FCENS
FOREST CHURCHES EMERGENCY NIGHT SHELTERS

Forest Churches Emergency Night Shelter (FCENS)

Safeguarding Policy

Last review: April 2025

To be next reviewed in May 2026

Contents

Organisation Information 3
Introduction and Values 3
Definition of safeguarding 4
Scope of policy 5
Ensuring our Night Shelter is safe 5
Safer Recruitment and Worker Management 6
Whistle Blowing 7
Confidentiality 8
Guidelines 9
Procedures when concerns are raised 10
Safe organisations 13
Six Safeguarding Adults Principles, (ADASS, 2011) 14
Concerns about safeguarding 15
Appendix 1 - Recognising Abuse and Neglect 16

Organisation Information

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Company Number: 7904107

Introduction and Values

Forest Churches Emergency Night Shelter (FCENS) is a Christian organisation that is passionate about living out God's kingdom values of love, hope, justice and transformation. It's what inspires us and drives us. FCENS will therefore, reflect this Christian ethos through its staff, volunteer workers and in all of its developments. FCENS is committed to establishing good governance and a healthy culture.

FCENS takes seriously its responsibility to nurture, protect and safeguard the welfare of all vulnerable people entrusted to its care. All staff will be aware of opportunities to ensure the protection of the vulnerable people we work with and of the current procedures to follow. The aim of the FCENS Safeguarding Adult policy is to protect vulnerable people in our care from abuse and neglect, to ensure that people who have been abused receive support and protection from further abuse.

The policy and procedures comply with the Care Act 2014, the Care and Support Statutory Guidance, (DH, 2016), the Mental Capacity Act 2005, the Mental Health Acts 1983 & 2007, and the London Multi-Agency Adult Safeguarding Policy and Procedures, (ADASS, 2015).

Definition of safeguarding

The Care Act and Guidance state that safeguarding:

- Is person led
- Engages the person from the start, throughout and at the end to address their needs
- Is outcome focused
- Is based upon a community approach from all partners and providers

Safeguarding is defined as 'protecting an adult's right to live in safety, free from abuse and neglect.' ("Care and Support Statutory Guidance", Chapter 14). Adult safeguarding is about preventing and responding to concerns of abuse, harm or neglect of adults. Staff should work together in partnership with adults so that they are:

- Safe and able to protect themselves from abuse and neglect;
- Treated fairly and with dignity and respect;
- Protected when they need to be;
- Able easily to get the support, protection and services that they need.

The context of the legislation, specific adult safeguarding duties apply to any adult who:

- Has care and support needs, (regardless of whether or not they are in receipt of health and social care services) and
- Is experiencing, or is at risk of, abuse or neglect, and
- Is unable to protect themselves from either the risk of, or the experience of abuse or neglect, because of those needs.

Scope of policy

This policy applies to

- All staff employed by FCENS irrespective of funding agent.
- All volunteers of FCENS
- All campaigning and promotional functions of FCENS
- Members of FCENS.

Ensuring our Night Shelter is safe

The following guidelines are to be followed to ensure the safety of all people who work for FCENS and come into contact with our services. This policy has been updated to take into account our service agreement with YMCA St Paul's Group, YMCA Walthamstow, 642 Forest Road, London E17 3EF, and our Day Centre at 24 Brookscroft, 640 Forest Rd, Walthamstow, E17 3EF

Our policy is to work with people to prevent abuse and/or neglect wherever possible. We will do this by ensuring that:

1. All staff are recruited and selected using best practice standards for safe organisations
2. Staff receive mandatory safeguarding training
3. Provide advice and information to people using our services of their right to expect to be safeguarded at all times
4. Our services are subject to regular checks and balances
5. There is strong governance and leadership
6. There are accessible policy and procedures
7. Staff and volunteers know about our whistleblowing policy
8. Safeguarding and safety matters are the agenda of team meetings and we learn from mistakes

While it is not possible to prevent all abuse, FCENS will take the following measures to minimize the risk of abuse and neglect:

- Know what abuse and neglect is.
- Understand how it can happen.
- Be alert to indicators of potential abuse or neglect
- Know the procedures for reporting concerns and poor practice.
- Provide appropriate support through good assessment (FCENS takes its responsibilities to work in partnership with other agencies and share information appropriately)

Safer Recruitment and Worker Management

FCENS adopts a consistent thorough process of safer recruitment to ensure those recruited are the best candidates for the role and are suitable to work with vulnerable groups. The Disclosure and Barring Service (DBS) provides criminal records checking and barring functions to help employers make safe recruitment decisions. In addition, our recruitment processes evidence:

1. Right to work in the UK
2. Application process (forms, supporting statements, Curriculum Vitae, interview and selection)
3. Qualifications
4. Verifiable references

Training

We ensure that staff and volunteers have access to training and continuous professional development that is appropriate to their level of responsibility.

Supervision and Appraisal

Supervision is essential to supporting practitioners, and provides assurance for both the organisation and the supervisee. Staff should feel confident that they are supported to deliver safeguarding and have the right training and professional development through regular supervision and appraisal. Staff are encouraged to further their knowledge base through gaining additional skills and qualifications.

Appraisals are central to effective practice. Appraisals ensure that all staff are focused on outcomes and have clarity about their role. Staff should expect to receive an annual appraisal linked to the strategies and safeguarding principles and values of FCENS.

Discipline & Grievance

It is made clear to all employees and volunteers that discrimination, abuse or harassment on the grounds of race, age, gender, disability or sexuality – if proven – is a dismissible offence (see Disciplinary procedure.)

Recruiting Staff safely

- A written application form is to be completed for applicants to all paid posts. The application includes details of all convictions, cautions and bind-overs, including those regarded as spent under the ROA, and any pending prosecutions. This may be exempt from the 1974 rehabilitation of offender's act where a criminal record shows previous convictions which means there may be a current risk to the adults they are working with.
- Face-to-face interviews are held with all applicants by two or more people, to include at least one Trustee and a senior officer or a second Trustee, and any appointed officers with a transparent scoring system.
- Applicants must provide two referees; proof of identification; and original copies of any necessary qualifications before appointment.
- All paid staff are required to have an Enhanced DBS check.

Recruiting Volunteers safely

- Staff and volunteers with responsibility to manage the drop-in centre at any time require a DBS check.
- Any volunteers that meet guests alone require DBS checks
- Volunteers must undertake comprehensive training at the start of each season or before they volunteer for the shelter.
- Volunteers must sign and adhere to our Volunteer handbook which includes guidance on best practice and all relevant policies.

Whistle Blowing

We are committed to conducting our business with honesty and integrity, and expect all staff and volunteers to maintain high standards. A culture of openness and accountability is essential to ensure that any abuse and/or neglect is recognised and action taken to protect people.

Staff and volunteers are encouraged to raise any genuine concerns about any malpractice, suspected crime, breach of legal obligations, miscarriage of justice, danger to health and safety or the environment, financial malpractice, fraud, corruption and breach of rules and regulations, or any cover up of these that may come to their attention. This policy is designed to give staff the confidence to raise concerns in the appropriate way.

How to whistleblow

1. Raise the issue with the person leading the service in the way that you feel most comfortable. The aim is to resolve any concerns a member of staff or volunteer may have quickly and effectively. If staff do not feel that they can raise their concern directly to the person in charge, they can contact a member of the clergy in writing or verbally. A meeting will be arranged as soon as possible to discuss concerns.
2. A full written account agreed by the whistle blower will be made. An initial plan to manage the concerns will be discussed at the meeting. Subsequent action will depend on the severity of the situation, but may involve external agencies if a safeguarding matter, and may involve an investigation.
3. Whistle blowers will be supported throughout the process and kept informed of proposed action where appropriate to do so.

Confidentiality

A duty of confidence arises when sensitive information is obtained and/or recorded in circumstances where it is reasonable for the subject of the information to expect that the information will be held in confidence. People who use our service may provide sensitive information relating to their particular circumstances. They have a right to expect that the information that they directly provide and information obtained from family and friends and professionals will be treated respectfully and that their privacy will be maintained. Confidentiality sits with our values incorporating dignity and respect. Staff and volunteers must abide by their duty of confidentiality:

- to treat all personal information with respect
- to share with the Caseworker, when appropriate, information given to them in confidence
- to share confidential information when appropriate with the Caseworker, and where appropriate other colleagues when they are carrying out duties to provide safe care and support
- only pass confidential information to other social and healthcare agencies with the agreement of the person, or with the permission of a manager, or in emergencies when it is clear that it is in the interests of the person or is urgently required to safeguard them or other vulnerable people or children
- refer to confidential information in training or team meetings with respect and caution and preferably in ways which conceal the identity of the person to which it relates
- never to gossip about a person or to pass information to any other individual other than for professional reasons

Recording and Storing information

- All guest information will be stored securely on the Homeless Link's Inform Client Database Hard copies are securely stored for up to twelve months. Access to that information will be restricted to paid staff and trustees. Please see the Confidentiality Policy for further information.
- Guests will be made aware that information concerning them will be recorded and forms part of their agreement to use our services.
- No personal information collected by FCENS is shared between guests without consent
- Any concerns about a vulnerable adult will be recorded in writing and regularly updated.
- We will not store any information concerning a guest with the exception of safeguarding records for more than five years after which it will be securely destroyed.

Guidelines

Abuse may consist of a single act or repeated acts. It may be physical, verbal or psychological, an act of neglect or an omission to act, or it may occur when a vulnerable person is persuaded to enter into a financial or sexual transaction to which he or she has not consented, or cannot consent. It may also occur through deliberate targeting or grooming of vulnerable people and may be carried out by individuals or groups of individuals. Abuse can occur in any relationship and may result in significant harm to, or exploitation of, the person subjected to it. Abuse may occur when a vulnerable adult:

- Is within a designated FCENS shelter
- Is in public places.

Safeguarding Staff and Volunteers

- No volunteer is required to meet alone with anyone. Due to the set up the premises, there will be times when staff members will be required to meet with guests alone. Please see our Lone-Working Policy for more information.
- All staff and volunteers are given an induction to the security and fire safety of the venues
- All staff and volunteers are given contact details of who to contact in an emergency.
- All staff, volunteers and visitors must sign in/out of the venues.

Safeguarding Children

- Children are not permitted in the parts of the hotel or Day Centre used by the guests
- Children may not be accepted as guests, either alone or in families.

Safeguarding All Guests

- When guests are referred, each guest is interviewed by the Caseworker and an assessment is carried out drawing on supporting information from the referring organisation. If necessary, the Board of Trustees or an external expert is consulted.
- No member of staff, volunteer or visitor is allowed to meet alone with a guest without a DBS check.
- All visitors (e.g. press, politicians, clergy) must have clearance from the Venue co-ordinator before entering the venue.

Ensuring each venue is safe

- A risk assessment is made at the beginning of the season to ensure the venue has adequate security, fire safety and that no equipment that can be deemed a risk (e.g. tools, sharp implements) are accessible to guests.
- Regular checks are made by the Caseworker and to ensure that the venue remains a safe environment.
- Fire Risk and Health and Safety policies of the venue are checked and verified by our staff.

Procedures when concerns are raised

All staff, volunteers and Trustees must be familiar with these procedures. The Trustees have a duty to ensure that they meet the requirements laid down by the local authority, who are the lead agency in any safeguarding matter.

A concern may be raised by anyone, and can be:

- An active disclosure of abuse by the adult, where the adult tells a member of staff that they are experiencing abuse and/or neglect
- A passive disclosure of abuse where someone has noticed signs of abuse or neglect, for example when providing personal care there are unexplained injuries
- An allegation of abuse by a third party, for example a family/friend or neighbour who has observed abuse or neglect or have been told of it by the adult
- A complaint or concern raised by an adult or a third party who doesn't perceive that it is abuse or neglect, but on close examination there is an indication of possible abuse and/or neglect
- An observation of the behaviour of the adult at risk
- An observation of the behaviour of another person raising suspicion

IMMEDIATE ACTION TO BE TAKEN BY THE PERSON RAISING THE CONCERN
The person who raises the concern has a responsibility to first and foremost safeguard the adult. a. Make an evaluation of the risk and take steps to ensure that the adult is in no immediate danger b. Arrange any medical treatment. (Note that offences of a sexual nature will require expert advice from the police) c. If a crime is in progress or life is at risk, dial emergency services – 999; d. Take steps to preserve any physical evidence if a crime may have been committed, and preserve evidence e. Ensure that other people are not in danger f. Report the matter to a Safeguarding Lead g. Record all information as soon as possible

Decision Making: Pre-Referral to the Local Authority

The Safeguarding Lead will usually lead on decision making. Where such support is unavailable, consultation with other off site leads for example, a Trustee should take place. In the unlikely event that nobody is available, seek the advice of the Local Authority. Staff and volunteers should also take action without the immediate authority of a Safeguarding Lead:

- If discussion with the Safeguarding Lead would involve delay in an apparently high risk situation
- If the staff member or volunteer has raised concerns with the Safeguarding Lead and they have not taken appropriate action (whistleblowing).

Decisions need to take into account all available relevant information, including the views of the adult in all circumstances where it is possible and safe to seek their views. If the adult does not want to pursue matters through safeguarding action, Safeguarding Leads should be sure that the adult is fully aware of the consequences of their decisions, and that all options have been explored and that not proceeding further is consistent with legal duties.

Where there is a potentially high risk situation, Safeguarding Leads should be vigilant of possible coercion and the emotional or psychological impact that the abuse may have had on the adult. Decision makers also need to take account of whether or not there is a public or vital interest to refer the concern to the Local Authority. Where there is a risk to other adults, children or young people or there is a public interest to take action because a criminal offence has occurred and the view is that it is a safeguarding matter, the wishes of the individual may be overridden. Where the sharing of information to prevent harm is necessary, lack of consent to information sharing can also be overridden. In the event that adult lacks the capacity to provide consent, action should be taken in line with the Mental Capacity Act 2005. Where a possible crime has been committed encouragement should always be given to report the matter to the police.

GOOD PRACTICE GUIDANCE - DISCLOSURE

- Speak in a private and safe place
- Accept what the person is saying
- Don't 'interview' the person; but establish the basic facts avoiding asking the same questions more than once
- Ask them what they would like to happen and what they would like you to do
- Don't promise the person that you'll keep what they tell you confidential; explain who you will tell and why
- If there are grounds to override a person's consent to share information, explain what these are
- Explain how the adult will be involved and kept informed
- Provide information and advice on keeping safe and the safeguarding process
- Make a best interest decision about the risks and protection needed if the person is unable to provide informed consent

Establish

- The risks and what immediate steps to take
- Communication needs, whether an interpreter or other support is needed
- Whether it is likely that advocacy may be required
- Personal care and support arrangements
- Mental capacity to make decisions about whether the adult is able to protect themselves and understand the safeguarding process

The list below provides a checklist for Safeguarding Lead action.

1. Clarify that the service user is safe, that their views as far as possible have been clearly sought and recorded and that they are informed about what action will be taken
2. Check that issues of consent and mental capacity have been addressed as mental capacity is time and decision specific
3. In the event that a Best Interest Decision is being made, staff and managers must abide by the Mental Capacity Code of Practice and record all actions
4. Contact the children and families department if a child or young person is also at risk
5. Make sure action is taken to safeguard other people
6. Take any action in line with disciplinary procedures; including whether it is appropriate to suspend staff or move them to alternative duties as outlined above
7. If a criminal offence has occurred or might have occurred, contact the police
8. Record the information received and all actions and decisions.

Referral to the Local Authority

If, on the basis of the information available, it appears that there is a safeguarding matter requiring further action, then a referral must be made to the Local Authority.
Referrals should always be made in the event that:

1. the matter is about a member of staff and decisions are made to suspend or move staff to alternative duties following initial fact finding
2. a crime has been committed
3. a carer is involved especially where they may need additional support
4. there is an indication of risk to children, young people or other adults with care and support needs.

If there is a specific form the local authority procedures should be followed. All key information as detailed below should be provided to the local authority.

- Demographic and contact details of the Client, the person who raised the concern and for any other relevant individual, specifically carers and next of kin
- Basic facts, focussing on whether or not the person has care and support needs including communication and on-going health needs
- Factual details of what the concern is about; what, when, who, where
- Immediate risks and action taken to address risk
- Preferred method of communication
- If reported as a crime - details of which police station/officer, crime reference number etc.
- Whether the adult has any cognitive impairment which may impede their ability to protect themselves
- Any information on the person alleged to have caused harm
- Wishes and views of the adult, in particular consent
- Advocacy involvement (includes family/friends)
- Information from other relevant organisations
- Any recent history (if known) about previous concerns of a similar nature or concerns raised about the same person, or someone within the same household.

How each safeguarding concern is managed under s42 of the Care Act 2014 will be determined by the local authority.

Safe organisations

A safe organisation ensures that its governing body, all of its employees, commissioned or contracted agents and volunteers or adult participants are aware of their responsibilities to safeguard children and adults.

People in positions of Trust

Position of trust refers to a situation where one person holds a position of authority and uses that position to his or her advantage to commit a crime or to intentionally abuse or neglect someone who is vulnerable and unable to protect him or herself. There may be times when a member of staff is alleged to have caused harm, abused or neglected an adult at risk. All staff are people in positions of trust and FCENS will in these circumstances treat the concern as with any other safeguarding procedure. Additional considerations however need to be made, namely whether it is safe for the person to continue to undertake their usual duties whilst fact finding and investigations are taking place. Any matter involving staff must be reported to the Local Authority Designated Officer (LADO) if it involves children and young people under the age of 18 years. If it is an adult safeguarding matter, then discussions must be had with the local authority about a proportionate response if it is a safeguarding matter.

FCENS will undertake initial Fact Finding in all circumstances, to ensure that it takes a proportionate response and there is compliance with statutory requirements and its Human Resources policy and procedures. In some circumstances it may be more appropriate for staff or volunteers to undertake non-direct work i.e. office based work, only work under supervision from a manager or with another member of staff, or be suspended from all duties. Decisions will be made on a case by case basis. Staff and volunteers will be informed of their rights and provided with details of a named person to whom they will be updated on progress. In the event that the matter is being progressed by a third party for example the police or local authority, FCENS will ascertain timescales so that it can take an informed decision in line with its responsibilities as an employer.

FCENS recognises its legal duty to refer to the Disclosure and Barring Service (DBS) where appropriate. Where it is considered that a referral should be made to the Disclosure and Barring Service careful consideration will be given to the type of information needed.

The person alleged to be responsible for abuse and/or neglect should be provided with sufficient information to enable them to understand what it is that they are alleged to have done or threatened to do that is wrong and to allow their view to be heard and considered. Whilst the safety of children, young people and adults with care and support needs remains paramount the right of reply should be offered where it is safe to do so. Decision making should take into consideration:

- The possibility that the referral may be malicious
- The right to challenge and natural justice
- Whether there are underlying issues for example employment disputes

Six Safeguarding Adults Principles, (ADASS, 2011)

Empowerment	Adults are encouraged to make their own decisions and are provided with support and information.
Prevention	Strategies are developed to prevent abuse and neglect that promotes resilience and self determination
Proportionate	A proportionate and least intrusive response is made balanced with the level of risk
Protection	Adults are offered ways to protect themselves, and there is a co-ordinated response to adult safeguarding
Partnerships	Local solutions through services working together within their communities.
Accountable	Accountability and transparency in delivering a safeguarding response. I am clear about the roles and responsibilities of all those involved

We aim to implement the principles by:

- Actively promoting the empowerment and well-being of each individual through the services we provide;
- Act in a way that supports the rights of the individual to lead an individual life based on self-determination and personal choice;
- Recognising people who are unable to take their own decisions and/or to protect themselves, their assets and bodily integrity through the application of the principles of the Mental Capacity Act 2005;
- Recognise that the right of self-determination can involve risk and ensure that such risk is recognised and understood by all concerned, and minimised whenever possible;
- Ensure that when the right to an independent lifestyle and choice is a risk the individual concerned receives appropriate help, including advice, protection and support from relevant agencies;
- Ensure that the law and statutory requirements are known and used appropriately so that vulnerable adults receive the protection of the law and access to the judicial process.

The effectiveness of this policy is subject to review, monitoring and revision every 12 months (or sooner if work activity or legislation changes.)

Signed: Ian Drury
Position: Chair of Trustees
Date: 30th April 2025

Concerns about safeguarding

If you have a concern regarding the safety of a guest or a safeguarding concern, please contact:

Safeguarding Leads
Ian Drury (Chair of Trustees) Tel: 07754440045 Email: icdrury@gmail.com
Corinna Creasy (Vice-Chair of Trustees) Tel: 07957228019 Email: corinnathree@gmail.com
David Hoskins (Charity Director) Tel: 07595044887 Email: david.hoskins@forestnightshelter.org.uk
Tunde Rotinwa (FCENS Caseworker) Tel:07739 870 411 E-mail: casework@forestnightshelter.org.uk

Contact List of External Agencies.

1. London Borough of Waltham Forest Police Safeguarding Lead: 0208 496 3000

2. LBWF Safeguarding Team (during working hours): 0208 496 3459/3497/3470

3. Out of hours: 0208 496 3000 and ask for Adult Social Services Emergency Team

Other useful phone numbers

1. NHS Waltham Forest: 0208 478 5151
2. North East London Foundation Trust: 0844 600 1200
3. Whipps Cross Hospital Trust: 0208 539 5522
4. Care Quality Commission (CQC): 03000 616161

Source: LBWF website, September 2023

Appendix 1 - Recognising Abuse and Neglect

Type of Abuse	Indicators of Abuse
Domestic abuse	The Home Office (March 2013) defines domestic abuse as: Any incident or pattern of incidents of controlling, coercive or 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. This can encompass but is not limited to the following types of abuse: Psychological; Physical; Sexual; Financial; Emotional. Domestic Abuse[i]includes controlling and coercive behaviour. Section 76 of the Serious Crime Act 2015 makes it an offence to use repeated or continuous controlling or coercive behaviour towards a person with whom the person committing the offence has an intimate personal relationship, or with whom they live and who is a family member or if they were formerly in an intimate relationship.
Female genital mutilation (FGM)	Involves procedures that intentionally alter or injure female genital organs for non-medical reasons. The procedure has no health benefits for girls and women. The Female Genital Mutilation Act (2004) makes it illegal to practise FGM in the UK or to take girls who are British nationals or permanent residents of the UK abroad for FGM whether or not it is lawful in another country.
Financial or material abuse	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. For people who use the shelter who have a limited income financial abuse can have serious effects including loss of independence and harm to health, including mental health
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. In a situation where there is concern that an adult is being forced into a marriage they do not or cannot consent to, there will be an overlap between action taken under the forced marriage provisions and the adult safeguarding process. In this case action will be co-ordinated with the police and other relevant organisations. The police must always be contacted in such cases as urgent action may need to be taken. The Anti-social Behaviour, Crime and Policing Act 2014 make it a criminal offence to force someone to marry. In addition, Part 4A of the Family Law Act 1996 may be used to obtain a Forced Marriage Protection Order as a civil remedy. Registrars and registry staff need to be supported through relevant training to know the signs of possible forced marriage.
Hate Crime	The police define Hate Crime as 'any incident that is perceived by the victim, or any other person, to be racist, homophobic, transphobic

	or due to a person's religion, belief, gender identity or disability'. It should be noted that this definition is based on the perception of the victim or anyone else and is not reliant on evidence. In addition it includes incidents that do not constitute a criminal offence.
Honour-based violence	Will usually be a criminal offence, and referring to the police must always be considered. It has or may have been committed when families feel that dishonour has been brought to them. Women are predominantly (but not exclusively) the victims and the violence is often committed with a degree of collusion from family members and/or the community. Some of these victims will contact the police or other organisations. However, many others are so isolated and controlled that they are unable to seek help. Adult safeguarding concerns that may indicate honour-based violence include domestic violence, concerns about forced marriage, enforced house arrest and missing person's reports. If an adult safeguarding concern is raised, and there is a suspicion that the adult is the victim of honour-based violence, referring to the police must always be considered as they have the necessary expertise to manage the risk.
Human trafficking	Is actively being used by Serious and Organised Crime Groups to make considerable amounts of money. This problem has a global reach covering a wide number of countries. It is run like a business with the supply of people and services to a customer, all for the purpose of making a profit. Traffickers exploit the social, cultural or financial vulnerability of the victim and place huge financial and ethical obligations on them. They control almost every aspect of the victim's life, with little regard for the victim's welfare and health. The Organised Crime Groups will continue to be involved in the trafficking of people, whilst there is still a supply of victims, a demand for the services they provide and a lack of information and intelligence on the groups and their activities.
Mate Crime	A 'mate crime' as defined by the Safety Net Project[ii] 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 often difficult for police to investigate, due to its sometimes ambiguous nature, but should be reported to the police who will make a decision about whether or not a criminal offence has been committed. 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[iii]relating to people with a learning disability who were murdered or seriously harmed by people who purported to be their friend.
Modern slavery	Slavery, servitude and forced or compulsory labour: A person commits an offence if: • The person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the other person is held in slavery or servitude, or

	• The person requires another person to perform forced or compulsory labour and the circumstances are such that the person knows or ought to know that the other person is being required to perform forced or compulsory labour. There are many different characteristics that distinguish slavery from other human rights violations, however only one needs to be present for slavery to exist. Someone is in slavery if they are: • Forced to work - through mental or physical threat; • Owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse; • Dehumanised, treated as a commodity or bought and sold as 'property'; • Physically constrained or has restrictions placed on his/her freedom of movement. Contemporary slavery takes various forms and affects people of all ages, gender and races. Adults who are enslaved are not always subject to human trafficking. Recent court cases have found homeless adults, promised paid work opportunities enslaved and forced to work and live in dehumanised conditions, and adults with a learning difficulty restricted in their movements and threatened to hand over their finances and work for no gains. From 1 November 2015, specified public authorities have a duty to notify the Secretary of State of any individual identified in England and Wales as a suspected victim of slavery or human trafficking, under Section 52 of the Modern Slavery Act 2015.
Neglect and acts of omission	Ignoring medical, emotional or physical care needs, failure to provide access to appropriate health, social care or educational services, and the withholding of the necessities of life such as medication, adequate nutrition and heating. Neglect also includes a failure to intervene in situations that are dangerous to the person concerned or to others, particularly when the person lacks the mental capacity to assess risk for themselves.
Organisational abuse	Is the mistreatment, abuse or neglect of an adult by a regime or individuals in a setting or service where the adult lives or that they use. Such abuse violates the person's dignity and represents a lack of respect for their human rights. (See Working with Providers Section 5: Safeguarding – Provider Concerns)
Physical abuse	Assault, hitting, slapping, pushing, misuse of medication, restraint or inappropriate physical sanctions.
Psychological abuse	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.

Restraint	Unlawful or inappropriate use of restraint or physical interventions. In extreme circumstances unlawful or inappropriate use of restraint may constitute a criminal offence. Someone is using restraint if they use force, or threaten to use force, to make someone do something they are resisting, or where an adult's freedom of movement is restricted, whether they are resisting or not. Restraint covers a wide range of actions. It includes the use of active or passive means to ensure that the person concerned does something, or does not do something they want to do, for example, the use of key pads to prevent people from going where they want from a closed environment.
Sexual abuse	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.
Sexual exploitation	Involves exploitative situations, contexts and relationships where adults at risk (or a third person or persons) receive 'something' (e.g. food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) as a result of them performing, and/or another or others performing on them, sexual activities. It affects men as well as women. People who are sexually exploited do not always perceive that they are being exploited. In all cases those exploiting the adult have power over them by virtue of their age, gender, intellect, physical strength, and/or economic or other resources. There is a distinct inequality in the relationship. Signs to look out for are not being able to speak to the adult alone, observation of the adult seeking approval from the exploiter to respond and the person exploiting the adult answering for them and making decisions without consulting them.