



Active Together

Safeguarding Adults at Risk Policy

Important:

Remember it is not up to you to decide if abuse has taken place, that is the role of Leicestershire's Social Care Services, BUT it is up to you to report ANY concerns to a Designated Safeguarding Officer.

Active Together have a legal responsibility to respond to any issues that may concern us even if they don't involve our staff or services

Reviewed: January 2021

Review Date: January 2024

(This policy would be reviewed following a key legislation change or major incident)

Contents	Page No.
Introduction and Scope	3
Policy Statement	4
Six Principles of Adult Safeguarding	5
Responsibilities of Active Together	5
Recognising Abuse	7
Dealing with a disclosure or concern	8
Confidentiality	11
Sharing Information	12
Recruitment, Employment and Deployment	13
Key contacts	15
Appendix 1 Incident Report Form	18
Appendix 2 Definition of Terms	21
Appendix 3 Prevent Strategy	24

Foreword

It is well documented that sport plays a positive role in the lives of many adults from a range of backgrounds. As well as the obvious health benefits, they also gain important social and life skills. That is why it is important that everyone who provides sport and physical activity does as much as possible to create and maintain an enjoyable experience. The coach, volunteer or trusted adult is in a very influential position and the recruitment to this position must be undertaken with great care in order to safeguard and protect the adults at risk we work with.

The reality of this is that abuse, in many forms, does take place within and beyond the sport and physical activity sector and in some cases coaches, volunteers and other trusted adults have been convicted of offences committed against vulnerable adults.

Scope

Active Together works in partnership with Leicestershire County Council, Leicester City Council, Rutland County Council and the 7 borough and district councils of Blaby, Charnwood, Harborough, Hinckley & Bosworth, Melton, North West Leicestershire and Oadby & Wigston.

Active Together is hosted by Leicestershire County Council and is recognised as playing a lead, strategic role for sport and physical activity in Leicestershire, Leicester and Rutland in-conjunction with a range of partners. The policies and procedures outlined in this document are designed to cover all aspects of Active Together's work with vulnerable adults and relates to all staff and volunteers employed or deployed by Active Together for the programmes over which it has supervision and control. For activities funded by Active Together but delivered by third party organisations safeguarding requirements will be set which are outlined and built into individual Service Level Agreements.

Important message for Staff, Board Members & Volunteers

The policy equips you with the information you need regarding what actions to take if you suspect or are told about abuse. This may be the tool that helps you to prevent harm against a vulnerable adult.

While it is not our job to establish whether or not abuse is taking place, it ***IS*** our responsibility to report any concerns we have over the welfare of an adult. This duty extends to the identification of abuse or poor practice by staff and volunteers of Active Together, as well as allegations brought to the attention of staff by a member of the public.

This policy outlines that your primary concern is to ensure issues are dealt with quickly and effectively and that you record relevant information and pass it on to the Designated Safeguarding Officer, so that they can discuss any action or referral to the relevant authority. Remember to contact the Emergency Services without delay if necessary.

Policy statement

Active Together accepts the moral and legal responsibility to implement procedures, to provide a duty of care for children, safeguard their well being and protect them from abuse. Active Together is committed to working in partnership with organisations delivering sport within Leicestershire, Leicester and Rutland to promote and deliver best practice when working with children, young people and adults. All children and adults are entitled to protection from harm and have the right to take part in sport and physical activity in a safe, positive and enjoyable environment. Active Together and its partners have a duty of care to safeguard all children and adults involved in sport and physical activity from harm.

Active Together recognises that it is not appropriate to operate combined policies regarding the safeguarding of children and adults, due to the differences in legal and statutory requirements. Therefore, the information in this document only applies to the safeguarding of adults.

This policy aims to ensure that safeguards are put in place to keep adults at risk safe and to prevent harm from occurring when participating in sport and physical activity. Safeguarding adults at risk is an important responsibility for Active Together and its partners and if done effectively will create wider participation in sport and physical activity and will ensure safe access for everyone.

This policy should be read in-conjunction with the following local policies:

- Whistle Blowing
www.leics.gov.uk/index/your_council/local_democracy/county_councillors/standards_of_conduct/whistleblowing_for_employees.htm
- Social media. For more information about the Active Together social media use policy click [here](#)
- Complaints
- Disciplinary
- Recruitment and Selection
http://llrscb.proceduresonline.com/chapters/p_safe_recru.html
- Staff codes of ethics and conduct. These can be found [here](#)
- Equity <https://www.lrsport.org/equality-and-diversity-statement1>

The Six Principles of Adult Safeguarding

In 2013, a Government statement on adult safeguarding policy set out the following key principles for adult safeguarding work:

Empowerment: Person led decisions and informed consent.

Protection: Support and representation for those in greatest need.

Prevention: Better to take action before harm occurs.

Proportionality: Proportionate and least intrusive response.

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.

Active Together Responsibilities

Active Together has two levels of responsibility that need to be outlined when looking at safeguarding adults at risk. These are:

- Strategic – involves work with partners particularly on devolved funded projects/programmes where Active Together cannot take overall responsibility for delivery but has a commitment to safeguarding.
- Operational – this is in relation to Active Together employed staff and Active Together deployed and managed volunteers. Operational responsibility includes projects and programmes that Active Together are directly responsible for managing.

Strategic Responsibilities

Active Together is committed to increasing awareness around the importance of safeguarding adults in sport and physical and will promote this policy to its partners to ensure best practice is adopted.

As outlined within the scope, partners of Active Together can be defined as:

- Organisations who are awarded funding by Active Together.
- Organisations with whom Active Together has a Service Level Agreement or other partnership agreement.
- Organisations whom Active Together commissions to provide a service.

As part of its commitment to safeguarding adults Active Together will:

- Ensure partner organisations have adequate procedures in respect of safeguarding.
- Expect partners to respond to any allegations appropriately and implement their own procedures.
- Ensure that the inclusion of adequate safeguarding arrangements is a key element of all commissioning, funding and partnership agreements
- Encourage, support and assist organisations to develop and implement safeguarding policy and procedures.

Operational Responsibilities

Active Together will:

- Accept the moral and legal responsibility to provide a duty of care to protect and safeguard the wellbeing of adults engaged in any activity over which it has control.
- Emphasise that everyone has a shared responsibility to ensure the safety of adults.
- Respect and promote the rights, wishes and feelings of adults.
- Promote a culture of openness that ensures that all adults, employees, service users and carers are listened to and respected as individuals and feel they can raise their concerns and know that they will be listened to.
- Undertake recruitment procedures that take account of the need to protect adults and include arrangements for appropriate checks on new staff and volunteers, in accordance with LCC recruitment and selection policies.
- Train and supervise its employees and volunteers to adopt best practice to safeguard and protect adults from abuse, and reduce the likelihood of allegations of abuse against themselves.

- Require all staff and volunteers to adopt and abide by this Policy and the Code of Ethics and Conduct.
- Seek to ensure that sport and physical activity is inclusive and provides a positive experience for those involved.
- Maintain confidentiality and ensure information is shared as appropriate with other agencies in all cases involving safeguarding, in line with current legislation.
- Respond to any allegations and concerns appropriately and implement the appropriate disciplinary and appeals procedures, in accordance the host authority procedures.

Guidance and Legislation

The practices and procedures within this policy are based on the principles contained within the UK and legislation and Government Guidance and have been developed to complement the Safeguarding Adults Boards policy and procedures, and take the following into consideration:

- The Care Act 2014
- The Protection of Freedoms Act 2012
- Domestic Violence, Crime and Victims (Amendment) Act 2012
- The Equality Act 2010
- The Safeguarding Vulnerable Groups Act 2006
- Mental Capacity Act 2005
- Sexual Offences Act 2003
- The Human Rights Act 1998
- The Data Protection Act 1994 and 1998

Recognising Abuse

All staff and volunteers should have an understanding of abuse and know how and when to take action. Abuse can take place in any context and by all manner of perpetrator. Abuse may be inflicted by anyone in the club who an individual comes into contact with. Or club members, workers, volunteers or coaches may suspect that an individual is being abused or neglected outside of the club/setting. There are many signs and indicators that may suggest someone is being abused or neglected, these include but are not limited to:

- Unexplained bruises or injuries – or lack of medical attention when an injury is present.
- Person has belongings or money going missing.
- Person is not attending / no longer enjoying their sessions.
- Someone losing or gaining weight / an unkempt appearance.
- A change in the behaviour or confidence of a person.
- They may self-harm.

- They may have a fear of a particular group or individual.
- They may tell you / another person they are being abused – i.e. a disclosure.

Dealing with a disclosure or a concern

If someone starts to disclose abuse, use the following guidelines:

- React calmly so as not to frighten them.
- **If the matter is urgent and relates to the immediate safety of an adult at risk then contact the police immediately.**
- Reassure the person that she or he is right to tell you and is not to blame.
- Do not make promises of confidentiality; explain that you have to make sure that she or he is safe, and that you may need to ask other people to help you to do this.
- Keep questions to the absolute minimum to ensure a clear and accurate understanding of what has been said. Questions should only consist of Who...? What...? When...? Where...? **Questions should not be leading.**
- Let the adult tell you what she or he wants to tell you and no more. She or he may have to disclose to a specialist later, and too much detail now may interfere with later investigations.
- When the person has finished, make sure she or he feels secure. Explain what you will do next.
- Ensure the safety of the person – if they need immediate medical attention, call an ambulance, inform doctors of concerns.
- Make a full written record of what has been said, heard and/or seen, including the date and time, and sign them. Record as much as you can remember, using the persons own words.
- Take what the person says seriously, recognising the difficulties inherent in interpreting what is said by a person who has a speech disability and/or differences in language.
- **Remember: Listen – write it down – report it.** Fill in the Referral Form (see Appendix 1).
- Immediately inform the Designated Officer/Deputy/Senior Manager (see page 15).
- Every effort should be made to ensure that confidentiality is maintained for all concerned in the safeguarding of adults.

The designated person will seek advice from Emergency Duty Team who may involve the police and invoke the appropriate procedures.

It is important when considering your concern that you also consider the needs and wishes of the person at risk, taking into account the nature of the alert, more information on this is given in Appendix 1 'The Legislative Framework'.

Poor Practice

If, after consideration, the incident is poor practice (rather than abusive), the Designated Officer for any relevant National Governing Body of Sport will also be informed and their complaints and appeals procedures will be followed.

If the allegation is about poor practice by the Active Together Designated Safeguarding Officer, or if the matter has been handled inadequately and concerns remain, it should be referred to the Active Partnership Director, to decide how to deal with the allegation and whether or not disciplinary proceedings should be initiated.

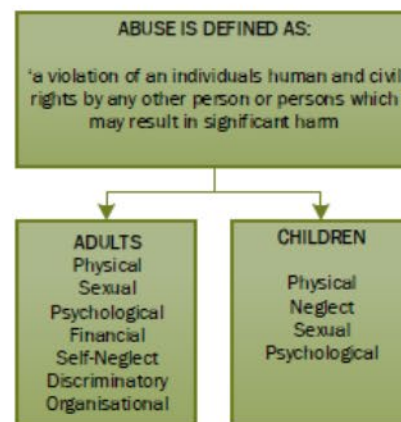
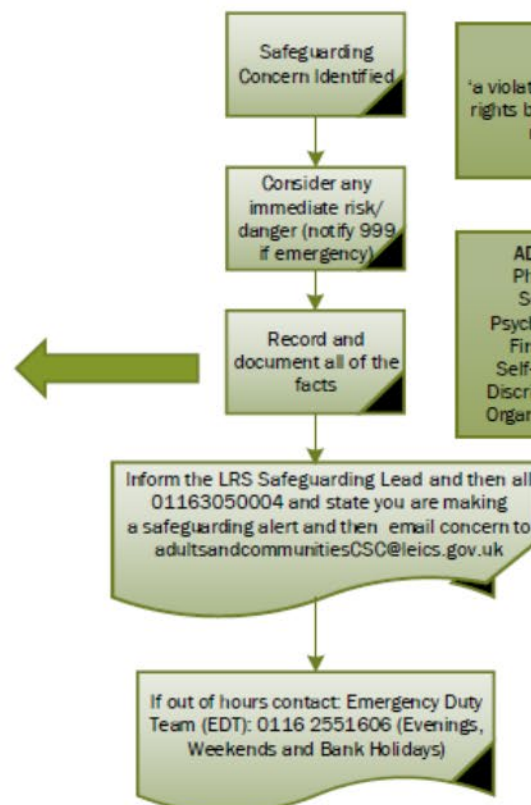
GUIDE TO DEALING WITH CONCERNS RELATING TO SAFEGUARDING ADULTS, CHILDREN & YOUNG PEOPLE

Staff, Board Member, volunteer, coach or parent/carer has concerns about the welfare of a child or adult

Adult Safeguarding Reporting Process

Recording Facts

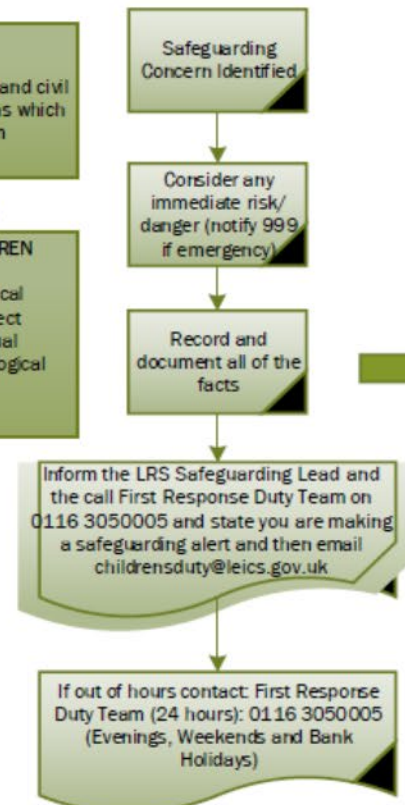
- Date and time of incident
- Appearance and behaviour of the individual
- Any injuries observed
- Exactly what the adult said, using their own words about what happened
- The views and wishes of the adult
- Exactly what you saw if you witnessed the incident
- A record of any witnesses and what they saw
- The name, date and signature of the person taking the record
- The record should be factual - if it contains your opinion or an assessment, it should be clearly noted as such and backed up with evidence
- Keep questions to a minimum - avoid leading questions



Children & Young People Safeguarding Reporting Process

Recording Facts

- Date and time of incident
- Appearance and behaviour of the individual
- Any injuries observed
- Exactly what the child said, using their own words about what happened
- Exactly what you saw if you witnessed the incident
- A record of any witnesses and what they saw
- The name, date and signature of the person taking the record
- The record should be factual - if it contains your opinion or an assessment, it should be clearly noted as such and backed up with evidence
- Keep questions to a minimum - avoid leading questions



For further advice and guidance please contact our PH Provider Operational Safeguarding Lead Simon Dalby
0116 3056650 / 07508013208 in the first instance or Adrian Allen 0116 3054222 / 07740406163
For commissioned services please contact our departmental Safeguarding Lead: Mike McHugh 0116 3054236 / 07730583162

Remember to involve the adult at risk throughout the process wherever possible and gain consent for any referrals to adult social care if the person has capacity.

Assessing capacity

A person's capacity must be assessed at the point at which a decision is needed, taking into account relevant and immediate circumstances as well as possible long-term issues. Adults are assumed to be competent to give consent in making decisions, unless otherwise demonstrated by their capacity being affected by things such as; medication, substances and some untreated mental health issues.

For adults, this means that they have the capacity to choose how they live and make decisions about their safety, even if we do not agree with certain decisions. If you are unsure or concerned that the person may not have the mental capacity to make an informed choice about their safety or evaluate the risk of abuse with their situation, you can report this to the Active Together Safeguarding Lead or Deputy Safeguarding Lead without consent.

Confidentiality

Protection of adults raises issues of confidentiality which must be clearly understood by all. The following guidelines should be adopted when concerns around adult protection arise to ensure that the referral procedure complies with the Data Protection Act (1998) and the Freedom of Information Act (2004).

- Staff, volunteers and Board Members have a professional responsibility to share relevant information about the protection of adults with other professionals, particularly investigative agencies and adult social services.
- Clear boundaries of confidentiality will be communicated to all.
- All personal information regarding adults will be kept confidential. All written records will be kept in a secure area for a specific time as identified in data protection guidelines. Records will only record details required in the initial contact form
- If an adult confides in a member of staff and requests that the information is kept secret, it is important that the member of staff tells the adult sensitively that he or she has a responsibility to refer cases of alleged abuse to the appropriate agencies. (See advice regarding information sharing below)
- Within that context, the adult must, however, be assured that the matter will be disclosed only to people who need to know about it.
- Where possible, consent must be obtained from the adult before sharing personal information with third parties. In some circumstances obtaining consent may be neither possible nor desirable as the **safety and welfare of the adult is the priority.**
- Where a disclosure has been made, staff must let the adult know the position regarding their role and what action they will have to take as a result.

- Staff must assure the adult that they will keep them informed of any action to be taken and why. The adults' involvement in the process of sharing information must be fully considered and their wishes and feelings taken into account.

Information Sharing

If someone does not want you to share information or you do not have consent to share the information, please ask yourself the following questions:

1. Is the adult placing themselves at further risk of harm?
2. Is someone else likely to get hurt?
3. Has a criminal offence occurred? This includes: theft or burglary of items, physical abuse, sexual abuse, forced to give extra money for lessons (financial abuse) or harassment.
4. Is there suspicion that a crime has occurred?

If the answer to any of the questions above is 'yes' - then you can share without consent the information with Active Together Safeguarding Lead, Deputy Safeguarding Lead and Active Partnership Director and Police or Adult Social Care.

When sharing information there are 7 Golden Rules that should always be followed.

1. Seek advice if in any doubt - Without disclosing the identity of the person where possible, consult with your Safeguarding Lead or Deputy Safeguarding Lead at Active Together.
2. Be transparent - The Data Protection Act (DPA) is not a barrier to sharing information but to ensure that personal information is shared appropriately; except in circumstances where by doing so places the person at significant risk of harm.
3. Consider the public interest - Base all decisions to share information on the safety and well-being of that person or others that may be affected by their actions.
4. Share with consent where appropriate - Where possible, respond to the wishes of those who do not consent to share confidential information. You may still share information without consent, if this is in the public interest.
5. Keep a record - Record your decision and reasons to share or not share information.
6. Accurate, necessary, proportionate, relevant and secure - Ensure all information shared is accurate, up-to-date; necessary and share with only those who need to have it.

7. Remember the purpose of the Data Protection Act (DPA) - The DPA is to ensure personal information is shared appropriately, except in circumstances where by doing so may place the person or others at significant harm.

Allegations of Historical Abuse

Allegations of abuse may be made some time after the event (e.g. by an adult who was abused as a child or by a member of staff who is still currently working with children). Where such an allegation is made, the procedures as detailed above should be used and the matter reported to the police, as other children, either within or outside sport, may be at risk from this person.

Recruitment, Employment and Deployment of Staff and Volunteers

All reasonable steps will be taken to ensure unsuitable people are prevented from working with young people and vulnerable disabled adults.

When advertising is used to recruit staff, it will reflect the Vision and Guiding principles of Active Together. There will be a job description and person specification for all core team roles. With the person specification the level of experience or qualifications required (e.g. experience of working with children is essential) will be outlined. If a DBS check is required this will be stated on the job advert and the person specification.

Pre-application information will be available on line and will contain

- A job description including roles and responsibilities.
- A person specification (e.g. stating qualifications or experience required).
- An application form.

Candidates will complete an application form which should elicit the following information:

- Name, address and National Insurance Number (to confirm identity and right to work).
- Relevant experience, qualifications and training undertaken.
- Listing of past career or involvement in sport (to confirm experience and identify any gaps).
- The names of at least two people (not relatives) willing to provide written references that comment on the applicants previous experience and suitability for the role applied for.
- All Core Team positions and coaches who have direct regular access children, whether they are in regulated activity or not will be subject to an interview process. The interviewer will have completed the appropriate training in recruitment and selection procedures. At the interview, qualifications should be substantiated.

- The applicants consent to undertaking a DBS check (if appropriate for the role).
- The applicants consent to abide by the employers Code of Ethics and Conduct.

Disclosure and Barring Service

The Protection of Freedoms Act 2012 has introduced safeguarding and vetting requirements affecting all individuals who have regular contact with children and/or vulnerable adults. These requirements include:

- A definition of Regulated Activity - who is eligible for a DBS check and which level of check they require?
- The introduction of Single Disclosures - Only the applicant will receive a copy of their DBS Certificate.
- The DBS Update service - This service will keep a subscribed individual's DBS Certificate continually up to date, allowing instant online checks and enabling portability (when certain criteria is met).

Regulated Activity

Regulated Activity is defined by type and place of work and the frequency and intensity of the contact with children and/or vulnerable adults. It is vital to understand the definition of Regulated Activity and important to note that:

Barred List information can only be requested for individuals applying to work or volunteer in Regulated Activity. Active Together will request a DBS Enhanced Disclosure on individuals in and out of Regulated Activity where they have regular contact with children. Staff and volunteers undertaking regulated activity will be checked against the barred list.

Active Together is required by law to refer an individual to the DBS if they remove them from Regulated Activity because they have caused harm or because they may cause harm to a child or adult at risk. Active Together will promote and undertake DBS checks on staff and volunteers when required to by law.

Allegations against Staff

Any concerns for the welfare of the child, arising from abuse or poor practice by a member of staff or volunteer, must be dealt with in the same way as allegations against other people, and reported immediately to the Designated Safeguarding Officer, who will then seek advice from the LCC Allegations Manager.

If the allegation is about the Designated Safeguarding Officer, the report should be made to the Active Partnership Director. Where there is a complaint of abuse against a member of staff or volunteer, there may be three types of investigation:

- Criminal
- Child protection
- Disciplinary or misconduct

The host authority disciplinary investigations will take into account all relevant information, including the results of any police and social services investigations and those of other partners. Any action taken against the member of staff or volunteer will be taken in accordance with LCCs disciplinary policy.

If an allegation is made towards another member of staff, full support will be given in line with the local authority whistle blowing policy see: www.leics.gov.uk/index/your_council/local_democracy/county_councillors/standards_of_conduct/whistleblowing_for_employees.htm

Designated Safeguarding Officers

Active Together has appointed individuals who are responsible for dealing with any safeguarding concerns. In their absence, a deputy will always be available for anyone to consult with. The named persons for safeguarding concerns within Active Together are:

AT Lead Safeguarding Officer	Noel Haines
Work telephone number:	01509 564859
Mobile number:	07775 025168
Deputy: Name of contact person	Geoff Maltby
Work telephone number:	01509 564862
Mobile number:	07780 614784
Active Partnership Director	John Byrne
Work telephone number	01509 564852
Mobile number:	07795 841207

Public Health Departmental Contacts

Public Health Provider Operational Safeguarding Lead	Simon Dalby
Work telephone number:	0116 3056650
Mobile number:	07508 013208
Alternative Public Health contact:	Adrian Allen
Work telephone number:	0116 3054222
Mobile number:	07740 406163

Key External Contacts

First Response Children's Duty Team)
(Referral in Leicestershire)
Phone: 0116 3050005 and then email childrensduty@leics.gov.uk

Emergency Duty Team (Out of hours emergencies)
Phone: 0116 3050005

Police common referral desk
0116 2485311

Leicestershire County Council
LADO (Allegations Manager): 0116 3057597

Leicester City referrals
0116 4541004

Rutland referrals
01572 722577 (Ext 8407)

Leicestershire Constabulary
Contact 999 (If there is a danger to life, a risk of injury or a crime is taking place)

Contact Leicestershire police on 101 if you think a crime has been committed but there is no immediate danger.

Other Key Contacts:

Child Protection in Sport Unit	0116 3665590
Child Line	0800 1111
Football Association – Historic Abuse	0800 0232642
National Governing Bodies of Sport	www.thecpsu.org.uk/help-advice/deal-with-a-concern

Other Key Contacts:

Ann Craft Trust: working in the interests of people with learning disabilities who may be at risk from abuse	0808 800 5000
Action on Elder Abuse helpline: aiming to prevent the abuse of older people	0808 8088141 (UK helpline)

Appendix 1

Adult at Risk Safeguarding Incident Reporting Form

This form is used for reporting both suspicions and disclosures of possible abuse, therefore not all sections may be appropriate. Please complete with as much information as possible, using verbatim reports from people involved where possible. This information will be treated in the strictest confidence.

About you, the reporter	
Your name:	
Your job role:	
Your telephone number and email address:	
Are you reporting the concern on behalf of someone else?	
If yes to above, what is their name and their position?	
What involvement have you had? (Have you had contact with family/ other professionals etc)	
About the adult at risk	
Name:	
Age and date of birth:	
Gender:	
Address, telephone and email contact details:	
Housing tenure (CNH tenant/ Housing Association/ private rented/ owner occupier):	
Ethnic and/or religious background:	
Disabilities or other special factors:	

About the person's family/ support network	
Who is the person's next of kin?	
Address, telephone and email contact details:	
Names of other people living at the address or significantly involved:	
About the concern	
What has happened/ what are your concerns? (Please give full details, using verbatim reporting where possible and include physical or behavioural indicators)	
Have you or anyone else involved spoken to the person or with their parents/ family/ others involved? If so, what was discussed (record this verbatim where possible)? <i>Remember, you are not expected to undertake investigations so don't worry if you don't know.</i>	
Dates and times of significant events:	
About the alleged abuser, if known	
Name:	
Job position / role:	
Address, telephone and email contact details:	
About other agencies involved	
Are you aware of any other services or professionals who are involved with the person?	
Name of agency and professional:	

Address, telephone and email contact details:	
Details of involvement and any advice you have received with dates:	
<i>For Safeguarding Lead / Deputy use only</i>	
<i>Name:</i>	
<i>Date, time, venue / method of initial staff report regarding suspicions, concerns or disclosure relating to safeguarding:</i> <i>Who was present:</i>	
<i>Date, time and venue of Incident Reporting Form handover:</i> <i>Who was present:</i>	
<i>Notes regarding Safeguarding Lead / Deputy follow up actions:</i>	

Appendix 2

Definition of Terms

To assist the understanding this policy a number of key definitions are explained:

Adult at Risk: A person aged 18 or over who is in need of care and support regardless of whether they are receiving them, and because of those needs are unable to protect themselves against abuse or neglect.

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: A violation of an individual's human and civil rights by another person or persons. See section 5 for further explanations.

Adult: Anyone aged 18 or over.

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

Capacity: 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 (MCA 2005).

Types of Abuse and Neglect - Definitions from the Care Act 2014

This is not intended to be an exhaustive list but an illustrative guide as to the sort of behaviour or issue which could give rise to a safeguarding concern.

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.

Modern Slavery – encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment. Active Together staff/volunteers may notice that a participant in a team has been missing from practice sessions and is not responding to reminders from team members or coaches.

Domestic Abuse – including psychological, physical, sexual, financial and emotional abuse. It also includes so called 'honour' based violence. Active Together staff/volunteers may notice a power imbalance between a participant and a family member. For example, a participant with Downs syndrome may be

looking quiet and withdrawn when their brother comes to collect them from sessions, in contrast to their personal assistant whom they greet with a smile.

Discriminatory – discrimination is abuse which centres on a difference or perceived difference particularly with respect to race, gender or disability or any of the protected characteristics of the Equality Act. This could be the harassing of a club member because they are or are perceived to be transgender.

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 on-going ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation. For example, this could be training without a necessary break.

Physical Abuse – includes hitting, slapping, pushing, kicking, misuse of medication, restraint or inappropriate sanctions. This could be a coach intentionally striking an athlete.

Sexual Abuse – including rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting. This could be a fellow athlete who sends unwanted sexually explicit text messages to a learning disabled adult they are training alongside.

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 or misappropriation of property, possessions or benefits. This could be someone taking equipment from an athlete with dementia.

Neglect – including ignoring medical or physical care needs, failure to provide access to appropriate health social care or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating. This could be a coach not ensuring athletes have access to water.

Emotional or Psychological Abuse – this includes threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks. This could be an athlete threatening another athlete with physical harm and persistently blaming them for poor performance.

Not included in the Care Act 2014 but also relevant:

Cyber Bullying - cyber bullying occurs when someone repeatedly makes fun of another person online or repeatedly picks on another person through emails or text messages, or uses online forums with the intention of harming, damaging, humiliating or isolating another person. It can be used to carry out many different types of bullying (such as racist bullying, homophobic bullying, or bullying related to special educational needs and disabilities) but instead of the perpetrator carrying out the bullying face-to-face, they use technology as a means to do it.

Forced Marriage - forced marriage is a term used to describe a marriage in which one or both of the parties are married without their consent or against their will. A forced marriage differs from an arranged marriage, in which both parties consent to the assistance of a third party in identifying a spouse. The Anti-Social Behaviour, Crime and Policing Act 2014 make it a criminal offence to force someone to marry.

Mate Crime - a 'mate crime' as defined by the Safety Net Project is 'when vulnerable people are befriended by members of the community who go on to exploit and take advantage of them. It may not be an illegal act but still has a negative effect on the individual.' Mate Crime is carried out by someone the adult knows and often happens in private. In recent years there have been a number of Serious Case Reviews relating to people with a learning disability who were murdered or seriously harmed by people who purported to be their friend.

Radicalisation - the aim of radicalisation is to attract people to their reasoning, inspire new recruits and embed their extreme views and persuade vulnerable individuals of the legitimacy of their cause. This may be direct through a relationship, or through social media.

Appendix 3

PREVENT

What is Prevent and How to Get Help

What is the Prevent Duty

Prevent is a statutory duty for specified agencies, including the council, NHS Trusts, schools and the police; it is aimed at combating extremism and creating a safe and secure county. The programme is managed by the council's Community Safety Team and has been developed in response to the Counter Terrorism and Security Act (2015), and the Government's Prevent Strategy - a national counter extremism programme aimed at stopping people from becoming violent extremists or supporting extremism, both violent and non-violent.

Leicestershire and Rutland's Prevent Strategy is aimed at preventing violent and non-violent extremism, but is also very much about protecting our communities and supporting vulnerable people who may be targeted by extremists trying to recruit or radicalise them. There is no single profile of a person who may be vulnerable to grooming by extremists, and the Prevent programme relies on community support and information to identify and safeguard people.

Advice and Support

Concerned about a young person or adult?

If you are concerned that someone you know, or have come across, is at risk of being exploited for extremist purposes, you should inform the Local Authority or the Police who will assess the individual and provide them with appropriate support if they are at risk.

Please follow this link to refer via the Police:

<https://www.leics.police.uk/advice/advice-and-information/t/prevent/prevent/>

If you have concerns about an adult please refer to:

<https://www.leicestershire.gov.uk/leisure-and-community/community-safety/prevent>