



KITE COLLEGE
Kent Inclusive Technical Education

Adult Protection Policy

Version 1		Signature
Authorised Principal:	Sept 2025	
Approved Chair of Trustees:		
Learning & Inclusion Committee		
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Introduction

KITE College recognise our statutory responsibility to safeguard and promote the welfare of all learners. Safeguarding is everybody's responsibility and all those directly connected (staff, volunteers, trustees, leaders, parents, families, and learners) are an important part of the wider safeguarding system at KITE College and have an essential role to play in making this community safe and secure.

KITE College fully recognises its responsibilities for safeguarding learners. Our learners' welfare and safety are at the heart of our college's ethos and in everything we do. We believe that all learners have the right to be safe in our society. Therefore, we recognise that we have a duty to ensure arrangements are in place for safeguarding and promoting the welfare of learners by creating a positive college atmosphere through our teaching and learning, pastoral support and care for both learners and college personnel, training for college personnel and with working with parents/carers. We teach all our learners about safeguarding.

All learners have a right to be heard and to have their wishes and feelings taken into account and all children regardless of age, gender, ability, culture, race, language, religion or sexual identity or orientation, have equal rights to protection.

Staff working with learners at KITE College will maintain an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a learner, staff will always act in the best interests of the learner and if any member of our community has a safeguarding concern about any learner or adult, they should act immediately.

KITE College recognises the importance of providing an ethos and environment within college that will help learners to be safe and to feel safe. In our college learners are respected and are encouraged to talk openly. We will ensure learner's wishes and feelings are taken into account when determining what safeguarding action to take and what services to provide.

KITE College believes in protecting an adult's right to live in safety, free from abuse and neglect. This policy sets out the roles and responsibilities of KITE staff, trustees and volunteers in working together in promoting the adult's welfare and safeguarding them from abuse and neglect. Employees, trustees and volunteers should be made aware of how this policy can be accessed.

THIS POLICY SHOULD BE READ IN CONJUNCTION WITH KITE CHILD PROTECTION & SAFEGUARDING POLICY. KITE RECOGNISE THE NEED TO PROTECT ALL LEARNERS BUT ACKNOWLEDGE DIFFERENT PROCEDURES WILL BE FOLLOWED DEPENDING ON THE LEARNER'S AGE.

Definitions

(The Care Act 2014) definition of an adult at risk of abuse:

Where a local authority has reasonable cause to suspect that an adult in its area (whether or not ordinarily resident there).

- has needs for care and support (whether or not the authority is meeting any of those needs),

- is experiencing, or is at risk of, abuse or neglect, and
- as a result of those needs, is unable to protect himself or herself against the abuse or neglect or the risk of it.

Key Principles of Adult Safeguarding

In the safeguarding of adults, KITE College are guided by the six key principles set out in (The Care Act 2014) and Making Safeguarding Personal. KITE College aims to demonstrate and promote these six principles in our work:

- **Empowerment** – People being supported and encouraged to make their own decisions and informed consent
- **Prevention** – It is better to take action before harm occurs.
- **Proportionality** – The least intrusive response appropriate to the risk presented.
- **Protection** – Support and representation for those in greatest need.
- **Partnership** – Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse.
- **Accountability** – Accountability and transparency in delivering safeguarding.

Recognising the signs of abuse

Employees, trustees and volunteers are well-placed to identify abuse. The adult may say or do things that let you know something is wrong. It may come in the form of a disclosure, complaint, or an expression of concern. Everyone within the organisation should understand what to do, and where to go to get help, support and advice.

Types of Abuse

(The Care Act 2014) defines the following ten areas of abuse. These are not exhaustive but are a guide to behaviour that may lead to a safeguarding enquiry. This includes:

- **Physical abuse** - Including assault, hitting, slapping, pushing, misuse of medication, restraint or inappropriate physical sanctions.
- **Domestic violence/ Domestic abuse** - This could be any of the indicators of abuse relating to physical, psychological/emotional, sexual or financial but by a person with whom you have a close family or intimate relationship such as a partner, child, parent.
- **Sexual abuse** - Including rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography, witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting.
- **Psychological or emotional abuse** - Including threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber bullying, isolation or unreasonable and unjustified withdrawal of services or supportive networks.
- **Financial or material abuse** - Including theft, fraud, internet scamming, coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property,

inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

- **Modern slavery** - Encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and those who coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.
- **Discriminatory abuse** - Including forms of harassment, slurs or similar treatment because you are, or are perceived to be different due to race, gender and gender identity, age, disability, sexual orientation or religion.
- **Organisational or institutional abuse** - Including neglect and poor care practice within an institution or specific care setting such as a hospital or care home, for example or in relation to care provided in one's own home. This may range from one-off incidents to long-term ill treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes or practices within an organisation.
- **Neglect or acts of omission** - Including ignoring medical, emotional or physical care needs, failure to provide access to appropriate health, care and support or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.
- **Self-neglect** - This covers a wide range of behavior, neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding. There is a difference between what constitutes a safeguarding incident that requires a statutory response and an incident that is rooted in concern for someone's general wellbeing.

Radicalisation to Terrorism

The Government through its PREVENT programme has highlighted how some adults may be vulnerable to exploitation and radicalisation and involvement in terrorism. Signs and indicators of radicalisation may include:

- Being in contact with extremist recruiters
- Articulating support for violent extremist causes or leaders
- Accessing violent extremist websites, especially those with a social networking element
- Possessing violent extremist literature
- Using extremist narratives to explain personal disadvantage
- Justifying the use of violence to solve societal issues
- Joining extremist organisations
- Significant changes to appearance and/or behaviour

Reporting Concerns

Any employee, trustee or volunteer who becomes aware that an adult is or is at risk of being abused or radicalised must raise the matter immediately with the DSL team via My Concern portal. Early sharing of information is the key to providing an effective response where there are emerging concerns. To ensure effective safeguarding arrangements no one should assume that someone else will do it.

KITE College will

- Inform the adult of the action we propose to take
- Seek their agreement for any referral
- Ensure that they are kept informed about what will happen next, so they can be reassured about what to expect
- Endeavour to ensure that they are safe and supported before proceeding with any other action
- Inform the adult that KITE College are planning to seek advice from or report concerns to an external agency

In most situations there will not be an immediate threat and the decision about protecting the person with safeguarding needs will be taken in consultation with themselves and through referral to Adult Social Care.

If the adult requires immediate protection from harm, contact the emergency services.

Safer Recruitment & Selection

KITE College is committed to safe employment and safe recruitment practices, that reduce the risk of harm to adults with care and support needs from people unsuitable to work with them.

KITE College has policies and procedures that cover the recruitment of all Trustees, employees and volunteers.

Social Media

All employees and volunteers should be aware of KITE College social media policy and procedures and the Staff Code of Behaviour towards the adults we support.

Is there a Person in a Position of Trust Involved?

In any instance of safeguarding, consideration must be given as to whether an allegation has been made against a person in a position of trust (PiPoT) and who may be a risk to others. This can be anyone from a formal employee or volunteer to an informal carer.

Training and Awareness

KITE College will ensure an appropriate level of safeguarding training is available to its Trustees, Employees, Volunteers and any relevant persons linked to the organisation who requires it (e.g. contractors).

For all employees who are working or volunteering with adults at risk this requires them as a minimum to have awareness training that enables them to:

- Understand what safeguarding is and their role in safeguarding adults
- Recognise an adult potential in need of safeguarding and take action

- Understand how to report a safeguarding alert
- Understand dignity and respect when working with individuals
- Have knowledge of the Adult Protection Policy

Similarly, employees and volunteers may encounter concerns about the safety and wellbeing of children/young people. For more information about children's safeguarding, refer to KITE College's Child Protection & Safeguarding Policy.

Mental Capacity

The Mental Capacity Act Mental is about whether an individual has the capacity to make a specific decision at a specific time and if they are unable because they lack capacity as a result a mental disorder of the mind. This includes not being able to:

- Understand information given to them about a particular decision
- Retain that information long enough to be able to make the decision
- Weigh up the information available to make the decision
- Communicate their decision. Refer to the Mental Capacity Act Code of Practice, <https://www.gov.uk/government/publications/mental-capacity-act-code-of-practice>. KITE College will need to involve an advocate if the person lacks capacity to make decisions about a safeguarding concern.

Confidentiality and Information Sharing

KITE College expects all employees, volunteers and trustees to maintain confidentiality. Information will only be shared in line with the General Data Protection Regulations (GDPR) and Data Protection.

However, information should be shared with the Local Authority if an adult is deemed to be at risk of harm or they pose a risk of harm to another. **You should contact the police if they are in immediate danger, or a crime has been committed.**

Recording and Record Keeping

A written record must be kept about any concern regarding an adult with safeguarding needs. This must include details of the person involved, the nature of the concern and the actions taken, decision made and why they were made.

All records must be signed and dated. All records must be securely and confidentially stored in line with General Data Protection Regulations (GDPR).

Whistleblowing

KITE College is committed to ensuring that employees and volunteers who in good faith whistle-blow in the public interest, will be protected from reprisals and victimisation.

Important Contacts

Designated Senior Lead for Safeguarding

Name: Sarah Miller

Email address: Principal@kite-college.org

Telephone number: [01795 476450](tel:01795476450)

Deputy Designated Lead for Safeguarding

Name: Alison Websper

Email address: Safeguarding@Kite-college.org

Telephone number: [01795 476450](tel:01795476450)

Designated Trustee for Safeguarding

Name: Nic Petri

Email address: Nic.Petri@Kite.college.org

Local Support

All members of staff in KITE College are made aware of local support available.

Kent Safeguarding Children Multi-Agency Partnership (KSCMP)

kscmp@kent.gov.uk

www.kscmp.org.uk

03000 421126

Headquarters: Sessions House, County Hall, Maidstone, Kent ME14 1XQ

03000 42 31 69

Online Protection: Sessions House, County Hall, Maidstone Kent ME14 1XQ

03000 42 31 64

The **Local Authority Designated Officer (LADO)** deals with [allegations against staff](#) who work with children either in education or the wider workforce.

To contact the LADO Team please call 03000 41 08 88 or email kentchildrenslado@kent.gov.uk.

Prevent Education Officer

South/East - Jill Allen jill.allen@kent.gov.uk 03000 413565

If you think a learner might be at risk of extremism, contact the helpline on 020 7340 7264 or

counter.extremism@education.gov.uk

Kent Police

101 or 999 if there is an immediate risk of harm

Social Services

If a learner may be at risk of imminent harm, call the Integrated Front Door on 03000 411 111 (outside office hours - 03000 419 191)

Adult Safeguarding

Adult Social Care via 03000 41 61 61 (text relay 18001 03000 41 61 61)

or email social.services@kent.gov.uk

Useful links

Kent and Medway Safeguarding Adults Board (KMSAB) - Kent & Medway SAB website (kmsab.org.uk)

- KMSAB Protocol - When Adults at Risk Abuse Each Other
- Kent County Council - Report abuse - Kent County Council • Safeguarding referral process – Safeguarding Referral Process Partners.pdf
- NICE Guideline - Safeguarding adults in care homes.pdf
- LGA/ADASS - Understanding what constitutes a safeguarding concern and how to support effective outcomes (local.gov.uk) (The flowchart on page 7 of their document sets out clearly the factors to consider when deciding whether to raise a safeguarding concern)