



SAFEGUARDING ADULTS POLICY

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Document author	Gill Camina, Universal Safeguarding Solutions Ltd
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Approved by	Board
Does the policy require training for implementation? If yes, please specify type of training	To be included in induction process Line management training Annual refresher training
Describe the cascade mechanism for communicating this policy	Leadership group Line managers talking points / development Staff meetings 5 things to know All staff acknowledge and confirm they have read and understood the policy (via Breathe)
How will implementation be monitored	All staff are clear on the terms of the policy; safeguarding issues dealt with agility and professionalism; record keeping has been improved.

<p>Legislation and guidance</p> <p>The practices and procedures within this policy are based on the principles contained within UK legislation and Government Guidance and have been developed to complement Safeguarding Adults Boards' policies and procedures. They take the following into consideration:</p>	<ul style="list-style-type: none"> ● Care Act 2014 ● Protection of Freedoms Act 2012 ● Domestic Violence, Crime and Victims (Amendment) Act 2012 ● Equality Act 2010 ● Safeguarding Vulnerable Groups Act 2006 ● Mental Capacity Act 2005 ● Mental Capacity (Amendment) Act 2019 [introduced the Liberty Protection Standards into the MCA] ● Sexual Offences Act 2003 ● Human Rights Act 1998 ● Data Protection Act 2018 ● Care and Support Statutory Guidance (updated 21 April 2021) ● General Data Protection Regulations
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<p>As an organisation working in partnership with, or contracted to provide services for, those bodies which are subject to Section 11 audits (including Probation, Youth Offending Teams/Services, Education and Local Authorities), FIGHT FOR PEACEs safeguarding framework seeks to ensure compliance with the safeguarding the criteria set out in:</p>	<ul style="list-style-type: none"> ● Section 11 of the Children Act 2004 ● The Pan London safeguarding procedures for children ¹ and for adults². ● The sport sector Safeguarding Framework and Standards for safeguarding and protecting children in sport³ and the Safeguarding Adults in Sport Framework⁴. ● The Charity Commission of England and Wales
<p>Related policies and procedures</p>	<ul style="list-style-type: none"> ● Safeguarding Children policy ● Case Recording and Records Retention Policy ● Champions Code ● Safe Recruitment Policy ● Complaints Policy ● Disciplinary Policy ● Whistleblowing Policy ● Health and Safety Policy

¹ London Child Protection Procedures and Practice Guidance (March 2021) : <https://www.londoncp.co.uk/index.html> London Safeguarding Children Partnership

² Association of Directors of Adult Social Services: <http://londonadass.org.uk/wp-content/uploads/2015/02/Pan-London-Updated-August-2016.pdf>

³ safeguarding and protecting children in sport: https://thecpsu.org.uk/media/445556/web_cpsustandards.pdf

⁴ Ann Craft Trust: <https://www.anncrafttrust.org/safeguarding-adults-sport-activity/the-safeguarding-adults-in-sport-framework/>

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Terminology used in this document:

An adult is anyone aged 18 or over.

Adult at Risk is a person aged 18 or over who:

- Has needs for care and support (whether or not the local authority is meeting any of those needs);
- Is experiencing, or is at risk of, abuse or neglect;
- As a result of care and support needs is unable to protect themselves from either the risk of, or the experience of, abuse or neglect.

Adult in need of care and support is determined by a range of factors including personal characteristics, factors associated with their situation or environment and social factors. Naturally, a person's disability or frailty does not mean that they will inevitably experience harm or abuse.

In the context of safeguarding adults, the likelihood of an adult in need of care and support experiencing harm or abuse should be determined by considering a range of social, environmental and clinical factors, not merely because they may be defined by one or more of the above descriptors.

In recent years there has been a marked shift away from using the term 'vulnerable' to describe adults potentially at risk from harm or abuse.

Abuse is a violation of an individual's human and civil rights by another person or persons.

Adult safeguarding is protecting a person's right to live in safety, free from abuse and neglect.

Capacity refers to the ability to make a decision at a particular time, for example when under considerable stress. The starting assumption must always be that a person has the capacity to make a decision unless it can be established that they lack capacity (Mental Capacity Act 2005).

Contextual Safeguarding is an approach to understanding, and responding to, young people's experiences of significant harm beyond their families. It recognises that the different relationships that young people form in their communities, schools and online can feature violence, abuse and the impact of wider systemic inequalities within society. Contextual safeguarding is underpinned by a set of values which align with Fight for Peace's. It is:

- Collaborative: achieved through collaboration between professionals, children and young people, families and communities
- Ecological: considers the links between the spaces where young people experience harm and how these spaces are shaped by inequalities
- Rights-based: rooted in, and seek to protect, children's rights and human rights
- Strengths-based: builds on the strengths of individuals and communities to achieve change
- Evidence-informed: grounded in the reality of how life happens. Proposes solutions that are informed by the lived experiences of young people, families, communities and practitioners

Transitional Safeguarding is an emergent concept, which aims to stimulate evidence-informed organisational and multi-agency local safeguarding systems change across services for

children's and adults' safeguarding. Transitional Safeguarding is not a model, nor a prescribed approach, but a term that has been used by Research in Practice to highlight the need to improve the safeguarding response to older teenagers and young adults in a way that recognises their developmental needs. This argument is made in a briefing for local authorities, published in 2018⁵, that draws on both Contextual Safeguarding and Complex Safeguarding as well as emerging evidence that adolescence extends into the early/mid-twenties and that the artificial division of social care services reduces support for and increases risk to those transitioning into adulthood.

⁵ Sawyer SM, Azzopardi PS, Wickremarathne D, Patton GC (2018) *The age of adolescence*. Lancet Child and Adolescent Health 2(3):223–228

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Section 1 Safeguarding Policy

This policy should be read alongside Fight for Peace's Safeguarding Children and Young People Policy.

1. Introduction:

Safeguarding is core business for Fight for Peace. We acknowledge our duty of care to safeguard and promote the welfare of all members, including young adults who may be additionally vulnerable or at risk. Fight for Peace is committed to ensuring that safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice across the youth and sport sectors. Safeguarding adds value to all elements of our work and supports our ability to contribute to improved outcomes for everyone involved in our activities and programmes, including our staff and volunteers.

All staff and volunteers at Fight for Peace will be made aware that the policy exists, what it aims to achieve and the steps that will be taken to achieve those aims. This policy will also be promoted to alliance and delivery partners and to all key stakeholders (including those engaged in Fight for Peace's activities and programmes) through appropriate mechanisms and formats and via Fight for Peace's website.

Our safeguarding policy is supported by our **Champions Code (the Fight for Peace Code of Conduct)** to ensure that all stakeholders understand the behaviours and attitudes expected of our workforce, members and participants which are aligned to Fight for Peace's values and mission. All staff will be introduced to Fight for Peace's safeguarding policies as part of their induction process and are required to formally sign up to complying with the policy and committing to adhering to the safeguarding procedures set out in it. It will be used, along with the Champions Code, in supervisions and appraisals as a tool to hold us all accountable to the high standards which are critical to providing the best support for those facing adversity and who may be at risk of harm

2. Policy statement:

1. Fight for Peace is committed to Safeguarding Adults in line with national legislation and relevant national and local guidelines.
2. We will safeguard adults by ensuring that our activities are delivered in a way which reduces risks for all adults, actively seeks to promote improved outcomes and to keep them safe from harm.
3. As an organisation working directly with adults at risk, and also with those who may be additionally vulnerable (because of factors such as social inequalities, isolation, poverty, illness, unsafe communities, gang crime, serious violence and social deprivation), Fight for Peace is committed to keeping adults safe from harm and exploitation and to upholding their rights.
4. We are committed to ensuring that our policies and practice demonstrate an understanding of both contextual and transitional safeguarding in recognition of emerging evidence that adolescence extends into the early/mid-twenties and that the artificial division of social care services reduces support for and increases risk to those transitioning into adulthood.

5. Fight for Peace is committed to creating and maintaining a safe and positive environment and the organisation accepts its responsibility to safeguard the welfare of all adults involved in our activities or services in accordance with the Care Act 2014.
6. Fight for Peace actively seeks to support all adult participants, members and staff who have lived experience of social inequalities and adversity.
7. Fight for Peace also believes that people with lived experience of social disadvantage and challenges have some of the best solutions and skills to improve outcomes for themselves and others.
8. Fight for Peace recognises that, for any individual, risk may increase according to context and circumstances and our staff may also become alert to concerns within the wider community in which our activities are delivered. We aim to work with and manage those risks.
9. Fight for Peace will encourage and support partner organisations to demonstrate their commitment to the principles and practice of equality as set out in this safeguarding adult policy and procedures.

3. Safeguarding Principles:

The guidance outlined in the policy and procedures is based on the following safeguarding principles:

- All adults, regardless of age, ability or disability, gender or gender identity, race, religion, ethnic origin, sexual orientation, marital or social status have the right to be protected from harm, abuse and poor practice and to feel safe, positive and supported in all of their contact with our organisation and staff.
- Activities and offerings of support are inclusive and make reasonable adjustments for any ability, disability or impairment, we will also commit to continuous development, monitoring and review of our knowledge.
- The rights, dignity and worth of all adults will always be respected.
- Ability, disability and risk can change over time and according to context, such that some adults may be additionally vulnerable to abuse, in particular those adults with care and support needs
- We all have a shared responsibility to ensure the safety and well-being of all adults and will act appropriately and report concerns whether these concerns arise within our activities and services, for example inappropriate behaviour of an employee, or in the wider community.
- All concerns are taken seriously and responded to quickly in line with Safeguarding Adults Policy and Procedures.
- The role and responsibilities of the statutory agencies in safeguarding adults and complying with the procedures of the Local Safeguarding Adults Boards is understood.

These principles are embedded in the Care Act 2014 and the Care and Support Statutory Guidance (updated 2021). The rights of all adults to live a life free from neglect, exploitation abuse and discrimination are also protected by the Equality Act 2010 and the Human Rights Act 1998. Specifically, the right to life is protected (under Article 2); the right to be protected from inhuman and degrading treatment (under Article 3); and the right to liberty and security (under Article 5). See section 2 and appendix 3 for other relevant legislation.

The Care Act 2014 sets out the following principles that should underpin safeguarding of adults:

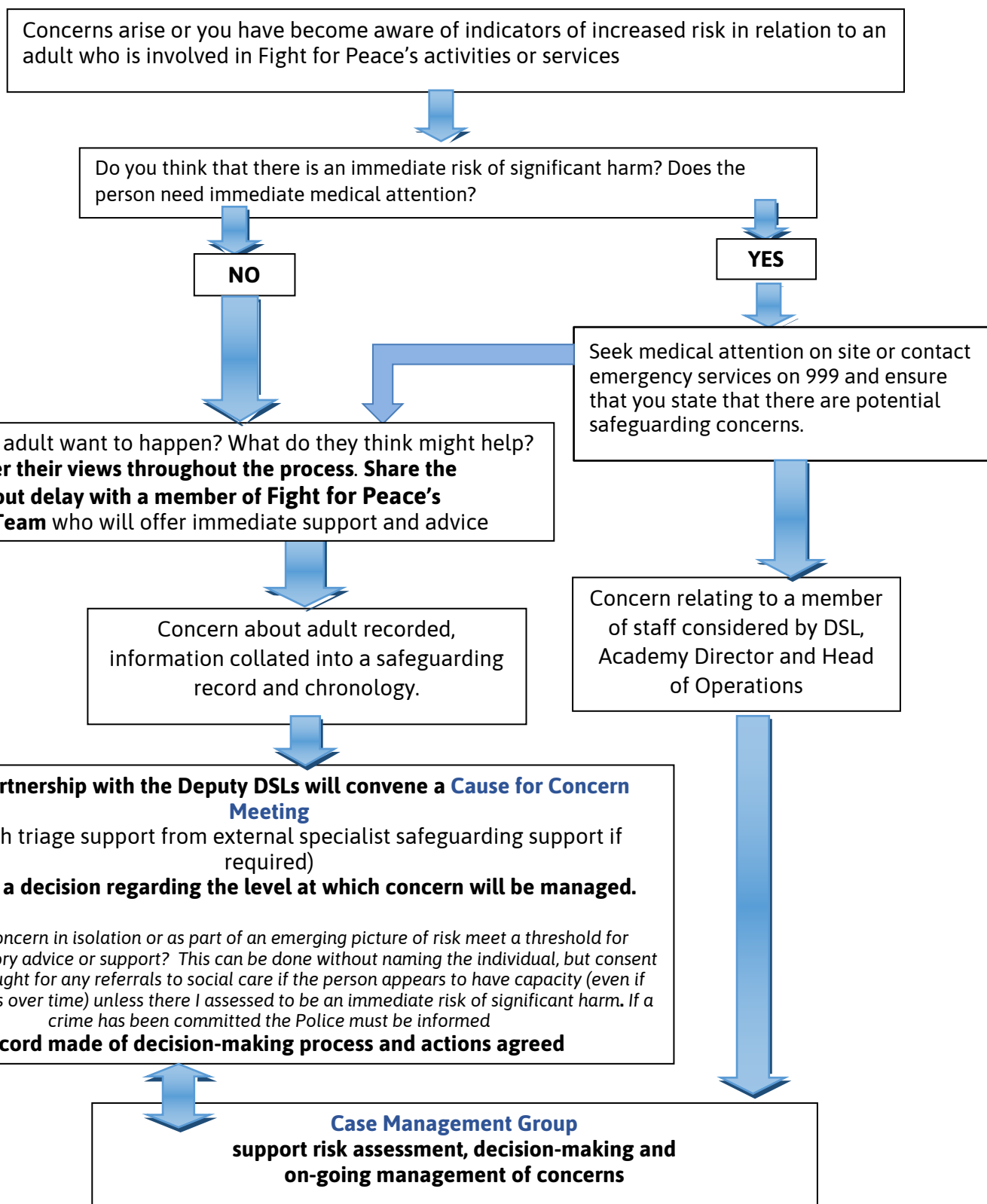
- **Empowerment** - People being supported and encouraged to make their own decisions and informed consent.

"I am asked what I want as the outcomes from the safeguarding process, and these directly inform what happens."

- **Prevention** – It is better to take action before harm occurs.
"I receive clear and simple information about what abuse is, how to recognise the signs and what I can do to seek help."
- **Proportionality** – The least intrusive response appropriate to the risk presented.
"I am sure that the professionals will work in my interest, as I see them, and they will only get involved as much as needed."
- **Protection** – Support and representation for those in greatest need.
"I get help and support to report abuse and neglect. I get help so that I am able to take part in the safeguarding process to the extent to which I want."
- **Partnership** – Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse.
"I know that staff treat any personal and sensitive information in confidence, only sharing what is helpful and necessary. I am confident that professionals will work together and with me to get the best result for me."
- **Accountability** – Accountability and transparency in delivering safeguarding.
"I understand the role of everyone involved in my life and so do they."

4. Flowchart: Do you have concerns about an adult?

Safeguarding is everyone's responsibility. If you have concerns about an adult's safety and or wellbeing you must act on these. It is not your responsibility to decide whether or not an adult has been abused. It is however your responsibility to act on any concerns.



5. Safeguarding and Fight for Peace

Fight for Peace's values are set out below and underpin Fight for Peace's expectation that staff will demonstrate and encourage behaviours and attitudes which support positive safeguarding practices, and improved experiences and outcomes for those that we work with and seek to support:

1. Embracing:

We believe in a society without exclusion. Everyone is welcome.

2. Champion

We work with pragmatism and preparedness to be the best in all we do.

3. Solidarity

We work in unity across our staff, young people and the community.

4. Inspiring

We aim to inspire our young people and be inspired by them.

5. Courage

We work where there is need and are proud to stand up for peace.

These are critical values which underpin Fight for Peace's expectation that staff will demonstrate and encourage behaviours and attitudes which support positive safeguarding practices, and improved experiences and outcomes for those that we work with and seek to support.

Staff are encouraged to share concerns, however small and irrespective of the source of concern, and to be fearless and accountable in maintaining and promoting a focus upon the rights and protection of those we work with and for. This is essential to ensure that our activities are genuinely inclusive and equitable, challenging any potential abuses of power and trust.

Safeguarding is everybody's responsibility, and we must all play our part in ensuring that concerns are responded to positively and in an informed, proportionate and consistent way. This includes being fearless enough to challenge any potentially harmful or negative behaviours which are not aligned to Fight for Peace's values and Champion's Code.

Any concerns arising in relation to the wider community, those who are former staff members and/or individuals not directly involved with Fight for Peace must also never be ignored and should be responded to in accordance with this policy.

As well as Fight for Peace staff being aware and acting upon our safeguarding policies, we will ensure that all partner organisations are alert to their safeguarding responsibilities and give a formal commitment to meeting safeguarding standards in line with this policy.

6. Roles and Responsibilities:

Fight for Peace is fully committed to safeguarding and adult protection, and all those who work for Fight for Peace in any capacity have a duty to safeguard and promote the welfare of adults. It is the responsibility of **all those who work for Fight for Peace** to ensure that they read and understand this policy.

RACI (Responsible/Accountable/Consulted/Informed)

The entire Board has collective responsibility to ensure that the organisation operates safely and in-line with its Safeguarding and Health and Safety legal and statutory duties.

All Board members must be aware of their responsibilities and be confident that the organisation strategy reflects the necessary and appropriate Safeguarding requirements and promotes a Safeguarding culture .

All Board members are responsible for the policies and practices that underpin the organisations Safeguarding approach and :

The Chair will ensure that the Board agenda regularly makes time for discussion about Safeguarding performance in the organisation and support the Safeguarding Trustee in the execution of their duties , including ensuring appropriate training is carried out, and supporting the designated Safeguarding Trustee in raising concerns around performance.

The designated Safeguarding Trustee will provide oversight and assurance on behalf of the board as outlined in the Safeguarding Trustee job description

Specific individual responsibilities:

- **The Academy Director and Head of Operations** will take lead **responsibility** in ensuring that this policy is adhered to, and that appropriate action is taken where a staff member is found to have acted in a way that is contrary to this policy. Their roles include overseeing safeguarding arrangements including ensuring relevant policies and procedures are in place and reviewed/updated and ensuring that the safeguarding framework and implementation plan are regularly reviewed and revised through the **Safeguarding Steering Group** to monitor Fight for Peace’s safeguarding arrangements and identify actions for improvement.
- **The Chief Executive** has overall **accountability** for all matters concerning safeguarding and adult protection and the Board of Trustees will ensure that safeguarding is a standing agenda item for consideration at all Board meetings.
- **The Designated Safeguarding Lead (DSL)** will be consulted in the formulation of this policy and is responsible for safeguarding and promoting the welfare of adults involved in Fight for Peace’s services and activities, supporting staff with concerns and (in consultation with the Safeguarding Team and through Cause for Concern meetings and Fight for Peace’s **Concern Management Group** process) ensuring that appropriate expertise, experience, independence and scrutiny are applied to the management of concerns, ensuring that referrals are made appropriately to statutory agencies. **The DSL** will also **take responsibility** for identifying key learning, themes, issues and priorities for action from the management of concerns and any training and learning needs for the Fight for Peace’s workforce.
- The DSL is supported in this role by the two **Deputy DSLs and by the Designated Lead Trustee for Safeguarding who will also be consulted.**
- Adults and partners will be **informed** about our policies and procedures and how they are supported.
- The organisation will be **informed** and asked to ensure they read and understand this policy.

(the Terms of Reference for the Safeguarding Steering Group and the Safeguarding Case Management Group can be seen in Appendix Five)

7. Safer recruitment

Fight for Peace recognises that our staff and volunteers are our greatest resource. We take our responsibilities for ensuring that any individuals who we deploy, or employ are not just appropriately experienced and qualified but also suitable and appropriate to work within our services.

Our recruitment and selection policy sets out this commitment which includes a robust approach to advertisement and applications to ensure our safeguarding commitment is clearly communicated, interviews which explore behaviours and attitudes, criminal record checks through the Disclosure and Barring Service (DBS), the take up of references and verifying the applicant's identity, qualifications, right to work documentation and employment/volunteering history.

All staff engaged in any way in activities involving responsibilities for our service users and members are required to have an enhanced level DBS check and will not be allowed to work in any capacity until clearance has been received by Fight for Peace's DSL. Any safeguarding concerns which arise as a result of the recruitment and/or DBS processes will be triaged with the Chair of the Concern Management Group (see Appendix Five).

8. Positions of Power and Trust

Sections 16 to 19 of the Sexual Offences Act 2000 (the Act) created a new offence of abuse of trust, applying to the whole of the UK. **All staff are considered to hold Positions of Trust** in relation to young people and members who are participating in Fight for Peace activities and programmes, irrespective of the age of those (see Appendix Nine).

9. Making Safeguarding Personal

'Making safeguarding personal' means that adult safeguarding should be person led and outcome focussed. It engages the person in a conversation about how best to respond to their safeguarding situation in a way that enhances involvement, choice and control. As well as improving quality of life, well-being and safety.

Wherever possible discuss safeguarding concerns with the adult to get their view of what they would like to happen and keep them involved in the safeguarding process, seeking their consent to share information outside of the organisation where necessary.

10. Wellbeing Principle

The concept of wellbeing is embedded throughout the Care Act, and it is one that is relevant to adult safeguarding in our activities. Wellbeing is different for each of us however the Act sets out broad categories that contribute to our sense of wellbeing, many of which link directly with Fight for Peace's mission and purpose. By keeping these themes in mind, we can all ensure that adult participants can engage with Fight for Peace positively:

- Personal dignity (including treatment of the individual with respect)
- Physical and mental health and emotional wellbeing
- Protection from abuse and neglect
- Control by the individual over their day-to-day life (including over care and support provided and the way they are provided)
- Participation in work, education, training or recreation
- Social and economic wellbeing
- Domestic, family and personal domains
- Suitability of the individual's living accommodation
- The individual's contribution to society.

Section 2 - Safeguarding Procedures

1. What to do if you have a concern or someone raises concerns with you.

- It can be difficult to distinguish poor practice from abuse, whether intentional or accidental.
- It is not your responsibility to decide whether or not an adult has been harmed or abused. It is however everyone's responsibility to respond to and report concerns.
- If you are concerned someone is in immediate danger, contact the police on 999 straight away. Where you suspect that a crime is being committed, you must involve the police.
- It is important not to wait until you are certain and not to manage risks and concerns in isolation.
- Fight for Peace's values underpin all of our work and any behaviours and attitudes which are not aligned to these values should be reported without delay.
- Fight for Peace's safeguarding policy is supported by the Champions Code for all involved with the organisation (*see Appendix Four*)
- If you have concerns and or you are told about possible or alleged abuse, poor practice or wider welfare issues you must report this to the DSL or a member of the Safeguarding Team as soon as possible.
- When sharing concerns with the Safeguarding Team (*see page 3 of this policy*), it is good practice to seek the adult's views on what they would like to happen next and to inform the adult you will be passing on your concern in order to seek advice and support (unless you feel that this would increase risks for you or for the individual).
- It is important when considering your concern that you also ensure that you keep the person informed about any decisions and action taken about them and always consider their needs and wishes.
- If concerns relate to any member of the Safeguarding Team, the CEO should be informed without delay.

2. How to respond to a concern:

- Make a record of your concerns.
- Make a record of what you have observed and/or what has been said (using the person's original words as far as possible and as soon as is practicable).
- Remember to make safeguarding personal. Discuss your safeguarding concerns with the adult, obtain their view of what they would like to happen, but inform them it's your duty to pass on your concerns to Fight for Peace's Safeguarding Team who will offer support and advice.
- Describe the circumstances in which the concerns have arisen and/or a disclosure came about.
- Take care to distinguish between fact, observation, allegation and opinion. It is important that the information you have is as accurate as possible but do not wait until you are certain, act upon the concern without delay.
- Be mindful of the need to be confidential at all times, this information must only be shared with Fight for Peace's DSL, a member of the Safeguarding Team and other staff on a need-to-know basis.
- If the matter is urgent and relates to the immediate safety or welfare of an adult at risk, then contact the emergency services immediately on 999.

3. Mental Capacity and Decision Making (*see also Appendix Two*)

Mental capacity refers to the ability to make a decision at the time that decision is needed. A person's mental capacity can change. If it is safe/possible to wait until they are able to be

involved in decision making or to make the decision themselves.

For example:

- A person with epilepsy may not be able to make a decision following a seizure.
- Someone who is anxious or traumatised may not be able to make a decision at that point.
- A person may not be able to respond as quickly if they have just taken some medication that causes fatigue or impaired cognitive function.

Mental capacity is important for safeguarding for several reasons.

Not being allowed to make decisions that one is capable of making is abuse. Where an adult is being threatened or abused and they are scared of the consequences of going against the views of the person abusing them, it is recognised in the law as coercion and a person can be seen not to have mental capacity because they cannot make 'free and informed decisions'.

Mental capacity must also be considered when we believe abuse or neglect might be taking place. It is important to make sure an 'adult at risk' has choices in the actions taken to safeguard them, including whether or not they want other people informed about what has happened, however, in some situations the adult may not have the mental capacity to understand the choice or to tell you their views.

Each home nation has legislation that describes when and how we can make decisions for people who are unable to make decisions for themselves, but the principles are the same.

- We can only make decisions for other people if they cannot do that for themselves at the time the decision is needed.
- If the decision can wait, wait – e.g., to get help to help the person make their decision or until they can make it themselves.
- If we have to make a decision for someone else, then we must make the decision in their best interests (for their benefit) and take into account what we know about their preferences and wishes.
- If the action we are taking to keep people safe will restrict them then we must think of a way to do that which restricts their freedom and rights as little as possible.

If a person who has a lot of difficulty making their own decisions is thought to be being abused or neglected you will need to refer the situation to the Local Authority, and this should result in health or social care professionals making an assessment of mental capacity and/or getting the person the support, they need to make decisions.

There may be times when Fight for Peace needs to make decisions on behalf of an individual in an emergency. Decisions taken in order to safeguard an adult who cannot make the decision for themselves could include:

- Sharing information about safeguarding concerns with people that can help protect them.
- Stopping them from being in contact with the person causing harm.

4. Information-sharing

Sharing information with the right people is central to good practice in safeguarding adults. However, information sharing must only ever be with those with a 'need to know'.

This does **NOT** automatically include the person's spouse, partner, adult, child, unpaid or paid carer. Information should only be shared with family and friends and/or carers with the consent of the adult or if the adult does not have capacity to make that decision and family/

friends/ carers need to know in order to help keep the person safe.

The purpose of Data Protection legislation is not to prevent information sharing but to ensure personal information is only shared appropriately. Data protection legislation allows information sharing within an organisation. For example:

- Anyone who has a concern about harm can make a report to an appropriate person within the same organisation (e.g., Fight for Peace's Safeguarding Team)
- Case management meetings can take place to agree to coordinate actions by the organisation

There are also many situations in which it is perfectly legal to share information about adult safeguarding concerns outside the organisation. Importantly, personal information can be shared with the consent of the adult concerned. However, the adult may not always want information to be shared. This may be because they fear repercussions from the person causing harm or are scared that they will lose control of their situation to statutory bodies or because they feel stupid or embarrassed. Their wishes should be respected unless there are overriding reasons for sharing information.

The circumstances when we need to share information without the adult's consent include those where:

- It is not safe to contact the adult to gain their consent – i.e., it might put them or the person making contact at further risk.
- You believe they or someone else is at risk, including children.
- You believe the adult is being coerced or is under duress.
- It is necessary to contact the police to prevent a crime, or to report that a serious crime has been committed.
- The adult does not have the mental capacity to consent to information being shared about them.
- The person causing harm has care and support needs.
- The concerns are about an adult at risk living in Wales or Northern Ireland (where there is a duty to report to the Local Authority).

When information is shared without the consent of the adult this must be explained to them, when it is safe to do so, and any further actions should still fully include them.

If Fight for Peace is in any doubt as to whether to share information, we will seek advice e.g. seek legal advice and/or contact the Local Authority and explain the situation without giving personal details about the person at risk or the person causing harm. Any decision to share or not to share information with an external person or organisation must be recorded together with the reasons to share or not share information.

5. Multi-Agency Working

Safeguarding adults' legislation gives the lead role for adult safeguarding to the Local Authority. However, it is recognised that safeguarding can involve a wide range of organisations.

Fight for Peace will cooperate with the Local Authority and the Police including to:

- Provide more information about a concern Fight for Peace has raised.
- Provide a safe venue for the adult to meet with other professionals e.g., Police/Social Workers/Advocates.
- Attend safeguarding meetings.

- Coordinate internal investigations (e.g., complaints, disciplinary) with investigations by the police or other agencies.
- Share information about the outcomes of internal investigations.
- Provide a safe environment for the adult to continue their sporting activity/ their role in the organisation.

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