



Safeguarding Policy

1. Policy Statement

- 1.1 At Yorkshire Housing, we believe in creating homes and communities where everyone feels safe and secure and our safeguarding policy is pivotal to this. Safeguarding is everyone's responsibility.
- 1.2 Our policy sets the framework for how Yorkshire Housing safeguards adults with care and support needs and children. We're proactive in recognising and reporting neglect and abuse, and we work together with other agencies to manage and reduce risks of harm and exploitation.
- 1.3 This policy and associated procedures applies to:
 - All Yorkshire Housing colleagues.
 - All Yorkshire Housing contractors
 - Apprentices, volunteers and students working within any department within Yorkshire Housing.

2. Policy Aims

Safeguarding Adults

- 2.1 This policy ensures that Yorkshire Housing can effectively safeguard at-risk adults living in our homes.
- 2.2 An adult at risk is defined as any person aged 18 years and over who is or may be in need of community care services by reason of mental health issues, learning or physical disability, sensory impairment, age or illness and who is or may be unable to take care of him/herself or unable to protect him/herself against significant harm or serious exploitation.
- 2.3 In safeguarding adults we aim to:
 - **Prevent Harm:** Reduce the risk of abuse and neglect for adults with care and support needs.
 - **Empower Individuals:** Support individuals in making choices and having control over their lives. 'Making safeguarding personal.'
 - **Best Outcomes:** Promote a safeguarding approach that ensures the best possible experience for people.
 - **Raise Awareness:** Ensure professionals, staff, and communities play their part in preventing, identifying, and responding to abuse and neglect.

Safeguarding Children

- 2.4 A child is anyone under 18 years old. Even if they're 16, living independently, in further education, in the armed forces, in hospital, or in custody, they are still legally children and deserve the same protections and entitlements as any other child.
- 2.5 Safeguarding means promoting the welfare of children and protecting them from harm.
- 2.6 In safeguarding children we aim to:
- **Protect from Abuse:** Safeguard children from abuse and maltreatment.
 - **Prevent Harm:** Prevent harm to children's health and development.
 - **Safe Care:** Ensure children grow up with safe and effective care.
 - **Best Outcomes:** Take action to enable all children and young people to achieve the best outcomes.

Key Principles

- 2.7 We use the six principles of safeguarding. These are:
- **Empowerment** – People are supported to make their own decisions and give informed consent.
 - **Prevention** – it is better to take action before harm occurs.
 - **Proportionality** – proportionate and least intrusive response appropriate to the risk presented.
 - **Protection** – support and representation for those in greatest need.
 - **Partnerships** – local solutions through services working with their communities.
 - **Accountability** – accountability and transparency in delivering safeguarding.

3. The Policy

- 3.1 This policy ensures that Yorkshire Housing can act appropriately to safeguard children and adults with care with care and support needs that use our service and live in the homes and communities we manage. We've set out how we'll do this below.

Accountability and Leadership

- 3.2 **We will:**
- Have a designated strategic lead for safeguarding, this will be the Director of Places and Customer Engagement. They'll make sure we have effective working relationships to help support the best outcomes for customers.
 - Make sure we have effective and consistent processes to identify, report and monitor when we have concerns. This includes where allegations are made against our colleagues.
 - Have a secure system in place to record concerns and that that information is accurate, up to date and kept confidential when appropriate.
 - Carry out an internal audit in line with our schedule.
 - Provide an annual report to the YHL Board.

a. Working in partnership and Information Sharing

3.3 We will:

- Share information with other professionals to safeguard children and adults in line with GDPR and Child Protection requirements.
- Record ethnicity and diversity where this information is known and available to ensure a fair service.
- Contribute to local partnerships including any local authorities and safeguarding boards.
- Challenge decisions in line with local safeguarding boards escalation policies
- If safeguarding concerns are raised these will override information governance in place within the organisation. There is a duty to share information to safeguard adults at risk and children.

b. Proportionality and Empowerment

3.4 We will:

- Take the least intrusive and proportionate form of action whilst still safeguarding the customer.
- Be pre-emptive and act before things escalate.
- Advocate for a customer who may not be able to ask for the help they need.
- Support a customer to make decisions to safeguard themselves.

c. Equipping our Colleagues

3.5 We will:

- Ensure our recruitment processes are compliant with current good practice.
- Evaluate job roles involving children or vulnerable adults and request disclosure and barring checks for employees in regulated activities.
- All new colleagues are given information about safeguarding and how to report it as part of their on-boarding.
- Provide all new colleagues safeguarding training within the first six months of starting with us.
- Provide refresher training for all colleagues every three years
- Offer training to contractors workforce.
- Make sure safeguarding practices are aligned to our health and safety policies, including lone working.
- Have at least one designated safeguarding lead who can support other colleagues.

d. Communication and Consultation

3.6 We will:

- Communicate key messages around safeguarding within the Yorkshire Housing operating rhythm
- Distribute information from local safeguarding boards to any colleagues with responsibility for making safeguarding decisions and/or managing cases

Complaints and Allegations against Colleagues or Contractors

3.7 We will:

- Have a process for dealing with allegations of child or adult abuse made against colleagues within our overall safeguarding processes
- Have a dedicated safeguarding lead to ensure processes are followed effectively with clear outcomes

4. Diversity and Inclusion Implications

- 4.1 This policy, by its nature and focus, supports the needs and promotes the safety and wellbeing of people as defined by the nine protected characteristics (Equality Act 2010).

5. Regulations and Legislation

Regulatory Requirements

- 5.1 The Regulator of Social Housing sets out the following requirements:
- **Safety and Quality Standard¹** - Landlords must ensure that homes are safe and of good quality, which includes safeguarding tenants from harm.
 - **Transparency, Influence and Accountability Standard²** - Landlords must be transparent and open with tenants, allowing them to raise concerns and influence decisions. This includes safeguarding concerns.
 - **Neighbourhood and Community Standard³** - Landlords must work with other relevant parties to ensure that tenants live in safe and well-maintained neighbourhoods
 - **Tenancy Standard⁴** - Landlords must manage tenancies fairly and support tenants, which includes addressing safeguarding issues

Legislation

- 5.2 The following legislation is relevant to this policy:
- **Care Act 2014:** Provides a legal framework for safeguarding adults at risk of abuse or neglect.
 - **Children Act 1989 and 2004:** Establishes the duty to safeguard and promote the welfare of children.
 - **Data Protection Act 2018:** Allows the sharing of personal data when necessary to protect individuals from harm, in compliance with General Data Protection Regulations (GDPR).
 - **Working Together to Safeguard Children 2023:** Sets out guidelines for how organisations should work together and share information to safeguard children.

¹ <https://www.gov.uk/government/publications/safety-and-quality-standard>

² <https://www.gov.uk/government/collections/transparency-influence-and-accountability-including-tenant-satisfaction-measures>

³ <https://www.gov.uk/government/publications/neighbourhood-and-community-standard>

⁴ <https://www.gov.uk/government/publications/tenancy-standard>

6. Reporting and Monitoring

- 6.1 The internal Safeguarding Committee will be the main vehicle for monitoring and assurance of safeguarding and will set standards and performance indicators as relevant to the organisation. Key performance indicators are included in the annual safeguarding report to Homes and Places Committee and YHL Board.

Date approved	23 July 2025
Approved by	Homes and Places Committee
Recommended / scrutinised by	Union, Directors, Heads of Service, Key Service Managers
Summary of changes	Rework – brings adult and children policies together. Removes content more suited to a process
Frequency of review	Every three year
Next review date	July 2028
Policy owner	Head of Communities
Policy author	Head of Communities
Associated policies or guidelines	Data Protection Policy Hoarding and Property Neglect Policy Anti-Social Behaviour and Harassment Policy Domestic Abuse Policy Whistleblowing Policy Revised Prevent: Radicalisation and Extremism Guidance NHF Code of Conduct Care Act 2014 Children's Act 1989 Data Protection Act 2018
Associated procedure	Whistleblowing Procedure
Circulation	All Employees - Central, SharePoint, Safeguarding Committee