

Knights Care Group Safeguarding Policy

Our Commitment

At Knights Care Group, the safety, wellbeing, dignity and rights of every person we support are our highest priority.

We are committed to providing a safe, caring and respectful environment where residents are protected from abuse, neglect, discrimination and exploitation. We believe everyone has the right to live free from harm and to receive compassionate, person-centred care that promotes independence, choice and quality of life. Safeguarding is everyone's responsibility. Every member of our team shares a duty to identify concerns, respond appropriately and take immediate action where necessary.

Our Commitment to Safeguarding

Knights Care Group has a zero-tolerance approach to abuse, neglect and improper treatment.

We are committed to:

- Protecting adults from abuse, neglect and exploitation.
- Promoting dignity, independence, privacy and respect.
- Listening to the wishes and experiences of the people we support.
- Encouraging individuals to speak up if they feel unsafe.
- Working openly and honestly with residents, relatives, professionals and partner agencies.
- Acting quickly and appropriately whenever concerns are raised.
- Continually reviewing our safeguarding practices to ensure they remain effective and compliant with current legislation.
-

What We Mean by Safeguarding

Safeguarding means protecting adults who have care and support needs from abuse or neglect while promoting their wellbeing, rights and independence.

We recognise all forms of abuse, including:

- Physical abuse
- Emotional or psychological abuse
- Sexual abuse
- Financial or material abuse
- Neglect or acts of omission
- Domestic abuse
- Discriminatory abuse
- Organisational or institutional abuse
- Modern slavery
- Self-neglect
- Exploitation, including online abuse and radicalisation

Our Responsibilities

All employees, managers, agency staff, volunteers and contractors working within Knights Care Group are expected to:

- Complete safeguarding training appropriate to their role.
- Understand how to recognise the signs of abuse or neglect.
- Report any safeguarding concerns immediately.
- Maintain professional boundaries at all times.
- Respect confidentiality while recognising when information must be shared to protect an individual.
- Promote a culture where concerns can be raised without fear of reprisal.

Safer Recruitment

Knights Care Group is committed to recruiting suitable individuals to work with vulnerable adults.

Our recruitment processes include, where appropriate:

- Enhanced Disclosure and Barring Service (DBS) checks.
- Verification of identity and right to work.
- Employment history checks.
- Professional references.
- Appropriate induction and safeguarding training.
-

Responding to Safeguarding Concerns

Every safeguarding concern is taken seriously.

Where concerns are identified, we will:

- Take immediate action to protect anyone at risk.
- Record concerns accurately and promptly.
- Report concerns to the appropriate safeguarding authorities where required.
- Work closely with Local Authorities, the Care Quality Commission (CQC), healthcare professionals and the police where appropriate.
- Support residents and their families throughout the safeguarding process.

Where there is an immediate risk to life or serious harm, emergency services will be contacted without delay.

Working in Partnership

Safeguarding is most effective when organisations work together.

Knights Care Group works collaboratively with:

- Local Authority Adult Safeguarding Teams
- The Care Quality Commission (CQC)
- NHS professionals

- Police services
- Commissioners
- Advocacy services
- Families and representatives

to ensure the best possible outcomes for those we support.

Staff Training

Safeguarding training forms part of every employee's induction and ongoing professional development. Training is refreshed regularly to ensure our teams remain up to date with current legislation, best practice and local safeguarding procedures.

Relevant Legislation

Our safeguarding arrangements are informed by current legislation and guidance, including:

- The Care Act 2014
- Health and Social Care Act 2008 (Regulated Activities) Regulations 2014
- Mental Capacity Act 2005
- Human Rights Act 1998
- Equality Act 2010
- Safeguarding Vulnerable Groups Act 2006
- Data Protection Act 2018
- UK General Data Protection Regulation (UK GDPR)

Raising a Concern

Anyone who has concerns about the safety or welfare of a resident is encouraged to raise those concerns immediately. Concerns can be reported directly to the management team at any Knights Care Group home.

Where appropriate, concerns may also be raised with:

- The relevant Local Authority Adult Safeguarding Team.
- The Care Quality Commission (CQC).
- Emergency Services by calling 999 where someone is at immediate risk.

Knights Care Group supports an open culture where concerns can be raised confidently and without fear of victimisation.

Policy Review

This policy is reviewed regularly to ensure it remains compliant with current legislation, regulatory requirements and recognised best practice.
