior to giving feedback to the referrer to ensure any criminal investigation is not affected.

Reporting a safeguarding concern

- If the person is in immediate danger or in need of emergency medical treatment, then call 999.
- Contact the Mindbody Wellness Training Ltd safeguarding lead for advice (contact details can be found at the end of this policy) OR
- If appropriate, contact your local authority designated officer via the local authority customer service centre directly and follow the procedures they outline.
- Keep a clear and accurate record of what you have been told, witnessed or done.

If at any point you need advice independent of Mindbody Wellness Training Ltd, then you can contact the Action for Elder Abuse Helpline on 0808 800 8141.

Important Contacts

Mindbody Wellness Safeguarding Lead: Rosemary Bennett (Director) –
training@mindbodywellness.uk

Police: Emergency – 999

Action for Elder Abuse Helpline: Telephone number: 0808 800 8141

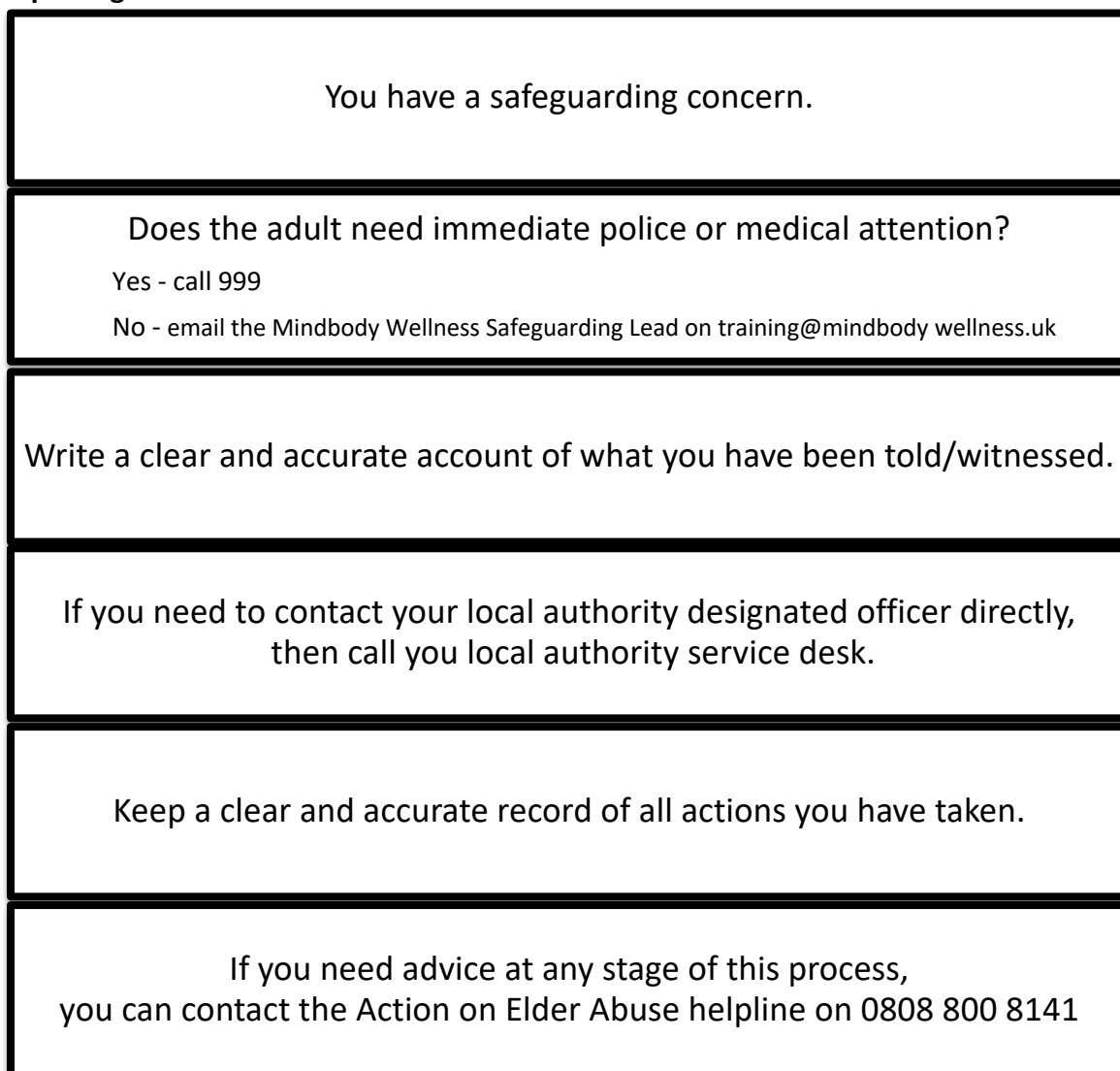
Mental Health Helpline: NHS Mental Health Hub 111

Mind: 0300 123 3393

Local Authority Safeguarding Team and Local Police (non-emergency):

See Appendix B for local contact details [\[locations where we plan to operate t/b/c\]](#)

Reporting Procedures Flow Chart



Safeguarding Adults Contacts for Areas of Operation

[to be created when venues/locations are confirmed]