Aspect Housing Ltd

Safeguarding Policy

(Reviewed and Updated 2025)

Aspect Housing Ltd
171 Alcester Road
Moseley, Birmingham, B13 8JR
Tel: 0121 792 5342
Company Number: 07787308

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Aspect Housing

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Summary

This policy sets out Aspect Housing Ltd's approach to safeguarding adults at risk. It ensures that all staff, volunteers, contractors, and residents understand their responsibilities in protecting adults from harm, abuse, or neglect.

The policy covers: safeguarding definitions; roles and responsibilities; reporting procedures; training and awareness; partnership working with the Birmingham Safeguarding Adults Board; whistleblowing; and data protection.

It complies with the Care Act 2014, the Equality Act 2010, the Human Rights Act 1998, the Domestic Abuse Act 2021, the Data Protection Act 2018 and UK GDPR, the Building Safety Act 2022, the Worker Protection (Amendment of Equality Act 2010) Act 2023, the Renters' Rights Bill 2025, and Birmingham City Council Exempt Accommodation Standards (2023–25).

1. Policy Statement

Aspect Housing Ltd is committed to safeguarding and promoting the welfare of adults at risk. We will ensure robust safeguarding arrangements are in place across all services.

2. Aims and Objectives

- Protect adults from harm, abuse, or neglect.

- Ensure staff and volunteers understand safeguarding responsibilities.

- Promote multi-agency working to safeguard individuals.

- Comply with legislation and best practice guidance.

3. Scope

This policy applies to all Aspect Housing Ltd staff, volunteers, contractors, residents, and visitors.

4. Responsibilities

- Organisation: Provide systems, policies, and training for safeguarding.

- Managers: Act as Designated Safeguarding Leads (DSLs) or Deputies, oversee compliance, and respond to concerns.

- Staff/Volunteers: Report concerns immediately and follow safeguarding training.

- Residents: Encouraged to raise safeguarding concerns and will be supported appropriately.

5. Definitions of Safeguarding (Adults)

- Protecting adults' rights to live in safety, free from abuse and neglect.

- Preventing impairment of health or development.

- Ensuring safe and effective care and support.

- Taking action to enable adults to live independently and have the best outcomes.

6. Types of Abuse and Neglect

Physical, emotional, sexual, financial, discriminatory, organisational, neglect, domestic abuse, modern slavery, exploitation, self-neglect.

7. Safeguarding Procedures

- All concerns must be reported immediately to a manager or DSL.

- DSLs will assess and escalate to the Birmingham Safeguarding Adults Board as necessary.

- Urgent risks must be reported to emergency services.

8. Whistleblowing

- Staff and volunteers are encouraged to raise safeguarding concerns without fear of reprisal.

- Whistleblowing procedures will be followed and staff will be protected.

9. Training and Awareness

- All staff and volunteers will receive safeguarding adults training appropriate to their role.

- Refresher training will be delivered at least every two years.

- Managers and DSLs will receive advanced safeguarding training.

10. Confidentiality and Data Protection

Safeguarding records will be securely stored and shared only where legally required or with consent. Confidentiality will be maintained in line with the Data Protection Act 2018 and UK GDPR.

11. Legislative and Regulatory Framework

- Care Act 2014

- Equality Act 2010

- Human Rights Act 1998

- Domestic Abuse Act 2021

- Data Protection Act 2018 and UK GDPR

- Building Safety Act 2022

- Worker Protection (Amendment of Equality Act 2010) Act 2023

- Renters' Rights Bill 2025

- Birmingham City Council Exempt Accommodation Standards (2023–25)

12. Monitoring and Review

This policy will be reviewed annually, or sooner following incidents, legislative updates, or safeguarding board recommendations. Lessons learned will be incorporated into revised procedures.