

Live Free from Abuse and Neglect

Policy

Purpose and scope

This policy affirms Spectrum Care Trust Board’s commitment to upholding the right of disabled people to feel safe and respected and hence free from all forms of abuse and neglect (which for the purpose of this policy includes maltreatment and exploitation). These rights are provided by legislation and conventions, which include (but are not limited to) the following:

- New Zealand Bill of Rights
- Crimes Act 1961
- Oranga Tamariki Act 1989 and the Oranga Tamariki (National Care Standards) Regulations 2018
- Family Violence Act 2018

The scope includes abuse and neglect by staff, whānau, other service providers and/or other people. This policy applies to activities and employees of Spectrum Care, Homes of Choice and any subsidiaries.

Statement of Intent

Nobody is to ever be subjected to abuse and neglect of any kind which includes, but is not limited to, physical, sexual, emotional, psychological, financial and family violence.

People will live and be free from physical or psychological harm in an environment which safeguards them, without infringing on their individual rights. Spectrum Care regards any behaviour or inaction by anyone which causes or results in harm to any person as unacceptable and has zero tolerance. In determining if a behaviour or action has caused abuse of a person, the thoughts, feelings and opinions of the person who is subject to the experience will be of paramount consideration.

To strengthen our ability to ensure people live free from abuse, Spectrum Care will work proactively to embed a safeguarding culture into the design and delivery of people’s support as well as organisational processes.

Everyone at Spectrum Care will fulfil their legal and ethical duty by understanding:

- the indicators of potential abuse and neglect
- their personal responsibility to prevent any abuse from occurring and to report any concerns or instances

Document ID:	POL-16	Document owner:	QM	Last review date:	October 2019
Version:	Final	Board approval:	22/10/19	Next review date:	October 2022

- if potential abuse is suspected there must be an immediate response to investigate, monitor and implement such action as is required to keep the person safe.

Responsibilities

Role	Responsibilities
Spectrum Care Trust Board	<ul style="list-style-type: none"> • Approve and review the Live Free from Abuse and Neglect Policy. • Responsible for agreeing levels of delegation to the Chief Executive and to sub-delegation immediately below. • Responsible for holding management to account early and decisively to ensure policy intent is effectively implemented.
Chief Executive	<ul style="list-style-type: none"> • Accountable to Spectrum Care Trust Board for ensuring the policy intent is effectively implemented. • Have in place systems for people, their whānau and staff to raise concerns regarding suspected abuse or neglect. • Receive advice of receipt of allegations of abuse and neglect and provide appropriate resources to ensure effective response.
Business managers	<ul style="list-style-type: none"> • Responsible for delivering Spectrum Care Trust Board's commitment to upholding the right of disabled people to feel safe and respected and hence free from all forms of abuse and neglect. • Understand their responsibilities around being vigilant for and responsive to any indicators of abuse or neglect. • Design and deliver support to people which safeguards the individual and minimises the risk they will experience abuse or neglect. • Ensure staff receive training on indicators of abuse and neglect and understand their responsibility to notify any suspicion that abuse or neglect may be occurring in the lives of people we support or the wider community.
Change and Practice Manager Advocacy Lead	<ul style="list-style-type: none"> • Support people to develop capability to recognise when they are experiencing abuse or neglect and to seek assistance and support to ensure their safety. • Work to enhance people's natural supports as participants in safeguarding the person from abuse and neglect.
The Advocacy Team	<ul style="list-style-type: none"> • Provide peer to peer support and advice to people on their right to live a life free of abuse and neglect. • Communicate to management and the Board any observations on systemic issues which impact on people's right to live a life free of abuse and neglect.
Staff	<ul style="list-style-type: none"> • Understand their responsibilities to be vigilant for, and responsive to, any indicators of abuse or neglect. • Understand their responsibility to notify any suspicion of abuse or neglect if occurring in the lives of people we support or in the wider community.