

Safeguarding Temporary Workers Against Abuse or Other Harm

Policy Number 4



WHAT IS HARASSMENT?

When

Harassment is likely to occur when temporary workers are alone with the client in their premises and is often the case when the client is disturbed.

Training

Vista Care Solutions (VCS) will provide temporary staff with appropriate training for identifying and handling any acts of harassment and this will be recorded in both the Temporary Workers record. Staff will not be expected to work with a client that has been identified as high risk until training has been successfully completed.

Acts of Harassment

- Acts of harassment may include:
- Verbal or racial harassment / abuse
- Physical harassment which includes any aggression, threats or violent acts
- Sexual harassment which may be verbal or physical.
- Staff must make the client aware of and avoid any conversation that has sexual or political nuances

Identifying Potential Risk Areas

- Staff must make the client aware of and avoid any conversation that has sexual or political nuances.
- Staff must take care to maintain mutual respect between themselves and the client and be aware of any mood swings or reaction to medication.
- Staff need to be fully aware of the client's clinical history, which includes psychiatric history and history of alcohol or drug abuse.
- Staff must record acts of harassment and abuse the client's file and must also report it immediately to the registered manager or to info@vistacaresolutions.co.uk

END OF POLICY