

SAFEGUARDING POLICY (ADULTS)

Version 1.2. Issued June 2018

Reviewed May 2025

**POWER
THE
FIGHT**

PURPOSE

The purpose of this policy is to protect our trustees, staff, volunteers and programme participants (including adults at risk of harm) from any harm that may be caused due to their coming into contact with Power The Fight and/or any safeguarding concern we are made aware of regarding those listed above which may be external and not related directly to our work. (This policy should be read alongside the children's safeguarding procedures as set out in the Children's safeguarding policy). This includes harm arising from:

- The conduct of trustees, staff or personnel associated with Power The Fight
- The design and implementation of Power The Fight's programmes and activities

The policy lays out the commitments made by Power The Fight, and informs trustees, staff and programme participants of their responsibilities in relation to safeguarding. This policy does not cover:

- Safeguarding of children and young people – there is a separate policy within Power The Fight for this.

SAFEGUARDING TEAM

The named person responsible for safeguarding at Power The Fight is Dr Ron Dodzro (designated the Safeguarding Officer) who collates and keeps all relevant records and reports to the Board of Trustees on all relevant Safeguarding matters. There are also two Deputy Safeguarding Officers, Vicky Faminu and Laura Price. These roles make up the Safeguarding Team.

WHAT IS SAFEGUARDING?

Safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect.

In relation to Power The Fight, we understand it to mean protecting people, including (children and) at risk / vulnerable adults, from harm that arises from coming into contact with our staff or programmes.

The practices and procedures within this policy are based on the principles contained in UK legislation and guidelines from the Charity Commission for England. They take the following into consideration:

- The Care Act 2014
- The Protection of Freedoms Act 2012
- The Equality Act 2010
- The Safeguarding Vulnerable Groups Act 2006
- Sexual Offences Act 2003
- The Human Rights Act 1998
- The Data Protection Act 2018

SCOPE

The following people are expected to comply with this policy:

- Trustees and directors of Power The Fight
- All staff employed by or contracted to Power The Fight
- Associated personnel whilst engaged with work or visits related to Power The Fight, including but not limited to the following: consultants, volunteers, contractors, programme visitors and guest contributors
- Make this policy available to all staff, provide appropriate means for staff to become familiar with, and know their responsibilities within this policy

POLICY STATEMENT

- Power The Fight believes that everyone we come into contact with, regardless of age, gender identity, disability, sexual orientation or ethnic origin has the right to be protected from all forms of harm, abuse, neglect and exploitation. Power The Fight will not tolerate abuse and exploitation by staff or associated personnel.
- Power The Fight commits to addressing safeguarding throughout its work, through the three pillars of prevention, reporting and response.
- It is the responsibility of all representatives of Power The Fight to raise any concerns you have or any concerns which are reported to you according to this policy.
- This policy does not form part of an employees' terms and conditions of employment and may be subject to change at the discretion of management.

POWER THE FIGHT CONTEXT

Power the fight works with adults who are staff, trustees and volunteers as well as providing services to adults within school and community settings. These services include:

- Training
- Reflective Practice
- Clinical Supervision
- Online Resources

Adults may already be at risk of harm when starting work with us or they may become at risk of harm during the time they work with us. The definition of an adult at risk of harm is:

- Has needs for care and support (whether or not the local authority is meeting any of those needs) and;
- Is experiencing, or is at risk of, abuse or neglect; and;
- As a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of, abuse or neglect.

TYPES OF ADULT ABUSE

The types of adult abuse have some differences with the types of child abuse. Adult abuse includes the following:

- **Discriminatory abuse** – including forms of harassment, slurs or similar treatment because of race, gender and gender identity, age, disability, sexual orientation or religion.
- **Domestic violence** – including psychological, physical, sexual, financial, emotional abuse and ‘honour based violence’.
- **Financial or material abuse** – including theft, fraud, internet scamming, coercion relating to financial affairs or arrangements (such as wills, property, inheritance or financial transactions), or the misuse or misappropriation of property, possessions or benefits.
- **Modern slavery** – including 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.
- **Neglect and acts of omission** – including ignoring medical, emotional or physical care needs, failure to provide access to appropriate health, care and support or educational services, and the withholding of medication, adequate nutrition, heating and other necessities.
- **Organisational abuse** – including neglect and poor care practice within an institution or care setting, including 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.
- **Physical abuse** – including assault, hitting, slapping, pushing, misuse of medication, restraint or inappropriate physical sanctions.
- **Psychological abuse** – including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber bullying or unjustified withdrawal of services and supportive networks.
- **Self-neglect** – including hoarding and neglecting to care personal hygiene, health or surroundings.
- **Sexual abuse** – including rape, sexual assault, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, or sexual acts without consent or with pressure to consent.

PREVENTION

Common Purpose Responsibilities

As part of our commitment to becoming a trauma informed organisation, Power The Fight will:

- Design and undertake all its programmes and activities in a way that protects people from any risk of harm that may arise from their coming into contact with Power The Fight. This includes the way in which information about individuals on our programmes is gathered and communicated
- Implement stringent safeguarding procedures when recruiting, managing and deploying staff and associated personnel
- Adopt safeguarding practices through procedures and a code of conduct for staff and volunteers
- Develop and implement an effective e-safety policy and related procedures
- Make training available on safeguarding for staff
- Follow up on reports of safeguarding concerns promptly and according to the agreed procedures as set out in the Safeguarding Reporting Procedures
- Appoint a lead member of the Senior Leadership team to hold responsibility for safeguarding
- Review this policy annually and have it approved by the Power The Fight board of trustees
- Record and store information professionally and securely, and share information about safeguarding and good practice with staff and volunteers in an appropriate and agreed format
- Use its safeguarding procedures to share concerns with agencies who need to know
- Use its procedures to manage any allegations against staff and volunteers appropriately
- Create and maintain an anti-bullying environment and include appropriate policy and procedure to help it deal effectively with any bullying that does arise
- Establish effective complaints and whistleblowing measures
- Provide a safe emotional and physical environment for staff, volunteers, and programme participants by applying health and safety measures in accordance with the law and regulatory guidance.
- Acknowledge and respond to the risk of vicarious trauma, secondary trauma, compassion fatigue and burnout, which is increased by this type of work, by providing clinical supervision, regular line management supervision, reflective team spaces and signposting to further support where necessary.

STAFF RESPONSIBILITIES

Power The Fight staff and associated personnel must not:

- Sexually abuse or exploit anyone
- Subject anyone to physical, emotional or psychological abuse, or neglect
- Exchange money, employment, goods or services for sexual activity.

Additionally, Power The Fight staff and associated personnel are obliged to:

- Contribute to creating and maintaining an environment that prevents safeguarding violations and promotes the implementation of the Safeguarding Policy
- Value, listen to and respect all people whom they come into contact with
- Report any concerns or suspicions regarding safeguarding violations by an Power The Fight staff member or associated personnel to the appropriate staff member

ENABLING REPORTS

- Power The Fight will establish safe, appropriate and accessible means of reporting safeguarding concerns for staff and the programme participants we work with.
- Any staff reporting concerns or complaints through formal whistleblowing channels (or if they request it) will be protected by Power The Fight's Whistleblowing Policy.
- Power The Fight will also accept complaints from people other than staff, such as programme participants and members of the public. Participants and members of the public can report concerns to the Safeguarding Team.

HOW TO REPORT A SAFEGUARDING CONCERN – STAFF

- Staff members who have a complaint or concern relating to safeguarding should report it immediately to the Safeguarding Team. See Appendix.
- If the staff member does not feel comfortable reporting to the Safeguarding Team (for example, if they feel that the report will not be taken seriously, or if that person is implicated in the concern) they may report to any other appropriate Senior Leadership Team member, for example the Head of Operations.

HOW TO REPORT A SAFEGUARDING CONCERN – PEOPLE OTHER THAN STAFF (PROGRAMME PARTICIPANTS, ETC)

- Programme participants and members of the public who have a complaint or concern relating to safeguarding should contact the Safeguarding Team in the first instance. See Appendix.

RESPONSE

Power The Fight will follow up safeguarding reports and concerns according to the processes set out in the Safeguarding Reporting Procedures. Power The Fight will make any relevant authorities aware of any allegations made.

Power The Fight will apply appropriate disciplinary measures to staff found in breach of the policy. Where staff or associated personnel have caused harm to a person, regardless of whether or not a formal internal response is initiated (such as an internal investigation), Power The Fight will offer appropriate support to that person.

CONFIDENTIALITY

Staff and associated personnel will maintain confidentiality at all stages of the process when dealing with safeguarding concerns. Information relating to the concern and subsequent case management will be shared strictly on a need to know basis, and will be kept secure at all times.

ASSOCIATED POLICIES

- Safeguarding Reporting Procedures – as set out in the Child Protection policy (applicable to staff and volunteers)
- Anti-bullying and harassment policy
- Complaints Policy

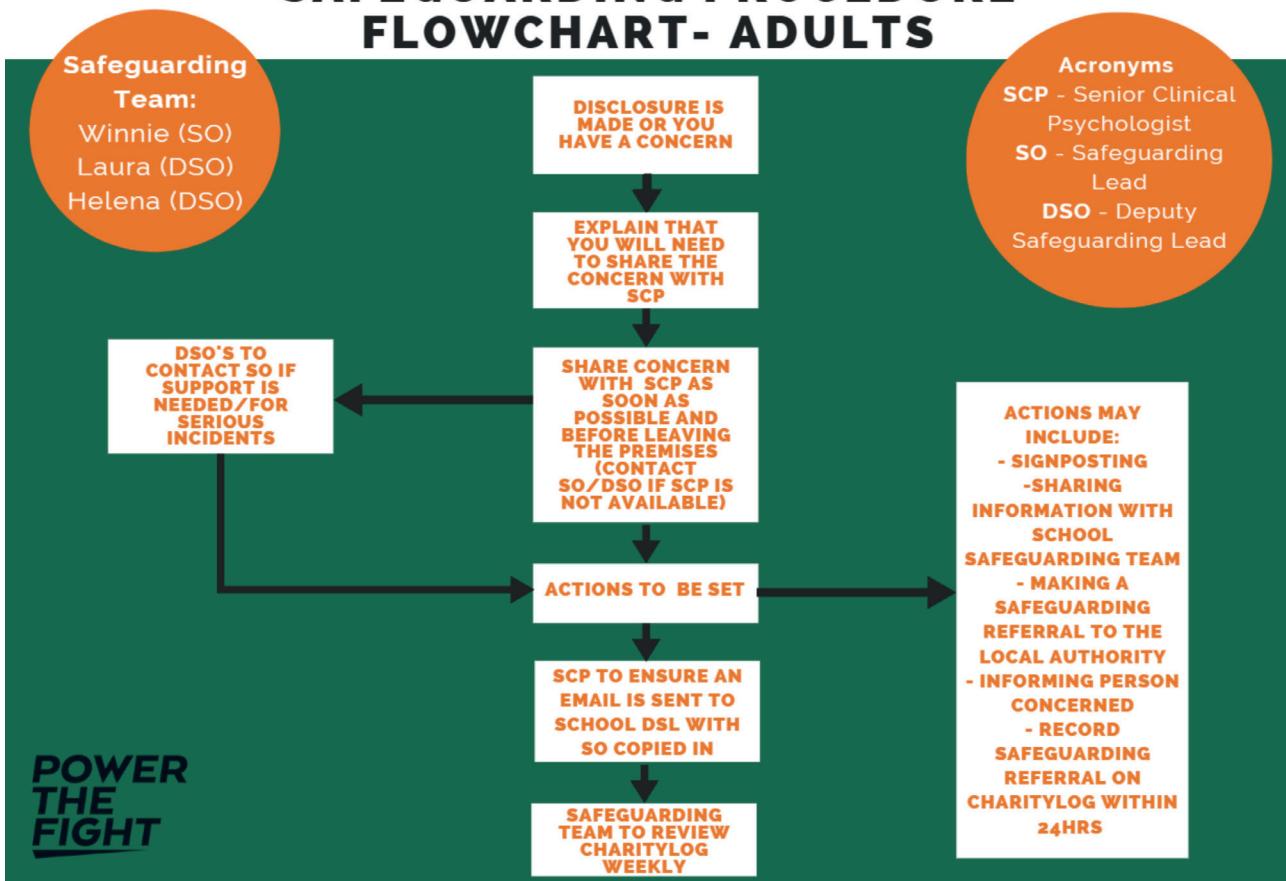
This document will be reviewed and updated where required every 12 months.

To be reviewed by: April 2026

APPENDIX 1

SAFEGUARDING PROCEDURE - ADULTS

SAFE GUARDING PROCEDURE FLOWCHART- ADULTS



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