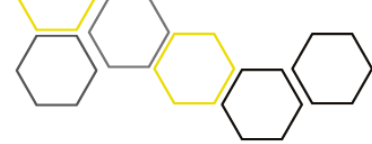


Start360

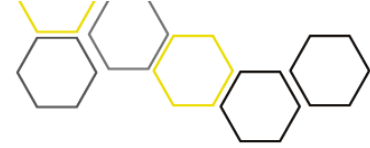


Adult Safeguarding,
Prevention & Protection in
Partnership Policy



Contents

| | |
|---|----|
| Contents | 2 |
| Control Record | 3 |
| Review History | 3 |
| 1. Purpose of Policy | 4 |
| 2. Definitions | 5 |
| 3. Good Practice | 6 |
| 4. Definition of Risk | 7 |
| 5. Definition of Abuse | 7 |
| 6. The Rights of an Adult at Risk or In Need of Protection | 10 |
| 7. Process for Reporting a Concern Regarding an Adult at Risk or Adult in Need of Protection .. | 10 |
| 8. The Role of the Adult Safeguarding Champion (ASC) | 10 |
| 9. Complaints Procedure | 11 |
| 10. Future Pandemic Measures | 11 |
| 11. Appendix 1 – Reporting Procedures Flow Chart | 12 |
| 12. Appendix 2 – Policy Links | 13 |



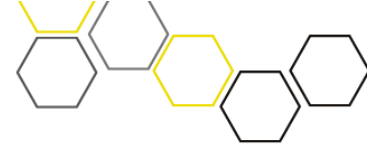
Control Record

| Version | Date Reviewed | Brief Summary of Change | Owner's name |
|---------|---------------|--|--------------|
| 1 | March 2021 | New policy developed. | SLT |
| 2 | June 2025 | Amendments: Reviewed and updated all policy links and contact details embedded in the policy. Added section on future pandemic measures. Added section on policy links. Reviewed policy content to ensure it remains relevant and fit for purpose. | SLT |
| | | | |
| | | | |
| | | | |
| | | | |

Review History

Overview

| | |
|--|-----------------------------|
| Policy ID | 33.2 |
| Author | SLT |
| Publication date: | 24/06/2025 |
| Approved by: | Board |
| Effective from: | 24/06/2025 |
| For attention of and action by: | Board, Staff and Volunteers |
| Review date: | 24/06/2028 |



1. Purpose of Policy

Start360 has staff and volunteers who are subject to vetting under the Safeguarding Vulnerable Groups (Northern Ireland) Order 2007. This means we are legally required to identify an Adult Safeguarding Champion (ASC). The ASC role is a senior position within Start360. The appointed persons are Stephen Barr and Kathleen Grego. The ASC has both strategic and operational responsibilities which include:

- Policy Dissemination
- Advice
- Staff Support
- Establish contact with the HSC Trust Designated Adult Protection Officer (DAPO). stephen.barr@start360.org and kathleen.grego@start360.org
- Telephone: 02890 435810

HSC Trust Adult Safeguarding Team Contact

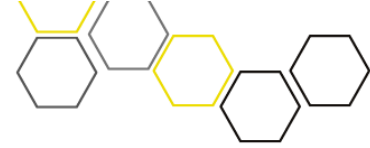
The Adult Safeguarding Gateway Teams can be contacted at the following numbers:

| | |
|---|----------------------|
| Northern Trust | 02894 413659 |
| Western Trust | 02871 611366 |
| South Eastern Trust | 02892 501227 |
| Belfast Trust | 02895 041744 |
| Southern Trust | 02837 5644423 |
| Regional Emergency Social Work Service | 0800 1979995 |

The intention of the Start360 Adult Safeguarding policy is to improve safeguarding arrangements for adults who are at risk of harm from abuse, exploitation or neglect for the purpose of reducing the prevalence of harm.

It places significant emphasis on prevention and early intervention. It also seeks to ensure that access to justice is available to adults who been harmed.

Adult safeguarding is based on a fundamental human right for all individuals to be treated with respect and dignity and given the right to choose. All adults at risk of harm or in need of protection should be central to any actions and decisions affecting their lives and there should always be a presumption of capacity to make decisions unless there is evidence to suggest otherwise. However, there are also some circumstances when it may be necessary to consider the protection and rights of others and overriding the withholding of consent may be necessary to ensure the protection of others. The purpose of this policy is to protect adults who are at risk of, or in need of protection from,



all forms of abuse to ensure that they receive a safe, sound and supportive service, through the process of identifying, investigating, managing and preventing such abuse.

This policy will:

- Promote zero tolerance of harm to all adults from abuse, exploitation or neglect. This policy will also influence a continuous learning approach to safeguarding.
- Influence the way society thinks about harm to adults and embed a culture which recognises every adult right to respect and dignity, honesty, humanity and compassion in every aspect of their life.
- Prevent and reduce the risk of harm to adults, while supporting people's rights to maintain control over their lives and make informed choices free from coercion.

2. Definitions

Adult at risk of harm

Is a person aged 18 or over, whose exposure to harm through abuse, exploitation or neglect may be increased by their:

- a) Personal characteristics

And/or

- b) Life circumstances.

Personal characteristics may include, but are not limited to, age, disability, special educational needs, illness, mental or physical frailty or impairment of, or disturbance in, the functioning of the mind or brain. Life circumstances may include, but are not limited to, isolation, socio-economic factors and environmental living conditions.

Adult in need of protection

Is a person aged 18 or over, whose exposure to harm through abuse, exploitation or neglect may be increased by their:

- a) Personal characteristics

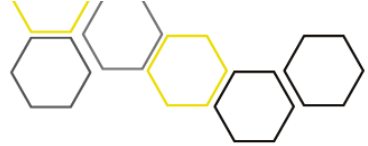

And/or

- b) Life circumstances.

And

- c) Who is unable to protect their own well-being, property, assets, rights or other interests

And



d) Where the action or inaction of another person or persons is causing or likely to cause, him/ her to be harmed.

3. Good Practice

Start360 is guided by current best practice, the law Safeguarding Vulnerable Groups (Northern Ireland) Order 2007 and Human Rights legislation as set out by the European Convention and the Human Rights Act 1998. Any practice which aims to safeguard adults should be proportionate to the level of risk perceived, carried out appropriately, and be the least restrictive of the individual's rights and freedoms. All adults should be offered the same services on an equal basis. There are 5 principles which underpin good practice adult safeguarding activity:

- **A rights-based approach**

'To promote and respect any adult's right to be safe and secure, to freedom from harm and coercion to equality treatment, to the protection of the law, to privacy, to confidentiality and freedom from discrimination.'

- **An empowering approach**

'To empower adults to make informed choices about their lives to maximise their opportunities, to participate in wider society, to keep themselves safe and free from harm and enabled to manage their own decisions in respect of exposure to risk.'

- **A person-centred approach**

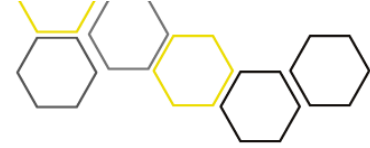
'To promote and facilitate full participation of adults in all decisions affecting their lives taking full account of their views, wishes and feelings, where appropriate, the views of others who have an interest in his or her safety and well-being.'

- **A consent driven approach**

'To make a presumption that the adult has the ability to give or withhold consent, to make informed choices, to help inform choice through the provision of information, and the identification of options and alternatives, to have particular regard to the needs of individuals who require support with communication, advocacy or who lack the capacity to consent, and intervening in the life of an adult against his or her wishes only in particular circumstances, for very specific purposes and always in accordance with the law'.

- **A collaborative approach**

'To acknowledge that adult safeguarding will be most effective when it has the full support of the wider public and of safeguarding partners across the statutory, voluntary, community, independent and faith sectors working together and is delivered in a way where roles, responsibilities and lines of accountability are clearly defined and understood. Working in partnership and a person-centred approach will work hand in hand.'



4. Definition of Risk

Adults can be exposed to risk of harm in a variety of life circumstances irrespective of gender, age, racial or ethnic groups and sexual orientation. Start360 endeavours to support and empower adults to minimise the exposure to these risks for adults while at the same time encouraging these adults to make the most of their strengths and life circumstances.

It is not possible to state when an adult is at risk of harm due to the complexity of the varying circumstances which can expose adults to harm, however the following definition will provide some guidance until further investigation, if necessary.

5. Definition of Abuse

Abuse is a violation of an individual's human and civil rights by any other person or persons.

The main types of abuse

- **Physical**

Hitting, punching, slapping, kicking, misuse of medication, restraint or inappropriate sanctions.

- **Sexual**

Rape and sexual assault or sexual acts to which the adult has not consented or could not consent or was pressured into consenting.

- **Psychological**

Emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.

- **Financial or Material**

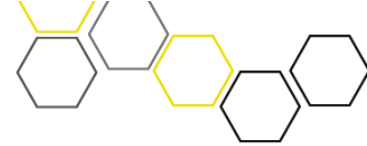
Theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions or the misuse of property or benefits.

- **Neglect and Acts of Omission**

Ignoring medical or physical care needs, failure to provide access to appropriate health, social care or educational services; the withholding of the necessities of life such as medication, adequate nutrition and heating.

- **Discriminatory**

When a person is treated in an unfair manner because of his/ her membership of a particular social group or when practices and procedures operate in such a way that they have a negative impact on a specific social group.



- **Institutional**

Institutional abuse can be detected in processes and behaviours which amount to discrimination through unwitting prejudice, ignorance or thoughtlessness and lead to the mistreatment of an individual by an institution. It can also occur through repeated acts of poor or inadequate care of bad professional practice.

- **Domestic violence and abuse**

Domestic violence and abuse are threatening behaviour, violence or abuse (psychological, physical, verbal, sexual, financial or emotional) inflicted on one person by another where they are or have been intimate partners or family members irrespective of gender or sexual orientation. Domestic violence is essentially a pattern of behaviour which is characterised by the exercise of control and the misuse of power by one person over another. It is usually frequent and persistent and can include violence by a son, daughter, mother, father, husband, wife, life partner or any other person who has a close relationship with the victim. It occurs right across society regardless of age, gender, race, ethnic or religious group, sexual orientation, wealth, disability or geography.

- **Human trafficking**

Human trafficking involves the acquisition and movement of people by improper means, such as force, domestic servitude, forced criminality, forced labour, sexual exploitation and organ harvesting. Victims of human trafficking can come from all social classes and can be male or female, adults or children.

- **Hate Crime**

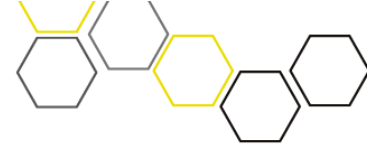
Hate crime is any incident which constitutes a criminal offence perceived by the victim or any other person as being motivated by prejudice, discrimination or hate towards a person's actual perceived race, religious belief, sexual orientation, disability, political opinion or gender identity.

These categories of abuse are not mutually exclusive, and many situations will involve a combination of types of abuse.

This policy advocates that where there are potential interfaces with adults who may be at risk of harm, the organisations delivering such services should consider how adult safeguarding may be relevant to them and the actions they can take to prevent harm arising from abuse, exploitation or neglect to those using their services.

Voluntary, community, faith and independent service and/or activity providers are at the forefront of preventative safeguarding responses within the community. To be effective, preventative safeguarding requires everyone in society to work as partners, that is, individuals, families, carers, professionals and agencies working together to keep individuals safe and to prevent harm from abuse, exploitation or neglect. One of the keyways of preventing escalation of the risk of harm is to intervene early.

Early intervention is part of the safeguarding continuum and provides help and support to prevent problems reaching a point where a protection response becomes necessary. In circumstances where community-based activities can no longer meet the needs of an adult, or where there are emerging safeguarding concerns, contact should be made with the local HSC Trust for a professional assessment of needs and/or risks.



All actions or interventions must be person centred and put the adult in need or at risk of harm at the centre of decision making. If the concern relates to serious harm a referral may be made directly to the Adult Protection Gateway Service. Very often it is the General Medical Practitioner (GP) who will be the first point of contact for adults and their families where an individual's needs are changing, and they require further support. GPs and other allied health professionals, such as opticians, pharmacists, dentists or therapists, have a key role in the identification of risks of harm and ensuring appropriate referral to the HSC Trust for a further assessment of needs and/or risks.

Target services are services delivered specifically to 'adults who may be at risk' to meet assessed needs and/or address risks. The scale and intensity of service provision and intervention is likely to increase in proportion to the level of assessed need or risk. As the level of need or risk increases HSC Trusts may need to take action to prevent or manage any identified need or risk of harm, through provision of a service such as domiciliary based care, supported living, residential or nursing care. Targeted services will normally be delivered by, commissioned or contracted by HSC Trusts. However voluntary, community, independent and faith sector organisations may provide services targeted specifically at groups of adults at risk for recreational, social, sporting or educational purposes.

Targeted services include all services which fall under the definition of Regulated Activity contained within Schedule 2 of the Safeguarding Vulnerable Groups (Northern Ireland) Order 2007.

This includes all health and social care services, whether delivered by statutory or independent providers, such as hospitals and GPs.

Many adults at risk will spend most of their time where they live, particularly those adults with restricted mobility and/or limited capacity to make decisions. These people may be more heavily dependent upon targeted services and the support of others, and their level of risk may increase as they spend much of their time in their home, often alone, or with the same people surrounding them, and with greater dependency on individuals or carers.

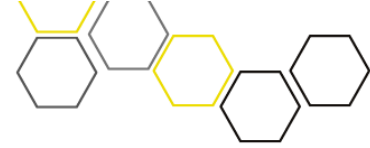
Targeted service providers must be zero-tolerant of harm. There is an expectation that providers of targeted services will have robust governance and safeguarding procedures in place within their organisations to ensure that care is delivered in a way which instils confidence amongst those who use the service, staff, management, regulators and the public.

There is an expectation that commissioners of services will require, by way of service level agreements or contracts, the providers of targeted services to have robust governance and safeguarding regimes in place. There is an expectation that as employers, both service providers and commissioners must also ensure their organisations promote zero-tolerance of harm to adults within the workplace.

the risk of harm increases, the safeguarding response required to mitigate it also increases.

At the higher end of the safeguarding continuum is the Adult Protection Gateway Service. This service is provided for 'adults in need of protection,' that is, those adults for who harm from abuse, exploitation or neglect, is a reality either because it has already occurred or, without intervention, is at serious risk of occurring.

Protection interventions are led by social workers within the HSC Trusts and/or PSNI officers; the latter primarily where a crime or criminal act is alleged or suspected. These lead agencies will engage with the adult in need of protection in the first instance. They will also require information, action and support from other disciplines, agencies and organisations to assist with an adult protection or



criminal investigation, or to contribute to the development and delivery of a care and protection plan for an adult in need of protection.

6. The Rights of an Adult at Risk or In Need of Protection

A person's right to live a life free from neglect, exploitation and abuse are protected by the Human Rights Act 1998.

Start360 is committed to keeping adults safe and from harm and exploitation and upholding their rights.

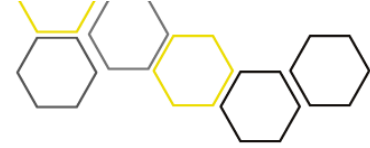
7. Process for Reporting a Concern Regarding an Adult at Risk or Adult in Need of Protection

If there is a clear and immediate risk of harm or a crime is alleged or suspected, the matter should be referred directly to the PSNI or HSC Trust Adult Protection Gateway Service.

However, in most circumstances there will be an emerging safeguarding concern which should normally be referred to the HSC Trust Adult Protection Gateway Service, for a professional assessment. It will be their responsibility to judge whether the threshold for an adult protection intervention has been met, or whether alternative responses are more appropriate.

8. The Role of the Adult Safeguarding Champion (ASC)

- Provide training to all Start360 staff including temporary staff and volunteers.
- Stephen Barr and Kathleen Grego are both Safeguarding Trainers for the Belfast Trust. Start360 also require you as a staff member to complete the Safeguarding Vulnerable Adults Online Internal Training and complete annually the Start360 Keeping Safe Training for Staff and Volunteers. All certificates are to be uploaded to People HR.
- Being able to discuss safeguarding concerns of any member of staff.
- Responsibility for record keeping for all adult safeguarding concerns.
- Making referrals to the PSNI Public Protection Units or HSC Trust Adult Protection Gateway Service.



- Liaising with PSNI and Gateway services when appropriate.
- Keeping the Chief Executive informed.
- Responsibility for the development and updating of Start360s Adult Safeguarding Policy.
- Promoting an adult safeguarding ethos within the organisation.
- Reporting annually to the Board regarding adult safeguarding.
- Maintaining all records pertaining to adult safeguarding in a secure location.

9. Complaints Procedure

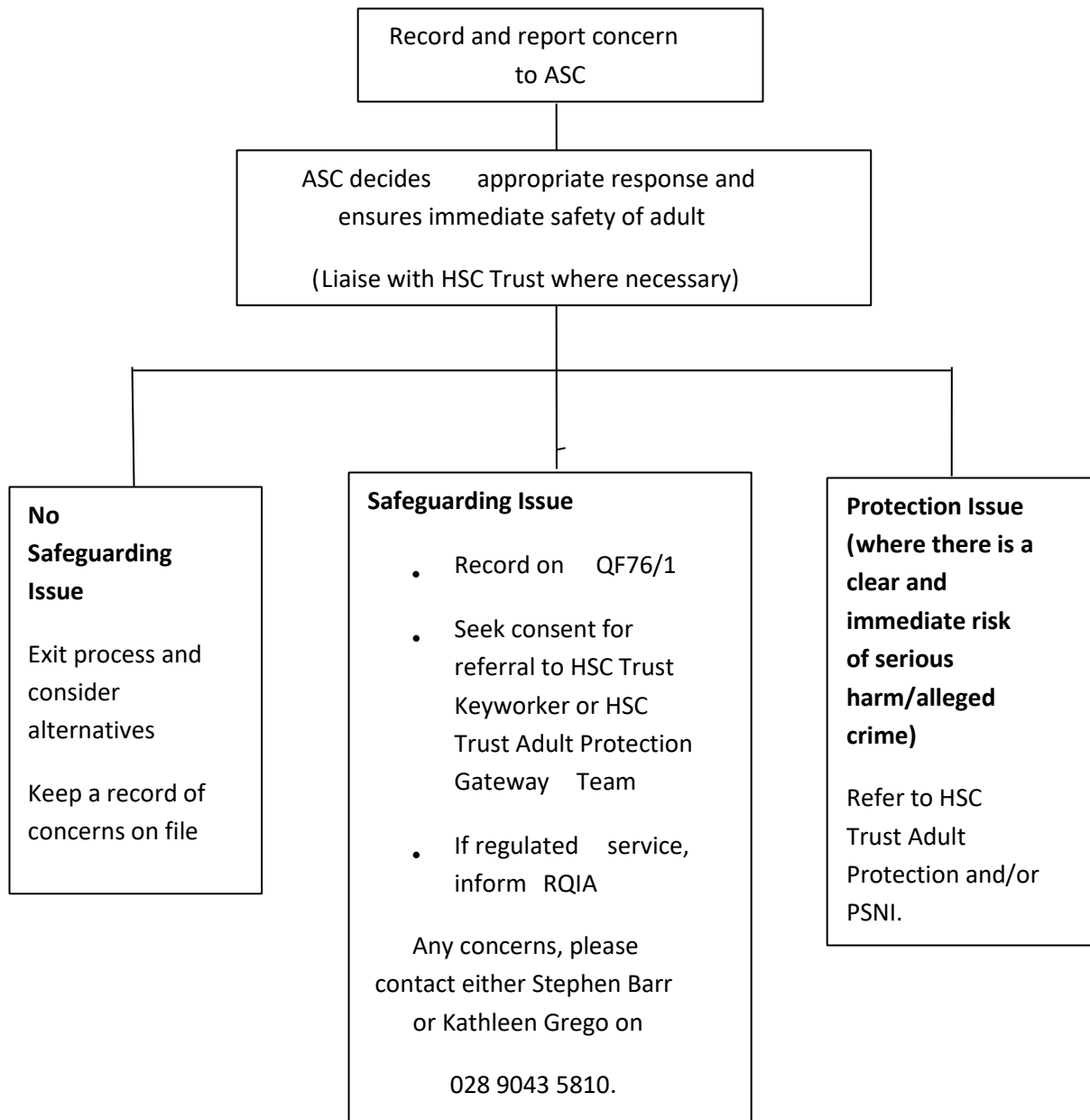
If you are not satisfied with the way in which an adult safeguarding complaint has been dealt with by the Start360 Adult Safeguarding Champion (ASC), please refer to our complaint's procedure.

10. Future Pandemic Measures

All existing Safeguarding procedures will remain unaffected by any future pandemics. This policy will be reviewed in line with government guidelines as they become available where appropriate.

11. Appendix 1 – Reporting Procedures Flow Chart

Flow chart – how to report or raise or concern about adult safeguarding





12. Appendix 2 – Policy Links

[Adult Safeguarding: Prevention and Protection in Partnership key documents | Department of Health \(health-ni.gov.uk\)](#)

Standards Links:

Keeping Adults Safe: A Shared Responsibility

<https://www.volunteernow.co.uk/publications/keeping-adults-safe-a-shared-responsibility/>

A Shared Responsibility Resource Pack

<https://www.volunteernow.co.uk/publications/keeping-adults-safe-a-shared-responsibility-resource-pack/>

Assessment Template Link

<https://www.volunteernow.co.uk/publications/safeguarding-children-adults-at-risk-policy-standards/>

Regulated Activity

[Regulated activity with vulnerable groups | nidirect](#)

Internet Safety

[Home - Ineque Safeguarding Group](#)

[Internet Watch Foundation IWF - Eliminating Child Sexual Abuse Online | IWF](#)

[About - Thrive Academy](#)

BDS Links

[Making barring referrals to the DBS - GOV.UK \(www.gov.uk\)](#)

[DBS referrals guide: referral and decision-making process - GOV.UK \(www.gov.uk\)](#)

Media Clips

1. ACEs

[NI ACE animation - YouTube](#)

[SBNI Final Document \(adobe.com\)](#)

2. Domestic Violence/Coercive Control

<https://www.youtube.com/watch?v=DmbTqFH4x0w>

3. Technology and Domestic Abuse

[TADA - Technology and Domestic Abuse \(youtube.com\)](#)