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| Overview | This standard identifies the requirements when you contribute to addressing situations where there is risk of danger, harm and abuse. This includes contributing to the assessment of situations where the risk of danger, harm or abuse has been identified or disclosed, and acting to minimise and deal with the immediate danger. It also includes supporting individuals to review situations and actions when the immediate danger has passed. |

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| **Performance criteria**  You must be able to:  *You must be able to:*  *You must be able to:* | Contribute to assessing situations where there is risk of danger, harm or abuse   1. maintain up to date knowledge and awareness of situations and actions that might lead to danger, harm and abuse for an individual, key people and others 2. maintain positive, honest, trusting and sensitive relationships which enable individuals, key people and others to communicate any fears or information they have about potential and actual danger, harm and abuse 3. identify signs and symptoms that indicate there is imminent risk of danger, harm or abuse 4. where the risk of danger, harm or abuse is disclosed rather than observed, check that you understand the situation correctly before responding appropriately 5. work promptly with the individual, key people and others to assess the risk of danger, harm or abuse 6. ensure that your interactions with the individual, key people and others avoid actions and statements that could adversely affect the use of evidence in future investigations and court proceedings, making clear your role and responsibilities for sharing information in accordance with legal and work setting requirements 7. seek immediate support and assistance where the situation is beyond your competence to deal with 8. complete accurate, timed and dated records and reports on actions to assess the risk of danger, harm and abuse, within confidentiality agreements and according to legal and work setting requirements 9. ensure that your records and reports avoid any statements that could adversely affect the use of evidence in future investigations and court proceedings   Contribute to minimising the immediate risk of danger, harm or abuse   1. work within legal and work setting requirements and the boundaries of your own role and responsibilities when addressing immediate risk of danger, harm or abuse 2. take action to minimise immediate risks to yourself, the individual, key people and others in the vicinity 3. take steps to de-fuse and reduce the actions of the individual, key people and others that are dangerous and likely to cause harm 4. promptly request further support and assistance in situations that are outside your expertise, experience, skill and responsibility to deal with 5. take steps to respond to the needs of the individual, key people and others when and if it is safe to do so 6. make the environment as safe as possible, removing all dangerous substances and materials while ensuring that any evidence which may be used in an investigation is preserved 7. where the risk of danger, harm or abuse has been disclosed rather than observed, offer the discloser reassurance and support to identify what they would like to happen in response to their disclosure 8. inform relevant people and organisations about any disclosures, according to legal and work setting requirements 9. complete accurate, timed and dated records and reports on actions taken to minimise the risk of danger, harm and abuse, within confidentiality agreements and according to legal and work setting requirements 10. ensure that your records and reports avoid any statements that could adversely affect the use of evidence in future investigations and court proceedings 11. seek support for your personal emotional reactions to the situation of immediate risk and to any disclosures made   Contribute to reviewing situations and actions after immediate risk has passed   1. offer appropriate reassurance and support to the individual after the immediate risk has passed 2. interact with the individual in ways that recognise their needs, respect their rights and help them to recognise their responsibilities 3. support the individual to identify the factors that led up to behaviour and situations that were dangerous and likely to cause harm 4. reflect on your own actions and behaviour to evaluate whether they might have contributed to creating dangerous situations and behaviour 5. contribute to supporting those involved in dangerous and harmful situations and behaviour to recognise the consequences of their behaviour 6. contribute to helping those involved in dangerous and harmful situations and behaviour to seek help, advice and assistance 7. contribute to helping those involved to take steps to prevent further dangerous, harmful and abusive situations and behaviour from arising 8. complete accurate, timed and dated records and reports on the review of situations and actions, within confidentiality agreements and according to legal and work setting requirements 9. ensure that your records and reports avoid any statements that could adversely affect the use of evidence in future investigations and court proceedings |

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| Knowledge and understanding  You need to know and understand:  You need to know and understand:  You need to know and understand:  You need to know and understand:  You need to know and understand:  You need to know and understand:  You need to know and understand:  You need to know and understand:  You need to know and understand: | **Rights**   1. legal and work setting requirements on equality, diversity, discrimination and rights 2. your role in promoting individuals’ rights, choices, wellbeing and active participation 3. your duty to report any acts or omissions that could infringe the rights of individuals 4. how to deal with and challenge discrimination 5. the rights that individuals have to make complaints and be supported to do so   **Your practice**   1. legislation, statutory codes, standards, frameworks and guidance relevant to your work, your work setting and the content of this standard 2. your own background, experiences and beliefs that may have an impact on your practice 3. your own roles, responsibilities and accountabilities with their limits and boundaries 4. the roles, responsibilities and accountabilities of others with whom you work 5. how to access and work to procedures and agreed ways of working 6. the meaning of person-centred/child centred working and the importance of knowing and respecting each person as an individual 7. the prime importance of the interests and well-being of the individual 8. the individual’s cultural and language context 9. how to build trust and rapport in a relationship 10. how your power and influence as a worker can impact on relationships 11. how to work in ways that promote active participation and maintain individuals’ dignity, respect, personal beliefs and preferences 12. how to work in partnership with individuals, key people and others 13. how to manage ethical conflicts and dilemmas in your work 14. how to challenge poor practice 15. how and when to seek support in situations beyond your experience and expertise     **Theory for practice**   1. the nature and impact of **factors that may affect the health, wellbeing and development of individuals** you care for or support 2. theories underpinning our understanding of human development and factors that affect it   **Personal and professional development**   1. principles of reflective practice and why it is important   **Communication**   1. factors that can affect communication and language skills and their development in children, young people and adults 2. methods to promote effective communication and enable individuals to communicate their needs, views and preferences   **Health and Safety**   1. your work setting policies and practices for monitoring and maintaining health, safety and security in the work environment 2. practices for the prevention and control of infection in the context of this standard   **Safe-guarding**   1. the responsibility that everyone has to raise concerns about possible harm or abuse, poor or discriminatory practices 2. indicators of potential harm or abuse 3. how and when to report any concerns about abuse, poor or discriminatory practice, resources or operational difficulties 4. what to do if you have reported concerns but no action is taken to address them   **Handling information**   1. legal requirements, policies and procedures for the security and confidentiality of information 2. legal and work setting requirements for recording information and producing reports 3. principles of confidentiality and when to pass on otherwise confidential information   Specific to this NOS   1. the purpose of, and arrangements for your supervision when dealing with dangerous, harmful and abusive incidents and the disclosure of such incidents by individuals and key people 2. how and where to access information and support that can inform your practice when contributing to the assessment of, and actions to deal with the risk of danger, harm and abuse 3. the ways in which danger, harm and abuse in the short, medium and long term can affect the well-being of individuals 4. stereotypical assumptions based on gender, race, culture, disability, educational experience etc that affect the perception of danger, harm and abuse to individuals, key people and others both as recipients and perpetrators contributing to assessing and act upon risk of danger, harm and abuse 5. how power and influence can be used and abused by those wishing to harm, abuse and exploit individuals 6. how individuals who have been harmed and abused are vulnerable to exploitation and the ways such exploitation can be prevented 7. how people who harm and abuse individuals conceal what is happening 8. how to work in partnership with individuals, key people and those within and outside your work setting to support individuals who you and others suspect are in danger of harm and abuse and for individuals who have been harmed and abused 9. what to do if you suspect or have evidence that the person responsible for harm and abuse is a colleague 10. how to protect yourself, individuals, key people and others with whom you work from danger, harm and abuse 11. different views on what is harmful, dangerous and abusive and how they relate to your role and tasks 12. factors that may lead to danger, harm and abuse 13. signs and symptoms of danger, harm and abuse and the correct actions to take when you suspect that danger, harm and abuse has been disclosed 14. the effects of being at risk of harm, in danger or abused and their impact on the behaviour of individuals, yourself and others involved, 15. how to work with individuals who are distressed, fearful and uncertain about what will happen to them and how to support others to do so 16. the types of evidence that are valid in investigations and court 17. how to ensure that your actions and statements do not contaminate evidence or prejudice investigations 18. the way that supportive relationships can help individuals and other people involved to cope with what has happened to them 19. the actions to take when individuals and key people disclose abuse 20. how to contribute to assessing levels of risk and the appropriate action to take to reduce or remove risk 21. how to work with individuals whose behaviour is likely to cause, or is causing, risks to themselves or others, and how to support others to do so 22. how to work effectively when there is a crisis that involves potential or actual harm and abuse, and how to support others to do so 23. how to carry out your role within plans to manage the risk or to prevent further danger, harm or abuse 24. how to work with others outside your work setting who are involved in any review of risks or any action to be taken 25. how to reflect upon and evaluate how your behaviour and actions could contribute to incidents of danger, harm and abuse |

**Additional Information**

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| Scope/range related to performance criteria | The details in this field are explanatory statements of scope and/or examples of possible contexts in which the NOS may apply; they are not to be regarded as range statements required for achievement of the NOS.  Note: Where an individual finds it difficult or impossible to express their own preferences and make decisions about their life, achievement of this standard may require the involvement of advocates or others who are able to represent the views and best interests of the individual.  Where there are language differences within the work setting, achievement of this standard may require the involvement of interpreters or translation services.  **Actions and statements that could adversely affect the use of evidence in future** **investigations** may include asking inappropriate questions; asking leading questions; putting undue pressure on the individual; not following legal and other agreed procedures; changing information; removing information; adding information  To **communicate** may include using the individual's preferred spoken language, the use of signs, the use of symbols or pictures, writing, objects of reference, communication passports, other non verbal forms of communication, human and technological aids to communication  **Danger** is the possibility of harm or abuse happening  **Harm and abuse** may include neglect; physical, emotional and sexual abuse; financial abuse; bullying; self harm; reckless behaviour  The **individual** is the adult, child or young person you support or care for in your work  **Key people** are those who are important to an individual and who can make a difference to his or her well-being. Key people may include family, friends, carers and others with whom the individual has a supportive relationship.  **Others** are your colleagues and other professionals whose work contributes to the individual’s well-being and who enable you to carry out your role  A **risk** takes account of the likelihood of a hazard occurring and may include the possibility of danger, damage or destruction to the environment and goods; the possibility of injury and harm to people including self-harm, bullying, abuse, reckless behaviour  **Signs and** **symptoms** may include physical, behavioural and emotional indicators |
| Scope/range related to knowledge and understanding | The details in this field are explanatory statements of scope and/or examples of possible contexts in which the NOS may apply; they are not to be regarded as range statements required for achievement of the NOS.  **All knowledge statements must be applied in the context of this standard.**  **Factors** **that may affect the health, wellbeing and development of individuals** may include adverse circumstances or trauma before or during birth; autistic spectrum conditions; dementia; family circumstances; frailty; harm or abuse; injury; learning disability; medical conditions (chronic or acute); mental health; physical disability; physical ill health; poverty; profound or complex needs; sensory needs; social deprivation; substance misuse |

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| Values | Adherence to codes of practice or conduct where applicable to your role and the principles and values that underpin your work setting, including the rights of children, young people and adults. These include the rights:  To be treated as an individual  To be treated equally and not be discriminated against  To be respected  To have privacy  To be treated in a dignified way  To be protected from danger and harm  To be supported and cared for in a way that meets their needs, takes account of their choices and also protects them  To communicate using their preferred methods of communication and language  To access information about themselves |

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| Original URN | HSC395 |
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| Suite | Health and Social Care |
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