



Safeguarding Vulnerable and Disabled members

The Forest Community Shed recognises that all people regardless of age, disability, gender, race, religious beliefs or sexual orientation have an equal right to protection from all types of harm or abuse and is committed to safeguarding the welfare of vulnerable adults in the Shed. We promote ethical behaviour, providing vulnerable adults with a sense of being valued.

On this basis, we aim to ensure vulnerable individuals have a designated carer or appropriate member who is trained to monitor and supervise the vulnerable individual in any activities that the vulnerable individual undertakes within the group.

Principles upon which the Safeguarding of Vulnerable Adults Policy is based:

- The welfare of all vulnerable adults will always be paramount
- The rights, wishes and feelings of vulnerable adults will be respected and listened to
- Keeping safe from harm requires people who work with vulnerable adults to share information

Those people in positions of responsibility within the organisation will work in accordance with the interests of vulnerable adults and follow the Shed policies.

Our Health and safety policy should not prevent disabled people and those with health conditions from being or staying in The Shed. However, disability is not always obvious so we might not realise a member is disabled or they might choose not to tell us.

Members are therefore encouraged, on joining, to tell us they have a disability that could foreseeably affect the safety of themselves or anyone else in The Shed. However, if they do not tell us and there are no obvious indicators of any disability, we are not under any obligation to make workplace adjustments.

A member whose behaviour or health deteriorates while in the Shed, can be identified by those in positions of responsibility, any other member, or the person themselves. It is then the duty of the safeguarding officer to act accordingly. Be aware that disabled persons have fluctuating impairments and a more flexible approach may be required.

A PEEP personal emergency egress plan may be necessary.

Identification of vulnerable adults

If a member is recognised as a vulnerable adult, it is the duty of the safeguarding officer to

- Give the vulnerable adult time and attention and listen carefully
- Allow the vulnerable adult to give a spontaneous account
- Make an accurate record of the information you have been given taking care to record the timing, setting and people present, the vulnerable adult's presentation as well as what was said.
- Use the vulnerable adult's own words where possible
- Explain that you cannot promise not to speak to others about the information they have shared - do not offer false confidentiality
- Reassure the vulnerable adult that they have done the right thing in telling you
- Tell the vulnerable adult what you are going to do next and explain that you will need to get help to keep him/her safe
- DO NOT ask the vulnerable adult to repeat his or her account of events to anyone



Keeping records

A period of monitoring the individual member is essential and consultation on how to accommodate them, with close family members or health care professional is advised.

In addition to discussing workplace adjustments with disabled workers, we may seek specialist help to understand the effects of their disability on workplace health and safety.

Risk Assessment

There is no legal requirement to carry out a separate risk assessment specific to a disabled person. But, if we become aware of a member with a disability, a review of our existing risk assessment will be made to make sure it covers any risk to them.

In some individual cases, a personal risk assessment may be needed. This will be discussed with the member. Records will be kept confidentially and shared with those in positions of responsibility. Disabilities can affect people in very individual ways and can often be supported through workplace adjustments so we will not make assumptions about disabled people or introduce blanket policies.

Where it is identified that a member is unsafe to work unaided, we aim to ensure they have a designated carer or appropriate member who is trained to monitor and supervise the vulnerable individual in their chosen activities.

We do not aim to exclude members from certain types of activities, but if an activity is assessed as hazardous to their or others safety an alternative solution will be sought. Through these reasonable adjustments, and reviews when circumstances change, risks can be managed by:

- Asking other members to carry out the activity on their behalf
- providing suitable alternative equipment, for example automated equipment to reduce manual handling or alternatively manual tools instead of high-risk machinery.



Record of individual with identified health condition that affects their ability to carry out activities safely

Our insurance does not permit one2one assistance in the workshop.

We provide a Shed supervisor who is in charge of the workshop, overseeing the general workshop safety of all members. Members are responsible for their own machinery safety records and their own health and safety.

Where a member alerts us or they are identified as needing more help with activities, a period of monitoring and consultation will take place.

Date	
Name of individual	
Condition/impairment identified	
Effect on members own activities	
Emergency contact/next of kin	
Professional Consultation contact	

Review

Review of risk assessment

Monitoring period and workshop safety concerns

Date	Activity and concern	result	Action	Further action

Conclusions

Date				