

## Safeguarding Policy

### 1. Introduction

- 1.1 ReSI Housing Limited (ReSI Housing or the Company) has a responsibility to keep residents safe from harm. This policy outlines our approach to safeguarding children, young people and adults who are being abused or neglected or are at risk of being abused or neglected.
- 1.2 We will raise awareness about the abuse and/or neglect of children, young people and adults at risk. We will develop a culture that does not tolerate such abuse and encourages staff to raise concerns. We will respond promptly and proportionately in instances where abuse has occurred.

### 2. Purpose and scope

- 2.1. This Policy is designed to:
  - Provide clear definitions of abuse, neglect and harm
  - Outline how we will fulfil legal obligations by reporting safeguarding concerns to the appropriate authorities
- 2.2. This is an overarching policy applied across our business, to all staff, Property Managers, Board members or involved residents. This policy also applies to contractors, sub-contractors and agents that are working for ReSI Housing.
- 2.3. This policy outlines the protection that we will offer to customers living in accommodation that is managed or owned by ReSI Housing.

### 3. Definition

- 3.1. Abuse can be described as a violation of individuals' human and/or civil rights by any other person or persons who cause harm to a person in need of care and support. It may be a single or repeated acts or omissions occurring within a personal or close relationship where there is an expectation of trust.
- 3.2. Neglect is the failure to meet a child, young person or adult at risk's basic needs.
- 3.3. Harm is a physical and/or psychological injury.
- 3.4. A child is anyone who is under the age of eighteen
- 3.5. A young person is a care leaver aged eighteen or over but still receiving children's services.

## 4. Reporting and responding to safeguarding concern

- 4.1. We take abuse or suspected abuse/ neglect very seriously. All staff are required to report safeguarding concerns, and we will ensure that staff are supported to report concerns.
- 4.2. If a staff member has a safeguarding concern about the treatment of residents in our services, this to be reported to the line manager.
- 4.3. We will create a supportive and safe environment so that residents feel that they can report abuse.

## 5. Consent and capacity

- 5.1. A key aspect of the Care Act 2014 guidance is putting the individual at the center of the safeguarding process.
- 5.2. If verbal consent has not been received by a vulnerable adult at risk, consent should be sought before sharing information outside the organisation such as via a referral. If consent is not given, the colleague should discuss with their line manager if risks to the person's safety or another person are high. This may make it appropriate to override the need for consent. A record should be kept of the conversation and the reasons for overriding consent.
- 5.3. If the resident does not give consent to make a referral, and there are insufficient reasons to override consent, a letter should be sent to the resident outlining the proposed action plan. The letter should confirm that these actions were not undertaken since they did not give consent.
- 5.4. If a child safeguarding concern arises, consent is not needed and this must be reported. However, where possible it is good practice to inform the parent/carer when a report is being made.

## 6. The Mental Capacity Act 2005

- 6.1. Capacity and consent are central themes in safeguarding adult work and the principle is that every adult has the right to make their own decisions. There are 5 key principles under the Mental Capacity Act.
  - A presumption of capacity – every adult has the right to make his or her own decisions and must be assumed to have capacity to do so unless proved otherwise
  - Individuals being supported to make their own decisions - a person must be given practicable help before anyone treats them as not being able to make their own decisions.
  - Unwise decisions – people have the right to make decisions that others might regard as unwise or eccentric. However, if an unwise decision is related to exploitation or undue influence then further advice should be sought from social care.
  - Best interests – anything done for or on behalf of a person who lacks capacity must be done in their best interests.
  - Least restrictive option - anything done for or on behalf of a person who lacks capacity should be the least restrictive of their basic rights and freedoms.

## **7. Responsibilities**

- 7.1. Responsibility for the execution of this policy rests with all staff and contractors working on behalf of ReSI Housing,
- 7.2. If any member of staff has any concerns about the safety or wellbeing of a child and/or adult at risk, they must immediately report it to the Asset Manager as the designated safeguarding lead. It is not the role of ReSI Housing to decide whether a child or adult has been abused. This is the task of statutory agencies that hold the legal responsibility. It is, however, everybody's responsibility to ensure concerns are reported and appropriate action taken.

## **8. Reporting to statutory agencies**

- 8.1. We will record and refer concerns, suspicions and allegations of abuse, harm or neglect to the lead statutory agency responsible for carrying out safeguarding assessments and enquiries. In most cases, this will be the Police or local authority. We will record all decisions made not to refer to concern, and the reason why. The safeguarding lead will ensure that all safeguarding referrals have been made and are recorded appropriately, along with any referrals on to other agency.

## **9. Liaising with other agencies**

- 9.1. We will engage with, and fully contribute to, multi-safeguarding concerns. agency working in response to safeguarding concerns. This includes responding to requests for information from the local authority, Safeguarding Adult Boards, Safeguarding Children Boards, Child Protection Conferences and Serious Case Reviews, Domestic Homicide Reviews wherever appropriate.

## **10. Complex Safeguarding**

- 10.1 Complex safeguarding refers to emerging forms of harm that are often hidden, such as criminal exploitation, trafficking, and radicalisation. These issues require a coordinated multi-agency response, and a nuanced understanding of the risks involved. ReSI Housing is committed to identifying and responding to complex safeguarding concerns through staff training and partnership working.

## **11. Continuous improvement**

- 11.1.1 We are committed to learning from safeguarding reviews to improve our safeguarding practices. We will complete section 11 reviews and adult assurance statements as required by local authorities to demonstrate the extent to which we meet safeguarding requirements and standards.

## **12. Monitoring and review**

- 12.1 This policy will be reviewed as required or at least every two years to incorporate any changes in legislation or good practice.