



Ealing House

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POLICY ON ABUSE

Policy Statement

Ealing House believes that every resident has the right to live their life with privacy, dignity, independence and choice and be free from abuse. The home will work in collaboration with all legal and caring agencies to uphold this right and to ensure that our residents are protected from harm through abuse or exploitation at all times.

Aim of the Policy

This policy is intended to:

- set out the values, principles and policies underpinning this home's approach to abuse
- set out the procedure to be followed if abuse is suspected.

The Recognition and Reporting of Abuse

It is the duty of all members of staff to be vigilant and watch out for any indications of abuse. Any member of staff who knows that abuse may be happening should report their suspicions immediately to the management, the person in charge or, in the absence of a manager, to an appropriate third party. All incidents should be reported immediately no matter who the alleged perpetrator is or who the victim is. This home respects and will not penalise anybody who is willing to stand up for anyone suspected of being abused and will not tolerate harassment of staff by other staff to "keep quiet".

Action to be Taken in an Emergency Situation

If the situation is an emergency (ie where a resident is being or has been physically attacked) then staff members should call for assistance immediately and intervene to protect the resident from further harm. They should give first aid and call for a doctor, an ambulance or the police as appropriate. If the abuser is still present staff should try to calm the situation, but should avoid putting themselves at risk.

Action to be Taken by Staff on Discovery of Abuse

On discovery of or suspicion of abuse staff should inform the person in charge or the home management. In situations where the suspected victim asks a member of staff not to tell anyone the care worker should advise the patient that they cannot keep that confidentiality and must by policy inform the manager or person in charge.

Action to be Taken by Person in Charge on a Report of or Discovery of Abuse

All reports of abuse, no matter how minor, should immediately be investigated and acted upon by the person in charge. Staff should use tact and sensitivity in talking to the suspected victim and should first establish the victim's consent to take the incident further. If the suspected victim does not want the incident to be taken further their wishes must be respected unless they are in physical danger, they are clearly incapable of making an informed decision themselves or they are not the only person at risk or involved. If the suspected victim is considered incapable of making an informed decision or of giving consent the person in charge should discuss the situation with close relatives or guardians.

All cases where consent has been obtained should be referred to social services without delay. In situations where there is evidence of a criminal act the case should be reported immediately to the police by the manager or person in charge. This is particularly the case in suspected sexual abuse where the police will want to gather evidence as rapidly as possible.

Referral to the police or social services should include the following information.

1. Personal details of the victim.
2. The referrer's details.
3. The substance of the allegation.
4. Details of the alleged abuser.
5. Details of specific incidents or events including dates, places, injuries,

witnesses, etc.

6. Whether or not consent has been given to take the matter further.

PROTECTION

All staff should ensure that they co-operate with police or social services investigations.

Where a member of staff is the alleged abuser they should be suspended immediately in line with the homes disciplinary policy. Any internal investigation should be delayed while a criminal investigation is in progress.

The local social services contact number is:

The local police contact number is:

Documentation

All facts, incidents, assessments and discussions related to the suspicions should be recorded clearly and accurately. Opinions and conjecture should be avoided and an attempt made to capture only facts. Such records should be written in an official file and be kept securely and safely as per the Data Protection Act 1998.

Action to be Taken in the Absence of Consent or of Non-involvement by Social Services or the Police

In the absence of consent, or of further action by the police, or where no referral to social services is made in line with the victim's wishes, then the following alternative courses of action should be considered.

1. In the case of a member of staff being the alleged abuser the management should proceed with an internal investigation in line with the homes disciplinary policy.
2. In the case of a relative or carer being the alleged abuser the home should arrange with the service user and social services to restrict visits.
3. The situation will be kept under review and staff will continue to monitor the situation.

Any member of staff dismissed due to allegations of abuse should be referred for possible inclusion on the Protection of Vulnerable Adults register.

Training

All staff will be trained to recognise abuse, how to deal with incidents and how to report their suspicions.

Recruitment

When recruiting new staff the home will refer to the Protection of Vulnerable Adults register.

Signed: _____

Date: _____

Policy review date: _____