



## **Vulnerable Adults Policy Waterford Sustainable Living Initiative (SLí)**

The aim of this policy is to communicate the commitment of SLí and its Management Committee to the prevention of harm to vulnerable adults participating in SLí activities and programmes.

Abuse of vulnerable adults can include, but is not limited, to:

- Physical
- Psychological
- Emotional
- Financial
- Sexual
- Neglect

Lack of action is also considered abuse. Physical, sexual and financial abuse will be reported to Gardai. SLí recognises that there is a statutory duty to implement a Vulnerable Adults Policy. This policy applies to employees and volunteers alike. The designated liason for reporting of incidents is the Manager of SLí who will, along with the Chair, follow-up on any incidents.

This policy is fully supported by the Chair of the Management Committee and was adopted in March 2019.

### Implementation

The Chair of Committee has a specific responsibility for the effective implementation of this policy. We expect all employees to abide by the policy and help to create the environment which is its objective.

In order to implement this policy we shall:

- Communicate the policy to employees by making the policy known to current and future employees
- SLí will endeavour through appropriate training to ensure that it will not consciously, or unconsciously, violate the rights of any Vulnerable Adults participating in our programme
- Ensure that adequate resources are made available to fulfil the objectives of the policy

### Monitoring and review

We will establish appropriate information and monitoring systems to assist the effective implementation of this Vulnerable Adults Policy. The effectiveness of this policy will be reviewed

regularly (at least annually) and action taken as necessary. Any complaints, either by an employee, volunteer or participant, will be recorded as part of Committee minutes along with actions taken and resolution. All complaints will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that employees who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

Complaints from members of the public will be dealt with under agreed procedures (a copy of these procedures is available from the Manager of SLÍ).

Date: March 2019

This policy is based on POBAL's policy which was adopted in December 2014.