

PROTECTION OF VULNERABLE ADULTS

Vulnerable adults are those who may be in need of care services by reason of mental or other disability, age or illness and who may be unable to take care of themselves or unable to protect themselves against significant harm or exploitation.

Our service users, who are vulnerable adults, are therefore entitled to protection against abuse, including all forms of harm or exploitation.

The Partnership is committed to protecting our service users against all forms of abuse. Employees of the Partnership have a responsibility toward our service users to ensure that, as vulnerable adults, they are protected from abuse.

Abuse is a violation of a service user's human and civil rights by another person and may consist of a single act or multiple acts. As well as physical and psychological abuse, acts of neglect or an omission to act may amount to abuse. Abuse may also occur when a vulnerable adult is persuaded to enter into a financial or sexual transaction to which he or she has not consented or cannot consent.

When dealing with our service users, employees must remain vigilant at all times of the risk to our service users of abusive behaviour from different sources including members of the service user's family, other service users, employees and in different situations.

If an employee believes a service user has been subjected to abuse, he or she should refer the circumstances to his or her line manager (or another manager if appropriate), in accordance with the Partnership's Public Interest Disclosure Policy and Procedure ("Whistleblowing") for full investigation.

If the alleged perpetrator of abuse is another employee, the circumstances will be investigated fully under the Partnership's Disciplinary Procedure.

If necessary, the Partnership will refer details of the circumstances to the Secretary of State so that details of the alleged perpetrator may be added on a provisional basis to the POVA list, pending the outcome of disciplinary procedures. Upon full investigation, should the allegations be shown to be clearly groundless, the Partnership will take action promptly to have the employee's name removed from provisional POVA listing.

If, following full investigation of the circumstances, the Partnership determines that the perpetrator should be dismissed from the Partnership, the employee's details will be referred to the Secretary of State for inclusion on the POVA list.