1. Statement of intent

1.1 We are committed to ensuring the safeguarding of vulnerable adults and children in all areas of operation. We operate a policy of zero tolerance of abuse and are committed to preventing and reducing the risk of harm to vulnerable adults and children from abuse and to keep them safe, whilst supporting individuals in maintaining control of their lives.

1.2 We also recognise and encourage the need for diversity and are committed to promoting this objective. Everyone has the right to live free from abuse and neglect regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation and we will not tolerate any form of abuse to anyone, not least a vulnerable person.

2. Definition

2.1 The term vulnerable adult refers to people aged 18 years or over and who are or may be in need of community care services by reason of mental or other disability, age or illness and who are or may be unable to take care of themselves, or unable to protect themselves from significant harm or exploitation.

2.2 Adult safeguarding means protecting an adult's right to live safely, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experience of abuse or neglect, while at the same time making sure the adults wellbeing is promoted including, where appropriate, having regard to their views, wishes, feelings and beliefs in deciding upon any action. It is an important part of what many public services do and a key responsibility. Local services must work together to identify those at risk and take steps to protect them.

2.3 Safeguarding children, for the purpose of this policy, is to:

- protect children from maltreatment;
- prevent impairment of children’s health or development;
- ensure that children grow up in circumstances consistent with the provision of safe and effective care; and
- take action to enable all children to have the best outcomes.

2.4 Safeguarding is about the protection of vulnerable adults and children and how agencies can work together to prevent abuse. This policy outlines our commitment to do everything reasonable to identify and report abuse, or the risk of abuse, in order to protect the people who receive our services and their children.

3. Policy
3.1 Every vulnerable adult receiving a service from us and children that live in a Radian property have the right to live free from abuse and we are committed to working towards preventing abuse.

3.2 We will support residents, children and the people we support to safeguard themselves from abuse and neglect and will keep their interests at the centre of any safeguarding activity. Where appropriate we will also keep the wishes of residents and the people we support at the centre of any safeguarding activity.

3.3 The six principles that underpin safeguarding are:

- **Empowerment** – People being supported and encouraged to make their own decisions and informed consent.
- **Protection** – Support and representation for those in greatest need.
- **Prevention** – It is better to take action before harm occurs.
- **Proportionality** – Proportionate and least intrusive response appropriate to the risk presented.
- **Partnership** – Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse.
- **Accountability** – Accountability and transparency in delivering safeguarding.

3.4 We will make sure our residents, their children and the people we support are aware of safeguarding policies and procedures and also their family and advocates, where appropriate.

3.5 We recognise that findings from Serious Case Reviews have sometimes stated that if professionals or other staff had acted upon their concerns, or sought more information, death or serious harm might have been prevented. Everyone at Radian has a responsibility to prevent, recognise and act on abuse and neglect. We will promote an organisational culture of openness so that staff, volunteers, residents and the people we support and carers can raise their concerns.

3.6 We will make sure that relevant staff and volunteers understand their role in relation to safeguarding vulnerable adults and children and are competent in recognising and acting on abuse and neglect. They will receive adequate awareness training on how to identify and report suspected cases and will be able to access advice from members of staff who are safeguarding leads and regular face to face supervision from managers. Staff identified as ‘representatives’ (see associated procedure) will be expected to have more specialised training. Records of training will be maintained for those staff engaged in the provision of Adult and Children’s Social Care, Supporting People and Care Quality Commission regulated services.

3.7 This will be in line with recruitment checks, data protection policies/procedures, whistle blowing policies, the Mental Capacity Act 2005, the Care Act 2014 and confidentiality agreements to ensure we avoid and respond to actual or suspected abuse and acts of neglect or omission. We will take appropriate steps to ensure our services are provided in a way that complies with both the law and published best practice.

3.8 We are committed to multi agency working with all stakeholders and to ensuring that we adhere to the relevant requirements of Local Authorities including effective links with Safeguarding Leads, Multi-Agency Safeguarding Hubs (MASH), Safeguarding Adults Boards (SAB’s) and Working Together to Safeguard Children 2013.
3.9 We aim to recruit high quality staff, board members, volunteers and contractors following our recruitment and selection procedure. All staff that provide support to, or work directly with, vulnerable adults and children will be subject to a valid enhanced disclosure undertaken through the Disclosure and Barring Service. This will include a check against the Adults’ Barred list.

3.10 All managing agents and partners of our supported housing schemes must have their own adult and children safeguarding policy and procedure where they provide services to vulnerable adults and children. Verification of the effective implementation of these policies will be included in the annual monitoring visit by our Partnership and Agents team.

Care and support services

3.11 Following the publication of the Francis report the government is placing a statutory duty of candour on all organisations that provide care and support. This requires all board members, directors, managers, staff and volunteers to be open and honest when mistakes happen informing the people affected and reporting to the required regulators. Making a mistake will not in itself lead to the individual or the organisation facing action but failure to disclose the mistake could lead to criminal prosecution.

3.12 We are committed to involving vulnerable residents and people we support in designing and providing information about safeguarding in terms of understanding what abuse is and how to report this. As such information will be provided in a range of formats to meet the range of communications needs of individuals and which recognises their unique perspectives.

3.13 We have a duty to refer staff for inclusion on the national Protection of Vulnerable Adults Scheme, List of Unsuitable Care Workers (or successor lists). This register is if a member of staff has placed a vulnerable person at risk of harm (whether or not in the course of their employment). This includes any situation where the worker has been dismissed on grounds of misconduct, which harmed or risked harm to a person we support, but also where a worker has:

- resigned or retired before dismissal;
- transferred to other work;
- been suspended or provisionally transferred to other duties pending a final decision of (probation) the employer; and
- been made redundant in circumstances where the employer would otherwise have considered dismissal.

This duty remains even if concerns or allegations of abuse come to light after the person has resigned, retired, been dismissed or been transferred to other duties.

4. Legal & regulatory framework

- Safeguarding Vulnerable Groups Act 2006
- Working Together to Safeguard Children 2013
- Mental Health Act 2007
- Mental Capacity Act 2005
- Human Rights Act 1998
- Health and Social Care Act 2012
• Safeguarding/Adult Safeguarding (Local Authorities own policies and procedures)
• Care Quality Commission Essential Standards 2010
• The Equality Act 2010
• The Care Act 2014

5. Links to other policies
• Whistle blowing policy
• Mental capacity policy
• Data protection policy
• Domestic abuse policy
• Equality and diversity policy
• Complaints and comments policy
• Health and safety policy
• Recruitment and selection policy

6. Related procedures
This policy does not detail the practical advice and assistance that should be provided, nor the actions to be taken by staff and volunteers, when dealing with the issues of safeguarding vulnerable adults and children. Any such advice, action and assistance will be covered in specific procedures, which should be used in conjunction with this policy.

• Disciplinary procedure
• Capability procedure
• Mental capacity and assessment procedure
• Safeguarding of adult and children procedure
• DBS checks
• Recruitment procedure
• Complaints and comments procedure

7. Responsibility
All staff members have a responsibility to work within this policy and associated procedures. Failure to do so would result in disciplinary action.

8. Responsible officer
Tenancy Sustainment Manager

9. Review details

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10. Appendices
None