

Safeguarding Policy

for safeguarding Children, Young People and Adults

1.0 POLICY STATEMENT

1.1 This policy demonstrates our strong commitment to safeguarding children, young people and adults, in our role as a provider of housing with care and support, provider of green care and as an employer. We believe the safety, protection, welfare and well-being of everyone associated with the Trust is paramount. We take the detection and reporting of safeguarding concerns seriously and we recognise that safeguarding is everyone's responsibility.

1.2 Specifically, the Trust aims to:

- raise awareness about the abuse and / or neglect of children, young people and adults at risk.
- develop a culture that does not tolerate such abuse / neglect and which encourages people to raise concerns.
- prevent abuse from happening wherever possible.
- respond promptly and proportionately where there is abuse or abuse is suspected, to make the necessary referrals and engage the appropriate authorities, to stop the abuse continuing and to ensure the person harmed, or at risk of harm, receives effective support.
- put the 'well-being principle', 'making safeguarding personal' and 'a child-centred approach' at the heart of our safeguarding practices.

2.0 OBJECTIVE

2.1 This policy is designed to ensure that the Trust complies with all relevant legislation, regulatory standards and best practice, and operates within the multi-agency approaches in place in our local authority areas.

3.0 SCOPE

3.1 This policy applies to the safeguarding of children, young people and adults. The Trust provides a range of support services for adults and young people with learning disabilities, autism, mental health challenges and other complex needs.

3.2 There may also be times when children are visiting our communities, workshops and cafes. In addition, our work may involve working with or supporting those who may pose a risk to the safety or welfare of children and young people.

3.3 The Safeguarding policy is a corporate policy, applying across our business. It is important that all volunteers, staff, managers, directors and Trustees are aware that safeguarding is ‘everyone’s responsibility’ and that we all have a duty to be vigilant, to work in a way that reduces the likelihood of abuse or harm being caused and to act on concerns of abuse or neglect.

3.4 Safeguarding is not restricted to staff working in care and support. This policy applies across all of the Trust’s activities, including:

- community-based care and support services
- housing and property management
- day and workshop opportunities
- farming and land-based activities
- food production activities
- retail

and applies to visitors, contractors and other agents working for the Trust.

4.0 DEFINITIONS

4.1 Children and Young People

The legal definition of a child is anyone who has not yet reached their 18th birthday. 16 and 17 year olds are often referred to as young people.

4.2 Safeguarding and promoting the welfare of children

This is defined as:

- providing help and support to meet the needs of children as soon as problems emerge
- protecting children from maltreatment, whether that is inside or outside the home, including online
- preventing impairment of children’s mental and physical health or development
- promoting the upbringing of children with their birth parents, or otherwise their family network, wherever possible and where this is in the best interest of the children
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- taking action to enable all children to have the best life chances.

Child protection is part of safeguarding and promoting the welfare of children and is defined as activity that is undertaken to protect specific children who are suspected to be suffering, or likely to suffer, significant harm.

Significant Harm is the threshold that justifies compulsory intervention in family life in the best interests of children.

4.3 Safeguarding Adults

This is defined as the process of protecting an adult’s right to live in safety, free from abuse or neglect. Safeguarding is about people and organisations working together to prevent and stop both the risks and experience of abuse and neglect, while at the same time making sure that the adult’s well-being is promoted, including having regard to their views and wishes. This may include empowering and enabling the person to protect themselves.

4.4 Adult at Risk

The provisions for safeguarding adults at risk of abuse or neglect, contained within the Care Act 2014, apply to an adult (aged over 18) who meets the following three-part

‘test’:

- has care and support needs (whether or not the local authority is meeting any of those needs)
- is experiencing, or is at risk of abuse and neglect, and
- as a result of those care and support needs, is unable to protect themselves from either the risk of, or the experience of, abuse and neglect.

4.5 Safeguarding Concern

As a Trust, we consider safeguarding in its broadest context and do not limit our view to what constitutes abuse, exploitation and neglect, as they can take many forms and the personal situation of each individual must always be considered. Internally, we use the term ‘Safeguarding Concern’ of which one outcome may be a formal ‘Safeguarding Alert’ being raised with the local authority (LA), whilst noting that other outcomes are also possible.

We consider that any of the following would represent a Safeguarding Concern, but this is not intended to be an exhaustive list:

- Behaviours of Concern
- **Domestic Abuse** including Female Genital Mutilation (FGM)
- **Discriminatory Abuse** including Bullying
- **Emotional Abuse / Psychological Abuse** including Online
- Eviction of an Adult at Risk
- Falls (health related)
- Fatality
- **Financial or Material Abuse**
- Health Related Incidents including Seizures
- **Institutional/Organisational Abuse**
- Medication Error
- Missing Person
- **Modern Slavery** including Trafficking and Cuckooing
- **Neglect or Acts of Omission**
- **Physical Abuse**
- Radicalisation and Extremism
- Self-Harm and Threats of Suicide
- **Self-Neglect** including Hoarding
- **Sexual Abuse** including Grooming

Items in **bold** denote the types of abuse listed in The Care Act 2014, although the legislation is also clear that this is not intended to be an exhaustive list.

4.6 Types of abuse (children / young people)

Four categories of child abuse are generally recognized:

- Physical abuse
- Emotional or psychological abuse
- Sexual abuse, including sexual exploitation of children / young people
- Neglect.

Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children are at risk of abuse within a family, in a community or institutional setting, by those known to them or, rarely, by a stranger. Children may be abused by an adult or another child. A child perpetrator may be a child in need of protection.

It is also recognized that prolonged or regular exposure to domestic violence can have a serious impact on a child’s development and emotional well-being and this should not be ignored.

4.7 Safeguarding Alert

Raising a safeguarding alert is the process of reporting a concern of actual or suspected abuse / neglect to the local authority or multi-agency safeguarding hub (MASH) team.

4.8 Serious Incident

For the purpose of this policy, the Trust defines a serious incident as one in which serious harm (injury or death) has occurred to a person we support, and abuse or neglect is either known to have taken place or suspected.

4.9 Section 42 Enquiry (Adults)

A section 42 enquiry is a duty of the local authority to make enquiries, or cause others to do so, if it suspects that an adult with care and support needs is at risk of abuse or neglect. The enquiry aims to establish whether any action needs to be taken to help and protect the adult. The adult must be unable to protect themselves from the abuse or neglect or the risk of it because of their care and support needs.

4.10 Investigation (Children / Young People)

In children's safeguarding the term investigation is used and refers to the collection of information / evidence about the abuse / neglect that has or might occur. It may also include a criminal or disciplinary investigation.

4.11 Person affected and witnesses

When raising concerns and any subsequent alerts, we will refer to the person directly affected as the 'person affected'. Someone who has seen or heard something but who is not directly affected, will be referred to as a 'witness'.

4.12 Disclosure

When someone tells someone else of abuse that has happened to them.

4.13 Person alleged to have caused harm (PATCH)

The person suspected of committing acts for which a safeguarding concern or alert has been raised.

4.14 Multi-agency Public Protection Arrangement (MAPPA)

Mechanism through which statutory agencies aim to manage, in a co-ordinated way, risks posed by sexual and violent offenders, in order to protect the public.

4.15 Multi-agency Risk Assessment Conference (MARAC)

A multi-agency forum for the purpose of managing high risk cases of domestic violence.

4.16 Safeguarding Adults Review (SAR)

A SAR will be arranged when an adult dies as a result of, or has experienced, serious abuse or neglect, whether known or suspected, and there is concern that partner agencies could have worked more effectively together. The aim of the SAR is to identify learning and improvement action.

4.17 Serious Case Review (SCR)

A SCR is a review of a case where a child has died or has come to serious harm as a result of abuse or neglect.

5.0 POLICY PRINCIPLES

5.1 Underlying Safeguarding Principles

Our policy and supporting procedures are based on the six key principles, contained in the Care Act 2014 Statutory Guidance, which underpin safeguarding work:

Principle	How this is delivered by the Trust	How this is perceived by the people we support
Empowerment	People we support are supported and encouraged to make their own decisions and informed consent.	I am asked what I want as the outcomes from the safeguarding process and these directly inform what happens.
Prevention	It is better to act before harm occurs.	I receive clear and simple information about what abuse is, how to recognise the signs and what I can do to seek help.
Proportionality	Take the least intrusive response appropriate to the risk presented.	I am sure that the Trust will work in my interest and they only get involved as much as needed.
Protection	Support and representation for those in greatest need.	I receive help and support to recognize abuse and neglect. I receive help so that I am able to take part in the safeguarding process to the extent that I want.
Partnership	Local solutions through working with communities.	I know that the Trust treat any personal and sensitive information in confidence, only sharing what is helpful and necessary. I am confident that the Trust will work with other professionals and with me to get the best result for me.
Accountability	Accountability and transparency in delivering safeguarding.	I understand the role of everyone involved in my life and so do they.

5.2 Prevention measures

We will take a proactive approach to prevention which will include:

- Creating a culture where everyone feels confident and supported to raise safeguarding concerns.
- Working with the people we support to raise awareness and to promote safeguarding, in order to help people safeguard themselves.
- Identifying support needs and/or the need for safeguarding at an early stage and working in partnership with others to ensure support is ongoing.
- Striving to promote a person's well-being, including their personal dignity, physical and mental health and emotional well-being, as well as protection from abuse and neglect.
- Ensuring that, where someone is a known risk to others, a risk assessment is undertaken to agree how risks will be managed.
- Providing clear, concise and user-friendly policies and procedures, ensuring everyone is aware of their role.
- Providing safeguarding training, and other training which reduces the risk of harm, as appropriate to the role, for all employees / volunteers. [The Safeguarding Procedures provide the detail of training requirements and how often training should be refreshed].
- Undertaking employment checks and Disclosure and Barring Service (DBS) checks for all employees and volunteers who have regular contact with the people we support and their families.
- Ensuring, where we contract out any services to other organisations/individuals, that these organisations/individuals have in place arrangements that reflect the importance we place on safeguarding.

5.3 The well-being principle (Adults)

The Care Act placed a general duty on local authorities to promote the well-being of the individual when carrying out their social care functions. Factors that must be considered by local authorities in relation to an individual's well-being include their personal dignity, the individual's control over their day-to-day life and their physical and mental health and emotional wellbeing.

The Trust is committed to taking this holistic approach when acting to safeguard a person, ensuring their whole well-being is taken into account and any action is proportionate to the risk of harm.

5.4 **Making Safeguarding Personal (Adults)**

- The Trust is committed to ensuring that 'Making Safeguarding Personal' (MSP) underpins all safeguarding practices within the organisation.
- MSP means any professional involvement with a person we support must be led by that person and be outcome focused. MSP engages the person in a conversation about how best to respond to their safeguarding situation in a way that enhances choice, involvement and control, as well as improving quality of life, well-being and safety.
- We will always aim to recognise that as individuals, people have different preferences, histories, circumstances and lifestyles and we will have regard for their views, wishes, feelings and beliefs before deciding on a course of action. MSP provides a framework to see the person as the expert in their own life, where we work alongside and have conversations regarding what outcome they would want. As a Trust, we will avoid wherever possible, safeguarding arrangements that do not put the people we support in charge of their own lives, or which fail to consider their well-being.
- In respect to advocacy, staff will always support the person to understand information, express their needs and wishes, secure their rights, represent their interests and obtain the care and support they need.
- In discussions with the local authority, staff may act where appropriate, as an independent advocate to represent and support a person who is the subject of a safeguarding enquiry, or Adult Safeguarding Review, where the person has 'substantial difficulty' in being involved in the process and where there is no other suitable person to represent or support them. However, staff will not act as an 'appropriate adult' in allegations of criminal behaviour, unless permission is first granted by the Director of Supported Living & Green Care.

5.5 **A child-centred approach**

In our support of children and young people, we are committed to ensuring a child-centred approach. 'Working Together to Safeguard Children' (2024) summarises the following requirements, identified by children and young people, of an effective safeguarding system:

- vigilance - to have adults notice when things are troubling them
- understanding and action - to understand what is happening; to be heard and understood; and to have that understanding acted upon
- stability - to be able to develop an ongoing stable relationship of trust with those helping them
- respected - to be treated with the expectation that they are competent
- information and engagement - to be informed about, and involved in, procedures, decisions, concerns and plans
- explanation - to be informed of the outcome of assessments, and decisions and reasons when their views have not met with a positive response
- support - to be provided with support in their own right, as well as a member of their family
- advocacy - to be provided with advocacy to assist them in putting forward their views
- protection - to be protected against all forms of abuse, exploitation and discrimination.

5.6 Raising concerns

- We will take all disclosures seriously, whether the incident is recent or is disclosed many years after the abuse occurred.
- We will raise a Safeguarding concern promptly on any concerns over a person's well-being or safety.
- In an emergency situation, where it is believed that a person(s) is at immediate risk of harm or abuse, employees, agents and contractors are expected to dial 999 without delay and report their concerns to the appropriate emergency service.
- All staff will receive safeguarding training to recognise the signs of abuse and neglect / self-neglect, and how to report their concerns.
- We aim to make it easy to raise a safeguarding concern. [As at May 2024, concerns are recorded using the Safeguarding and Concerns Form, pending the introduction of digital care records].
- We recognise that abuse / neglect is rarely an isolated incident and the importance of logging and tracking all concerns raised, in order to identify any pattern of abuse.
- Where a safeguarding concern is raised, a case will be immediately opened and our process ensures that actions taken, outcomes and learning are all recorded and tracked.
- When in contact with any person about a safeguarding concern, we will establish their needs and any risks of harm.

5.7 Mental Capacity

- We will always consider the mental capacity of the person affected as this provides a framework for decision making which balances independence and protection.
- We will assume the person has capacity, unless deemed otherwise, and that they are capable of giving autonomous and informed consent to actions taken.
- After discussion and the opportunity to consider the facts and any associated risks, the wishes of the person affected will be respected unless:
 - there is an aspect of public interest e.g. not acting would put other adults or children at risk
 - there is a duty of care on a particular agency to intervene e.g. the police
 - if a crime has been or may have been committed
 - if their decision was given under duress or coercion
 - there is a serious breach of tenancy
 - employees are implicated
 - the person affected and / or the person alleged to have caused harm is an adult at risk.

5.8 Information sharing

- We recognise that information sharing is essential to safeguard people at risk and we will act in accordance with agreed multi-agency information sharing protocols where these exist.
- We will seek a person's consent to share information as required under the safeguarding principles described above or as required under data protection legislation. However, we cannot guarantee full confidentiality when our responsibility to safeguard adults or children is at risk, or the public interest is greater than our responsibility to an individual.
- We will always consider the safety and welfare of the child or young person when making decisions on whether to share information about them. Where there is concern that a child / young person may be suffering or is at risk of suffering significant harm, their safety and welfare must be the overriding consideration.

5.9 Assessing concerns raised and possible escalation

- With the exception of concerns regarding an employee, volunteer or contractor (see 5.12 below) all concerns will be assessed by the Registered Manager or other designated manager in unregulated services. They will decide whether the concern

needs to be escalated internally and / or whether to raise a formal safeguarding alert to the LA.

- In the case of a serious incident, a meeting will be set up with the General Manager, the Director of Supported Living & Green Care and the Trust Safeguarding Lead (TSL) to ensure that the Trust is taking the necessary action and escalating as appropriate e.g. to Executive or to the Board.
- If no formal alert is raised, other support interventions will be considered locally by the Area Designated Safeguarding Lead and relevant managers. Other appropriate action may include completion of a 'Keeping Me Safe Plan', updating the Support Plan, a request for a Care Review, or signposting for other support or professional involvement.

5.10 Raising formal alerts

- We recognise the lead responsibility of local authorities in co-ordinating safeguarding work, and the Trust's own role in alerting child / adult services of any concerns of abuse or neglect.
- We recognise that procedures and terminology may vary between local authority areas and the importance of staff familiarising themselves with the local policies and processes in place for raising both alerts concerning adults and those concerning children.
- Where a concern meets the necessary threshold, a formal safeguarding alert will be made to the LA or Multi-Agency Safeguarding Hub (MASH). [The Safeguarding Procedures list the circumstances where an alert should always be made in the case of a child / young person.]
- We will endeavour to obtain consent from the person affected, or those with the legal ability to decide, before raising a safeguarding alert. In the event consent cannot be obtained, or we need to over-ride consent, this will be communicated to the LA / MASH when the alert is raised.
- In the case of a child or young person, we will inform the parent or person with parental responsibility that an alert is being made unless this would put the child or young person at greater risk (e.g. where the parent or carer is implicated in the abuse). A referral will still be made even where the parent or carer has not given their consent.
- The LA has a duty to receive the alert and to decide whether further action is needed. The LA will assess whether the alert meets the criteria for a Section 42 enquiry under the Care Act 2014 (adults) or, in the case of a child / young person, whether the criteria for an investigation has been met.
- We will not conduct any unsanctioned investigations / enquiries. There may be occasions when we are asked to lead on a s42 enquiry and we may do so, but only where specifically trained staff are available.

5.11 Challenging a local authority decision

- If a safeguarding alert is not accepted by the LA, or there is a delay in the assessment or where the support provided is ineffective, and the concern persists, we may challenge the decision via the approved escalation process.
- In these circumstances, we may liaise with other professionals and partner agencies, along with considering tenancy enforcement action, to safeguard the person affected, other people we support, employees, agents or contractors.

5.12 Concerns about an Employee, Agent or Contractor

- We will fully support anyone who in good faith, raises a safeguarding concern relating to an employee, agent or contractor.
- We will ensure employees are aware of statutory protection regarding Whistleblowing. Employees or volunteers who whistle-blow can remain anonymous; however, anonymity cannot be guaranteed if a Criminal Investigation is undertaken (please refer to the Whistleblowing Policy).
- When an employee is a person alleged to have caused harm, we will manage this

sensitively and work with the People Team, following Person in Position of Trust (PiPoT) protocols.

- When an agent or contractor is involved, we will work with their employer on a case by case basis. Such cases will immediately be reported to the Director of Supported Living & Green Care, and other relevant director as appropriate.
- We recognise that our employees or volunteers may also be affected by, or perpetrators of, domestic abuse and we will deal sensitively with such cases, in-line with the Domestic Abuse Policy.
- In all cases, we will ensure that the employee is aware of the process, including timescales of any investigation and what support and advice is available.

5.13 Working in partnership

- As a provider of housing with care and support and a provider of green care, we have a duty under the Care Act 2014 to cooperate with LA's and to report any safeguarding issues.
- As professionals who may come into contact with children and families, we recognise our key role in providing help, support and safeguarding children in our local areas.
- We will work proactively with the LA and the Police in raising safeguarding alerts promptly. We may make referrals to other organisations as appropriate whilst always being clear about our responsibilities and capabilities. We will share information in line with our Data Protection Policy.
- Where appropriate, we will discuss safeguarding concerns and seek advice from the relevant Local Authority Adult or Children's Safeguarding Team and/or Multi Agency Safeguarding Hub (MASH). Where relevant or where our contribution would be useful or necessary, we will attend Multi-Agency Risk Assessment Conferences (MARACs) or other multi-disciplinary meetings.
- We will support other social care professionals, where appropriate, to review the outcomes for the person affected against specific plans.
- We will co-operate with Responsible Authorities (Police, National Probation Service and HM Prisons) regarding Multi Agency Public Protection Arrangements (MAPPAs) whilst being consistent with the exercise of our other statutory functions. We will attend MAPPAs meetings where relevant.
- We will support any Safeguarding Adults Reviews (SARs) and Serious Case Reviews (SCRs) and look to adopt any lessons learnt as appropriate.

5.14 Support

- When managing safeguarding concerns, we will work with the person affected to understand their needs. We will also consider, at an early stage, the support needs of any witnesses, the person alleged to have caused harm, employees and anyone else affected.
- Where support needs are identified, we will make individuals aware of the support available to them, or we may with permission, make a specific support referral ourselves, at the discretion of the officer managing the case.
- We recognise that providing certain support may fall outside of our role as a landlord and as a care and support provider and, in these circumstances, we may signpost to external organisations.

5.15 ACCOUNTABILITY & RESPONSIBILITY

5.16 Overall accountability for safeguarding lies with the Board of Trustees, with overall responsibility for operational delivery resting with the CEO and Executive Management Team (EMT). By creating a 'safeguarding thread' running throughout the organisation, the Trust aims to ensure that everyone takes responsibility for safeguarding, including sharing information and messages about learning.

- Specific responsibilities:

5.17 The Board of Trustees

- Receives assurance, unresolved risks and mitigations from Quality and People Committee and CEO about safeguarding and reputational risks.
- Sets strategy and cultural expectations and shares important safeguarding messages to the whole organisation.
- Approves Safeguarding Policy.
- Oversees reporting to regulatory bodies and the Charity Commission.

5.18 **Quality and People Committee**

- Receives assurance and mitigations regarding safeguarding themes, trends and organisational risks from CEO/Director through Executive Management Team.
- Provides challenge, guidance and direction in relation to information presented.
- Reviews Safeguarding Policy and recommends to Board.
- Shares important safeguarding messages to the whole organisation.

5.19 **Executive Management Team/CEO**

- Receives assurance and mitigations regarding safeguarding themes, trends, organisational and operational risks from the Director of Supported Living and Green Care.
- Provides challenge, guidance and direction in relation to information presented.
- Agrees safeguarding processes and procedures.
- Recommends Safeguarding Policy to Quality & People Committee.
- Shares important safeguarding messages to the whole organisation.

5.20 **Director of Supported Living & Green Care (DSL&GC)**

- Accountable for all services, including CQC Nominated Individual, providing accountability for all regulated services.
- Responsible for safeguarding as part of service accountability.
- Ensures serious incidents are reported to the Charity Commission.
- Receives assurance, mitigations, risks relating to services from General Managers and Trust Safeguarding Lead.
- Advises on all safeguarding concerns relating to Person in Position of Trust (PiPoT) matters, in conjunction with Executive Team as appropriate.
- Shares safeguarding messages to the whole organisation.

5.21 **Trust Safeguarding Lead (TSL)**

- Collates trust wide data for analysis with General Managers and for presentation to DSL&GC, EMT, Committee & Board.
- Ensures correct reporting and recording of safeguarding concerns and alerts.
- Links with General Managers around safeguarding trends, in order to continually develop approaches.
- Develops safeguarding policy and procedures.
- Liaises with Co-production manager and ensures that people we support are in receipt of accessible information and contribute to policy and procedures.
- Provides advice and guidance to General Managers.
- Agrees relevant safeguarding training, to ensure competency at the correct level for specific job roles.
- Shares safeguarding messages.

5.22 **General Manager - Area Designated Safeguarding Lead**

- Receives assurance from managers about local issues.
- Links with Trust Safeguarding Lead around local trends.
- Provides advice and guidance to Managers.
- Audits safeguarding response.
- Shares safeguarding messages.

5.23 **Managers - Registered and other designated managers**

- Provide local assurance to General Manager.
- Day to day safeguarding activity e.g. reporting concerns, MSP.
- To be aware of and follow local authority policy and procedures for raising a safeguarding alert.

- To notify the CQC of any safeguarding alerts raised with the local authority.
- To ensure that the person we support has a comprehensive care and support plan in place that is updated and reviewed regularly.
- Advice and guidance to staff.
- Ensure staff attend relevant training.
- Share safeguarding messages.

5.24 **Safeguarding Champions**

- Support General Managers and TSL in delivering safeguarding messages.
- Advocate and champion MSP, MCA and good practice.

5.25 **All staff**

- Work in a safe way and in line with safeguarding procedures.
- Attend training as required.
- Understand what constitutes a safeguarding concern and how to record and report incidents.
- Uphold the Trust's Code of Conduct.

5.26 **MONITORING / AUDITING & CONTROLS**

5.27 The following monitoring and controls are in place:

- A Safeguarding Concern Form is completed for every Safeguarding Concern. This form 'walks' staff through the report and alert stages and ensures that actions taken, outcomes and learning are all recorded and tracked.
- Registered Managers / other designated service managers monitor and report on open cases within their areas on a monthly basis.
- Safeguarding Concerns / Alerts cannot be closed down unless approved by the Registered Manager / other designated service manager.
- The TSL collates information on open cases and reports to EMT on a monthly basis.
- A quarterly return is completed by the Registered Manager / designated service manager in each community, detailing the outcomes and learning from safeguarding concerns and alerts.
- Performance information is compiled by the TSL and reported to Quality & People Committee on a quarterly basis. Data includes the number and nature of concerns by community, number and nature of alerts, actions taken, outcomes and learning.
- The TSL meets monthly with the General Managers to consider themes, learning and improvement action. This information is shared through the quarterly report.
- A programme of Safeguarding Management Audits is being developed.
- A summary Safeguarding Report is presented to Board annually.

5.28 **Monitoring Safeguarding Training**

- All records of Safeguarding training are recorded and monitored separately on the Learning Management System.
- The impact of training will be measured via safeguarding audits, including staff interview.

5.29 **External Review**

5.30 The Trust employs the Ann Craft Trust (ACT) as a critical friend to provide an independent quarterly report to the Quality & People Committee, offering insights on quality assurance and a view on current case management, as well as wider external developments in the Safeguarding field.

5.31 **CROSS REFERENCES**

5.32 Reference should also be made to the following policies and documents:

- Safeguarding Procedures
- Whistleblowing Policy
- Escalation Procedures
- Disciplinary Procedures

- Domestic Abuse Policy
- Data Protection Policy
- Recruitment & Selection Policy (DBS checks)
- CQC Notifications & Duty of Candour Policy
- Equality, Diversity & Inclusion Policy
- Code of Conduct
- Mental Capacity, Decision Making & DOLS
- Helping people with their money policy
- Supporting Personal Relationships Policy

