

# **Safeguarding Children and Young People Policy.**

## **Verda Living RP Limited**

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## 1 Background

Safeguarding children and young people is everyone's responsibility. This policy explains what safeguarding is, the types of harm, abuse or neglect and outlines the steps we'll take to identify and respond to safeguarding concerns. We'll always report concerns to the local authority and/or police.

## 2 Purpose

To establish a policy for Safeguarding Children and Young People at risk which is relevant and, as a minimum, delivers legislative and regulatory compliance in relation to Safeguarding.

This policy sets out guidelines for safeguarding children and young people to ensure that employees and/or our representatives know how to recognise signs of harm and abuse, and where they do occur, that there is appropriate response to protect those affected.

Our policy is that we will:

- Comply with legal and regulatory requirements;
- Aim to have robust safeguarding arrangements in place;
- Aim to develop an environment in which abuse is not tolerated in any form;
- Work in partnership with other agencies to reduce the risk of harm and abuse for our customers;
- Always act in the customer's best interests by making safeguarding personal for the customer; and
- Make safeguarding the responsibility of all employees and service providers.

## 3 Scope of the Policy

This document should be used by all employees, contractors and volunteers of Verda Living RP Limited to understand the obligations placed upon the organisation to maintain a safe environment for their customers and employees within our properties.

Safeguarding children is defined in 'Working together to safeguard children 2023' as:

- Providing help and support to meet the needs of children as soon as problems emerge
- Protecting children from maltreatment, whether that is within or outside the home, including online
- Preventing impairment of children's mental and physical health or development
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- Promoting the upbringing of children with their birth parents, or otherwise their family network, through a kinship arrangement, whenever possible and where this is in the best interest of the children
- Taking action to enable all children to have the best outcomes in line with the outcomes set out in the Children's Social Care National Framework

## 4 Safeguarding Children and Young people

The safeguarding duty to children and young people applies to anyone who has not reached their 18th birthday. Child abuse can include, but is not limited to:

- Physical abuse
- Domestic abuse including violence
- Psychological or emotional abuse
- Neglect
- Sexual abuse
- Forced marriage
- Trafficking
- Bullying including E-abuse
- Gang activity

All children and young people have the right to be safe from harm and need safe environments to grow with confidence. Everyone is responsible for helping to keep children safe. Safeguarding children and young people means protecting them from any potential source of harm.

Safeguarding children categories of abuse and neglect include: physical abuse. Sexual abuse. Emotional abuse.

Under the Working Together to Safeguard Children 2018 guidance, Verda Living RP Limited and service providers have a duty, where they have concerns about a child's welfare, to make a referral to local authority children's social care and should do so immediately if there is a concern that the child is suffering significant harm or is likely to do so. Staff who make a referral should always follow up their concerns if they are not satisfied with the response.

## 5 Policy Detail

We will establish clear lines of responsibility and accountability for the detection, recording and reporting of safeguarding concerns. This includes clear robust processes and timescales for sharing information with lead agencies and local safeguarding boards. We will undertake regular audits to ensure policy and procedures are followed.

We ensure that our staff and customers understand what abuse is, what to do if they have a concern and to whom they can report concerns. If we suspect or identify possible harm to, abuse of or neglect of a child at risk, we'll report it to the local authority team with responsibility for Safeguarding Children and Young People. If there's an immediate risk to safety or a crime has been committed, we'll call the police or an ambulance.

The local authorities where we operate may have policies and procedures which reflect local arrangements. Verda Living RP Limited and service providers will operate in line with these local protocols for Children and Young People.

## Reporting to Statutory Agencies

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 a concern, and the reason why. We will ensure that all safeguarding referrals that staff or customers have made are recorded appropriately, and we will also record any incidents where we refer onto another agency.

## Working with other agencies

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

## 6 Recruitment

All appropriate staff will be subject to the relevant Disclosure and Barring Service (DBS) checks and updates in line with best practice. All relevant job roles will include safeguarding within the role profile.

## 7 Training

All staff are required to read the safeguarding policy and understand the contents to ensure that they are able to identify children and young people at risk who may be at risk and act appropriately.

All staff will receive a basic level of training which is periodically refreshed for existing staff no more than 3 years apart. Service leads will be provided with more detailed training.

## 8 Data Protection

We'll treat any information given to us confidentially and in line with the current Data Protection legislation. Verda Living RP Limited understands the importance of ensuring that personal data is always treated fairly, lawfully and appropriately and that the rights of individuals are upheld. However, we are clear that where an individual's safety is at risk, we are required to report our concerns to the responsible authorities and share information with them.

Information that may be shared includes names, contact details, a person's physical or mental health, or relations with others. The sharing of this information will be restricted to those who have a demonstrable need to know and robust protections, such as encryption, will be used to share this information.

## 9 Monitoring and Reporting

All safeguarding cases will be monitored on a six monthly basis. Accountability for safeguarding will in turn be reported to the Board annually. Each case will be handled by a manager who will provide guidance and supervision to make sure it is handled properly.

## 10 Annual Review

This policy is reviewed annually by the board of the Company.

Version	Date Approved	Date for Review	Updates
1.0	June 2025	June 2026	Creation of first version of policy