



Safeguarding policy statement

Children and adults

Updated January 2019

1 Introduction

- 1.1 Golden Lane Housing (GLH) is a registered charity and social landlord, whose mission is to provide a quality home around which individuals with a learning disability can build their lives.
- 1.2 GLH wants its tenants and their families to enjoy a living environment which is safe and where they are protected from abuse. To achieve this, GLH will work with a range of partners to ensure the appropriate management and protective processes are in place.
- 1.3 GLH wants its staff to be attentive to the needs of tenants and their families and be ready and able to respond proactively and knowledgeably to situations where there is abuse, or where abuse is disclosed or suspected.
- 1.4 GLH will continue through campaigning activities with other organisations, including Royal Mencap Society, highlighting issues relating to abuse.

2 Legal and governance framework

- 2.1 The current legal framework for safeguarding adults and children can be found in a range of separate legislative and regulatory orders including the Care Act 2014. In addition, there is a range of helpful guidance available, both of which have been taken into account in developing the policy statement.

- 2.2 The purpose of the legislation is to ensure that vulnerable adults and children are protected from abuse and neglect. There is also great emphasis on the need for organisations to be vigilant in respect of situations where adults and children may be at risk and take appropriate steps to protect them.
- 2.3 In discharging our safeguarding obligations, we are mindful of the legislation in respect to radicalisation and the government's prevent strategy. These draw organisations attention to the need to prevent vulnerable people from being drawn into extremism and terrorism, we see this as an important aspect of our safeguarding responsibilities.
- 2.4 The ultimate organisation responsibility for safeguarding lies with the GLH board of trustees, who on a day-to-day basis, delegate these responsibilities to GLH's director and senior management. The director and senior management are responsible for ensuring appropriate and sound arrangements are in place and that timely reports are made to the board on the operation of this policy.

3 Organisational arrangements

- 3.1 All staff throughout GLH are aware of the organisations legal and regulatory responsibilities, all staff receive training in respect to safeguarding.
- 3.2 GLH is committed to ensuring that staff are able to act promptly and sensitively when a safeguarding matter arises and where required, work effectively and collaboratively with regulatory bodies and other third parties.

- 3.3 GLH will ensure its safeguarding policy is regularly reviewed, at least every three years, and when revisions are made, these will be done with appropriate reference and consultation.
- 3.4 We will ensure that access to this policy statement is made available to all staff.
- 3.5 A member of the senior management team will be the organisations designated safeguarding lead. **See Appendix A.**
- 3.6 GLH will attend and be a member of the Royal Mencap Society's Safeguarding Panel. This panel will meet regularly to review and advise on safeguarding matters.
- 3.7 The GLH board of trustees will receive reports at least annually on the performance of safeguarding and remedy deficiencies promptly.

4 Responsibilities and Implementation

- 4.1 To discharge their respective responsibilities, the board of trustees, director, senior management team and staff will have access to necessary information and training.
- 4.2 The GLH board of trustees and senior managers will lead a culture that is open and positive and, supports the reporting and analysis of safeguarding matters.
- 4.3 All tenant safeguarding incidents will be reported and recorded through the Protection from Abuse procedure and all staff safeguarding incidents will be reported and recorded through the Serious Incidents procedure.

- 4.4 There are recruitment processes in place to ensure that staff members are subject to appropriate vetting as to their suitability for posts.
- 4.5 The purpose of the safeguarding panel is set out at **Appendix B.**

5 Reporting

- 5.1 Reporting arrangements will be agreed with board of trustees, but will include at least an annual review of safeguarding performance.

6 Distribution

- 6.1 This policy statement will be distributed via the intranet to all GLH staff, managers will also have a responsibility to bring it to the attention of their teams.

Signatures



Neil Hadden
Chair



John Verge
Director

January 2019

Appendix A

The organisational safeguarding contacts:



Safeguarding lead:

Rod Dugher
Head of housing



Safeguarding deputy:

Becky Arrowsmith
Housing manager
south

Appendix B

The purpose of the safeguarding panel is to:

- review organisation safeguarding performance and operational effectiveness in safeguarding matters
- ensure that all our policies and our operational procedures are up to date and meet current requirements in respect to safeguarding
- be clear that we take the learning from safeguarding incidents to better inform our practice and service delivery
- through discussions with the people we support and families, ensure our policies and procedures are meeting their needs
- provide regular organisation reports and any others as required.

This policy was issued in January 2019.

This policy will next be reviewed in January 2022.

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Go to: www.glh.org.uk. Email: enquiries@glh.org.uk. Follow us on Twitter - @GoldenLaneHouse

Golden Lane Housing Limited is a charitable Community Benefit Society registered with the Financial Conduct Authority under the Co-operative and Community Benefit Societies Act 2014, registered number 8734, and a Registered Provider of Social Housing, registered number 4803