



The **REIGN** Collective
Safeguarding policy

[Last edited by Zoe Cox, June 2024]

Introduction:

The REIGN Collective is a survivor-led training and campaigning organisation, working with adult professionals and adult students of professions that involve protecting children from harm, with the aim of working with young people in the future. REIGN is not a social care service and our members are not considered to be vulnerable or in need of community care or safeguarding by default.

The Department of Health defines a vulnerable adult as a person aged 18 or over who is unable to look after themselves or protect themselves from harm, exploitation or abuse. Vulnerable people may need community care services because of a disability (mental or other), age, or illness.

The REIGN Collective recognises that any adult can become vulnerable at any point in their lives due to a multitude of factors which may or may not relate to the mental health or abilities/disabilities of the individual. Therefore, our policy on safeguarding applies to all adults regardless of vulnerability status.

The REIGN Collective values the strengths and capacities of its members and their right to be treated with trust and autonomy. Triggering safeguarding procedures must be carefully considered and utilised as a last option to keep a member safe where necessary.

The purpose of this policy is to protect people, particularly children and at-risk adults, from any harm that may be caused due to their coming into contact with The REIGN Collective. This includes harm arising from:

- The conduct of staff or personnel associated with The REIGN Collective
- The design and implementation of REIGN's workshops and activities.
- The nature of the work required by survivors of abuse who facilitate REIGN's services..

The REIGN Collective acknowledges the duty of care to safeguard and promote the welfare of children and vulnerable adults, and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and The Office of the Regulator of Community Interest Companies requirements.

The policy recognises that the welfare and interests of children and vulnerable adults are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children and adults who come into contact with the REIGN Collective

- have a positive and beneficial experience of participation in REIGN workshops and events, and that these events are carried out in a safe environment.
- are protected from abuse, exploitation, or emotional harm whilst participating in REIGN workshops and events.

The REIGN Collective acknowledges that some people, including disabled children and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare. We also acknowledge that some adults, including disabled adults and young adults can be at risk of harm when participating as facilitators of REIGN workshops. We accept the responsibility to take reasonable and appropriate steps to ensure their safety and wellbeing.

As part of our safeguarding policy The REIGN Collective will:

- promote and prioritise the safety and wellbeing of children, young people, and adults with specific vulnerabilities.
- ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect, exploitation, physical and mental illness, danger, and any other safeguarding concern relating to children and adults.
- ensure appropriate action is taken in the event of incidents and safeguarding concerns, and provide support to the individual/s who raise or disclose the concern.
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- prevent the employment/deployment of unsuitable individuals

- ensure robust safeguarding arrangements and procedures are in operation.

The REIGN Collective promotes the rights and welfare of its members and takes this responsibility seriously. All staff and volunteers should be aware of our safeguarding policy and follow the steps to ensure members are protected from neglect, abuse, exploitation, or other immediate harms. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Care Act 2014 Definition of an Adult at Risk of Abuse:

Where a local authority has reasonable cause to suspect that an adult in its area (whether or not ordinarily resident there)

- (a) has needs for care and support (whether or not the authority is meeting any of those needs),
- (b) is experiencing, or is at risk of, abuse or neglect, and
- (c) as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

Key Principles of Adult Safeguarding:

In the safeguarding of adults, The REIGN Collective are guided by the six key principles set out in The Care Act 2014 and Making Safeguarding Personal. The REIGN Collective aims to demonstrate and promote these six principles in our work:

- Empowerment – People being supported and encouraged to make their own decisions and informed consent
- Prevention – It is better to take action before harm occurs.
- Proportionality – The least intrusive response appropriate to the risk presented.
- Protection – Support and representation for those in greatest need.
- Partnership – Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse.
- Accountability – Accountability and transparency in delivering safeguarding.

Recognising safeguarding concerns:

Staff or volunteers may become aware that an adult is in need of safeguarding if their behaviour or appearance changes or they make a disclosure, complaint, ask for help, or express a concern. Everyone within the organisation should understand what to do, and where to go to get help, support and advice.

Types of Abuse:

The Care Act 2014 defines the following ten areas of abuse.

- Physical abuse - Including assault, hitting, slapping, pushing, misuse of medication, restraint or inappropriate physical sanctions.
- Domestic Violence/ Domestic Abuse - Including psychological, physical, sexual, financial, emotional abuse; so called 'honour' based violence.
- Exploitation- Including sexual and/or criminal exploitation
- Sexual abuse - Including rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography. Witnessing sexual acts, indecent exposure and sexual assault or 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 or 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, or the misuse of misappropriation of property, possessions or benefits.
- Modern slavery - Encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and those who 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 you are, or are perceived to be different due to race, gender and gender identity, age, disability, sexual orientation or 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 long-term ill treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes or 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.

Radicalisation to Terrorism:

The Government through its PREVENT programme has highlighted how some adults may be vulnerable to exploitation and radicalisation and involvement in terrorism. Signs and indicators of radicalisation may include:

- Being in contact with extremist recruiters.
- Articulating support for violent extremist causes or leaders.
- Accessing violent extremist websites, especially those with a social networking element.
- Possessing violent extremist literature.
- Using extremist narratives to explain personal disadvantage.
- Justifying the use of violence to solve societal issues.
- Joining extremist organisations.
- Significant changes to appearance and/or behaviour.

Reporting Concerns:

Any staff member or volunteer who becomes aware that an adult is or is at risk of being abused must raise the matter with any member of The REIGN Collective's senior management team.

Early sharing of information is the key to providing an effective response where there are emerging concerns. To ensure effective safeguarding arrangements no one should assume that someone else will do it.

Mental Capacity:

The MCA defines someone is lacking capacity, because of an illness or disability such as a mental health problem, dementia or a learning disability, who cannot do one or more of the following four things:

- Understand information given to them about a particular decision
- Retain that information long enough to be able to make the decision
- Weigh up the information available to make the decision
- Communicate their decision. Refer to the Mental Capacity Act Code of Practice, <https://www.gov.uk/government/publications/mental-capacity-act-code-of-practice>. The REIGN Collective will need to involve an advocate if the person lacks capacity to make decisions about a safeguarding concern.

Confidentiality and Information Sharing:

The REIGN Collective will handle all member data in line with the General Data Protection Regulations (GDPR). However, if an adult is deemed to be at risk of experiencing or causing serious harm to themselves or others, The REIGN Collective will alert the local authority about serious concerns or the police if a person is known to be in immediate danger or if a crime has been committed.

Recording and Record Keeping:

A written record must be kept about any concern regarding an adult with safeguarding needs. This must include details of the person involved, the nature of the concern and the actions taken, decisions made and why they were made.

All records must be signed and dated. All records must be securely and confidentially stored in line with General Data Protection Regulations (GDPR).

Whistleblowing:

The REIGN Collective is committed to ensuring that volunteers who in good faith whistle-blow in the public interest, will be protected from reprisals and victimisation.

Important Contacts:

Designated Senior Lead for Safeguarding

Name: Elicia Curtis

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Deputy Senior Lead for Safeguarding

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Monitoring:

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

- changes in legislation and/or government guidance
- as required by the Local Safeguarding Children Board
- as a result of any other significant change or event.

This policy is also open to ongoing review by the senior management team and will be discussed and amended where appropriate.

This policy was last updated by Zoe Cox on the 1st of June 2024