



J49 LTD

SAFEGUARDING POLICY

Prepared by:

ADMIN

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Department:

ADMIN



Introduction

Introduction

J49 is committed to safeguarding and promoting the welfare of vulnerable individuals residing in our social housing properties. This policy outlines our approach to safeguarding in compliance with relevant legislation and best practices.

1. Legal Framework:

Our safeguarding practices are in line with the following legislation:

- Safeguarding Vulnerable Groups Act (2006)
- Mental Capacity Act (2005)
- Domestic Abuse Act (2021)
- Mental Health Act (1983)
- Sex Offences Act (2003)
- Care Act (2014)

2. Definitions of Abuse:

Abuse refers to any action or lack of action that harms, endangers, or violates the rights of a vulnerable individual. It can be physical, emotional, sexual, financial, or neglectful in nature.

3. Types of Abuse:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Financial abuse
- Neglect

4. Principles of Safeguarding:

1. - Empowerment
2. - Prevention
3. - Proportionality
4. - Protection
5. -Partnership
6. -Accountability

4. Principles of Safeguarding

A. Empowerment:

- Ensure that vulnerable individuals are supported and encouraged to make their own choices and decisions.
- Respect their autonomy and involve them in decisions affecting their safety and well-being.
- Provide information and resources to empower individuals to protect themselves from harm.
- Advocate for the rights and choices of vulnerable individuals, ensuring their voices are heard and respected.

B. Prevention:

- Take proactive measures to identify and mitigate risks of abuse or harm to vulnerable individuals.
- Provide education and awareness training to staff, residents, and relevant stakeholders on recognising and preventing abuse.
- Implement policies and procedures aimed at preventing abuse, such as staff training, risk assessments, and regular monitoring.
- Address underlying factors contributing to vulnerability, such as poverty, social isolation, or lack of support networks.

D. Proportionality:

- Ensure that safeguarding interventions are proportionate to the level of risk and vulnerability faced by the individual.
- Consider the least intrusive means of intervention while still effectively safeguarding the individual's well-being.
- Balance the need for protection with the individual's right to autonomy and self-determination.
- Take into account the individual's wishes, preferences, and best interests when determining the appropriate response.

E. Protection:

- Take immediate action to remove individuals from situations where they are at risk of harm or abuse.
- Provide support and assistance to individuals who have experienced abuse, ensuring their safety and well-being are prioritised.
- Collaborate with relevant agencies and organisations to provide ongoing protection and support to vulnerable individuals.
- Implement measures to prevent further harm or re-victimisation, such as restraining orders, safe housing arrangements, or counselling services.

F. Partnership:

- Work collaboratively with other agencies, organisations, and professionals involved in safeguarding vulnerable individuals.
- Share information and expertise to effectively identify and respond to safeguarding concerns.
- Coordinate multi-agency responses to complex safeguarding cases, ensuring a holistic approach to support and intervention.
- Engage with communities and stakeholders to raise awareness of safeguarding issues and promote collective responsibility for protecting vulnerable individuals.

By adhering to these principles of safeguarding, J49 aims to create a robust and comprehensive framework for safeguarding vulnerable individuals within our social housing properties.

6. Accountability:

Accountability is a fundamental aspect of safeguarding within J49's social housing properties. It ensures that all staff members are held responsible for their actions and decisions concerning the safety and well-being of vulnerable individuals. Here's how accountability is upheld in safeguarding:

A. Clear Roles and Responsibilities:

- J49 establishes clear roles and responsibilities for staff members involved in safeguarding, including designated safeguarding officers, managers, and frontline workers.
- Each staff member understands their specific role in safeguarding and their obligations to report concerns, follow procedures, and support residents effectively.

B. Training and Awareness:

- Staff members receive comprehensive training on safeguarding practices, which includes information on their individual accountability and responsibilities.
- Training sessions emphasise the importance of adhering to safeguarding policies and procedures, recognising signs of abuse, and taking appropriate action to protect residents.

C. Policy Adherence:

- J49 maintains robust safeguarding policies and procedures that outline the expected standards of behaviour and conduct for staff members.
- All staff members are expected to adhere to these policies and procedures at all times, ensuring consistency and accountability in safeguarding practices.

D. Documentation and Record-Keeping:

- Staff members are required to maintain accurate and detailed records of safeguarding concerns, incidents, and actions taken.
- This documentation serves as evidence of accountability, demonstrating that staff members have followed procedures and taken appropriate steps to address safeguarding concerns.

E. Supervision and Oversight:

- Managers and designated safeguarding officers provide supervision and oversight to ensure that staff members are fulfilling their safeguarding responsibilities effectively.
- Regular supervision sessions allow for discussion of safeguarding cases, feedback on practice, and identification of any training or support needs.

F. Internal Review and Monitoring:

- J49 conducts regular internal reviews and audits of safeguarding practices to assess compliance with policies and procedures.
- Any gaps or areas for improvement identified through these reviews are addressed promptly to enhance accountability and strengthen safeguarding measures.

G. External Scrutiny:

- External regulatory bodies, such as local authorities or governing agencies, may also scrutinise J49's safeguarding practices to ensure compliance with legal requirements and standards.

- J49 cooperates fully with external inspections and investigations, demonstrating transparency and accountability in safeguarding practices.

H. Continuous Improvement:

- J49 is committed to continuous improvement in safeguarding, regularly reviewing and updating policies, procedures, and training materials to reflect emerging best practices and legislative changes.

- Staff members are encouraged to provide feedback and suggestions for improvement, fostering a culture of learning and accountability across the organisation.

By upholding accountability in safeguarding, J49 demonstrates its commitment to ensuring the safety, dignity, and well-being of vulnerable individuals within its social housing properties.

6. Missing Persons:

- J49 will have procedures in place to respond to reports of missing vulnerable individuals, including contacting appropriate authorities and conducting internal investigations.

7. Monitoring of Safeguarding Reports:

- We will monitor safeguarding reports and referrals to local authorities, including managing agents, to ensure timely and appropriate action is taken to safeguard vulnerable individuals.

8. Reporting Mechanisms:

- Internal Reporting: Staff are encouraged to report any safeguarding concerns or incidents to their line manager or designated safeguarding officer.
- Referrals to Local Authority: Where necessary, J49 will make referrals to local authorities or managing agents for further investigation and support.

9. Specific Policies and Procedures:

- J49 will develop and implement specific policies and procedures relating to different client groups that are supported, taking into account their unique needs and vulnerabilities.

10. Staff Responsibilities:

- All staff members have a responsibility to:
 - Be vigilant for signs of abuse or neglect.
 - Report concerns promptly and appropriately.
 - Follow safeguarding procedures and guidelines.
 - Attend relevant training to enhance their understanding of safeguarding issues.

10. Staff Responsibilities:

A. Recognising Signs of Abuse:

- Staff members must be able to recognise signs and indicators of abuse or neglect, including physical injuries, changes in behaviour, unexplained financial transactions, or reports of distress from residents.
- Regular training and awareness programs should be provided to help staff understand the various forms of abuse and how they may manifest in different contexts.

B. Reporting Concerns Promptly:

- Staff have a duty to report any safeguarding concerns or suspicions of abuse immediately to their line manager or designated safeguarding officer.
- Reports should be made in accordance with established procedures, ensuring confidentiality and sensitivity to the needs of the individual.

C. Following Safeguarding Procedures and Guidelines:

- Staff must familiarise themselves with the organisation's safeguarding policies, procedures, and guidelines, and ensure they are followed consistently.
- This includes understanding the steps to take in response to safeguarding concerns, such as documentation, reporting, and referral processes.

D. Attending Relevant Training:

- All staff members should undergo regular training on safeguarding practices, including recognising signs of abuse, responding to disclosures, and understanding their role and responsibilities.
- Training should be tailored to the specific needs of staff members based on their roles and interactions with residents.

E. Maintaining Professional Boundaries:

- Staff must maintain professional boundaries with residents and refrain from engaging in behaviours that could be perceived as abusive or inappropriate.
- This includes avoiding situations that could lead to conflicts of interest or breaches of trust, and respecting the privacy and dignity of residents at all times.

F. Collaborating with Multi-Disciplinary Teams:

- Staff may be required to work collaboratively with other professionals and agencies involved in safeguarding, such as social workers, healthcare providers, or law enforcement.
- Effective communication and information-sharing are essential to ensure a coordinated response to safeguarding concerns and the provision of appropriate support to residents.

10. Staff Responsibilities:

G. Advocating for Residents' Rights:

- Staff have a responsibility to advocate for the rights and well-being of residents, including their right to safety, dignity, and autonomy.
- This may involve supporting residents to access relevant services and resources, advocating on their behalf in safeguarding processes, and empowering them to make informed decisions about their own care and support.

H. Reflecting on Practice:

- Staff should engage in reflective practice to continually evaluate and improve their approach to safeguarding.
- This includes reviewing safeguarding incidents and outcomes, seeking feedback from residents and colleagues, and identifying areas for development or enhancement in safeguarding practice.

By fulfilling these responsibilities, staff members play a crucial role in safeguarding vulnerable individuals and creating a safe and supportive environment within J49's social housing properties.

Conclusion

This Safeguarding Policy reflects J49's commitment to ensuring the safety and well-being of vulnerable individuals within our social housing properties. By adhering to this policy and relevant legislation, we aim to create a supportive and protective environment for all residents.



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