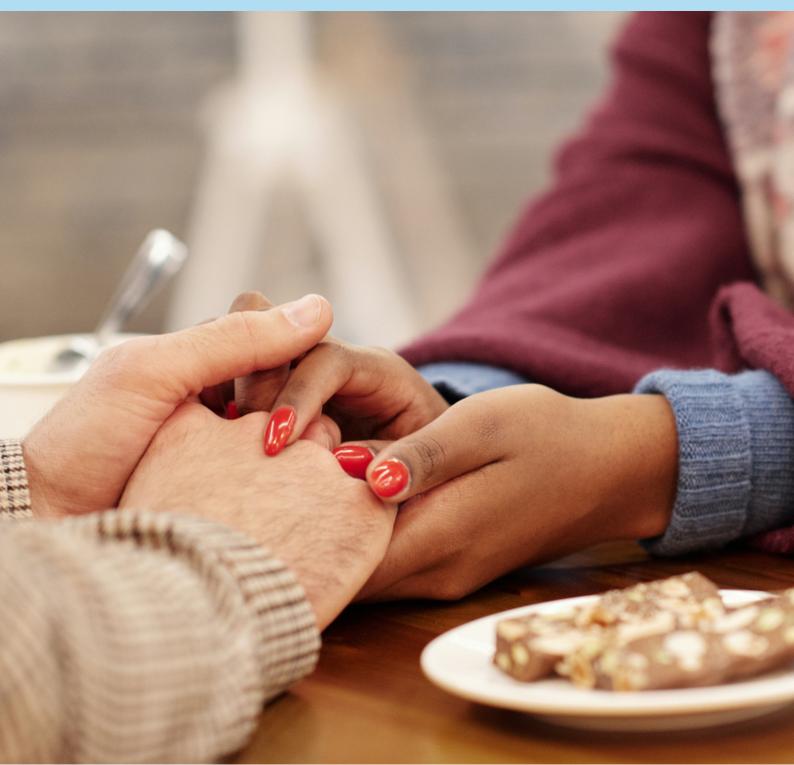
# ESGMARK® QUICKGUIDE MARK®. 30 NUMBER





#### 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 policy

A safeguarding policy around which an orea responsibility to prote wellbeing and human colleagues and teams

The policy will outlin

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out a domestic abuse marference could marthe abuse victim. The mars and workplace

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remaining feasible work place. Abuse is sensitive topic and m people will readily

The main difficulty is helping people whom domestic abuse is the too afraid of the people their predicament, or admit to themselves admit to themselves abused. If you, a man ab



### Whys compa Safegi

There are many multi necessity + or note of Safeguarding Policy

"We don't work direct adults or children"

"Our work isn't child

"We don't work direct community"

These may be true but to anyone, in all situat becomes everyone so can all take action too voluntary policies. librito others than any orement.

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## How compa emplo

Awareness of abuse signs. These red flam government advice guidelines across and

Employee workplace might indicate the was experiencing on

- Increased absence
- Always being accl from work by the
- Being bombardet
- Being stalked on physically follower
- Changes in workp
- Low motivation of development
- Leaving employm following due pro
- Never going on w events – for exam child-care availab



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- Withdrawn, the and self-bland such as a black arms and legs
- Engaging less friends and gl Showing lows worth
- Making excuse and injuries or behaviour by a mental health anxiety and do
- Developing a coping mecha drugs, or mean problems with
- Showing unex emotional

For help tailoring

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site has a <mark>huge</mark> on this subject

male victims of

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#### 10+ Galop can offer Isupport

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