



# Safeguarding Policy for Adults

Unity Support Network (USN) is committed to ensuring the safety and well-being of all adults participating in our programmes and activities. This Safeguarding Policy outlines USN's principles and procedures for protecting adults from harm, abuse, or exploitation. The policy reflects current legislation and guidance, including:

- Care Act 2014
- Mental Capacity Act 2005
- Mental Health Act 1983
- Domestic Abuse Act 2021
- Data Protection Act 2018 (GDPR)
- Liberty Protection Safeguards (forthcoming)

## Definitions

1. Adult: Any person aged 18 years or over.
2. Safeguarding: Measures to protect an individual's health, well-being, and human rights.
3. Abuse: Includes physical, emotional, sexual, financial, psychological, and neglect.
4. Mental Capacity: The ability to make decisions for oneself at the time they need to be made.
5. Designated Safeguarding Lead (DSL): The person responsible for managing safeguarding concerns.

## Principles

1. Dignity and Respect: Everyone is treated with dignity and respect.
2. Empowerment: Adults are encouraged to make informed decisions and have choice and control.
3. Prevention: Steps are taken to reduce the risk of harm before it occurs.
4. Proportionality: Responses are appropriate and least intrusive to the risk presented.
5. Partnership: Work with local services to protect adults.
6. Accountability: Clear roles and responsibilities for safeguarding.



## Designated Safeguarding Lead

The DSL for USN is Miranda Josiah, Founder/Director. A Deputy DSL will also be appointed. Their contact information will be displayed in key locations and made available to all staff, volunteers, and service users.

## Guidelines

1. Training: All staff and volunteers complete safeguarding adults training and receive regular refreshers.
2. Safer Recruitment: Enhanced DBS checks, references, and safeguarding interviews are standard practice.
3. Mental Capacity: We respect the Mental Capacity Act and assess capacity when there is a concern, acting in best interests where necessary.
4. Risk Assessment: Programmes and activities are regularly risk-assessed to identify and reduce safeguarding risks.
5. Reporting Concerns: All safeguarding concerns must be reported immediately to the DSL or Deputy DSL. If there is an immediate risk, contact emergency services.
6. Escalation: Concerns are escalated to Adult Social Services or the Safeguarding Adults Board when necessary.
7. Whistleblowing: Staff and volunteers are encouraged to raise concerns about colleagues or practice through our whistleblowing procedure.
8. Online Safety: Any digital or remote services are delivered with safeguarding measures in place to protect adults from exploitation or abuse online.
9. Data Protection: Information is stored securely and only shared when necessary for safeguarding under GDPR.
10. Accessibility: This policy is available in accessible formats on request and communicated to adults using our services.

## Responding to Concerns

1. Immediate Action: Any immediate danger is reported to emergency services.
2. Internal Report: Concerns are reported to the DSL or Deputy DSL.
3. External Referral: DSL will contact the Local Authority Adult Social Services or Safeguarding Adults Board where needed.
4. Support: Adults will be offered access to counselling, advocacy, or other support services.
5. Record Keeping: All reports and actions are recorded confidentially in line with GDPR.



## Review and Amendments

This policy is reviewed annually or in response to major changes in legislation, guidance, or organisational practice.

Approval:

Miranda Josiah

Founder/Director

Unity Support Network (USN)

Adopted on:	April 2025
Review on:	April 2026