

Safeguarding Adults Policy and Procedures

Peace & Grace CIC

1. Policy Statement

Peace & Grace CIC is committed to safeguarding and promoting the welfare of adults at risk. We believe that all adults have the right to live free from abuse, harm, neglect, and exploitation, and to be treated with dignity and respect.

Safeguarding adults is everyone's responsibility. Peace & Grace CIC recognises its duty to work in partnership with statutory agencies to protect adults at risk and to act promptly on any safeguarding concerns.

This policy applies to all:

- Staff
 - Volunteers
 - Directors and Trustees
 - Contractors
 - Partner organisations working on behalf of Peace & Grace CIC
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2. Legal and Policy Framework

This policy is informed by and complies with the following legislation and guidance:

- Care Act 2014
 - Care and Support Statutory Guidance (updated)
 - Mental Capacity Act 2005
 - Human Rights Act 1998
 - Safeguarding Vulnerable Groups Act 2006
 - Equality Act 2010
 - Data Protection Act 2018 (UK GDPR)
 - Local Authority Safeguarding Adults Procedures
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3. Definitions

Adult at Risk

An adult aged 18 or over who:

- Has needs for care and/or support, and
- Is experiencing, or at risk of, abuse or neglect, and

- Is unable to protect themselves because of those needs

Safeguarding

Protecting an adult's right to live in safety, free from abuse and neglect, while promoting wellbeing, choice, control, and dignity.

4. Safeguarding Principles

Peace & Grace CIC follows the six safeguarding principles set out in the Care Act 2014:

1. **Empowerment** – supporting people to make their own decisions
2. **Prevention** – acting before harm occurs
3. **Proportionality** – responding in the least intrusive way
4. **Protection** – supporting those in greatest need
5. **Partnership** – working with other agencies
6. **Accountability** – transparency in safeguarding practice

5. Types of Abuse and Harm

Peace & Grace CIC recognises the following forms of abuse:

- **Physical abuse**
- **Emotional or psychological abuse**
- **Sexual abuse**
- **Financial or material abuse**
- **Neglect and acts of omission**
- **Self-neglect**
- **Domestic abuse**
- **Discriminatory abuse**
- **Organisational abuse**
- **Modern slavery and exploitation**
- **Hate crime**
- **Online / digital abuse**

6. Roles and Responsibilities

Board of Directors

- Holds overall accountability for safeguarding

- Ensures safeguarding policies are implemented and reviewed annually

Designated Safeguarding Lead (DSL) – Adults

- Acts as the main point of contact for safeguarding adults concerns
- Ensures concerns are recorded, assessed, and reported
- Liaises with Local Authority Safeguarding Adults Teams, Police, and partner agencies
- Ensures staff and volunteers receive safeguarding training

Staff and Volunteers

- Have a duty to safeguard adults at risk
- Must follow this policy and procedures
- Must report concerns immediately
- Maintain professional boundaries at all times

7. Safer Recruitment and Workforce Practice

Peace & Grace CIC is committed to safer recruitment, including:

- Enhanced DBS checks where required
- Verification of identity and right to work
- At least two references
- Safeguarding questions during recruitment
- Mandatory safeguarding induction

No individual will work unsupervised with adults at risk until all checks are completed.

8. Code of Conduct and Professional Boundaries

All staff and volunteers must:

- Treat adults with dignity, respect, and compassion
 - Promote choice, independence, and consent
 - Maintain clear professional boundaries
 - Avoid any form of exploitation or dependency
 - Not accept significant gifts, money, or favours
 - Not use personal social media or personal contact details
 - Never engage in discriminatory, abusive, or humiliating behaviour
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9. Mental Capacity and Consent

Peace & Grace CIC adheres to the **Mental Capacity Act 2005**:

- Adults are presumed to have capacity unless proven otherwise
- Capacity is decision-specific and time-specific
- Adults with capacity have the right to make unwise decisions
- Best interest decisions will be followed where capacity is lacking

Where consent cannot be obtained, safeguarding concerns may still be shared in line with legal and professional guidance.

10. Responding to Safeguarding Concerns

If an adult discloses abuse:

- Listen calmly and respectfully
- Take the concern seriously
- Do not promise confidentiality
- Ask what they want to happen (where appropriate)
- Record the disclosure using the adult's own words
- Report immediately to the DSL (Patience Palmer [07904307194](tel:07904307194))

If you suspect abuse:

- Record factual observations
- Report concerns without delay
- Do not investigate or confront alleged perpetrators

Immediate Danger

If an adult is at immediate risk:

- Call **999**
- Then inform the DSL as soon as possible

11. Recording, Information Sharing, and Confidentiality

- All safeguarding concerns will be recorded accurately and securely
 - Information will be shared on a **need-to-know** basis
 - Records will comply with the Data Protection Act 2018
 - Confidentiality will be breached where necessary to prevent serious harm
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12. Safeguarding Adults Referrals

Where concerns meet safeguarding thresholds, the DSL will:

- Make a referral to the Local Authority Safeguarding Adults Team (Mike Cullern at 0208 227 3934 or email lado@lbbd.gov.uk)
 - Cooperate with safeguarding enquiries
 - Support the adult throughout the process
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13. Allegations Against Staff or Volunteers

Any safeguarding concern involving staff or volunteers must be reported immediately to the DSL or Director.

Peace & Grace CIC will:

- Follow Local Authority procedures
 - Take immediate action to ensure safety
 - Support all parties appropriately
 - Ensure fair and transparent processes
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14. Whistleblowing

Peace & Grace CIC promotes a culture of openness and accountability.

Staff and volunteers are encouraged to report:

- Unsafe practice
- Poor care
- Abuse or neglect

Concerns can be raised internally or with external safeguarding authorities (LADO) without fear of reprisal.

15. Training and Awareness

- All staff and volunteers will receive safeguarding adults training at induction
 - Refresher training will be provided regularly
 - DSLs will receive advanced safeguarding training
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16. Equality, Diversity, and Inclusion

Peace & Grace CIC is committed to safeguarding adults regardless of:

- Age
- Disability
- Gender
- Race
- Religion or belief
- Sexual orientation
- Socio-economic status

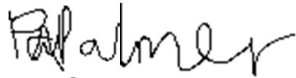
Additional vulnerabilities will be recognised and supported.

17. Review of Policy

This policy will be:

- Reviewed annually
- Updated in line with legislation and guidance
- Approved by the Board of Directors

Signed:


Esinosaye

Directors, Peace & Grace CIC

Date: 03/08/2026

Next Review Date: 03/08/2027