

Suspected, Alleged or Confirmed Instances of Abuse Policy

Version Control Sheet

VERSION	DATE OF REVIEW	IMPLEMENTED AND AUDITED BY	STATUS	COMMENTS
4	01/04/2024	Ann Kelly (Registered Manager)	Active	To be reviewed 01/04/2025

Purpose

This policy outlines procedures to handle suspected, alleged, or confirmed instances of abuse in compliance with relevant legislation and regulations in Northern Ireland.

Statement

Clinical24 Staffing Limited is committed to maintaining a safe and secure environment for all individuals we care for, including patients, service users, clients, staff, and any other stakeholders.

Procedure and Guidance

In Northern Ireland, policies and procedures for Safeguarding must be in line with the regional “Adult Safeguarding Prevention and Protection in Partnership” policy (July 2015).

Definition of Abuse

Abuse refers to any action or lack of action that causes harm or distress to an individual. This includes, but is not limited to, physical, psychological, sexual, emotional, financial, or neglectful abuse.

Reporting and Response

- **Report:** Any staff who suspects, witnesses, or receives a disclosure of abuse must report it immediately to their line manager, supervisor, or the designated safeguarding officer at Clinical24 Staffing Limited.
- **Confidentiality:** Information regarding suspected, alleged, or confirmed instances of abuse will be handled with the utmost confidentiality, only shared on a need-to-know basis and in accordance with legal requirements and the Data Protection Act 2018.
- **Supportive Approach:** Staff members will be encouraged to offer support, reassurance, and empathy to the individual who has experienced abuse while maintaining professional boundaries.

- **Documenting:** Any information related to suspected, alleged, or confirmed abuse must be documented accurately and promptly.

Investigation and Referral

- **Prompt Action:** Clinical24 Staffing Limited will take all reasonable and appropriate steps to initiate investigations in a timely manner, ensuring the safety and well-being of the individuals involved.
- **Cooperation with Authorities:** When necessary, Clinical24 Staffing Limited will cooperate fully with relevant authorities, including local safeguarding boards, social services, and law enforcement agencies.
- **Suspension:** In cases where staff are suspected or alleged to have committed abuse, appropriate action will be taken, including suspension pending an investigation. The staff's rights and due process will be respected during the investigation.
- **Support for the Individual:** Clinical24 Staffing Limited will ensure that the individual who has experienced abuse is provided with appropriate support, including access to medical, counselling, or advocacy services, as required.


Prevention and Training

- **Risk Assessment:** Clinical24 Staffing Limited will conduct regular risk assessments to identify and mitigate potential risks of abuse within its operations.
- **Training:** All staff members and contractors will receive training on recognizing signs and symptoms of abuse, procedures for reporting, and their responsibilities in safeguarding individuals.
- **External Referrals:** Clinical24 Staffing Limited will establish relationships with external organisations or agencies specializing in abuse prevention and response to seek guidance and support as needed.

Policy Communication and Review

This policy will be communicated to all staff and contractors to ensure their understanding and compliance. Annual reviews will be conducted to ensure its effectiveness and to incorporate any necessary updates or improvements.

Next Review

Reviewed by:	Ann Kelly
Title:	Registered Manager
Signed:	
Last Review Date:	01/04/2024
Actions:	Address Updated

Next Review Date: April 2025

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