



Safeguarding Adults Policy

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1. Introduction

Lord's Taverners believes that adults should never experience abuse of any kind. Through the implementation of this safeguarding policy, Lord's Taverners will demonstrate its commitment to safeguarding and promoting the welfare of all adults involved with its activities.

Safeguarding means protecting an adult's right to live safely, free from abuse and neglect.

This policy is underpinned by a set of procedures on Recognising, Reporting, Responding, Recording and Reviewing, which can be found on the safeguarding pages of our website [Lord's Taverners - Safeguarding](#)

2. Policy Aim

The aims of our Safeguarding Adults Policy is to:

- Stop abuse or neglect wherever possible.
- Prevent harm and reduce the risk of abuse or neglect to adults with care and support needs.
- Safeguard adults in a way that supports them in making choices.
- Promote an approach that concentrates on improving life for the adults concerned.
- Raise awareness, so all those connected with Lord's Taverners play their part in identifying and preventing abuse and neglect.

This policy applies to all employees, volunteers, Board of Trustees, and anyone else working on behalf of Lord's Taverners.

3. Legislation, Guidance and Training

We recognise and seek to meet all duties expected by our principal regulator, the Charity Commission for England and Wales [for safeguarding and protecting people](#) and [protecting charities from abuse for extremist purposes](#).

We have developed this policy in line with key legislation and statutory guidance, including:

- Care Act 2014 and associated Care and Support Statutory Guidance
- Mental Capacity Act 2005
- Equality Act 2010
- Human Rights Act 1998
- Safeguarding Vulnerable Groups Act 2006
- Data Protection Act 2018 and UK GDPR



- Domestic Abuse Act 2021
- Serious Crime Act 2015
- Modern Slavery Act 2015
- Public Interest Disclosure Act 1998
- Counter-Terrorism and Security Act 2015

We also recognise our responsibilities under the Charities Act 2011 and guidance issued by the Charity Commission.

Lord's Taverners operates across the United Kingdom and Northern Ireland. The principles underpinning this policy are developed with regard to UK legislation. They apply across the organisation, irrespective of location. However, specific legal obligations and context for our safeguarding activity will vary according to the nation in which we are operating.

- All Lord's Taverners employees engage in mandatory training on an annual basis.
- The Designated Safeguarding Team engage in enhanced mandatory training every 2 years.
- Trustees engage in training and/or safeguarding engagement on an annual basis. Trustees must have appropriate, up-to-date knowledge to fulfil their safeguarding duties.

4. Definition

Safeguarding adults is defined as: "protecting an adult's right to live in safety, free from abuse and neglect. The aims of adult safeguarding are to: prevent harm and reduce the risk of abuse or neglect to adults with care and support needs, to stop abuse or neglect wherever possible."

5. Abuse of Adults

The [Care and support statutory guidance](#) identifies ten types of abuse, these are:

- [Physical abuse](#)
- [Domestic violence or abuse](#)
- [Sexual abuse](#)
- [Psychological or emotional abuse](#)
- [Financial or material abuse](#)
- [Modern slavery](#)
- [Discriminatory abuse](#)
- [Organisational or institutional abuse](#)
- [Neglect or acts of omission](#)
- [Self-neglect](#)



6. Safeguarding Principles

This policy is based on the following principles:

- All adults, regardless of age, ability or disability, gender, race, religion, ethnic origin, sexual orientation, marital or gender status and pregnancy and maternity have the right to be protected from abuse and poor practice and to participate in an enjoyable and safe environment.
- There is zero tolerance to the abuse of adults.
- The rights, dignity and worth of all adults will always be respected under The Care Act 2014 (England) and the Social Services and Wellbeing Act 2014 (Wales). Updated June 2022.
- We recognise that ability and disability can change over time, such that some adults may be additionally vulnerable to abuse, in particular those adults with care and support needs.
- Safeguarding adults is everyone's business and responsibility.
- All allegations will be taken seriously and responded to quickly in line with the Lord's Taverners Safeguarding Procedures.
- Lord's Taverners recognises the role and responsibilities of the statutory agencies in Safeguarding Adults and is committed to complying with the procedures of Local and Regional Safeguarding Adults Boards.

7. Making Safeguarding Personal

Making Safeguarding Personal means that adult safeguarding should be person led and outcome focussed. It engages the person in a conversation about how best to respond to their safeguarding situation in a way that enhances involvement, choice and control. As well as improving quality of life, wellbeing and safety.

Wherever possible, we will discuss safeguarding concerns with the adult to get their view of what they would like to happen and keep them involved in the safeguarding process, seeking their consent to share information outside of the organisation where necessary. There may be circumstances where we need to share information with others and/or agencies to protect an individual

8. Confidentiality

It is important that any information is treated as confidential as far as is reasonably possible to build trust and respect. If you think that sharing information with another person such as the Safeguarding Team or Manager could help the person, encourage the person to disclose information themselves with the people who need to know. If they do not wish to do this,



explain to the individual that you will need to inform others such as the Safeguarding Officer, and the reasons why, and seek their clear and specific consent to this.

So far as is practicable, confidentiality will be maintained at all times unless it is for the safety, protection or welfare of a person at risk. In such circumstances, information may be shared with external authorities, such as Local Authority Designated Officer (LADO) and in accordance with the relevant data protection law and statutory guidance.

We ensure all suspicions, concerns and allegations are taken seriously and dealt with swiftly and appropriately, and that access to confidential information relating to safeguarding matters is restricted to those who need to know.

9. Responsibilities

Every employee and volunteer is responsible for familiarising themselves with the content of this policy and the associated safeguarding policies and procedures. Safeguarding is everyone's responsibility, and it is down to the individual to raise concerns appropriately and in line with the Safeguarding procedure.

The Designated Safeguarding Team are responsible for reviewing and deciding on the best course of action for all safeguarding enquiries which are received. The safeguarding team is of varying backgrounds and levels within the organisation, but all receive regular Safeguarding training.

The Designated Safeguarding Team, in consultation with the Board of Trustees, will be responsible for regularly updating this policy and ensuring that the charity is meeting its safeguarding obligations.

We will ensure that our website content related to Safeguarding - including guidance on reporting a safeguarding concern or incident - is regularly reviewed and easy to access.

[Lord's Taverners - Safeguarding](#)

To contact the Safeguarding Team please contact Safeguarding@lordstaverners.org.

10. Policy Review

This policy will be reviewed every two years (unless a change in law/legislation precedes this) and updated as necessary to ensure compliance with applicable laws and the ongoing commitment to best practice safeguarding.