

# Inclusion and Safeguarding – working with adults

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## Relationship Reaching out Resources Request

## **Principles**

The foundations of both **safeguarding** and **inclusion** are, to ensure people feel:

- safe
- welcomed
- a sense of belonging
- happy
- valued
- respected
- confident to speak up.

What environment do we need to create?



## Safeguarding adults

- is about promoting the safety and wellbeing of all adults in your organisation and providing additional measures for those least able to protect themselves from harm (adults at risk)
- is about protecting staff, volunteers and colleagues, as well as participants
- is about more than policies and processes; it is about **creating a culture** that embraces all those we work with, informing and consulting them on all decisions affecting them.



## **Examples of good practice**











## Policies and processes

- Safeguarding policies for children and adults (separate)
- Code of practice for facilitators
- Point of contact for reporting welfare concerns
- Qualifications, insurance, risk assessments

#### **Culture and commitment**

- Understanding individuals' changing needs and goals
- Adapting activities, sessions and programmes
- Listening to the voices of participants and carers
- Engaging staff in the vision, mission and values
- Providing opportunities for evaluation and review
- Working in partnership with like-minded organisations
- Signposting to support for participants and carers
- Providing staff with development opportunities

## **Understanding needs**

We start all programmes with a **meet and greet** session.

This allows us to gather an insight of the needs, interests and challenges of each bespoke group.

Tom Tsangarides, Director and Founder Inclusive Sport



## **Adapting activities**

Ultimately you coach the player in front of you not the disability...

and work with them towards their goals.



## Participant voice

We ask participants for their **desired outcomes**. Do they want to improve their
communication, balance, social skills?

We then ensure sessions are outcome focused.



## Vision, mission and values

Our values are based on humility, a sense of fun and including all participants as partners.

We **challenge assumptions** and expectations of age and ageing across the course of life.

**Sian Stevenson**, Creative Director Moving Memory Dance Theatre Company



### **Evaluation and review**

From the feedback we received, we have **made changes** to meet the participants needs, including:

ensuring there is a designated meeting area and making all the staff on site aware of the session.

Jimmy McCormack Cyclopark



## **Investing in staff**

Being a facilitator is hard work.

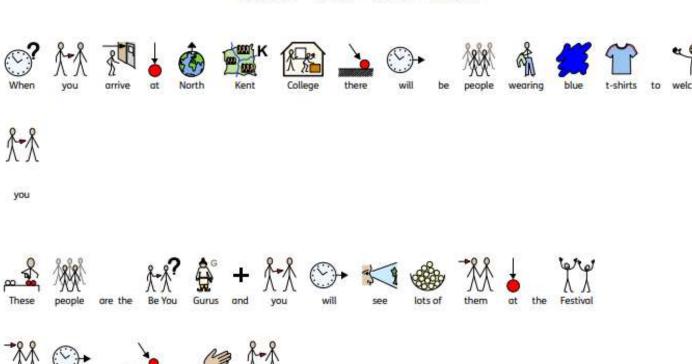
Make sure you look after yourself, and set up debrief meetings when you can share and evaluate the sessions with your team, or a mentor.

**Sian Stevenson**, Creative Director Moving Memory Dance Theatre Company



## **Understanding needs**





## **Adapting activities**



#### About me

#### For Sense Active coaches & instructors

Participant name: X

To help this person have a great experience and get the most out of a sport & physical activity session, what are the most important things that you want to share with the coach?

Use the below as an example - please delete the below and insert your own answers.

#### Vision & Hearing

I am unsteady on my feet due to my balance and depth perception, so I need to be guided on uneven surfaces. I am prescribed glasses but I don't like to wear them. I am profoundly deaf and I can't hear anything so I heavily rely on facial expressions and body language.

## Vision, mission and values



#### **Evaluation and review**



## Signposting to support



## Start where you are

- Take pride in your commitment to the principles of safeguarding and inclusion
- Find others to share with and learn from
- Celebrate what you have in place already and make sure people know about it
- #SafeguardingAdultsWeek









#### **Links to resources**

#### **Social stories** ™

https://www.autism.org.uk/advice-and-guidance/topics/communication/communication-tools/social-stories-and-comic-strip-coversations

#### Widgit symbols

https://www.sensorytrust.org.uk/resources/guidance/using-widgit-and-symbol-languages

#### Sense: Think, Ask, Include

https://www.sense.org.uk/blog/thinking-about-me-asking-me-and-including-me-is-the-first-step/

#### Confidance: Person-centred approach to safeguarding and evaluation

https://activekent.org/communities-and-workforce/workforcedevelopment/confidance/ https://www.confidance.org.uk/evaluation

#### Links to resources

#### **UK Coaching: Duty to Care Hub**

https://www.ukcoaching.org/duty-to-care

#### Safeguarding children and adults

https://www.anncrafttrust.org/resources/why-have-different-policies-and-procedures-for-safeguarding-children-and-adults/

#### **Ann Craft Trust: #SaferCultureSaferSport**

https://www.anncrafttrust.org/saferculture/

#### **Safeguarding Adults Week**

https://www.anncrafttrust.org/how-can-you-support-safeguarding-adults-week-2023/



# Thank you

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