



Neurohive CIC

Safeguarding Adults Policy

October 2024

This policy will enable Neurohive CIC to demonstrate its commitment to keeping safe the vulnerable adults with whom it works alongside. Neurohive CIC acknowledges its duty to act appropriately to any allegations, reports or suspicions of abuse.

It is important to have the policy and procedures in place so that staff, volunteers, service users and carers, and management committee can work to prevent abuse and know what to do in the event of allegations of abuse.

The Policy Statement and Procedures have been drawn up in order to enable Neurohive CIC to:

- Keep all safe
- promote good practice and work in a way that can prevent harm, abuse and coercion occurring.
- to ensure that any allegations of abuse or suspicions are dealt with appropriately and the person experiencing abuse is supported.
- and to stop that abuse occurring.

The Policy and Procedures relate to the safeguarding of vulnerable adults. Vulnerable adults are defined as:

- People aged 18 or over
- Individuals who are at risk
- Individuals who are or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation.

The policy applies to all staff, including senior managers, management committee members, trustees, paid staff, volunteers, sessional workers, agency staff, students and anyone working on behalf of Neurohive CIC.

In order to implement the policy, Neurohive CIC will work:

- to promote the freedom and dignity of the person who has or is experiencing abuse
- to promote the rights of all people to live free from abuse and coercion
- to ensure the safety and wellbeing of people who do not have the capacity to decide how they want to respond to abuse that they are experiencing
- to manage services in a way which promotes safety and prevents abuse
- recruit staff and volunteers safely, ensuring all necessary checks are made
- provide effective management for staff and volunteers through supervision, support and training

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- will ensure that the management committee members, staff and volunteers are familiar with this policy and procedures
- will pass information to Adult Services when more than one person is at risk
- will inform service users that where a person is in danger, a child is at risk or a crime has been committed then a decision may be taken to pass information to another agency without the service user's consent
- will make a referral to the Adult Social Care Direct team as appropriate

Neurohive CIC acknowledges that the protection of vulnerable adults from harm and abuse is everybody's responsibility

Neurohive CIC is committed to putting in place safeguards and measures to reduce the likelihood of abuse taking place within the services it offers and that all those involved within Neurohive CIC will be treated with respect.

Neurohive CIC will carry out safe recruitment policies and practices for staff and volunteers. This may include DBS disclosures for staff and volunteers, ensuring references are taken up and adequate training on Safeguarding Adults is provided for staff and volunteers.

The organisation will work within the current legal framework and guidance for reporting staff or volunteers that are abusers.

Designated Named Person for safeguarding adults

Neurohive CIC has an appointed individual who is responsible for dealing with any Safeguarding Adults concerns. The Designated Named Person for Safeguarding Adults within Neurohive CIC is:

Melanie Cossins

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07904 0981504

The safety of the individual(s) concerned is paramount. A risk assessment must be undertaken immediately to assess the level of risk to all service users posed by the alleged perpetrator.

TCG works with care providers and settings to adhere to their Safeguarding Policy.

The information that is recorded will be kept secure and will comply with data protection.

The Safeguarding Adults Policy and Procedures will be reviewed annually by Neurohive CIC Management Committee.

Additional safeguards to ensure infection control and infection with regard to all communicable diseases, including COVID and Norovirus.

These include the responsibility of all staff , attendees and volunteers to undertake their own risk assessment with regard to following the current guidelines for checking for relevant symptoms, self-isolating if appropriate and adhering to infection control measures in place.

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Instigated: October 2024

Next review : October 2025

An earlier review may be needed if local and/or national legislation and guidance is in place.