



Protection of Vulnerable Adults Policy

This policy applies to our management committee, paid staff, volunteers, students or anyone working on behalf of Dancemind.

Dancemind believes that:

Every movement matters regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, aspiring to nurture and support people through community based-arts using dance and movement as its main medium.

We recognise that:

- the welfare of a vulnerable adult at risk is paramount
- all vulnerable adults at risk, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse
- working in partnership with vulnerable adults at risk, their relatives, carers and other agencies is essential in promoting their welfare

The purpose of the policy:

- to provide protection for vulnerable adults at risk who participate in our sessions
- to provide staff and volunteers with guidance on procedures they should adopt in the event that they suspect a vulnerable adult may be experiencing, or be at risk of, harm
- to actively promote the empowerment and well-being of vulnerable adults who participate in our sessions

We will seek to safeguard vulnerable adults at risk by:

- valuing them, listening to and respecting them
- adopting safe working practices for staff and volunteers
- recruiting staff and volunteers safely, ensuring all necessary checks are made including fully enhanced DBS checks every 3 years.
- sharing information appropriately about adults who are at risk, with their consent
- if consent is refused and there are considered to be serious concerns of abuse for the individual concerned or others, then consent may be over ridden in line with guidance, and only shared appropriately with those who need to know
- providing effective management for staff and volunteers through supervision, support and training

Confidentiality

Every effort will be made to ensure that confidentiality is maintained for all concerned and that discretion is maintained at all times when dealing with any suspicious allegations.



Documentation

Dancemind will ensure that a detailed record of any disclosure is made.

Complaints

Dancemind will ensure that all people involved in its activities are fully briefed on the complaints procedure.

Monitoring

Dancemind will review this policy each year in January or sooner in light of any changes in legislation or guidance. All changes will be communicated to the board or anyone working on behalf of Dancemind.

Monitoring will also involve assessing the induction process for anyone working on behalf of Dancemind. Further training needs will also be identified on an ongoing basis.

Dancemind will also be responsible for liaising with The Northamptonshire Protection of Vulnerable Adults Referral Team to ensure that the policy meets current legislation.

This policy is agreed by Dancemind Managing Committee;

Chair: Jo Dacombe

Signed:

A handwritten signature in black ink, appearing to be "JDacombe".

Date: 1st April 2019

Secretary: Lucy Knight

Signed

A handwritten signature in black ink, appearing to be "L. J. Knight".

Date: 1st April 2019:

Treasurer: Tina Heeley

Signed:

A handwritten signature in black ink, appearing to be "T Heeley".

Date: 1st April 2019