BROTHERS IN NEED

WORKING WITH VULNERABLE PEOPLE POLICY

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1 INTRODUCTION

Brothers In Need affirms the right of the people we work with to live their lives free from neglect, abuse and exploitation. Brothers In Need works to prevent and respond to any abuse, assault or neglect of a person's human rights. We strive to ensure that people are not harmed either physically, financially, psychologically, or sexually, due to an action or interaction by our staff, volunteers or organisation.

1.1 PURPOSE

The purpose of this policy is to ensure Brothers In Need respects people's human rights, choices and decisions; protects vulnerable people from abuse and neglect and meets duty of care responsibilities.

1.2 POLICY SCOPE

This policy applies to all people engaged in work for Brothers In Need as employees, volunteers or service providers.

1.3 ROLES AND RESPONSIBILITIES

Brothers In Need is responsible for ensuring everyone engaged in the work for our organisation is informed of this policy and uses the principles to guide their work. Brothers In Need will take actual or alleged breaches by employees working with vulnerable people seriously. All employees and contractors have a duty of care to respond professionally, compassionately, promptly, sensitively and in accordance with current legislation with regards to the identification of vulnerable people and reporting of any allegations made in relation to assault, abuse or neglect.

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2 POLICY & PROCEDURES

2.1 POLICY

Brothers In Need is committed to the following policy principles:

(a) We respect each person's human rights and decisions.
(b) We aim to prevent abuse and neglect.
(c) We respect and promote each person's right to dignity of risk.
(d) We meet our duty of care responsibilities.
(e) We build respectful and trusting relationships with each person, their families and carers.
(f) We do not use practices or procedures that restrict people's freedom or rights unnecessarily.

2.2 PROCEDURES

To meet these principles:

- We inform people, helping them to understand their rights and the power and control they have in their lives and services and support them to make their own decisions.
- We assume people have capacity to make their own decisions. In circumstances where they have reduced capacity, we identify and support them to have an appointed decision maker, whilst continuing to explore ways to develop their capacity and involvement in decision making.
- We foster a culture that ensures that everyone feels safe to speak up and raise concerns without fear of retribution, proactively hearing concerns and complaints whilst working together to develop supports and services that keep people safe as they life live.
- We employ and develop people with the right values and skills to undertake the work of Brothers In Need.
- We respect each person's right to dignity, confidentiality and privacy in accordance with our privacy and confidentiality policy. We recognise that our duty of care carries greater weight

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