



FOLKESTONE NEPALESE COMMUNITY (FNC) **PROTECTION OF VULNERABLE ADULTS (POVA) POLICY**

Principles and Values

Safeguarding is defined as protecting an adult's right to live in safety, free from abuse and neglect. All Folkestone Nepalese Community members, volunteers and trustees have a duty to promote the welfare and safety of vulnerable adults. Folkestone Nepalese Community members, volunteers and trustees may receive disclosures of abuse and observe vulnerable adults who are at risk and have responsibility to act.

For this policy 'adult' means a person aged 18 years or over and relates to an adult who meets the following three key tests:

- The adult has needs for care and support (whether the local authority is meeting any of those needs).
- The adult is experiencing, or at risk of, abuse or neglect.
- As a result of their vulnerability and support needs, the adult is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

FNC will adhere to the Kent and Medway Multi-Agency Adult Protection Policy, Protocols and Guidance (<https://www.kmsab.org.uk/p/professionals/kmsab-policies>), which gives clear support for those reporting abuse and is based upon a commitment to equal opportunities and practice in respect of race, culture, religion, disability, gender, age, or sexual orientation. This document also acknowledges the principles of intervention, based on the concept of empowerment and participation of the vulnerable individual.

Vulnerable Adult Definition

Those who may be vulnerable:

- Older frail people
- People with learning disabilities
- People with physical disabilities
- People with mental health problems
- People who engage in substance misuse

Abuse

- Abuse is a violation of an individual's human and civil rights by any other person or persons
- Abuse can be a single or repeated act

Types of Abuse

Physical Abuse. This includes hitting, slapping, pushing, kicking, misuse of medication, undue restraint, or inappropriate sanctions.

Sexual Abuse. This includes rape and sexual assault or sexual acts to which the vulnerable adult has not or could not give consent and/or was pressured into consenting.

Psychological Abuse. This includes threats of harm or abandonment, humiliation, verbal or racial abuse, isolation or withdrawal from services or supportive networks.

Financial Abuse. This includes theft, fraud, pressure around wills, property or inheritance, misuse, or misappropriation of benefits.

Neglect and/or Acts of Omission. This includes failure to access medical care or services, negligence in the face of risk taking, failure to give prescribed medication, poor nutrition, or lack of heating.

Other Types of Abuse. This includes:

Racial and Homophobic motivated abuse
Criminal offences
Multiple forms of abuse
Inappropriate care
Domestic abuse
Institutional abuse
Discriminatory abuse
Self-neglect or self-injurious behaviour
Deprivation of Liberty Safeguards (DoLS)

Reporting Procedures

If you believe someone to be at risk of immediate harm, call the police on 999 at once.

It is not easy for members and volunteers to raise concerns; however, if you have witnessed abuse or have grounds for concern regarding possible abuse, you have a duty to ensure that these concerns are reported. Do not promise to keep the disclosure a secret. Explain about confidentiality and that you will have to talk to someone about what you have been told.

It is important to record any incident or disclosure as soon possible using the Reporting Form available on the Noticeboard or from the Office. This record should include the date and time of the incident, and as much factual information as possible – what you have seen, what you have heard, etc. If something has been told to you by another person, use their own words as much as possible.

Any suspicion, allegation or incident of abuse should be reported to the Safeguarding Lead, the Designated Safeguarding Trustee, or other Trustee if the Lead is not available. The Safeguarding Lead will then refer the concern to Adult Social Care (or other agencies where relevant) and follow their guidance as to next steps.

Contact details for the Safeguarding Lead, Safeguarding Trustee and the Local Authority can be found at the end of this policy.

Good practice in handling disclosures

- Avoid asking questions other than for clarification – Listen attentively and carefully.
- Separate factual information from opinions.
- Do not make assumptions or ignore what is being said.
- Accept what you are being told (this is not the same as immediately believing).
- Avoid making comments or asking leading questions – you are advised not to interview or investigate.
- Do not overreact - remain calm.
- Where relevant, be careful not to destroy evidence.
- Ensure immediate medical attention if necessary and where relevant.
- Reassure the person making the disclosure that they have done the right thing in talking to you.
- Do not promise confidentiality – if necessary, explain that you need to share the information in order to keep the person safe

Staff Training

All staff, volunteers and trustees must read a safeguarding training document provided by Folkestone Nepalese Community as part of their induction and must sign to confirm that they have read and understood this document. Staff will also be expected to attend safeguarding training provided by the Safeguarding Team from Folkestone and Hythe District Council.

The Safeguarding Lead will also undertake safeguarding training provided by the Kent Safeguarding Children Multi-Agency Partnership (<https://www.kscmp.org.uk/training/multi-agency>), to include Safeguarding Adults Level 1, Safeguarding Children Level 1, and Safer Recruitment.

Safer Recruitment

FNC has a commitment to safeguarding and promoting the welfare of all members of the community. Employees and volunteers are expected to recognise and act in accordance with that commitment. During interviews this commitment will be highlighted and interviewers will explore with candidates their attitudes towards people from vulnerable groups, and their wider perceptions around boundaries and suitable behaviour.

Contact Information

Everyone has a responsibility to ensure that concerns about the abuse of vulnerable adults are addressed. The lead responsibility for managing adult protection within Folkestone Nepalese Community is the Centre Manager, who will work in partnership with the local authority. Every reported incident of abuse, or suspected abuse, must be taken seriously and addressed with appropriate urgency. All and any issues of concern will be raised with the manager in the first instance.

Maha Rai, PhD
Telephone: 01303 398055
Email: maha.rai@fncuk.org

If the Safeguarding Lead is unavailable, or the concerns involve the Safeguarding Lead, or it is felt that the Safeguarding Lead is not taking the concerns seriously, members and volunteers should contact the Chairman of the Folkestone Nepalese Community.

Capt (Rtd) Ram Pun
Telephone: 07877 433930 (Mob)
E-Mail: ram.pun@fncuk.org

Staff/volunteers may also report any safeguarding concerns directly to the relevant authorities:

- Police: 999 if there is an immediate risk of harm, otherwise 101 for non-emergency assistance
- Adult Social Services: Telephone: 03000 41 61 61. Email: social.services@kent.gov.uk.
<https://www.kent.gov.uk/social-care-and-health/report-abuse>
- Children's Social Services: Email: Frontdoor@kent.gov.uk.
<https://kccchildrens.kent.gov.uk/web/portal/pages/home>

Further information and resources can be found at:

- <https://www.kmsab.org.uk/>
- <https://www.kscmp.org.uk/>

These policy and procedures were created on 3 December 2020, which will be reviewed by the Folkestone Nepalese Community as and when necessary to adhere to the Kent and Medway Multi Agency Adult Protection Policy, Protocols and Guidance.

These policy and procedures have been approved by the Committee and Trustees of the Folkestone Nepalese Community on 24 March 2024.

24 March 2024

Committee and Trustees
Folkestone Nepalese Community

