

Safeguarding Policy

1. Context

- 1.1 Sapphire Independent Housing aims to take all reasonable measures to provide safe accommodation and services for all its service users.
- 1.2 The protection and safety of residents (or others who come into contact with the service) at risk is everybody's responsibility.
- 1.3 All staff must recognise this and must report any concerns for the well-being of anybody identified at risk.
- 1.4 Sapphire Independent Housing recognises its responsibilities to safeguard and promote the welfare of those who are at risk. This requires us to:
 - Provide effective management for staff, through supervision, support and training.
 - Include continuous risk assessment within our work with residents and service users.
 - Develop and maintain effective information sharing with statutory services and other key partners.
 - Vet any staff and volunteers and ensuring the vetting of external contractors.
- 1.5 We will aim to visit residents at least annually as part of our commitment to safeguarding, and guarding against neglect.

2. Objectives

- 2.1 The objectives of the policy are:
 - To explain the responsibilities the organisation and its staff have in respect of vulnerable adult protection.
 - To provide staff with an overview of safeguarding and a clear procedure to be implemented when issues arise.
 - To develop a culture that does not tolerate abuse and which encourages people to raise concerns.
 - To ensure that safeguarding concerns and referrals are handled sensitively, professionally and in ways that support the needs of the resident and service user.

3. Definitions

- 3.1 The Care Quality Commission (CQC) defines Safeguarding adults as:
 - Protecting the rights of adults to live in safety, free from abuse and neglect.
 - People and organisations working together to prevent and stop both the risks and experience of abuse or neglect.
 - People and organisations making sure that the adult's wellbeing is promoted including, where appropriate, taking fully into account their views, wishes,

feelings and beliefs in deciding on any action.

- Recognising that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances, and therefore potential risks to their safety or wellbeing.
- 3.2 The National Society for the Prevention of Cruelty to Children (NSPCC) defines safeguarding children as follows:
- Safeguarding is the action that is taken to promote the welfare of children and protect them from harm. Safeguarding means:
 - Protecting children from abuse and maltreatment
 - Preventing harm to children's health or development
 - ensuring children grow up with the provision of safe and effective care
 - Taking action to enable all children and young people to have the best outcomes.
 - Child protection is part of the safeguarding process. It focuses on protecting individual children identified as suffering or likely to suffer significant harm. This includes child protection procedures which detail how to respond to concerns about a child.
 - Safeguarding children and child protection guidance and legislation applies to all children up to the age of 18.

4. Key policy principles

4.1 The following principles shape Sapphire Independent Housing's approach to safeguarding. We recognise that:

- The majority of our residents have the capacity to keep themselves safe and make informed choices and decisions. We will not assume someone is vulnerable to abuse because of their support needs. We will always act to support clients and assist them in seeking protection from abuse.
- It is our duty to train staff to recognise the signs of abuse.
- It is our obligation to ensure we only recruit and employ staff who have undergone DBS (Disclosure and Barring Service). We will share information on staff found to be unsuitable to work with people at risk by referring their details to the DBS.
- Clear, concise, factual and accurate record keeping is essential in safeguarding, in line with the GDPR policy.
- The value of promoting safeguarding, so that residents can safeguard themselves.
- Safeguarding is a multi-agency approach which depends on effective joint working.

5. Legal Framework

5.1 The following legislation and guidance applies to safeguarding adults:

- Safeguarding Vulnerable Groups Act 2006
- Mental Health Act 2007 (including DoLs *Deprivation of Liberty*)
- Mental Capacity Act 2005
- Protection of Freedoms Act 2012
- Data Protection Act 2018
- Human Rights Act 1998
- Freedom of Information Act 2000
- Public Interest Disclosure Act 1998



- Care Act 2014

5.2 The following legislation and guidance applies to safeguarding children:

- Children Act 1989
- Children Act 2004
- Children and Social Work Act 2017
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- Children and Families Act 2014
- Digital Economy Act 2017
- Adoption and Children Act 2002
- Female Genital Mutilation Act 2003
- Children and Adoption Act 2006
- Children and Young Persons Act 2008
- Borders, Citizenship and Immigration Act 2009
- Apprenticeships, Skills, Children and Learning Act 2009
- Education Act 2011
- Public Interest Disclosure Act 1998
- Equality Act 2010
- Anti-social Behaviour, Crime and Policing Act 2014
- Care and Support Statutory Guidance (DH, Oct 2014 and Feb 2018)

6. Cross References

6.1 This policy should be read in conjunction with other policies for the organisation including:

- Safeguarding Adults Procedure
- Safeguarding Children Procedure
- Recruitment Policy
- Complaints Policy
- Disciplinary Policy
- Data Protection and Confidentiality Policy
- GDPR Policy and Procedure
- Equality & Diversity Policy
- Professional Boundaries Policy
- Assessment and Support Planning Policy and Procedure
- Serious Incident Reporting
- Whistleblowing Policy
- Domestic Abuse Policy
- ASB policy
- Hoarding Policy

7. Review

7.1 This policy will be reviewed by the Executive Team annually, and by the Board every two years year.