

ESGMARK®

QUICK GUIDE

SAFEGUARDING POLICY



What is safeguarding?

Until recently, Safeguarding has been a fairly niche area of policy adopted by charities, care homes, shelters and public bodies. A Safeguarding Policy is a robust framework setting out a company's commitment and policy around vulnerable adults and children, and their obligation to take appropriate action where they feel necessary.

With the Covid lockdowns, homes became a proxy-office for many of us and there was a sad rise in domestic abuse cases. Organisations are taking on more responsibility for the overall wellbeing of their staff and forward thinking companies are adopting Safeguarding Policies as part of this more holistic approach – responsibility to their staff is something that extends beyond working hours and the bounds of the office building.

Gov.uk defines safeguarding as “protecting certain people who may be in vulnerable circumstances. These people may be at risk of abuse or neglect due to the actions (or lack of action) of another person.” They go on to specify that “abuse and neglect can take many forms. Abuse can lead to a violation of someone's human and civil rights by another person or persons. Abuse can be physical, financial, verbal or psychological. It can be the result of an act or a failure to act. It can happen when an adult at risk is persuaded into a financial or sexual exchange they have not consented to, or can't consent to. Abuse can occur in any relationship and may result in significant harm or exploitation.”

The legal definitions of abuse are plentiful and gov.uk gives an excellent set of guidance around this.



What is a safeguarding policy?

A safeguarding policy is a set of guidelines around which an organisation has a responsibility to protect the wellbeing and human rights of its employees, colleagues and learners.

The policy will outline the responsibilities of all staff and will ensure that any

Example

person concerned was not discouraged from seeking help.

It also states that a domestic abuse referral could be made on behalf of the abuse victim. The policy also states that the employee's and workplace

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remaining reasonable to the work place. Abuse is a sensitive topic and not all people will readily report it.

The main difficulty in helping people who are experiencing domestic abuse is that they are often too afraid of the perpetrator to admit to themselves that they are being abused. If you, a manager or colleague suspect that a person was suffering from domestic abuse, you should try to unobtrusively check in with them unofficially - make a comment about how they were at home or how they were at work.



Why is compliance Safeguarding a priority?

Why is compliance a priority?

There are many myths about the necessity – or not – of a Safeguarding Policy.

“We don’t work directly with adults or children”

“Our work isn’t child-related”

“We don’t work directly with the community”

These may be true but to anyone, in all situations, becomes everyone’s responsibility. We can all take action and voluntary policies, it is

not only a responsibility to others than any requirement.

It is also an awareness of the value of your organisation in a world where integrity is a competitive advantage. By being professional and compassionate you build a reputation, give real value to your ESG policies as a holistic approach rather than a cherry-picked list of initiatives. This will attract both the staff and financial investment you are looking to engage with companies that put integrity first in what they do.

How to recognise domestic employee

Awareness of abuse signs. These red flags government advice guidelines across a range of

Employee workplace might indicate that was experiencing domestic

- Increased absence
- Always being away from work by the
- Being bombarded
- Being stalked or physically followed
- Changes in work
- Low motivation or development
- Leaving employer following due to
- Never going on events – for example child-care available



Other domestic might person

- Withdrawn and self-blame such as a blacked arms and legs
- Engaging less friends and or Showing low worth
- Making excuses and injuries of behaviour by mental health anxiety and or
- Developing coping mechanisms drugs, or medical problems with
- Showing uneasiness emotional

**For help tailoring
out**

at the

ices:

There has a huge
on this subject

male victims of

will help male

Galop can offer
of support

is a guide on
safety plan for anyone
way of helping
any children who
the situation

**needs, or about help
co.uk**



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