



Safeguarding Vulnerable Adults Policy

About

This document is to be read in conjunction with the NFCC Safeguarding Guidance for Children, Young People and Adults and the Safeguarding Fire Standards.

This document provides the Service policy and agreed protocols, together with the information and guidance for the referral of a Safeguarding Vulnerable Adult concern. A Vulnerable Adult is defined as someone aged 18 or over: Who is, or may be, in need of community services due to age, illness or a mental or physical disability. Who is, or may be, unable to take care of themselves, or unable to protect themselves against significant harm or exploitation. The Service policy outlines the signs and causes of abuse and/or harm to Vulnerable Adults and the procedures to be followed by ECFRS personnel in dealing with these issues.

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2 PURPOSE

Essex County Fire and Rescue Service (ECFRS) recognises the protection and safety of vulnerable adults, (hereafter referred to as VA), is everyone's responsibility.

This policy is intended to help raise awareness of the ways in which VA may be abused and/or harmed. This document provides guidance on the 'Safety and Welfare Guidelines'(section 6), The Safeguarding VA Procedures (Section 7) and the roles and responsibilities of our staff in relation to the protection of VA with whom they come into contact through their work.

This policy endeavours to be consistent with the Southend, Essex and Thurrock (SET) Safeguarding Adults Guidelines. www.esab.org

Enshrined in this policy are two key principles:

The safety of the VA is the paramount consideration; and all VA's regardless of age, disability, gender or ethnic origin, religious belief and sexual identity, have a right to protection from abuse and/or harm.

Making Safeguarding Personal (MSP) is a key aspect of the Care Act 2014 and as such ECFRS will respond to safeguarding concerns in a way that will enhance an individual's involvement, their choice and control and ECFRS will look to improve their quality of life, wellbeing and safety. ([Care Act 2014 \(legislation.gov.uk\)](http://legislation.gov.uk)).

2.1 Roles and Responsibilities

The ECFRS safeguarding 'Responsible Person' is the Director of Operations. Their role is:

Act as an official contact with Local Safeguarding Adult Boards and any other Statutory authority or agency in safeguarding matters.

To instigate any internal actions that may be necessary following a referral to be made.

In addition, there is a Named Person (Head of Safeguarding) working within Prevention, with day to day responsibility for safeguarding best practice.

Furthermore, the 'Named Person' (Head of Safeguarding) is supported by a Deputy Safeguarding Manager and a Safeguarding Co-ordinator whose post is based at CFRS.

The referral procedure set down requires all members of staff, in the event of imminent risk of significant harm, to contact the Police on 999 using the statement 'this is a safeguarding adult matter – imminent risk of significant harm'. For general concerns contact the ECFRS Safeguarding Team at Mailbox – Safeguarding Vulnerable Adults.

If an emergency referral is made directly to the Police or Service Policy, the referrer will need to complete a safeguarding referral:

<https://ecfrs.cfrmis.co.uk/OnlineServices/Referral?model=S>

All non-emergency referrals must also be completed on a safeguarding referral.

The 'Named person' will determine if appropriate follow-up action is to be taken after the safeguarding referral is received. That action will always include confirmation that the safeguarding mailbox has been notified. This procedure applies irrespective of whether harm is perceived to come from a member of the family, another person or from a member of staff.

3 SCOPE

Any employee of ECFRS who has reason for concern regarding a vulnerable adult must report it, regardless of whether doubt exists.

ECFRS recognises the protection and safety of vulnerable adults is everyone's responsibility.

4 POLICY STATEMENT

Essex County Fire and Rescue Service (ECFRS) recognises the protection and safety of vulnerable adults, (hereafter referred to as VA), is everyone's responsibility.

This policy is intended to help raise awareness of the ways in which VA may be abused and/or harmed. This document provides guidance on the 'Safety and Welfare Guidelines' (section 6), The Safeguarding VA Procedures (Section 7) and the roles and responsibilities of our staff in relation to the protection of VA with whom they come into contact through their work.

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The development and implementation of effective policy and professional practices for responding to the abuse and/or harm of VA's requires a multi-agency approach, coordinated locally by adult social care services and the three Safeguarding Vulnerable Adults Boards (SVAB) operating within the ECFRS area and involving the core services of health service providers and the Police, together with Adult Social Care Services and voluntary and private sector agencies tasked with the care, support and protection of VA.

The three SVAB covering ECFRS area are groups made up of representatives from a number of different organisations involved in providing services to VA's, including ECFRS. They were formed under the No Secrets guidance issued by the Department of Health under Section 7 of the Local Authority Social Services Act, 1970. The purpose of these groups is to agree how the different services and professional groups should co-operate to safeguard VA throughout the EFA area, and to ensure that arrangements for doing so work effectively.

It is the responsibility of every manager within ECFRS to ensure that all staff for whom they are responsible are aware of and understand the importance of this policy and the related documents. They must also make sure that any contractors, agents or other representatives engaged to undertake duties on their behalf which may involve them in contact with VA's, understand and comply with them, as appropriate.

An important element of good practice begins with the recruitment, selection, transfer and posting of staff to positions involving activities (as defined by the Safeguarding Vulnerable Groups Act) that afford access to VA's. This includes carrying out appropriate statutory checks and taking references, which refer to the candidate's suitability to have access to VA's. The requirements of the Rehabilitation of Offenders Act will be observed throughout by ECFRS in carrying out this process.

In some posts that involve activities affording regular access to VA's, for example our Safe and Well team, personnel will be required to undergo appropriate checks to ensure their suitability for work involving regular access to VA's. Checks will also be required for volunteers acting on behalf of ECFRS. All personal information will be treated with the utmost confidentiality in line with the ECFRS normal procedures.

It is not expected that staff will act as VA protection workers or that they will be trained to intervene in cases of suspected abuse and/or harm. We will, however, maintain one member of staff with some expertise in safeguarding adults working within Prevention.

It is expected that all staff will always act on any suspected or potential case of abuse and/or harm. In such instances it must be reported directly and without delay, using the safeguarding VA procedures outlined in this document. ECFRS will ensure that all staff are aware of their responsibilities and receive appropriate supervision, support, advice and training.

It is acknowledged that reporting concerns regarding the possibility of abuse and/or harm can be difficult. Saying or doing nothing, however, is not an option.

All staff are expected to follow the VA safeguarding procedures contained within this document. It must be recognised that this policy applies to all persons working for, or with ECFRS.

The management of ECFRS will support anyone who, in good faith, reports their concerns that a VA is being abused and/or harmed, or is at risk of abuse and/or harm, even if those concerns prove to be unfounded.

Aims of the Policy

Our paramount concern is to protect and promote the welfare of VA's. This framework therefore aims to:

- Ensure the safety and protection of VA's;
- Promote the health and well-being of VA's; and
- Enhance the quality of life of VA's

We will do this by:

- Improving the identification of adult abuse and/or harm; and
- Improving the way we respond to adult abuse and/or harm.

ECFRS fully recognises the part played by the development of positive service cultures in the primary prevention of the abuse and /or harm of VA's. The focus of these procedures is on responding to abuse and/or harm and the safeguarding of VA through effective joint working. Partner agencies are also committed through their own policies and practices to preventing and reducing the risk of abuse and/or harm.

Settings Covered by this document

Abuse and/or harm of VA's can occur in any setting or number of settings. These can be:

- Domestic (their home or someone else's);
- Institutional, e.g., day services, care homes, hospitals, social education centres, adult education services; or community-based services; or
- Public settings, e.g., the community, social and work settings or community-based services.

This policy applies to every setting.

Definitions

Vulnerable Adult

A VA is a person 18 years old and over, whom:

- Is or may need community care services by reason of mental or other disability, age, or illness; and
- Is or may be unable to take care of themselves or is unable to protect themselves from significant harm or serious exploitation from other people.

This definition of VA may include a person who:

- Has a physical or sensory disability, including people who are physically frail or have a chronic illness
- Has a mental illness, including dementia
- Has a learning disability
- Is elderly and frail
- Misuses drugs or alcohol, or
- Has social or emotional problems, or challenging behaviour
- At risk of being radicalised, either has been or is being drawn into terrorism.

Abuse

Abuse is a violation of a person's human, civil or legal rights by another person, or persons.

Abuse may be a single act, repeated acts and/or multiple acts. It may be physical, verbal, emotional or psychological. It may be perpetrated as a result of deliberate intent, negligence or ignorance. Incidents of abuse may be to one person or more than one person at a time.

Abuse may be an act of omission (failing to act) or neglect. Abuse may involve the VA being persuaded or forced to enter a financial or sexual arrangement to which they have not, or could not, consent.

Abuse can occur in any relationship. It may result in significant harm or exploitation of the VA.

Alleged Criminal Offences

Some instances of abuse and/or harm may be a criminal offence. A VA is entitled, like any other citizen, to the protection of the law and full access to the criminal justice system. 'Special Measures' may be provided to a VA under the Youth Justice and Criminal Evidence Act, to help them give their best evidence in criminal proceedings.

Alleged criminal offences are different from other forms of abuse and/or harm as the responsibility for taking action lies with the Police and Crown Prosecution Service.

Whenever complaints about abuse and/or harm suggest a criminal offence may have been committed, the Police must be contacted urgently. This takes priority over other enquiries. The safety of the VA must be given the highest priority.

Categories and Indicators of Abuse

The ten categories of abuse included in this Policy are.

Physical: the non-accidental inflictions of a physical act that results, or could result, in physical injury, pain and suffering.

Domestic Violence or abuse: May include psychological, physical, sexual, financial, emotional abuse; so-called "honour" based abuse and forced marriage.

Sexual: the direct or indirect involvement of a VA in sexual activity to which they are unwillingly or unable to give informed consent, or which they do not fully comprehend. Any sexual activity that is not freely consenting is criminal. Where there is an abuse of trust, sexual activity may appear to be with consent, but is unacceptable because of the differences in power and influence between the people involved.

Neglect: neglect can be intentional and unintentional acts. It includes ignoring care needs, or withholding or deliberately not providing care to VA. It includes ignoring care needs, or withholding or deliberately not providing care to VA. It includes the unintentional failure to provide care because of lack of knowledge or understanding of the need for services.

Emotional and psychological: the violation of the emotional and psychological health and development of a VA.

Financial and material: the fraudulent or unauthorised obtaining and improper use of funds, property, or resources of a VA.

Modern Slavery: May include human trafficking, forced labour and domestic servitude.

Discriminatory: the violation of human and civil rights and abusive attitudes and behaviour based on person's gender, disability, age, race, ethnic origin, religion, language, culture, class, or sexuality.

Institutional: institutional abuse includes isolated or repeated unacceptable and unprofessional acts, behaviours, and practices, including pervasive ill treatment, violation of rights and duty of care. It can also include organisational practices, attitudes, or regimes.

Indicators of Significant Harm

This may be:

- Ill treatment (including sexual abuse and forms of ill treatment that are not physical).
- Impairment of, or avoidable deterioration in physical or mental health; or

- Impairment of their physical, intellectual, emotional, social, or behavioural development.

Significant harm may come about due to a series of incidents that seen in isolation do not seem significant, but when repeated become serious.

Self-Neglect

Self-neglect by a VA will not usually result in the use of these procedures, unless it involves the commission or omission of an act by someone responsible for their care, however, if any doubt exists, the ECFRS Safeguarding team should be contacted.

Abuser

The abuser may be anyone who has contact with the VA. This may be a family member, partner, carer, friend, neighbour, person in position of trust (E.g., professional, manager, paid worker) volunteer, another service user, or a stranger.

The Home

Examples of potential indicators of vulnerability within the home are:

- Not enough food, water, heat, etc.
- Filth or bad odour, hazardous, unsafe, or unclean living conditions.
- Major repairs are needed and not done.
- Human or animal faeces
- Hoarding; nothing is thrown away, including stacks of papers, magazines, etc, or
- Animal or insect infestation

The Person

Examples of potential indicators of vulnerability relating to the person are:

Poor personal hygiene (dirty hair, nails, skin)

Smell of faeces or urine

Unclothed, or improperly dressed for the weather

Skin rashes or bed sores (pressure ulcers)

Dehydrated, malnourished or weight loss

Absence of needed dentures, eyeglasses, hearing aids, walkers, wheelchairs, braces or a commode

Increased dementia, confusion, disorientation.

Unexpected or unexplained worsening of health or living conditions

Spending too much time alone or isolated from former activities

Lack of interest or concern about life

Untreated medical conditions

Self-destructive behaviours or significant behaviour changes

Hallucinations, delusions

Misusing drugs or alcohol, or

Perceived fear, or submission to another person in the household.

Principles and Values

This framework is primarily based on the principles of the European Convention on Human Rights and The Human Rights Act. These are:

- Everyone has the right to live their lives free from coercion, intimidation, oppression and physical, sexual, emotional, or mental harm.
- Everyone has the right to a family life and privacy
- Everyone has a right to confidentiality in respect of personal information, where this does not infringe the rights of other people.
- Everyone has the right to receive full and comprehensive information to allow them to make informed choices about their own circumstances, and
- Everyone has the right to the protection of the law and full access to the judicial process and criminal justice system.

In safeguarding VA, these principles mean that,

Everyone has the right to enjoy a lifestyle that:

- Supports their independence
- Gives genuine choice
- Assists people to make informed choices
- Provides the opportunity to enjoy and contribute to society
- Allows them to meet their individual, social and cultural needs and
- Safeguards their privacy.

The focus of concern at every stage is the interests and safety of the VA.

Values

Apart from in exceptional circumstances, these values are central to the way VA's are supported, whether they live in their own or someone else's home, or live in or use community or institutional settings:

Respect: for their needs, wishes, preferences, language, race religion culture

Independence: of thought, action and decision-making, even when this involves a degree of risk

Choice: the right to make choices even when this involves a degree of risk

Dignity: dignity is concerned with how people feel, think, and behave in relation to the worth or value of themselves and others. While 'dignity' may be difficult to define, what is clear is that people know when they have not been treated with dignity and respect.

Fulfilment: of their social, cultural, and individual talents and aspirations

Privacy: the right to be free of intrusive attention from other people or the public and

Equality: to be treated no less favourably because of their gender, disability, age, race, ethnic origin, religion, language, culture, class, or sexuality.

At every stage of this Policy these will be respected.

Issues of ethnicity and Culture

Safeguarding Vulnerable Adult procedures may be under-used by and on behalf of people from ethnic groups. This safeguarding Vulnerable Adults framework recognises that the ethnic and cultural background of a VA must be considered.

5 POLICY PRINCIPLES

Essex County Fire and Rescue Service is committed to ensuring all policies treat their employees and members of the public equally, regardless of their age, race, religion or belief, gender, disability or sexual orientation.

A vulnerable adult is a person 18 years old or over who is or may be in need of community care services by reason of mental or other disability, age or illness; and is or may be unable to take care of themselves or is unable to protect themselves from significant harm or serious exploitation from other people.

This definition of vulnerable adults may include a person who:

- Has a physical or sensory disability, including people who are physically frail or have a chronic illness.
- Has a mental illness, including dementia
- Has a learning disability
- Is elderly and frail
- Misuses drugs or alcohol
- Has social or emotional problems, or challenging behaviour.

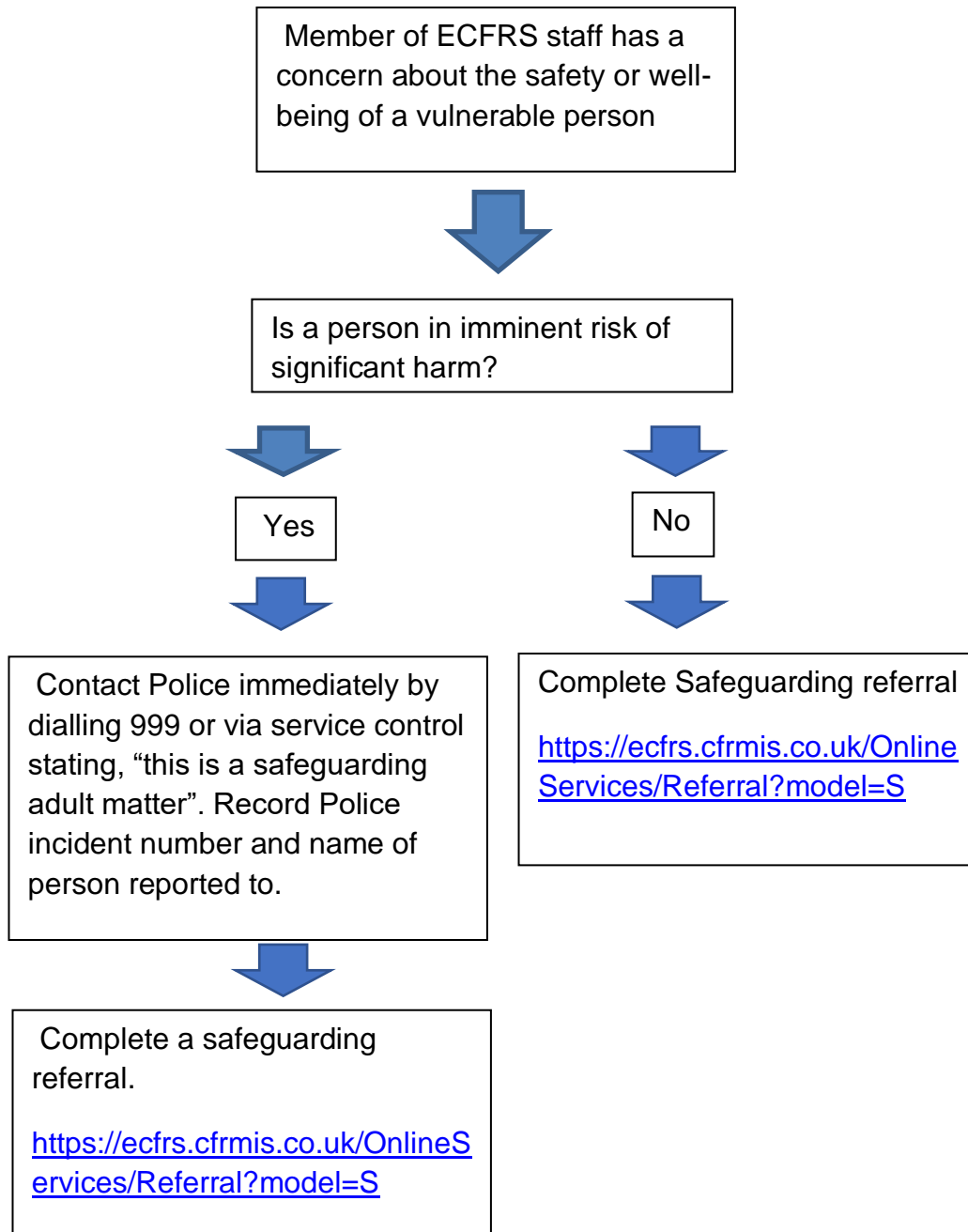
The safety of the vulnerable adult must be given the highest priority.

Any employee of ECFRS who has reason for concern regarding a vulnerable adult must report it, regardless of whether doubt exists. The existence of abuse and/or harm will be determined by Adult Social Services and/or the Police.

Whenever complaints about abuse and /or harm suggest a criminal offence may have been committed, the Police must be contacted as a matter of urgency.

ECFRS recognises the protection and safety of vulnerable adults is everyone's responsibility.

Procedure for making a safeguarding referral



6 Vulnerable Adults Safety and Welfare Guidelines

The ECFRS Policy statement establishes the position and expectations of the Service in relation to the protection of all VA's that staff come into contact within the course of their duties.

- General duties of all staff regarding the safety and welfare of VA are to:
- Take all reasonable steps to protect VA from hazards
- Take appropriate action if an accident occurs
- Strictly observe the code of behaviour given here, and
- Report any incident or suspicion of abuse and/or harm

Do's and Don'ts for working with VA

DO:

- Be respectful and professional
- Listen, communicate
- Use common sense; be caring, attentive and aware
- Act in an appropriate manner
- Be sympathetic to their needs
- Be aware of your responsibility
- Be aware of policy and procedures
- Know the appropriate contacts and act appropriately
- Be responsible: report and support and
- Constantly review and update all parties: positively feed into policy/procedures

DON'T

- Treat as children
- Be aggressive
- Physically restrain
- Do anything of a personal nature they can do for themselves
- Re-enforce negative emotions/behaviours
- Engage in inappropriate behaviour or

Place yourself in a vulnerable position

7 Safeguarding Vulnerable Adults Procedures

These instructions set out the actions that must be taken to safeguard VA's. The instructions apply to all staff.

You may become aware of the possibility of abuse and/or harm or that a person is in need of help through several ways. Staff may become concerned that a VA may be at risk, is being/or has been abused and/or harmed or is told by a VA that they are being or have been abused and/or harmed.

If a VA discloses possible abuse and/or harm to you, you should:

- Listen carefully, gently, and patiently, rather than asking questions.
- Let the person recall events and describe what has happened in their own time.
- Be sympathetic, e.g., say you're sorry this has happened
- Tell the person they were right to tell you and that you treat this seriously
- Say you will tell the appropriate person and that you and the Service will take steps to help.

Remember:

Do not show shock or disbelief

Do not judge, e.g., say 'why didn't you stop them'

Do not ask leading questions

Do not press them for more details, this will be done later

Do not promise who will and will not be told or promise to keep it secret or promise it will not happen again.

Do not contaminate or remove evidence, and

Do not confront or contact the alleged abuser.

Report what you have been told in accordance with this Policy.

You must report your concern to Mailbox - Safeguarding Vulnerable Adults Vulnerable.Adults@essex-fire.gov.uk or the Police at the earliest opportunity.

A flow chart summarising the correct reporting procedure is provided on page 20 of this policy.

If you suspect a VA is being abused or harmed but would like further advice

The Safeguarding Team

Can provide advice, if needed, on this or other general safeguarding issues. Enquiries of this nature must be sent to Mailbox – Safeguarding Adults via the referral questionnaire <https://ecfrs.cfrmis.co.uk/OnlineServices/Referral?model=S>

Staff are also permitted to discuss referrals with their Duty Officer if they have concerns but the responsibility for making a referral will always lie with the individual who has witnessed the incident first hand.

If there is imminent risk of significant harm, contact the Police on 999

The minimum information required by the ECFRS Safeguarding Team, or the Police is:

- Name of the VA
- Address of the VA
- Contact Telephone number (where possible)
- Reason for concern
- Date and time of contact with the VA
- Circumstances of contact e.g., fire, home fire safety visit etc.
- Whether the VA is aware of the referral and consent given
- Date of birth of the VA or age (where possible)

Make a written record:

Everything the VA said, using their own words (as far as can be recalled)., who was present etc

The facts as told to you, separated from your own opinion.

The context and circumstances of the disclosure, e.g., where it took place, who was present, etc.:

Details of the time of contact with the Police

Complete the safeguarding referral

<https://ecfrs.cfrmis.co.uk/OnlineServices/Referral?model=S>

Retain a copy until the Safeguarding Team has confirmed receipt.

A member of the Safeguarding Team will contact you within 1 month with a case update where possible.

If your concerns relate to the behaviour of any adult, including colleagues, members of other professionals and members of the public.

Do not dismiss your concerns; and

Do not confront the person about whom you have concerns.

The Service is committed to the highest possible standards of openness, probity, and accountability. The Service 'Whistle Blowing Police' makes clear that staff can and should raise concerns about practice or unprofessional conduct, and that they can do so without fear of reprisals. If any member of staff makes an allegation in good faith, even if this is not confirmed by any subsequent investigation, no action will be taken against the staff members raising the concern.

A VA will occasionally disclose abuse to an adult they have come to feel they can trust. This happens for many reasons. Do not promise to keep what you have been told secret as you have a duty under these procedures to disclose the information to those who need to know. Reporting concerns is not a betrayal of trust.

8 Prevent/Channel Procedures

PREVENT is one of the four elements of **CONTEST**, the Government's counter-terrorism strategy. It aims to stop people becoming terrorists or supporting terrorism by offering protection and support.

CHANNEL is a key element of the Prevent strategy and is a multi-agency approach to protect those at risk from radicalisation.

A key principle is about early intervention to protect and divert people away from the risk they face before illegality occurs.

People can become vulnerable for many reasons including.

- Low self-esteem
- Guilt
- Loss
- Isolation
- Family breakdown
- Fear
- Lack of purpose
- Anger
- Peer pressure

One or all of these characteristics or circumstances do not mean that someone is turning to terrorism, but they often lead to a sense of injustice – be that on a personal or more far-reaching scale. Their vulnerabilities or susceptibilities are then exploited towards crime or terrorism by people who have their own agenda.

There is no typical gender, age, religion, or background that extremists will target but they use a sense of “Duty” (belonging to a specific group) “status” (need for reputation) and “spiritual rewards” (test of faith) as a way of drawing them in.

What will those signs of radicalisation look like? They will look a lot like other troubling behaviour:

- Emotional – angry, mood swings, newfound arrogance
- Verbal – expressing opinions that are at odds with generally shared values.
- Physical – appearance (tattoos), changes in routine.
- Graffiti symbols, writing or artwork promoting extremist messages or images
- Parental/family/friends report changes in behaviour, friendship or actions coupled with requests for assistance.

By being a public service, you will be entering and meeting the public. If you have any concerns that someone is being radicalised using the indicators above, then you must inform the Duty Officer and Police on 101 immediately.

9 Role of the Named Person

On receiving a report of a referral about a VA, the following action will be taken as soon as possible:

Ensure sufficient details are recorded to identify the VA i.e., name, age, address, and telephone number of the next of kin (if available).

Record all details in the case file on CFRMIS

Receipt of the referral is acknowledged immediately after submission.

In the event of criminal proceedings, the file should be duplicated, and the copy retained for our own records.

Where there are concerns, but doubt exists as to whether a VA is suffering or likely to suffer significant harm, or whether behaviour may be abusive and you are unsure whether a referral should be made, you must contact the ECFRS Safeguarding team to seek advice.

If the reported concern involves the behaviour of a member of the Fire and Rescue Services staff, the following additional action should be taken immediately:

Ascertain the whereabouts of the staff member and identify any immediate safety issues relating to the protection of the VA.

Inform the Named Person of actions taken, and details known.

The Named Person will confirm the appropriate action to be taken in accordance with current ECFRS policies and offer all necessary assistance.

The member(s) of staff involved may be immediately prevented from engaging in any role involving activities with VA's, pending the outcome of provisional enquiries into the event.

Allegations of abuse where a staff member is the perpetrator.

Employees should be aware that abuse is a serious matter that can lead to a criminal conviction. Where applicable, the Service's disciplinary policy should be implemented.

10 Vetting Procedures for individuals involved with controlled or regulated activities with vulnerable adults

Procedures will be in accordance with existing ECFRS policy regarding appropriate security/suitability checks.

11 Training

All staff will receive basic safeguarding adults' awareness training (eLearning) and refresher training at a level according to their role, and as stated within CFRS and ECFRS Training Competency.

12 Confidentiality and Information Sharing

No Secrets (Department of Health) states that the government expects organisations to share information about individuals who may be at risk from abuse and/or neglect. This is also stressed by **Safeguarding Adults** (association for Directors of Social Services) a national framework for good practice. It is important to identify an abusive situation as early as possible, so that the individual can be protected.

Withholding information may lead to abuse and/or neglect not being dealt in a timely manner. **Confidentiality must never be confused with secrecy.**

Staff have a duty to share information relating to suspected abuse/or neglect with Social Care Services and Essex Police.

Consent is not required to breach confidentiality (capacity issues must be considered) and make a safeguarding referral where:

- A serious crime has been committed
- Where the alleged perpetrator may go on to abuse and/or harm other adults.
- Other vulnerable adults are at risk in some way.
- The VA is deemed to be in serious risk
- There is a statutory requirement e.g., Children's Act, mental health Act, Care Standards Act.
- The public interest overrides the interest of the individual
- When a member of staff of a statutory service, including ECFRS, a private or voluntary service or a volunteer is the person accused of abuse, malpractice, or poor professional standards.

If a member of staff has any doubt about the legality of sharing information, they must in the first instance consult their line manager.

13 LOCAL AUTHORITY DESIGNATED OFFICER (LADO)

Should an allegation be made about a member of staff who works with children or vulnerable adults the LADO must be informed.

The role of the LADO:

- The LADO has management and oversight of the investigation process from beginning to end following an allegation against people in a position of trust who work with children and/or vulnerable adults.
- The LADO is not the decision maker – this remains with the employer, but they will provide advice and guidance to employers and voluntary organisations, liaise with police and other agencies and monitor progress of cases to ensure they are dealt with as quickly as possible, consistent with a fair and thorough process.
- The LADO process applies to everyone who works or volunteers with children or vulnerable adults.

14 REFERENCES

- Fire Standards: Safeguarding pdf_1648818562.pdf (msapproxy.net)
- NFCC Safeguarding Guidance for Children, Young People and Vulnerable Adults
https://servicenet-ecfrs.msapproxy.net/_img/docs/pdf_1648818595.pdf
- Southend, Essex and Thurrock (SET) Safeguarding Adults Guidelines
pdf_1554380658.pdf (msapproxy.net)
- The Human Rights Act 1998
- The Mental Capacity Act 2019
- Safeguarding Vulnerable Groups Act 2006
- Data Protection Act 2018
- Equality and Diversity 2010
- Care Act 2014
- Safeguarding of the Vulnerable Adult Guidance 2006
- Prevent Strategy 2011

15 REVISION HISTORY

Release Number	Date	Revision Description	Owner
Version 1	10/18	Version 1	KS
Version 2	03/22	Version 2	KS

