



Dealing with Issues of a Sexual Nature Policy	
<b>Latest Review: March 2022</b>	<b>Next Review: March 2023</b>
<p><b>Compliance:</b></p> <ul style="list-style-type: none"> <li>• Care Act 2014</li> <li>• Mental Capacity Act 2005</li> </ul>	
<p><b>Associated Policies:</b></p> <ul style="list-style-type: none"> <li>• Maintaining Professional Boundaries</li> <li>• Incident Reporting</li> <li>• Safeguarding Adults</li> <li>• Safeguarding Children and Young People</li> <li>• Further procedure document: Safeguarding Procedures for Managers and Officers</li> </ul>	
<p>As developing adults, it is of course normal for individuals attending Assist to wish to pursue sexual relations with other people. As individuals with learning difficulties, members may have had limited opportunities to explore such feelings in ways that others might. Individuals will often therefore feel confused and frustrated by their feelings when their urges are thwarted.</p> <p>The policy at Assist is therefore to openly discuss such issues, taking care not to overstep professional parameters (see Maintaining Professional Boundaries policy). Advice and guidance should be offered on the following (at a level appropriate to the understanding and capacity of the individual):</p> <ul style="list-style-type: none"> <li>• What is acceptable in public places.</li> <li>• How to make friends and develop relationships so that both parties are comfortable, contacting parents and carers on behalf of individuals (if they should so wish) who want to meet up in the evening or at weekends.</li> <li>• What sex means and how it works.</li> <li>• How to have safe sex and why this is important.</li> <li>• Why it is absolutely vital that both parties consent to sexual activity.</li> </ul> <p>A preventative approach should be adopted by all staff when concerns arise over sexual matters so that incidents might be avoided. Staff should alert managers when it seems that an individual is becoming sexually predatory or is likely to behave in a sexually unacceptable way. Managers should discuss such issues with the person's Care Team or make a safeguarding referral if concerns continue to grow.</p>	

**Dealing with Incidents**

Any staff witnessing or being informed about a sexual incident at Assist should make sure that the activity is ceased immediately and inform a manager so that they can assess what further action is necessary.

Where the sexual activity is consensual, those involved should be reminded that sexual activity is not appropriate in public spaces (which includes Assist premises), but should be offered guidance and support as above, so that the individuals can be supported to pursue their desires safely and appropriately.

Non-consensual sexual activity should be reported to the police immediately, as well as to Norfolk County Council - see Assist Trust's Safeguarding Adults policy.

**Signed and Authorised by:**

Name:

Role:

Date:

Name:

Role:

Date: