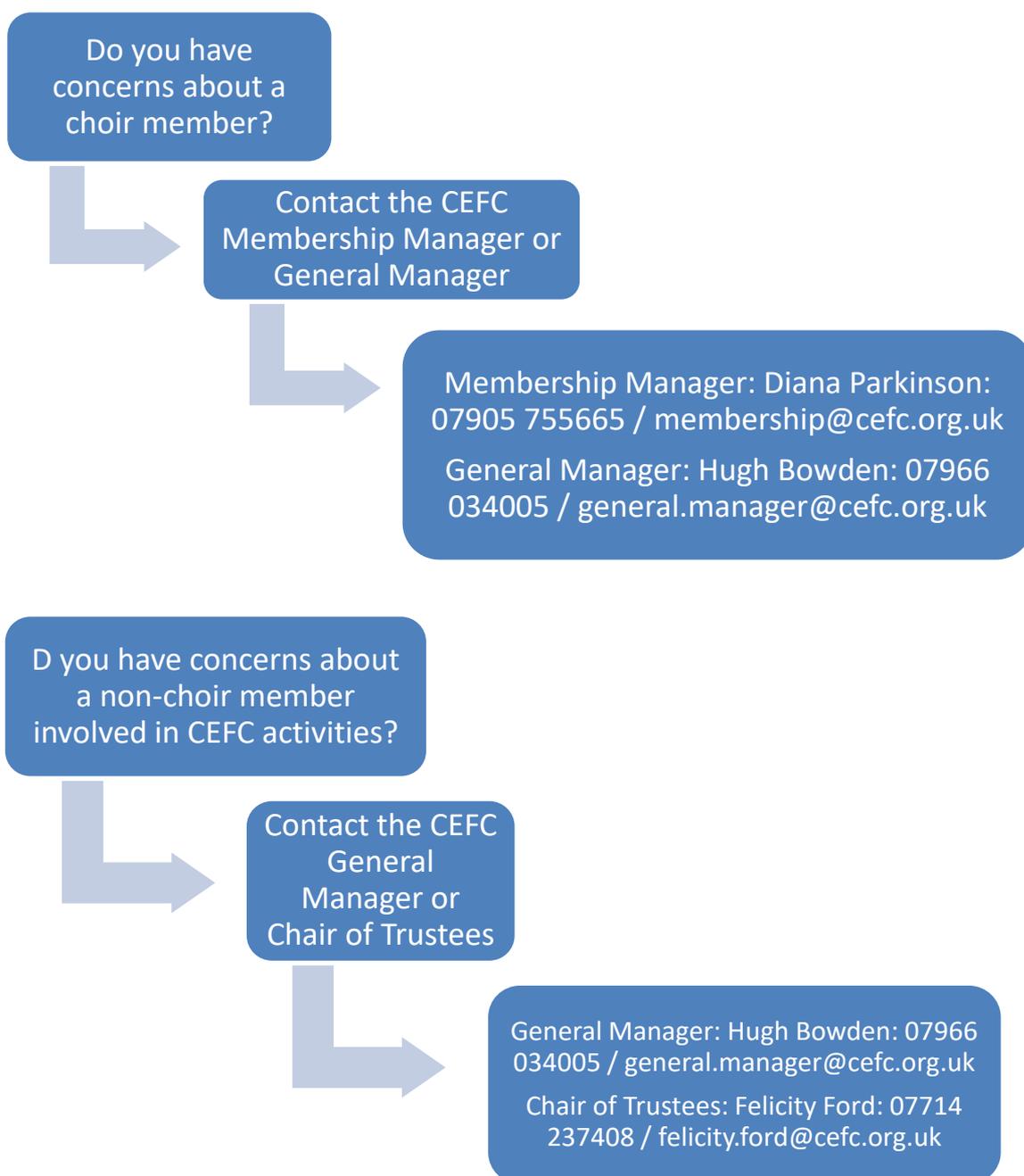


Crouch End Festival Chorus Adult Safeguarding Policy



Purpose

1. Introduction: what is safeguarding?

'Safeguarding means protecting an adult's right to live in safety, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experience of abuse or neglect, while at the same time making sure that the adult's wellbeing is promoted including, where appropriate, having regard to their views, wishes, feelings and beliefs in deciding on any action. This must recognise that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their circumstances.' *Care and Support Statutory Guidance, Department of Health Feb 2017*

All adults should be able to live free from fear and harm, but some may find it hard to get the help and support they need to stop abuse.

An adult may be unable to protect themselves from harm or exploitation for many reasons, including their mental or physical incapacity, sensory loss or physical or learning disabilities. This includes an adult who is usually able to protect themselves from harm, but may become unable to do so because of an accident, disability, frailty, addiction or illness.

The Care Act states that everyone has a role to play in the safeguarding of adults and therefore CEFC has created this document to identify what actions we might need to take.

2. Who do adult safeguarding duties apply to?

The Care Act 2014 sets out that adult safeguarding duties apply to *any* adult who:

- has care and support needs, by reason of mental or other disability, age or illness, and/or
- is experiencing, or is at risk of, abuse and neglect, and/or
- is unable to protect themselves from the risk or the experience of abuse or neglect, harm or exploitation.

According to the Act, an 'adult at risk' may include people with a wide range of disabilities and circumstances, or who may be experiencing conditions that reduce their choice and control, their ability to make decisions or to protect themselves from harm and exploitation.

3. Application to CEFC

Crouch End Festival Chorus (CEFC) is a large, non-professional, symphonic choir. It is a registered charity whose key aim is to sing and promote choral music to the public at the highest standards. Because of the nature of the individual skills, commitment and focus required to fulfil this aim it is unlikely that we will have members who are at risk because of learning difficulties, although risk of abuse (e.g. domestic violence, controlling behaviours), self-harm or neglect, substance abuse or alcohol problems might occur at any time.

We have a very wide age range within the choir and some of our members have physical impairments or disabilities, or may experience some mental health issues. This might affect their control of their daily lives and therefore at times impact on

how they interact with CEFC. Where this is identified, the choir aims to offer reasonable support to enable them to continue to sing. This is covered in our Equality and Diversity Policy, our Health and Safety Policy and our Prevention of Harassment and Bullying Policy.

4. Policy Statement

Crouch End Festival Chorus will not tolerate the abuse of adults in any form and is committed to safeguarding the adults described above in paragraph 2 with support for their needs, within the resources available to the choir.

Providing support for individuals should be person-led and outcome-focused. The individual should be involved in identifying how best to respond to their safeguarding situation by giving them more choice and control in managing their safety.

Charity Trustees are responsible for making sure that no one is harmed by any contact with CEFC and ensuring that we refer an adult identified as being at risk to the relevant local authority for support and help if appropriate.

The safeguarding leads on the committee will be the Membership Secretary and General Manager; on the Board the safeguarding lead will be the Chair. CEFC will also record the names of any members who have had recognised Adult Safeguarding Training to advise the charity on an ad-hoc basis.

If we contract with partners who have vulnerable adults within their membership (e.g. within a workshop) we expect them to demonstrate compliance with safeguarding legislation and guidance through their own Adult Safeguarding Policy.

5. Who do I go to if I am concerned?

Please see the diagram on page 1 of this policy for contact details.

New members of the choir should make any needs known to the General Manager or Membership lead on joining, in order to discuss what can reasonably be done to support them within our resources.

Members can share any concerns about themselves or others in confidence with the General Manager or Membership lead, who will address them with the person concerned and if necessary make a referral for help for the concerns identified. We are not responsible for the subsequent investigation of such concerns. Any referrals will be documented but kept confidential.

Appendix 1 explains that in certain circumstances we might need to report a safeguarding issue irrespective of whether the individual would want us to.

6. Who does this policy statement apply to?

This policy applies to all members of CEFC. It is intended to supplement the existing CEFC policies on Equality and Diversity and Health and Safety, and the Prevention of Harassment and Bullying Code. Subcontractors working with CEFC also need to understand their role and responsibilities in safeguarding adults. Therefore, all members and subcontractors must comply with this policy statement.

7. Consent to Refer to Safeguarding Services

In CEFC any safeguarding issue will be discussed with the individual concerned, and if they need help, with their consent, we will refer them to the relevant Local Authority Safeguarding Service.

Individuals could refuse to be referred, which is their right except where there is concern that:

- A criminal offence has occurred
- The serious and ongoing nature of the abuse means that the individual or another person is at risk and they are unable to make decisions as it is affecting their mental capacity, so in order to protect them the information must be shared with those who can help.

8. Review

This policy will be reviewed by the Trustees every three years. It is posted on the CEFC public website, and is included in the pack given to all new members.

Policy title	Adult safeguarding policy
Date adopted	May 2021
Frequency of review	Three-yearly
Last reviewed	April 2021
Last approved by Trustees	May 2022
Next review due	May 2025 subject to reviewing changes in legislation

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Appendix 1: Categories and signs of abuse

The main categories of abuse are **physical, sexual, psychological/emotional** and **financial abuse**, and **neglect**. These and other categories of abuse are briefly defined below.

The possible signs of **abuse/neglect** include:

- Unexplained or repeated injuries
- Appearing anxious, frightened or distressed
- Changes in behaviour, for example becoming withdrawn or aggressive
- Loss of weight without a medical explanation, and/or eating problems
- Someone else expressing concern about their welfare

Physical abuse is non-accidental harm to a person caused by the use of force.

Sexual abuse involves forcing or enticing a person to take part in sexual activities, not necessarily involving a high level of violence.

Psychological or emotional abuse is behaviour that has a harmful effect on the person's emotional health and development. This can include the use of threats, humiliation, intimidation, coercion, or verbal abuse and bullying.

Financial abuse involves an individual's funds or resources being inappropriately used by a third person.

Neglect is the persistent failure to meet a person's basic physical and/or psychological needs, likely to result in the serious impairment of health or development.

Discriminatory abuse occurs when values, beliefs or culture result in a misuse of power that denies mainstream opportunities to some groups or individuals. It includes discrimination based on race, culture, gender, sexuality, faith/religion or disability.

Institutional abuse is the collective failure of an organisation to provide an appropriate and professional service to children or adults. It includes failure to ensure the necessary safeguards are in place, and it may be part of the accepted 'custom, culture and practices' within an organisation.

Organised or multiple abuse is abuse involving one or more abusers and a number of abused people.

Domestic abuse is defined as 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. Children may suffer significant harm by seeing or hearing the ill-treatment of others (Children Act 2004). It is important to be mindful of any exposure to domestic abuse, even where children are not the immediate victims.

Some children or adults may be at risk of other forms of abuse instigated by family members, including forced marriage, female genital mutilation or 'honour-based' violence.

Modern slavery is defined in the UK within the Modern Slavery Act 2015, and includes human trafficking, forced labour, debt bondage, forced prostitution, forced marriage.

Radicalisation or being influenced by extremism can also be a threat to children and adults. Although this has recently been commonly associated with religious factors, people may also be subject to radicalisation from other sources such as far right-wing organisations.