

WTGF Safeguarding Vulnerable Adults Policy

This policy will enable the World Transplant Games Federation (WTGF) to demonstrate its commitment to keeping safe the vulnerable adults with whom it works alongside. The World Transplant Games Federation acknowledges its duty to act appropriately to any allegations, reports or suspicions of abuse.

It is understood that due to the WTGF being an international organisation, events will be staged in different parts of the world. In this document any reference to an organisation/group/authority particular or unique to the UK will also include such organisations/groups/authorities in the countries where the WTGF events may take place.

It is important to have the policy and procedures in place so that Staff, Volunteers (which includes the Board of Trustees) and Members can work to prevent abuse and know what to do in the event of abuse.

The Policy Statement and Procedures have been drawn up in order to enable the World Transplant Games Federation:

- To 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.
- Who are receiving or may need community care services because of learning, physical or mental disability, age, or illness.
- 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 WTGF Employees, Volunteers, Members and anyone working on behalf of the World Transplant Games Federation.

It is acknowledged that significant numbers of vulnerable adults are abused and it is important that the World Transplant Games Federation has a Safeguarding Adults Policy, a set of procedures to follow and puts in place preventative measures to try and reduce those numbers.

In order to implement the policy, the World Transplant Games Federation will work:

- To acknowledge & promote the freedom and dignity of the person who has or is experiencing abuse
- To acknowledge & promote the rights of all people to live free from abuse and coercion
- To ensure as far as possible the safety and well-being 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

The World Transplant Games Federation:

- Will ensure that all WTGF Employees, Volunteers and Members are familiar with this policy and procedures
- Will work with other agencies within the framework of the No Secrets guidance (Department of Health, 2000)
- Will act within its confidentiality policy and will usually gain permission from service users before sharing information about them with another agency
- Will pass information to the social services or police when more than one person is at risk. For example: if the concern relates to a worker, volunteer or organisation who provides a service to vulnerable adults or children
- 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 social services or police as appropriate
- Will endeavour to keep up to date with national developments relating to preventing abuse and welfare of adults
- Will ensure that the Designated Named Person understands his/her responsibility to refer incidents of adult abuse to the relevant statutory agencies (Police).

The Designated Named Person for Safeguarding Adults in the World Transplant Games Federation is **Kim Renyard**. She should be contacted for support and advice on implementing this policy and procedures.

1. Introduction

The World Transplant Games Federation is a Charitable Organisation registered in England and Wales (Registered Charity No.1179470) responsible for staging international sporting events and promoting education around transplantation in order to promote the physical success of transplant surgery and the need to raise public awareness and increase organ donation. This is achieved through the hosting of the Summer and Winter World Transplant Games, in addition to other sporting events and education platforms.

These procedures have been designed to ensure the welfare and protection of any adult who accesses services and attends events provided by the World Transplant Games Federation. The procedures recognise that adult abuse can be a difficult subject for workers to deal with. The World Transplant Games Federation is committed to the belief that the protection of vulnerable adults from harm and abuse is everybody's responsibility and the aim of these procedures is to ensure that all Staff, Members and Volunteers act appropriately in response to any concern around adult abuse.

2. Preventing abuse

The World Transplant Games Federation 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 the World Transplant Games Federation will be treated with respect.

Therefore, this policy needs to be read in conjunction with other policies that are relevant that the World Transplant Games Federation has in place.

The World Transplant Games Federation is committed to safer recruitment policies and practices for Employees, Volunteers and Members. This may include CRB 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 for reporting Staff or Volunteers that are abusers.

Service users will be encouraged to become involved with the running of the organisation. Information will be available about abuse and the complaints policy and Safeguarding Adults policy statement will be available to service users and their carers/families.

3. Recognising the signs and symptoms of abuse

The World Transplant Games Federation is committed to ensuring that Employees, Volunteers and Members undertake training to gain a basic awareness of signs and symptoms of abuse. The World Transplant Games Federation will ensure that the Designated Named Person and Employees, Volunteers and Members have access to training around Safeguarding Adults. "Abuse is a violation of an individual's human and civil rights by any other person or persons" (No Secrets: Department of Health, 2000)

Abuse includes:

- Physical abuse: including hitting, slapping, punching, burning, misuse of medication, inappropriate restraint
- Sexual abuse: including rape, indecent assault, inappropriate touching, exposure to pornographic material
- Psychological or emotional abuse: including belittling, name calling, threats of harm, intimidation, isolation
- Financial or material abuse: including stealing, selling assets, fraud, misuse or misappropriation of property, possessions or benefits
- Neglect and acts of omission: including withholding the necessities of life such as medication, food or warmth, ignoring medical or physical care needs
- Discriminatory abuse: including racist, sexist, that based on a person's disability and other forms of harassment, slurs or similar treatment
- Institutional or organisational: including regimented routines and cultures, unsafe practices, lack of person-centred care or treatment

Abuse may be carried out deliberately or unknowingly. Abuse may be a single act or repeated acts.

People who behave abusively come from all backgrounds and walks of life. They may be doctors, nurses, social workers, advocates, Staff Members, Volunteers or others in a position of trust. They may also be relatives, friends, neighbours or people who use the same services as the person experiencing abuse.

4. Designated Named Person for safeguarding adults

WTGF has an appointed individual who is responsible for dealing with any Safeguarding Adults concerns. In their absence, a deputy will be available for workers to consult with. The Designated Named Person for Safeguarding Adults within WTGF is:

Kim Renyard

kim.renyard@wtgf.org

Mobile Number: ++44 7585 258557

wtgf@wtgf.org

Office: 01962 448004

Should either of these named people be unavailable then the Employees, Volunteers and Members should contact Adult Social Care Direct directly or the police.

The roles and responsibilities of the named person(s) are:

- To ensure that Employees, Volunteers and Members are aware of what they should do and who they should go to if they have concerns that a vulnerable adult may be experiencing, or has experienced abuse or neglect
- To ensure that concerns are acted on, clearly recorded and referred to an Adult Social Care Direct team or to the allocated social worker/care manager where necessary
- To follow up any referrals and ensure the issues have been addressed
- Consider any recommendations from the Safeguarding Adults process
- To reinforce the utmost need for confidentiality and to ensure that Employees, Volunteers and Members are adhering to good practice with regard to confidentiality and security. This is because it is around this time, when a person starts to challenge abuse, that the risks of increasing intensity of abuse are greatest.
- To ensure that Employees, Volunteers and Members working directly with service users who have experienced abuse, or who are experiencing abuse, are well supported and receive appropriate supervision.
- If appropriate, Employees, Volunteers and Members will, under the Public Interest Disclosure Act 1998, be given support and afforded protection if necessary: They will be dealt with in a fair and equitable manner and they will be kept informed of any action that has been taken and of its outcome.

5. Responding to people who have experienced or are experiencing abuse

WTGF recognises that it has a duty to act on reports, or suspicions of abuse or neglect. It also acknowledges that taking action in cases of adult abuse is never easy.

How to respond if you receive an allegation:

- Reassure the person concerned
- Listen to what they are saying
- Record what you have been told/witnessed as soon as possible
- Remain calm and do not show shock or disbelief
- Tell them that the information will be treated seriously
- Don't start to investigate or ask detailed or probing questions
- Don't promise to keep it a secret

If you witness abuse or abuse has just taken place the priorities will be:

- To call an ambulance or appropriate Medical Staff, if required
- To call the police if a crime has been committed
- To preserve evidence
- To keep yourself, Staff, Volunteers and service users safe
- To inform the Designated Named Person in your organisation
- To record what happened in the log of incidents where safeguarding adults concerns will be recorded.

All situations of abuse or alleged abuse will be discussed with the Designated Named Person or their deputy. If a member of the Employees, Volunteers and Members feels unable to raise this concern with the Designated Named Person or their deputy then concerns can be raised directly with Adult Social Care Direct. The alleged victim will be told that this will happen. This stage is called the alert.

If it is appropriate and there is consent from the individual, or there is a good reason to override consent, such as risk to others, a referral (alert) will be made to Adult Social Care Direct team. If the individual experiencing abuse does not have capacity to consent a referral will be made without that person's consent, in their best interests.

The Designated Named Person may, at the above stage, take advice from Adult Social Care Direct and/or the Safeguarding Adults Unit and/or other advice-giving organisations such as Police.

Raising a Safeguarding Adults Alert

All safeguarding adults alerts (referrals) should be made by telephone to the Adult Social Care Direct Team in the area in which the alleged abuse has taken place. The Designated Named Person will have an overview of this process so they can explain it to the person concerned and offer all relevant support to the person and process. This could be practical support e.g. providing a venue, or information and reports and emotional support.

Information should be provided to the individual. This could be about other sources of help or information that could enable them to decide what to do about their experience, enable them to recover from their experience and enable them to seek justice.

6. Managing allegation made Employees, Volunteers or Members

The World Transplant Games Federation will ensure that any allegations made against Employees, Volunteers or Members will be dealt with swiftly.

Where a member of Staff/volunteer/member is thought to have committed a criminal offence the police will be informed. If a crime has been witnessed the police should be contacted immediately.

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. This will include whether it is safe for them to continue in their role or any other role within the service whilst the investigation is undertaken.

The Designated Named Person will liaise with Adult Social Care Direct to discuss the best course of action and to ensure that the World Transplant Games Federation's disciplinary procedures are coordinated with any other enquiries taking place as part of the on-going management of the allegation.

7. Recording and managing confidential information

The World Transplant Games Federation is committed to maintaining confidentiality wherever possible and information around Safeguarding Adults issues should be shared only with those who need to know. All allegations/concerns should be recorded in the log where safeguarding adults' concerns will be recorded. The information should be factual and not based on opinions; Record what the person tells you and what you have seen and witnesses, if appropriate. The information that is recorded will be kept secure and will comply with data protection procedures.

Access to this information will be restricted to the Designated Named Person, deputy and the Executive Board.

8. Disseminating/Reviewing policy and procedures

This Safeguarding Adults Policy and Procedure will be clearly communicated to WTGF Staff, Members, Volunteers, service users, parents and carers. The Designated Named Person will be responsible for ensuring that this is done.

The Safeguarding Adults Policy and Procedures will be reviewed annually by the WTGF Board. The Designated Named Person for Safeguarding Adults will be involved in this process and can recommend any changes. The Designated Named Person will also ensure that any changes are clearly communicated to Employees, Volunteers and Members. It may be appropriate to involve service users in the review and service users and parents/carers need to be informed of any significant changes.

Next review date March 2027