

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.



Duty to Care

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.

Lesley Uphill
Canterbury Kings



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.

Katie Sawyer
Sense Active



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






  
Welcome to The Be You Festival

             
When you arrive at North Kent College there will be people wearing blue t-shirts to welcome



you

           
These people are the Be You Gurus and you will see lots of them at the Festival

    
They will be there to help you

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



CONFIDANCE

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



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Links to resources

Social stories™

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

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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