



BETH SHALOM REFORM SYNAGOGUE

SAFEGUARDING OF VULNERABLE ADULTS POLICY

Title:	Safeguarding of Vulnerable Adults Policy
Policy Owner:	Safeguarding Trustee
Effective Date:	Approved by Council at its meeting on 8 March 2023
Next review Date:	2024
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1. Introduction

1.1 Beth Shalom Reform Synagogue ('BSRS') recognises its responsibility and duty to safeguard and promote the welfare of adults (as well as children and young people) in the community and beyond. BSRS is committed to building a 'culture of safety' in which all are protected from abuse and harm in all areas of our service delivery.

1.2 ('BSRS') is accordingly committed to ensuring that vulnerable adults who use and attend services at BSRS are not abused and that all working practices minimise the risk of abuse occurring. All employees, volunteers and Trustees have a duty to identify abuse and report it. BSRS adheres to the key principles of the Care Act 2014.

1.3 Section 42 Care Act 2014 states that safeguarding duties apply if an adult (someone aged over 18 years):

- a) has needs for care and support (whether or not the Local Authority is meeting 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 themselves against the abuse or neglect or the risk of it. Abusive acts between adults (over 18) who do not have care and support needs should be addressed via the criminal justice system and are outside the remit of this policy.

1.4 Vulnerable adults are people who are over the age of 18 who are getting or may need help or other services to live in the community. They may be unable to care for themselves or protect themselves from harm or exploitation by others. Abuse can take place in any setting, public or private and can be perpetuated by anyone. There are different forms of abuse which can include:



- a) Financial
- b) Modern slavery
- c) Sexual
- d) Physical
- e) Organisational
- f) Discriminatory
- g) Psychological
- h) Domestic
- i) Neglect or self-neglect.

Definitions of all the above are set out in Appendix 1.

1.5 BSRS will ensure that safeguarding practice reflects statutory responsibilities and government guidance and complies with best practice. The legal framework supporting this policy is at Appendix 2. Beth Shalom's trustees (acting collectively as 'Council') take an active lead in promoting awareness and training across our community.

1.6 This policy should be read in conjunction with the Safeguarding Procedure for Vulnerable Adults.

2 Purpose of the Policy

2.1 The purpose of this policy is to:

- assist employees, volunteers, including Trustees, in identifying any actual, perceived and/or potential abuse;
- ensure that BSRS has appointed a designated Safeguarding Lead for Adults ('DSL');
- provide guidance to those responsible for dealing with reporting potential or actual abuse; and
- assist in the management of any reports of abuse.

2.2 Trustees, as charity trustees and company directors, have a legal obligation to act in the best interests of BSRS and in accordance with BSRS' Articles of Association. Employees have an obligation to act in the best interests of BSRS in relation to their duties, activities and employment. All such persons are therefore under a duty to comply with this policy.

3 Roles and Responsibilities

3.1 BSRS adheres to the Key Principles of the Care Act, 2014, as follows:

- a) Empowerment: people being supported and encouraged to make their own decisions and with informed consent.
- b) Prevention: it is better to take action before harm occurs.
- c) Proportionality: the least intrusive response appropriate to the risk presented.
- d) Protection: support and representation for those in greatest need.
- e) Partnership: local solutions through services working with their communities. Communities have a part to play in preventing, detecting, and reporting neglect and abuse.



f) Accountability and transparency in safeguarding practice.

3.2 BSRS will identify a Designated Safeguarding Lead for Adults (DSL) whose responsibility it will be to:

- a) notify the appropriate agencies if abuse is suspected or identified,
- b) support and where possible secure the safety of individuals and ensure that all referrals to services have full information in relation to identified risk and vulnerability,
- c) check volunteers via the DBS (Disclosure Barring Service) that have access to or work with vulnerable adults.

3.3 The designated DSLA **Antoinette Fox: safeguarding@beth-shalom.org.uk**

3.4 However, safeguarding is everyone's responsibility, and all BSRS employees, trustees and other volunteers will:

- a) be familiar with this Safeguarding policy for Vulnerable Adults,
- b) be familiar with the accompanying Safeguarding procedure for Vulnerable Adults
- c) take appropriate action in line with this policy regarding a disclosure of, or suspicion of abuse,
- d) note that all adults have the right to choice and control in their lives. Consent and capacity are always considered regarding disclosure. (A definition of consent and capacity are set out in Appendix 1.),
- e) promote working practices that ensure the welfare of adults with care and support needs,
- f) ensure safer recruitment procedures are adhered to in recruiting volunteers or professionals,
- g) complete training in Safeguarding Adults, as relevant to their role ,
- h) ensure they understand what abuse is and are aware of how to obtain help and advice in relation to safeguarding adults,
- i) ensure they understand their role and responsibility in relation to Safeguarding Adults, as laid out in this document
- j) understand that they may need to disclose confidential information in the interests of safeguarding adults,
- k) ensure they report any disclosure, allegation or concern regarding safeguarding adults to the DSLA .

3.5 Allegations of abuse made against staff or persons in positions of trust at BSRS will be taken seriously and fully investigated. Disciplinary action will be taken if and when appropriate.

4 Guidance and support for those reporting abuse

4.1 All those making a complaint or allegation, expressing a concern or reporting a disclosure should be reassured that:

- a) they will be taken seriously,
- b) their concerns will be shared with appropriate agencies, and
- c) psychological support is available if required.



5 Rights of the Vulnerable Adult

5.1 The vulnerable adult has the right to

- a) To be made aware of this policy
- b) To have alleged incidents recognised and taken seriously
- c) To receive fair and respectful treatment
- d) To be involved in any process as appropriate
- e) To have their data protected and information about them recorded and secured safely

6 Promoting Awareness and Training

6.1 We are committed to promoting awareness of adult abuse issues throughout our training and learning programmes for staff and volunteers.

6.2 Training opportunities are sought for all adults involved with BSRS to ensure that they are able to recognise the signs and signals of possible abuse and Local Authority guidelines for making referrals.

6.3 We ensure that all staff know the procedures for reporting and recording any concerns they may have about the provision.

6.3 We ensure that all staff receive regular updates on safeguarding via emails, newsletters, online training and/or discussion.

7 Breach of the Policy

7.1 Any breaches of this policy must be reported to the Chair of the synagogue:

chair@beth-shalom.org.uk.

7.2 Breaches of the policy by trustees may be managed in accordance with BSRS' Articles of Association, which govern the disqualification and removal of trustees.

8 Governance

8.1 Council has overall responsibility for ensuring this policy complies with BSRS' legal and ethical obligations, and that individuals comply with it.

8.2 The Safeguarding Trustee as appointed by Council has responsibility for maintaining this policy is up to date with best practice.

9 Policy Review

9.1 BSRS is committed to promoting awareness and offering training regarding safeguarding.

9.2 This policy will be reviewed by Council at the earliest of

- a) annually, or
 - b) when there is a change in law and/or best practice, or
 - c) when an incident occurs that highlights a need for change,
- whichever occurs first.

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10 Other relevant policies & procedures

- Safeguarding Vulnerable Adults procedure
- Safeguarding & Child Protection Policy & Procedures



Appendix 1 Definitions of forms of abuse & of consent and capacity

Adult Abuse

There is no overarching definition of abuse or neglect. Statutory guidance notes that *local authorities should not limit their view of what constitutes abuse or neglect, as they can take many forms and the circumstances of the individual case should always be considered.* (Types of Adult Abuse or Neglect (from Age UK, Fact Sheet 78, January 2019))

Adults with care and support needs can be abused in any section of our society. Abuse occurs in all ethnic, religious and regional groups and in all classes. Adults with care and support needs may be abused by family members, family friends, peers, community members, professionals, and carers and by strangers. There are many different types and indicators of abuse, which are outlined below.

Financial abuse

Includes having money or property stolen; being defrauded or ‘scammed’; being put under pressure in relation to money or other property; or having money or other property misused.

Physical abuse

Includes assault, hitting, slapping, pushing, misuse of medication, restraint, or the use of physical sanctions.

Psychological abuse

Includes emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, and harassment. Also includes verbal abuse, cyber-bullying, isolation, unreasonable and unjustified withdrawal of services or support networks.

Sexual abuse

Includes rape, inappropriate touching, indecent exposure and sexual acts to which the adult has not consented or was pressured into consenting to.

Discriminatory abuse

Includes harassment, slurs or similar treatment because of race, gender, identity, age, disability, sexual orientation, religion. These are ‘*protected characteristics*’ under the *Equality Act 2010*.

Modern slavery

Includes slavery, human trafficking, forced labour and domestic servitude.

Organisational abuse

Includes neglect and poor care practice within an institution or care setting or in relation to care provided in a person’s home. This may range from one-off incidents to on-going ill-treatment.



Neglect and acts of omission

Includes ignoring medical, emotional or physical care needs; failing to provide access to appropriate health or care and support; or withholding the necessities of life, such as medication, nutrition and heating. Withholding access to assistive equipment like hearing aids, walking aids, or dentures may be neglect and can indicate coercive control.

Domestic abuse

Includes violence: psychological, sexual, financial, emotional abuse: and patterns of coercive and controlling behaviour during a relationship between intimate partners, former partners who still live together, or family members. It also includes forced marriage and honour-based violence. Threats to family pets or other family members can be a form of domestic abuse.

Self-neglect

Most forms of neglect or abuse are perpetrated by another person and the law generally presumes there is a perpetrator as well as a victim. An exception to this is self-neglect, which is included as an example of abuse and neglect in statutory guidance.

The decision as to whether a safeguarding response is required depends on the adult's ability to protect themselves by controlling their own behaviour, and whether this poses a risk to their own, or other people's, health and safety. There may come a point when they can no longer do this without external support. If someone you know is not looking after themselves, perhaps not eating or washing properly, or hoarding and living in a chaotic and dilapidated environment, the Local Authority adult social care team should be notified, as they may be able to offer constructive help. They should, at the very least, attempt to engage the person and try to carry out an assessment and may be able to provide some further care or support.

Consent and Capacity

All adults have the right to choice and control in their own lives. As a general principle, no action should be taken for, or on behalf of, an adult without obtaining their consent. It is important to consider whether the adult has the mental capacity to understand and make decisions about the abuse or neglect, the related risks, and any immediate safety actions necessary. If it is felt that the adult may not have the mental capacity to understand the relevant issues and to make a decision, it should be explained to them as far as possible, given the person's communication needs. They should also be given the opportunity to express their wishes and feelings.

We recognise that our society embraces a variety of diverse practices that require sensitivity to the customs and views of families, while at the same time distinguishing what constitutes acceptable care and what does not.



Appendix 2

Legal framework

Primary legislation

- Safeguarding Vulnerable Groups Act (2006)
- The Care Act (2014)

Secondary legislation

- Sexual Offences Act (2003)
- Mental Capacity Act (2005)
- Criminal Justice and Court Services Act (2000)
- Liberty Protection Safeguards (MCA amended 2019)
- Equality Act (2010)
- Disclosure & Barring Service (2013)
- General Data Protection Regulations (GDPR) (2018)
- Serious Crime Act (2015)
- Counter-Terrorism and Security Act (2015)
- Human Rights Act (1998)

Further guidance

Age UK and SCIE

- Information Sharing: Advice for Practitioners providing Safeguarding Services (DfE 2018)
- Disclosure and Barring Service: www.gov.uk/disclosure-barring-service-check Revised Prevent
- Duty Guidance for England and Wales (HMG, 2015)
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