



Safeguarding Adults Policy April 2024

1. Safeguarding Adults Policy Statement

Seas Your Future believes in protecting every adult's right to live in safety, free from abuse and neglect. This policy sets out the roles and responsibilities of Seas Your Future in working together to promote the welfare of vulnerable adults and to safeguard them from abuse and neglect. Our policy and procedures comply with current legislation, principally The Care Act 2014 and The Safeguarding Vulnerable Groups Act 2006.

This policy aims to ensure that Seas Your Future has all the correct procedures in place to protect and safeguard adults and to ensure that staff, contracted staff and volunteers can recognise the symptoms of abuse and neglect and act appropriately upon them.

We are primarily a charity working with children and young people aged 14 to 17 and there will be occasions when a young person in our care reaches 18 years of age and becomes an adult e.g. on one of our voyages. We also work with young adults aged 18 to 25. We also recognise that our staff, crew, volunteers and other people who come into contact with our charity through its work could be vulnerable adults and make disclosures whilst working with us and in our care.

This policy and related procedures are applicable to the Chief Executive Officer, trustees, employees, contractors and volunteers of Seas Your Future. Failure to comply with the policy and related procedures will be addressed without delay and may, ultimately, result in dismissal or exclusion from the organisation.

Employees, trustees and volunteers should be made aware of how this policy can be accessed so that correct procedures can be followed and training on Adult Safeguarding is also compulsory.

2. Supporting documents

This policy statement should be read alongside SYF's policies, procedures, guidance and other related documents which include:

- risk assessment procedures - See Appendix 1 and Part A Section 5.2
- dealing with disclosures and concerns about a vulnerable adult See Part B, Sections 2,3 C 4 and Appendix 2
- managing allegations against staff and persons of trust- See Part B, Section 3

- recording concerns and information sharing - See Part B, Sections 3 C 10 and Appendix 2
- adult protection records retention and storage - See Appendix 4
- Photography, sharing images and social media guidance- See Part B, Section 8
- online safety
- induction, training, supervision and support of staff and volunteers- See Part B, Section 9
- Children and Young People Safeguarding Policy
- Staff Handbook including Staff Code of Conduct including The Merchant Navy Code of Conduct
- Volunteer and Trustee Codes of Conduct
- Recruitment C Selection Policy
- Health C Safety Policy
- Wellbeing Policy
- Risk Management Policy
- Modern Slavery Policy
- Equality, Diversity and Inclusion Policy
- Anti Bullying and Harassment Policy
- Lone Worker Policy
- Whistleblowing Policy
- Privacy and GPDR Policy
- Complaints Policy
- Social Media Policy
- Information Sharing Policy

3. Definition of an Adult at Risk of Abuse - Care Act 2014

There are three factors that determine whether an adult is at risk of abuse. These are:

where an adult in our care:

- (a) has needs for care and support,
- (b) is experiencing, or is at risk of, abuse or neglect, and
- (c) because of those needs is unable to protect his her or themselves against the abuse or neglect or the risk of it.

4. Key Principles of Adult Safeguarding

Seas Your Future is guided by the six key principles of adult safeguarding as set out in The Care Act 2014 and Making Safeguarding Personal. Seas Your Future 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 act before harm occurs.
- **Proportionality** - The least intrusive response appropriate to the risk presented.
- **Protection** - Support and representation for those in greatest need.
- **Partnership** - Working with partners, clients and regulatory services to prevent, detect and report neglect and abuse.
- **Accountability** - Accountability and transparency in delivering safeguarding.

5. Recognising the signs of abuse

We aim to ensure that all land staff, contracted crew, trustees and volunteers are well-placed to identify abuse from things that the adult may say or do or that let you know something is wrong. It may come in the form of a disclosure, complaint, or an expression of concern. Everyone within the organisation should understand what to do, and where to go to get help, support and advice. See Section 4.1. and 4.2, also Section 5 of this policy.

5.1 Types of Abuse

The Care Act 2014 defines the following areas of adult abuse. Seas Your Future, in line with many other organisations, also includes self-neglect as an additional category. These are not exhaustive but are a guide to behaviour that may lead to a safeguarding enquiry. This includes:

- **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 or 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. *See our Modern Slavery Policy for more information.*
- **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 or in relation to care provided in one's own home from one off incidents to long-term ill treatment through neglect or poor professional practice because of the structure, policies, processes or practices within an organisation.
- **Neglect and acts of omission** - 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.

5.2 Mental Capacity

The Mental Capacity Act, 2005, defines someone who 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>. Seas Your Future will need to involve an advocate if the person lacks capacity to make decisions about a safeguarding concern.

Seas Your Future works with the client chartering our ships and participating in activities organised by us to identify and record the specific needs of individuals who may lack mental capacity or have other needs which make them more vulnerable than other people. This will allow us to adapt our practices and accommodate specific needs accordingly. This will be recorded in a risk assessment. *See Appendix 1 for a risk assessment form.*

5.3 Radicalisation to Terrorism - PREVENT Programme

- Through this programme, the Government has highlighted how some adults may be vulnerable to exploitation, radicalisation and involvement in terrorism. Signs and indicators are:
- 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.