

## **POVA Policy**

The Protection of Vulnerable Adults scheme will act as a workforce ban on those professionals who have harmed vulnerable adults in their care. It adds an extra layer of protection to the pre-employment processes, including Criminal Records Bureau Check, which already take place and stop known abusers from entering the care workforce.

Along with the "no secrets" and "in safe hands" and other specific measures to prevent and tackle the adult abuse, it will complement the Governments drive to raise standards within in an end itself, but it also the best way to protect vulnerable adults who, when they are harmed, are usually harmed because of care professionals lack of knowledge and skill rather than out of malice.

The POVA scheme will involve additional paperwork and other administrative procedures for providers of care. It may mean that providers of care have to re-think offering care positions to certain individuals with may in turn involve re-running recruitment exercises. It is to ensure those with a track record of poor practise, or who are intent on harming vulnerable adults, have no hiding place in the care workforce.

The Protection of Vulnerable Adults (POVA) scheme, as set out in Part 7 of the Care Standards Act 2000, was implemented on a phased basis from 26 July 2004. At the heart of the scheme there is a POVA list. Through referrals to, and checks against the list, care workers who have harmed a vulnerable adult, or placed a vulnerable adult at risk of harm, (whether or not in the course of their employment) will be banned from working in care position with vulnerable adults. As a result, the POVA scheme will significantly enhance-the level of protection for vulnerable adults. This policy sets out what is required of providers of care, employment agencies and and businesses and other stakeholders affected by the implementation. It covers England Wales, and refers to care of vulnerable adults aged 198 years and over.

All employees of GDSK will have a full Criminal Record Bureau (CRB) enhanced disclosure carried out which will include a POVA check to anyone employed by GDSK that will enable them to have regular contact, in the carrying out of their duties, with vulnerable adults, will need to be checked against the POVA list prior to the commencement of their employment in such a position. GDSK will not employ anybody who appears on the POVA list. The following individuals who work for GDSK will be checked. Deputy and assistant managers (Note that registered managers will already have been POVA checked as part of the registration process with the Commission for Social Care Inspection / Care Standards Inspectorate for Wales after the coming into force of the POVA scheme.) Administrative, finance and clerical staff. Home care workers / domiciliary care worker / Home helps / home support workers / domiciliary care assistants / Volunteers.

