

FOX WOOD SCHOOL



ADULT SAFEGUARDING POLICY

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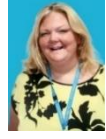
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CONTENTS PAGE

Contents	Page Number
Safeguarding Team	3
Safeguarding Governor	3
Important Contacts	3
Introduction	4
Terminology	6
Key Principles	6
How to Comply	7
Capacity and Consent	7
DoLS	8
Duty of Care	9
Reporting safeguarding concerns	10
Appendix 1: Categories of Adult Abuse Reference	11

Safeguarding Team

Lianne Buchanan (DSL)	
Louise Messham (Deputy DSL)	
Lucinda Duffy (Head Teacher)	
Laura Simms and Laura Fensom (Pastoral Support Officers)	 
Jade Ashton (Pupil Support Manager)	
Lyndsey Phillips (EYFS Lead)	

Safeguarding Governor

Trish Chapman

Important Contacts

(Please remember to speak to a member of the safeguarding team should you have any concerns – if it is a concern about FGM it is **your** responsibility to call 999)

Organisation	Contact Number
MASH	01925 443322 Option 1, then say MASH
Education Safeguarding Team	scie@warrington.gov.uk
Adult Social Care	01925 443322

Preparation for Adulthood Social Care Team	01925 446170
Out of Hours Safeguarding team	01925 444400
NSPCC Whistleblowing Advice Hotline	0808 800 5000
Concerns about FGM	999
Forced Marriage Unit	020 7008 0151
Local Prevent Officer – Andy McIntyre	01606 36 5239 0777 551 6940 prevent@cheshire.pnn.police.uk
Modern Slavery Helpline	08000 121 700 www.unseenuk.org
Crime Stoppers	0800 555 111

Introduction

Fox Wood School fully recognises its duty toward safeguarding and promoting the welfare of vulnerable adults, and this is everyone's responsibility.

Fox Wood School provides education for pupils aged 4 to 19 years old, who have an Education Health and Care Plan outlining their Special Educational Needs. The majority of our pupils are under 18 and all staff access Safeguarding training and work within the Fox Wood School Child Protection and Safeguarding policies and procedures, which are written in line with Keeping Children Safe in Education (KCSiE). **For our Post 18 pupils, the primary guidance document equivalent to KCSiE for safeguarding adults in England, is the Care Act 2014.**

The Care Act 2014, which came into effect in 2015, is the primary legislation in England for the support and protection of adults. The legislation sets out how people's care and support needs should be met and introduces the right to an assessment for anyone, including carers and self-funders, in need of support.

Guidance on safeguarding vulnerable adults, which in England had taken the form of the 'No Secrets' (2000) guidance, has been replaced by statutory guidance issued under the legislation which is the Care and Support Statutory Guidance (revised October 2018). This guidance is the adult equivalent of Working Together to Safeguard Children, for those seeking to support and protect adults at risk. This policy outlines the role that staff play in following this guidance to safeguard and protect adults who are at risk of abuse or vulnerable adults.

Staff must;

- Know how to recognise potential abuse of adults at risk/vulnerable adults
- Know what to do when safeguarding concerns arise for adults at risk/vulnerable adults
- Understand what the school expects of them in terms of their own behaviour and actions

An adult at risk of abuse can be anyone over the age of 18, pupils, staff or volunteers. Whilst personal characteristics may make an individual more vulnerable i.e. disability and communication difficulties, it is the situation around an individual which may increase risk or place them at potential risk of harm. It is therefore vital to be open to the possibility that any adult may be at risk and that this can be temporary or on-going depending on the support and protective factors around them. This policy must be read in conjunction with the Fox Wood School Safeguarding Policy and Child Protection Policy. This policy applies to all staff, and volunteers (including governors), agency staff, students.

Adults at risk of abuse may have additional support needs, meaning that they are more likely to experience abuse, and less able to protect themselves from it. The abuse of adults at risk can have devastating effects on their physical, mental, emotional, social and spiritual wellbeing, as well as on their children or children connected to them. In this respect, safeguarding adults at risk can be important child protection work and this is why staff will also refer to the Child Protection Policy.

The aim of this policy is to document and establish our approach to safeguarding vulnerable adults over the age of 18, in order to:

- Provide a safe learning environment
- Identify vulnerable adults who are suffering or likely to suffer significant harm and ensure appropriate action to preserve their safety
- Offer early help support to vulnerable adults as a preventative measure.

We strive to prevent abuse, neglect and exploitation of vulnerable adults by ensuring that the ethos and atmosphere is conducive to a safe environment. Students will feel supported and able to report safeguarding concerns to any member of staff. Staff will feel they are supported and are able to report, seek advice and guidance on any safeguarding concerns, including those regarding colleagues or themselves.

Safeguarding will be reflected throughout the College curriculum and will be contextualised to be appropriate for the curriculum area and our adult cohort.

We will protect vulnerable adults at risk of abuse and neglect by having safeguarding procedures in place that reflect current legislation, guidance and best practice.

Terminology

For the purposes of this policy, the following terms are used:

Adult at risk: An adult at risk is 'any person who is aged 18 years or over and at risk of abuse or neglect because of their needs for care and support' (Care Act 2014 [England]).

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 is likely to cause, him/her to be harmed.

Safeguarding: This describes the activity that is undertaken to protect adults at risk from abuse, harm, ill-treatment and neglect.

Abuse: This is the ill-treatment or abuse of an adult at risk. A person may abuse or neglect an adult at risk by inflicting harm or by knowingly failing to act to prevent harm. Adults can be abused in a family, at a community fundraising event, in any type of institution/organisation, by those known to them or others, for example by those responsible for organising, participating or providing support or care.

Prevention: This is how we seek to reduce the abuse of adults at risk occurring in the first place. This includes training, guidance and support for employees and volunteers, as well as for those receiving services.

Categories of Abuse: see appendix 1.

Key Principles

Fox Wood School's approach to safeguarding adults at risk is based on the following principles:

- All adults have a right to equal protection from all types of harm or abuse, regardless of age, ability, gender, racial heritage, religious beliefs, sexual orientation or personal characteristics which may indicate additional vulnerabilities
- The best interests of the person are paramount in all considerations about the safeguarding and protection of adults at risk

- Where concerns are identified, the key principles of working with adults at risk embedded in the Care Act 2014, will inform the approach to interventions at all times
- Where a concern is identified, we must communicate very clearly what we have done and will be doing to safeguard the adult at risk, unless to do so would in any way increase risk to them or a child. Capacity will be assumed unless there is reason to believe that the person cannot understand
- Where we are working together with adults at risk, their carers', family members and other agencies, it is essential to recognise that, in some limited circumstances, it will not be appropriate to engage with carers or family members in order to protect the adult at risk
- Concerns or allegations that staff or volunteers have abused or neglected adults will be taken very seriously and managed sensitively and fairly in accordance with these policies, relevant legislation and local procedures

We deliver this policy by:

- Providing effective leadership and management for staff and volunteers through induction, support and training
- Ensuring effective and robust safeguarding and protection practices by having clear policies, procedures and guidance in place
- Safer recruitment and employment practices to ensure that robust recruitment, selection, induction processes are in place for all those who work across the organisation

How to comply**Capacity and Consent**

It is important to be alert to issues of cognitive capacity which can increase the vulnerability of people where they have a reduced ability to make informed decisions in the moment. This may be transient (e.g. due to fear, shock, injury, illness) or long term (e.g. due to learning differences, disability, mental health issues). Whilst this is a complex issue, it should not get in the way of staff and volunteers genuinely seeking to ensure that all individuals are respectfully consulted in relation to participation in activities and/or sharing of information about them.

A young person aged 16 or older is presumed in law to have capacity to consent, unless there is evidence to the contrary. Capacity to consent is not simply based on age however, particularly where learning and communication difficulties and disabilities are identified, you should also consider a person's capacity to understand the

consequences of giving or withholding their consent. They should not be treated as unable to make a decision until all practicable steps to help them have been taken.

When assessing a person's understanding you should seek to explain the issues using their preferred mode of communication and language. This should be done in a way that is suitable for them, considering all you know about them from your contact with them, particularly their age, language and likely understanding.

It is important to try and ensure that they really understand the issues and are not just agreeing to what is proposed. If you are unsure whether they have the capacity to consent, then you should work closely with the staff team – informed by the EHCP and personalised learning or care plans.

The following criteria should be considered when assessing whether a person has sufficient understanding at any time to consent, or to refuse consent, to sharing of information about them or participating in specific activities:

- Can the person understand the question being asked of them?
- Are they taking an active part in the discussion?
- Can they rephrase the question in their own words?
- How would they explain it to someone else?
- Do they have a reasonable understanding of what the risks or benefits of giving their consent or saying no?
- What do they say they think would happen if they agree the action being suggested?
- Can they appreciate and consider the alternatives, weighing up one aspect against another and express a clear and consistent personal view?

DoLS

The Deprivation of Liberty Safeguards (DoLS) framework came into force on 1st April 2009 under the revised Mental Capacity Act (2005). The legislation is designed to protect and empower vulnerable individuals 18 years and older who lack the mental capacity to give consent to current or potential future deprivation of their liberty within a care home or hospital setting. It also provides a framework within which Local Authorities can lawfully assess and authorise such restrictions acting as the 'Supervisory Body'. Decisions regarding the deprivation of liberty for people within other settings are currently dealt with under the Mental Health Act 1983 [as amended 2007] or are decided upon by the Court of Protection (supported accommodation, group or own home).

Duty of Care: Fox Wood School retain the same duty of care principles as for our vulnerable children, recognising that everyone has a clear moral and professional responsibility to prevent or act on incidents or concerns of abuse. Our duty of care to adults identified at risk, will be fulfilled when all the acts reasonably expected of a person in their role have been carried out with appropriate care, attention and prudence.

The local authority retains the responsibility for overseeing a safeguarding enquiry and ensuring that any investigation satisfies its duty under section 42 to decide what action (if any) is necessary to help and protect the adult, and to ensure that such action is taken when necessary.

Fox Wood School will therefore, be fully informed on their safeguarding working practice regarding vulnerable adults by the Warrington Adult Social Care Team, Adult safeguarding principles and key legislation. These principles, key legislation and associated guidance implement the 2011 Government policy which states: "The Government's policy objective is to prevent and reduce the risk of significant harm to vulnerable adults from abuse or other types of exploitation, whilst supporting individuals in maintaining control over their lives and in making informed choices without coercion" (Statement of government policy on adult safeguarding: 2011)

Fox Wood School will therefore:

- respond to issues of abuse and neglect in accordance with Adult Safeguarding Policy and Procedures
- maintain our own internal policy and procedures, consistent with Warrington Adult Social Care guidance
- ensure all staff and volunteers raise adult safeguarding concerns
- ensure that appropriate representatives of the organisation attend and actively contribute to adult safeguarding strategy meeting/ discussions.
- provide details of enquiries undertaken and their findings to inform adult safeguarding plans and any meetings or conferences held to develop plans.
- attend meetings and actively contribute to adult safeguarding processes.
- work in partnership with other agencies to ensure the safeguarding planning needs of the adult at risk are met.
- ensure information is shared between agencies in accordance with information sharing policies and protocols.
- keep its own records on CPOMS in relation to safeguarding concerns and how these are responded to.

- supports and empowers adults at risk to make decisions about their own lives.
- adhere to the principles of the Mental Capacity Act 2005*, and accompanying Code of Practice, where an adult at risk lacks capacity to make the relevant decision(s)
- support adults at risk to end abuse and to access support that enables them to achieve resolution and recovery wherever possible.

Reporting safeguarding concerns: All members of staff will report any safeguarding concerns to the DSL/Safeguarding Team of the School using the well-embedded CPOMS process, providing all necessary detail in the electronic records made. The DSL/Safeguarding Team will act upon the information received in accordance to the detailed records made.

We will always work directly with our young people to encourage them to make their own decisions, however, the law recognises that some adults at risk may not be able to make their own decisions about the risks presented by known facts. We will look towards the Mental Capacity Act (2005); this is the law that outlines how decisions are made concerning adults and applies to people over the age of 16. The Act recognises that if the adult does not have the mental capacity to make a decision, then key adults involved with the adult will be involved in making decisions of their behalf ('best interests'). This includes parents, medical and educational professionals and other relevant agencies depending upon the complexity of the situation.

At all times, the adults' best interests must be considered carefully when assessing risks (capacity assessment) and determining courses of action, including safeguarding plans.

Using this additional information, the DSL/Safeguarding Team will liaise with adult social care colleagues in regard to any safeguarding concerns raised regarding any vulnerable adult within our School particularly when it is perceived they lack the capacity to make informed decisions regarding their own personal safety and welfare. The welfare needs of the young person will be at the forefront of any social care discussion, planning appropriately with them to ensure a robust multi-agency approach in the identification of potential outcomes; we will act upon such advice and guidance discussed/ received.

Appendix 1: Categories of Adult Abuse Reference: Care and Support Statutory Guidance (2018)

What constitutes abuse and neglect?

This section considers the different types and patterns of abuse and neglect and the different circumstances in which they may take place. This is not intended to be an exhaustive list but an illustrative guide as to the sort of behaviour which could give rise to a safeguarding concern.

Organisations and individuals 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.

Exploitation and abuse of power are common themes in the following list of the types of abuse and neglect.

Physical abuse including:

- assault
- hitting
- slapping
- pushing
- misuse of medication
- restraint
- inappropriate physical sanctions

Domestic violence including:

- psychological
- physical
- sexual
- financial

- emotional abuse
- honour-based violence

The cross-government definition of domestic violence and abuse is: Any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. A new offence of coercive and controlling behaviour in intimate and familial relationships was introduced into the Serious Crime Act 2015. The offence will impose a maximum 5 years' imprisonment, a fine or both. The offence closes a gap in the law around patterns of coercive and controlling behaviour during a relationship between intimate partners, former partners who still live together, or family members, sending a clear message that it is wrong to violate the trust of those closest to you, providing better protection to victims experiencing continuous abuse and allowing for earlier identification, intervention and prevention.

Sexual abuse including:

- rape
- indecent exposure
- sexual harassment
- inappropriate looking or touching
- sexual teasing or innuendo
- sexual photography
- subjection to pornography or witnessing sexual acts
- indecent exposure
- sexual assault
- sexual acts to which the adult has not consented or was pressured into consenting

Psychological abuse including:

- emotional abuse
- threats of harm or abandonment

- deprivation of contact
- humiliation
- blaming
- controlling
- intimidation
- coercion
- harassment
- verbal abuse
- cyber bullying
- isolation
- unreasonable and unjustified withdrawal of services or supportive networks

Financial or material abuse including:

- theft
- fraud
- internet scamming
- coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions
- the misuse or misappropriation of property, possessions or benefits

Financial abuse is the main form of abuse investigated by the Office of the Public Guardian both amongst adults at risk and children. Financial recorded abuse can occur in isolation, but as research has shown, where there are other forms of abuse, there is likely to be financial abuse occurring. Although this is not always the case, everyone should also be aware of this possibility.

Potential indicators of financial abuse include:

- change in living conditions
- lack of heating, clothing or food
- inability to pay bills/unexplained shortage of money

- unexplained withdrawals from an account
- unexplained loss/misplacement of financial documents
- the recent addition of authorised signers on a client or donor's signature card
- sudden or unexpected changes in a will or other financial documents

Modern slavery encompasses:

- slavery
- human trafficking
- forced labour and domestic servitude.
- traffickers and slave masters using whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment

Discriminatory abuse including forms of:

- harassment
- slurs or similar treatment: - because of race, gender and gender identity - age disability - sexual orientation - religion

Organisational abuse including neglect and poor care practice within an institution or specific care setting such as a hospital or care home, for example, or in relation to care provided in one's own home. This may range from one off incidents to on-going ill-treatment. It can be through neglect or poor professional practice due to the structure, policies, processes and practices within an organisation.

Neglect and acts of omission including:

- ignoring medical, emotional or physical care needs
- failure to provide access to appropriate health, care and support or educational services
- the withholding of the necessities of life, such as medication, adequate nutrition and heating

Self-neglect

This covers a wide range of behaviour neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding. A decision on whether a response is required under safeguarding will depend on the adult's ability to protect themselves by controlling their own behaviour. There may come a point when they are no longer able to do this, without external support.

Incidents of abuse may be one-off or multiple and affect one person or more. Professionals and others should look beyond single incidents or individuals to identify patterns of harm. Repeated instances of poor care may be an indication of more serious problems and of what we now describe as organisational abuse. In order to see these patterns, it is important that information is recorded and appropriately shared.

Patterns of abuse vary and include:

- serial abuse, in which the perpetrator seeks out and 'grooms' individuals. Sexual abuse sometimes falls into this pattern as do some forms of financial abuse
- long-term abuse, in the context of an ongoing family relationship such as domestic violence between spouses or generations or persistent psychological abuse
- opportunistic abuse, such as theft occurring because money or jewellery has been left lying around