

Safeguarding Policy: Adults

Global Anaesthesia Development Partnerships (GADP) acknowledges the duty of care to safeguard and promote the welfare of all adults and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice.

GADP currently has two country partnerships which work to support anaesthesia training in Ethiopia and Zambia. Global partnerships between high-income countries (HICs) and low-middle income countries (LMICs) present a unique safeguarding responsibility. Not only do the “usual” safeguarding of adults principles apply, but in addition there exist power imbalances and hierarchical structures which could potentially be abused; for example:

- Between volunteers from high-income countries and staff and students in LMIC
- Between senior and more junior members of staff in any location
- Between medical and non-medical volunteers and other members of staff

All of which means that any safeguarding policy must take into account **all** adults and not just those who may be described as vulnerable.

All individuals without exception have the right to protection from abuse regardless of gender, ethnicity, disability, sexuality or beliefs.

The policy recognises that the welfare and interests of all individuals the organisation’s volunteers may encounter in their work are paramount in all circumstances. All individuals without exception have the right to protection from abuse regardless of gender, ethnicity, disability, sexuality or beliefs.

GADP acknowledges that some individuals, including disabled adults or those from ethnic minority communities, can be particularly vulnerable to abuse and we will take appropriate steps to endeavour to ensure their welfare.

This policy applies to anyone working on behalf of GADP, including the board of trustees, volunteers, paid staff and associated personnel.

Definitions

For the purpose of this policy, the term “safeguarding” will relate to all adults and will mean:

- Protecting individuals from harm
- Preventing impairment of health or development
- Taking action to enable individuals to have the best life chances

For the purpose of this policy, the term “abuse” will mean any action by another person that causes, or has the potential to cause, significant harm to another person. This can be physical, sexual, emotional, or neglect.

Responsibilities

As part of our safeguarding policy GADP will:

- promote and prioritise the safety and wellbeing of all adults
- appoint Trustee Leads for Safeguarding for the UK, and any other country in which the charity operates
- regularly assess potential for safeguarding risks and record this on the charity's risk register
- value, listen to and respect all adults
- ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect or other safeguarding concerns relating to adults.
- recruit volunteers safely, ensure necessary checks are made and prevent the employment/deployment of unsuitable individuals.
 - require all volunteers within the organisation to provide a Disclosure and Barring Service check, or equivalent check for non-UK volunteers, undertaken within the last three years
 - require all volunteers within the organisation to provide evidence of level 1 child protection training.
- ensuring that volunteers are aware, and the organisation at all times implements, the GADP Code of Conduct policy and Whistleblowing policy

Reporting

- All volunteers with GADP will report suspected cases of abuse either in person or by telephone contact at the first available opportunity to the GADP partnership local safeguarding lead, or if unavailable, the UK lead.

Following this initial reporting, the volunteer will document the concerning incident in writing and send this to the local or UK Safeguarding lead. This documentation will include:

- Identifying details for the individual the concern is regarding (including name and date of birth)
- Description of event(s) observed or heard leading to the concern including date, time and location
- Action taken so far in response to this concern
- Name, position and signature of the reporting individual
- Date and time of the report
- The GADP Safeguarding leads will then ensure the report is escalated to the appropriate healthcare, social work or police team. This will vary depending on the country.
- GADP will ensure our safeguarding concerns are shared with health institutions and agencies who need to be made aware to ensure the individual(s) concerned are safe
- GADP will ensure support is provided to the individual/s who raise or disclose the concerns

- GADP will keep confidential, detailed and accurate records of all safeguarding concerns which will be securely stored
- GADP will investigate and manage any safeguarding concerns raised about our volunteers and staff. Procedures taken will include:
 - Documenting concerns and reporting to the appropriate healthcare, social work or police team as above
 - Immediately reporting to Local Head of Department of Anaesthesia (of the relevant hospital) and GADP safeguarding leads.
 - Individuals concerned would be immediately removed from clinical duties until a full investigation has taken place.

Investigation

GADP will ensure escalation of all concerns of potential abuse without delay to enable the relevant authorities to investigate. All cases of suspected abuse involving children would be investigated by using the local country's recognised processes.

Concerns about volunteers will be reported to the Head of Department of Anaesthesia (of the relevant hospital) and GADP safeguarding leads.

Disciplinary Action

The policy and procedures will be widely promoted and are mandatory for everyone involved in Global Anaesthesia Development Partnerships. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Monitoring

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

- changes in legislation and/or government guidance
- as required by the Local Safeguarding Children Board
- as a result of any other significant change or event

Safeguarding Contacts

GADP has designated Safeguarding Leads for Zambia and Ethiopia, together with a UK-based Trustee Safeguarding Lead.

For safeguarding concerns or enquiries, please contact info@gadpartnerships.com. Your enquiry will be directed to the appropriate Safeguarding Lead.