

Safeguarding Adults Policy	
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	Executive Sponsor Executive Director of Care & Supported Housing
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1.	Introduction
	Hightown Housing Association is fully committed to safeguarding Adults at Risk across every part of the organisation. We recognise our responsibility to promote wellbeing, protect people from abuse and neglect, and ensure every adult has the right to live safely, with dignity, and free from harm. Safeguarding applies to everyone who engages with our services, including people living in Care & Supported Housing (C&SH), General Needs (GEN) accommodation and those accessing our corporate or Head Office functions. Our approach is grounded in the Care Act 2014, which establishes safeguarding adults as a statutory duty and requires strong, coordinated partnership working across agencies. In line with this legislation, Hightown works with openness, transparency and integrity. We take proportionate and timely action when concerns arise, share information lawfully and collaborate with Adult Social Care, health partners, commissioners and the police to reduce risk and prevent harm. Safeguarding responsibilities apply to all colleagues, regardless of role. Colleagues may become aware of concerns even where their job does not involve direct contact with Adults at Risk. For this reason, safeguarding principles are embedded across all areas of our operations, from care support and tenancy management to maintenance and estate services. Managers are responsible for ensuring that colleagues are informed, equipped and confident in meeting their safeguarding duties. This includes making sure every employee has access to the relevant procedures, reporting pathways and support tools. Safeguarding expectations and practice guidance will be reinforced through, induction, ongoing training, one-to-one supervision, team meetings, job descriptions, information and resources available on MyTown. Hightown operates with a duty of candour and care. We recognise that effective safeguarding depends on clear communication, responsible information sharing and a culture where concerns are raised and acted upon promptly. This policy should be read alongside Hightown's Safeguarding Adults Procedure. Safeguarding Adults is a collective responsibility, shared by everyone working within Hightown.

2.	Aims & Objectives
	This policy sets out how Hightown Housing Association meets its duty to safeguard and promote the welfare, rights, and wellbeing of Adults at Risk across the organisation. It defines the responsibilities of all colleagues, managers and Designated Safeguarding Leads (DSLs) in recognising, responding to and reporting concerns about abuse or neglect. The policy highlights the importance of effective communication, lawful information sharing, and multiagency collaboration to ensure a coordinated, person-centred approach to safeguarding adults. It reinforces that safeguarding is a shared responsibility and that all colleagues must work together to prevent harm, protect individuals, and promote safety, dignity and autonomy. It promotes multiagency collaboration to ensure a coordinated, person-centred approach to safeguarding adults. It reinforces that safeguarding is a shared responsibility and that all colleagues must work together to prevent harm, protect individuals, and promote safety, dignity and autonomy. This policy sets out Hightown's duty to safeguard and promote the welfare of Adults at Risk.
3.	Principles
	Hightown adopts a zero tolerance approach to abuse, neglect and exploitation of Adults at Risk. Every safeguarding concern will be taken seriously, responded to promptly, and managed in line with the Care Act 2014. Our approach is rooted in the principle of Making Safeguarding Personal, ensuring that adults are supported to express their wishes, remain in control wherever possible, and achieve outcomes that reflect what matters to them. Hightown recognises that unsafe housing conditions, including damp, mould, disrepair, environmental hazards and failure to respond to health-related housing risks may constitute safeguarding concerns. All safeguarding practice within Hightown is guided by the six Care Act principles: Empowerment (supporting informed choice), Prevention (acting before harm occurs), Proportionality (taking the least intrusive appropriate action), Protection (supporting those at greatest risk), Partnership (working collaboratively with relevant agencies) and Accountability (openness and responsibility in decision making). These principles apply to all colleagues, who are required to report any concerns, regardless of who is involved or the context in which the concern arises. Hightown recognises that effective safeguarding relies on clear communication, a strong culture of listening, and meaningful customer engagement. We actively seek and value the voices of our customers, ensuring their views shape decisions and responses. Alongside this, we work closely with local authorities, the police, health professionals and other partners to ensure coordinated, timely and lawful action. This collaborative approach promotes consistent decision-making and strengthens protection for Adults at Risk.
4.	Definitions
	This policy adopts the statutory definitions for safeguarding adults as set out in the Care Act 2014 and associated national guidance.

	An Adult at Risk is any person aged 18 or over who has care and support needs, is experiencing or at risk of abuse or neglect, and, because of those needs, is unable to protect themselves. Safeguarding adults refers to the actions taken to protect individuals from abuse or neglect, prevent impairment to their wellbeing and ensure they can live safely with dignity and autonomy. Abuse and neglect may relate to one or more of the categories recognised in adult safeguarding legislation, including: • Physical abuse • Domestic abuse • Sexual abuse • Psychological/emotional abuse • Financial or material abuse • Neglect and acts of omission • Self-neglect • Organisational abuse • Modern slavery • Discriminatory abuse • Exploitation, including cuckooing and criminal exploitation • Online abuse and digital exploitation • Risks associated with radicalisation or extremist influence (Prevent duty) All colleagues are required to follow the Safeguarding Adults Procedure, which outlines the steps for recognising, responding to, recording and referring any safeguarding concern. Hightown maintains a Designated Safeguarding Lead (DSL) structure to provide oversight and guidance. The DSL team consists of: • Spiros Georgiou – Head of Homelessness & Mental Health • Francis Zvoma – Head of Regulated Services • Laura Duff – Head of Learning Disabilities • Shetal Jagatia-Patel – Head of Housing • Natalie Sturrock - Executive Director of Housing DSL contact details are provided in Section 10 of this policy.
5.	Legislation and Guidance
	This policy is underpinned by the Care Act 2014, which provides the core legal framework for safeguarding adults with care and support needs. The Care Act places statutory duties on local authorities and partner agencies to prevent abuse and neglect, make enquiries where an adult is at risk, and promote individual wellbeing and autonomy. It also requires organisations such to work collaboratively to protect Adults at Risk through effective information sharing and partnership working. Safeguarding adults practice is further supported by the Mental Capacity Act 2005, which sets out how decisions must be made for adults who may lack capacity, and the Human Rights Act 1998, which ensures that all safeguarding actions respect individual rights, dignity and freedom from degrading treatment. The Health and Social Care Act 2008 (Regulated Activities) Regulations 2015, including the “fundamental standards”, also set expectations for safe, person-centred care.

	This policy recognises additional legislation and statutory duties relevant to safeguarding adults, including: • Care Act 2014 • Mental Capacity Act 2005 and MCA Code of Practice • Mental Health Act 1983 (as amended 2007) • Health and Social Care Act 2008 (Regulated Activities) Regulations 2015 • Human Rights Act 1998 • Equality Act 2010 • Domestic Abuse Act 2021 (recognising adults experiencing domestic abuse and economic abuse) • Counter-Terrorism and Security Act 2015 (Prevent duty) • Data Protection Act 2018 and UK GDPR • Social Housing (Regulation) Act 2023 • Housing Act 2004 and related safety/fitness standards • Environmental Protection Act 1990 • Homes (Fitness for Human Habitation) Act 2018 • Modern Slavery Act 2015 • Forced Marriage/Civil Protection Act 2007 • Rehabilitation of Offenders Act 1974 (UK) • Awaab's Law • Supported Housing (Regulatory Oversight) Act 2023 These frameworks collectively ensure that safeguarding adults is lawful, rights-based and person-centred, supporting Hightown to recognise and respond to a broad range of abuse and neglect, including domestic abuse, self-neglect, exploitation, organisational abuse, and radicalisation risks. Hightown colleagues must understand the relevance of this legislation to their roles and act in accordance with it at all times. All safeguarding concerns relating to adults must be raised and managed in line with this policy and the Safeguarding Adults Procedure.
6.	Scope
	This policy sets out Hightown's organisational commitment and expectations for safeguarding Adults at Risk. It outlines the responsibilities of colleagues in recognising, responding to, recording and reporting concerns about abuse or neglect. The accompanying Safeguarding Adults Procedure provides the step-by-step actions that colleagues must follow when a safeguarding concern arises. The policy is informed by the Care Act 2014, which establishes the legal duties for safeguarding adults, alongside supporting legislation such as the Mental Capacity Act 2005, Human Rights Act 1998, Domestic Abuse Act 2021, and other statutory guidance relevant to adult safeguarding. It is regularly reviewed to reflect changes in legislation, emerging risks, learning from safeguarding reviews, and best practice across the sector. This policy applies to all individuals working on behalf of Hightown, including: • Board Members • All employees • Volunteers, students, and trainees

	Contractors, agency colleagues, and temporary or bank workers For ease of reference, all individuals within the above groups are referred to collectively as “colleagues” throughout this policy. This policy does not form part of any contract of employment and may be amended in line with organisational or legislative requirements.
7.	Recruitment and Selection
	Hightown Housing Association recognises that safe, robust recruitment practices are essential to protecting Adults at Risk. We are committed to appointing individuals who are suitably qualified, competent, and demonstrate the values, behaviours, and attitudes required to work safely with all our customers including vulnerable adults. Safer recruitment applies across all parts of the organisation, not only frontline services. <u>Safer Recruitment Standards</u> - All recruitment activity will comply with relevant employment law, the competence and conduct standard and adult safeguarding legislation, including the Care Act 2014, Safeguarding Vulnerable Groups Act 2006, and associated DBS regulations. - Job descriptions, person specifications, and adverts will state clearly when a role involves working with, supporting, or having access to Adults at Risk, and will outline Hightown’s commitment to safeguarding. - Application processes for Care & Supported Housing roles will require information on relevant experience, qualifications, values, and motivation for working with Adults at Risk. - Shortlisting will be undertaken by a panel to promote fairness, consistency, and objectivity. - Interviews where applicable will include questions exploring safeguarding knowledge, professional boundaries, risk awareness, values, and scenarios involving adults with care and support needs. - Relevant satisfactory references will be obtained and verified prior to appointment, including from the most recent employer or any organisation able to comment on suitability to work with Adults at Risk. <u>Disclosure and Barring Service (DBS) Checks</u> - All posts that involve regulated activity with Adults at Risk require an Enhanced DBS check with the adult barred-list check before employment begins. - DBS rechecks will normally take place every three years, or sooner where role changes, concerns, or breaks in service occur. - Managers must confirm DBS eligibility, verify identity and right-to-work, and ensure references are obtained in accordance with <i>Schedule 3 of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014</i>, before a start date is confirmed. - Schedule 3 requires employers to seek references covering all previous employment involving work with vulnerable adults or children and to verify a full employment history dating back to when the individual left full-time education.

	- Corporate roles involving access to sensitive personal data, safeguarding information, complaints, or casework may also require a DBS check, depending on eligibility. - DBS checks will be reviewed by the relevant Head of Department to assess suitability for working with Adults at Risk. - Contractors whose employees enter residents' homes must provide written assurance that their colleagues have undergone appropriate safer recruitment checks, including DBS checks where eligible, and are aware of safeguarding expectations. <u>Colleagues Conduct, Declarations and Referral Duties</u> - All colleagues must declare any conflict of interest. - All colleagues must disclose any cautions, convictions, investigations, or safeguarding related concerns that arise during their employment or in other roles. - Hightown fulfils its legal obligations to make referrals to the Disclosure and Barring Service (DBS) where colleagues pose a risk of harm to Adults at Risk, in accordance with the Safeguarding Vulnerable Groups Act 2006. - Failure to adhere to safer recruitment standards or withholding relevant information may result in disciplinary action. <u>Induction, Probation and Ongoing Monitoring</u> - All new colleagues receive an introduction to this Safeguarding Adults Policy and the accompanying procedure during induction, led by their line manager. - A six-month probation period applies to all new starters, including structured reviews at three and six months. - Regular supervision and performance monitoring will ensure colleagues follow professional boundaries, safeguarding protocols and safe working practices. - Any concerns regarding conduct, suitability, or adherence to safeguarding expectations will be addressed promptly and in line with organisational procedures. <u>Contractors and Sub-contractors</u> - Any contractor or subcontractor engaged in work where colleagues may come into contact with Adults at Risk must comply with Hightown's safer recruitment expectations and safeguarding standards.
8.	Training
	Hightown recognises that high quality training is essential to ensure colleagues have the knowledge, skills and confidence to safeguard Adults at Risk effectively. All colleagues must know how to recognise the signs of abuse and neglect, respond appropriately to concerns and apply the principles of the Care Act 2014 to safeguard and promote the welfare of Adults at Risk. Hightown will ensure that all colleagues receive safeguarding adults training proportionate to their roles, responsibilities and level of contact with Adults at Risk and reviewed periodically in line with regulatory requirements. Quality training is essential to ensure colleagues have the knowledge, skills and confidence to

safeguard Adults at Risk effectively. Training compliance will be monitored and reported through Hightown's governance structures.

Induction Training

- All new colleagues receive safeguarding adults awareness training during their induction, including an introduction to this policy, the Safeguarding Adults Procedure, safer working practices and the colleagues code of conduct.
- Colleagues whose roles involve direct contact with Adults at Risk will receive role specific training covering adult abuse categories, reporting processes, the Mental Capacity Act, professional boundaries and responding to disclosures.
- Induction provides the essential knowledge foundation required before undertaking duties.

Mandatory Safeguarding Adults Training

- All colleagues must complete core safeguarding adults eLearning annually.
- Colleagues in care, support or frontline housing roles must attend face-to-face safeguarding adults training every three years.
- Training content includes the types and indicators of abuse, domestic abuse, self-neglect, exploitation, trauma informed approaches, the Prevent duty, and safe information sharing.
- Training is tailored to different service areas as outlined in the safeguarding training matrix.

Enhanced and Specialist Training

- Managers, Designated Safeguarding Leads (DSLs) and those with additional safeguarding responsibilities will complete enhanced safeguarding adults training, refreshed every three years.
- Colleagues working with specific service groups (e.g. learning disabilities, mental health, homelessness) may receive further specialist training relevant to their roles.
- The DSLs will access advanced external courses to maintain expertise and support colleagues effectively.

External Training and Partnerships

- Hightown actively engages with local authorities, Adult Social Care training teams, safeguarding boards, and specialist providers to access high quality external training opportunities.
- Colleagues are encouraged to attend relevant workshops, conferences and seminars to enhance professional knowledge and share best practice.

Record Keeping and Compliance-Keeping and Compliance

- Hightown maintains accurate records of all training completed, including dates, content and certification.
- Managers are responsible for monitoring compliance, identifying gaps, and ensuring colleagues remain competent in safeguarding adults.
- Non-compliance with mandatory training requirements is treated as a performance matter.

9.	Role and Responsibilities/Authority
	Safeguarding Adults is a shared responsibility across Hightown Housing Association. All colleagues must act promptly on concerns, work within professional boundaries, and follow the Safeguarding Adults Procedure. The following outlines the key safeguarding responsibilities across the organisation. Executive Leadership Team (ELT) The ELT provides overarching executive oversight and ensures that Hightown maintains a safe, open and accountable culture. Its leadership sets the tone for integrity, transparency and safeguarding across the organisation. <u>Senior Leadership Team (SLT)</u> The SLT is responsible for providing leadership and ensuring that safeguarding Adults at Risk is embedded across all departments. Their responsibilities include: • Setting the overall strategic direction for safeguarding adults and ensuring policy compliance. • Providing leadership, oversight and support to ensure effective implementation of safeguarding procedures. • Allocating resources for training, supervision, safer recruitment and quality assurance. • Ensuring robust partnership working with local authorities, Adult Social Care, the police, health partners and safeguarding boards. • Reviewing and updating safeguarding policies in line with legislative changes, emerging risks and learning from safeguarding reviews. • Promoting a culture of transparency, accountability and continuous improvement across the organisation. • Designated Safeguarding Lead function within the SLT will provide quarterly safeguarding reports to the ELT and submit an annual safeguarding report to the Board ensuring clear oversight and accountability at all levels of governance. <u>Designated Safeguarding Leads (DSLs)</u> Hightown's DSL's provide operational and strategic leadership for safeguarding adults. Their responsibilities include: • Acting as a source of advice, guidance and professional challenge for colleagues regarding adult safeguarding. • Ensuring safeguarding concerns are identified, recorded and escalated appropriately and in a timely manner. • Providing oversight of referrals, case management decisions and outcomes. • Supporting colleagues and managers with complex, high risk or sensitive adult safeguarding concerns. • Escalating cases where there is disagreement, delay or inadequate response from external agencies. • Maintaining strong working relationships with Adult Social Care, the police, health partners, commissioners and safeguarding boards.

- Embedding best practice, learning and continuous improvement following safeguarding incidents or reviews.
- Contributing to the design and delivery of safeguarding adults training, policies and quality assurance processes.

Managers

Managers play a critical role in ensuring effective safeguarding practice within their teams. Their responsibilities include:

- Implementing safeguarding policies and ensuring colleagues understand and follow procedures.
- Providing guidance, supervision, and support to colleagues regarding adult safeguarding.
- Monitoring training compliance and ensuring colleagues complete mandatory and enhanced training.
- Taking immediate action to protect Adults at Risk, including making or supporting referrals to Adult Social Care and escalating concerns where required.
- Ensuring colleagues accurately record concerns, actions and decisions, and maintaining secure, confidential safeguarding records.
- Cooperating fully with Adult Social Care, the police and other safeguarding agencies during enquiries and investigations.
- Promoting a culture of vigilance in which safeguarding concerns are raised, heard and acted upon.
- Liaising with DSLs for advice, oversight and escalation of safeguarding matters.

Frontline Colleagues

All frontline colleagues are responsible for:

- Recognising indicators of abuse, neglect or exploitation affecting Adults at Risk.
- Responding appropriately to disclosures or concerns and reporting them immediately to their line manager and DSL.
- Following the Safeguarding Adults Procedure and maintaining professional boundaries.
- Accurately recording observations, incidents and actions taken.
- Collaborating with colleagues and external agencies where required.
- Participating in safeguarding adults training and ongoing development.

Volunteers, Students, Trainees, Contractors and Other Workers

Anyone working on behalf of Hightown, in any capacity, must:

- Familiarise themselves with Hightown's safeguarding adults policies, procedures, and codes of conduct.
- Report any safeguarding concerns immediately to a manager or DSL.
- Follow instructions and guidance from colleagues regarding their role and boundaries.
- Maintain confidentiality and respect the privacy and dignity of Adults at Risk.
- Attend safeguarding training relevant to their role.

	Contractors must also ensure their own colleagues follow appropriate safeguarding practices when working in or around services where Adults at Risk may be present. <u>Human Resources</u> Human Resources supports safeguarding by: • Ensuring compliance and safer recruitment practices, including DBS checks, reference verification and employment history checks. • Maintaining accurate and up to date training and DBS records. • Supporting managers to address conduct, capability or disciplinary issues related to safeguarding. • Ensuring employment policies support safe and effective safeguarding practice.
10.	Useful contacts
	Hightown's Designated Safeguarding Leads provide advice, guidance and oversight on all safeguarding adults matters. Colleagues must contact a DSL for support with concerns, escalation or referral decisions. Francis Zvoma Head of Care & Supported Housing (Regulated Services) Email: francis.zvoma@hightownha.org.uk Telephone: 01442 292514 Spiros Georgiou Head of Homelessness & Mental Health Email: spiros.georgiou@hightownha.org.uk Telephone: 01442 292349 Laura Duff Head of Learning Disabilities Email: laura.duff@hightownha.org.uk Telephone: 07393 466773 Shetal Jagatia-Patel Head of Housing Email: shetal.jagatia-patel@hightownha.org.uk Telephone: 01442 292559 Natalie Sturrock Executive Director of Housing Email: natalie.sturrock@hightownha.org.uk Telephone: 01442 292355
11.	Policy/document References:
	This Safeguarding Adults Policy should be read alongside the wider suite of Hightown Housing Association policies, procedures and guidance that support safe, lawful, and consistent practice. Several of these documents apply to both adults and children, as safeguarding responsibilities often overlap. Core Safeguarding Documents

	• Safeguarding Adults Procedure • Safeguarding Children Policy and Procedure • Safeguarding Against Radicalisation and Extremism (Prevent) Decision Making and Legal Frameworks-Making and Legal Frameworks • Mental Capacity Policy and Procedure • Deprivation of Liberty Guidance • Positive Risk-Taking Policy-Taking Policy • Professional Boundaries Policy Workforce and Governance • Recruitment and Selection Policy (including Safer Recruitment) • Disclosure and Barring Service (DBS) Policy • Learning and Development Policy • Whistleblowing / Confidential Reporting Policy • Disciplinary Policy Service Delivery and Operational Policies • Complaints Policy and Procedure • Equality and Diversity Policy • Health and Safety Policy • Anti-Social Behaviour Procedures • Data Protection and Privacy Policy External Multiagency Guidance-Agency Guidance • Local Authority Multiagency Safeguarding Adults Policies and Procedures (e.g., Hertfordshire, Buckinghamshire, Milton Keynes, Bracknell Forest, Wokingham, and Berkshire West) • Agency Safeguarding Adults Policies and Procedures (e.g., Hertfordshire, Buckinghamshire, Milton Keynes, Bracknell Forest, Wokingham, and Berkshire West) All related documents are available on MyTown.
12.	Communication of Policy
	Managers must ensure that all colleagues are made aware of their role and responsibilities under this policy. The policy will be communicated to employees through local induction, team meetings, supervisions, job descriptions and Hightown's intranet. Managers will ensure all colleagues have access to associated procedures and reporting forms.
13.	GDPR / Data Protection / Confidentiality
	Colleagues have a legal duty to share information without consent where an Adult at Risk is experiencing, or may be at risk of, abuse or neglect, or where disclosure is necessary to prevent a crime. This duty overrides an individual's right to confidentiality. Information sharing must follow the principles of the Data Protection Act 2018, UK GDPR, and relevant ICO safeguarding guidance. These make clear that: • Safeguarding adults is a recognised public interest task, providing a lawful basis for information sharing. • Colleagues must not delay or withhold information if doing so increases the risk of harm to an adult. • Only information that is necessary, proportionate, and relevant should be shared, and must be recorded accurately.

	All colleagues must explain to the individual, at the point of disclosure, that confidentiality cannot be guaranteed where safeguarding concerns are identified. If an allegation is made against a member of colleagues, support will be provided in line with Hightown's Whistleblowing Policy. People we Support and residents must be made aware that Hightown operates an information sharing approach with external partner agencies and that concerns may be shared even where they do not meet the threshold for a statutory safeguarding referral. Colleagues should refer to Hightown's Data Protection & Privacy Policy.
14.	Equality and Diversity Hightown Housing Association is committed to anti-discriminatory practice in all safeguarding work. All Adults at Risk are entitled to the same level of protection and support, regardless of age, disability, sex, gender reassignment, race, religion or belief, sexual orientation or any other protected characteristic under the Equality Act 2010. We recognise that adults may have additional vulnerabilities, including communication barriers and we will adapt our safeguarding responses accordingly. -discriminatory practice in all safeguarding work. All Adults at Risk are entitled to the same level of protection and support, regardless of age, disability, sex, gender reassignment, race, religion or belief, sexual orientation or any other protected characteristic under the Equality Act 2010. <u>Disability</u> • Hightown is committed to providing an accessible safeguarding response for adults with physical, sensory, cognitive, learning or neurodevelopmental disabilities. • Information, communication and safeguarding processes will be adjusted to meet individual needs, in line with the Equality Act 2010 and Mental Capacity Act 2005. • We will work with specialist disability, advocacy and health services where needed to ensure safeguarding responses are appropriate and person centred. <u>Race and Ethnicity</u> • We recognise that some adults from minority ethnic backgrounds may face additional risks due to systemic inequalities, discrimination, or reduced access to services. • Colleagues will receive training in cultural competence to ensure safeguarding practice is respectful, sensitive and effective. • Where language or communication barriers exist, information will be offered in accessible formats, including through approved interpretation and translation services. • We will actively engage with local community organisations that support racially minoritised groups to strengthen our safeguarding approach. <u>Gender Identity</u>

	• Hightown is committed to safeguarding the wellbeing of all adults, regardless of their sex, gender identity or gender expression. • We use inclusive language throughout our safeguarding practice and recognise that an individual's gender identity may differ from their sex assigned at birth. • Safeguarding responses will respect a person's self-identified gender and will ensure that Adults at Risk who are transgender or non-binary receive support free from discrimination or bias. • Colleagues receive training on gender diversity and inclusive practice to ensure equitable and respectful safeguarding responses. <u>Religion or Belief</u> • We recognise the diverse religious and belief backgrounds of adults who use our services. • Safeguarding interventions will be delivered in a way that is respectful of a person's beliefs, while ensuring that their right to safety under the Care Act 2014 is upheld at all times. • Where safeguarding concerns intersect with cultural or religious practices, colleagues will work sensitively and collaboratively to ensure that safety, rights and dignity remain the priority. <u>Sexual Orientation</u> • Hightown respects and values adults of all sexual orientations. • Colleagues receive training to ensure understanding of LGBTQ+ experiences and barriers that may impact risk or disclosure. • We acknowledge that LGBTQ+ adults may face additional safeguarding vulnerabilities, including discrimination, exploitation or isolation, and our safeguarding responses will reflect these risks. • Every adult, regardless of sexual orientation, is entitled to equal protection and support. An Equality and Impact Assessment has been considered for this policy to ensure inclusive and equitable safeguarding practice for all Adults at Risk.
15.	Policy/Procedure Review
	This policy and procedure will be reviewed every three years and in accordance with relevant guidance/legislation, as well as taking into account feedback from colleagues, people we support and residents. Any changes to the policy will need the authorisation of the Board. Until such authorisation is given the existing policy/procedure will continue to apply unless the existing policy/procedure contradicts any new legal requirements or responsibilities.