**Safeguarding Adults Policy**

This policy is adhered to by all associates of Real Clear. Please also see our separate safeguarding policy for children and young people.

**The purpose of this policy:**

* To protect adults who receive Real Clear’s services.
* To provide all associates of Real Clear with the overarching principles that guide our approach to safeguarding.

**Policy Statement**

Real Clear believes that no-one should never experience abuse of any kind. We have a responsibility and priority to promote the welfare of all people and to keep them safe. We are committed to practice in a way that protects them.

Everyone we come into contact with, regardless of age, gender identity, disability, sexual orientation or ethnic origin has the right to be protected from all forms of harm, abuse, neglect and exploitation. Real Clear will not tolerate abuse and exploitation by or towards our staff or associated personnel.

Real Clear commits to addressing safeguarding throughout its work and through the three pillars of prevention, reporting and response.

**Prevention**

Real Clear responsibilities:

Real Clear will:

• Ensure all staff have access to, are familiar with, and know their responsibilities within this policy

• Design and undertake all its programmes and activities in a way that protects people from any risk of harm that may arise from their coming into contact with Real Clear This includes the way in which information about individuals in our programmes is gathered and communicated.

• Implement stringent safeguarding procedures when recruiting, managing and deploying staff and associated personnel.

• Ensure staff receive training on safeguarding at a level commensurate with their role in the organisation

• Follow up on reports of safeguarding concerns promptly and according to due process

**We will seek to keep people we work with safe by:**

* Valuing them, listening to and respecting them
* Reading and applying the workplace’s safeguarding policies and procedures as required
* Adopting safeguarding practices through procedures and a code of conduct
* Recording and storing information professionally and securely,
* Sharing information about safeguarding and good practice
* Ensuring that we provide a safe physical environment for the people we work with in accordance with law and regulatory advice.

**Adult safeguarding**

Real Clear staff and associated personnel will not:

• Sexually abuse or exploit at risk adults

• Subject an at-risk adult to physical, emotional or psychological abuse, or neglect

**Protection from sexual exploitation and abuse:**

Real Clear staff and associated personnel will not:

• Exchange money, employment, goods or services for sexual activity.

• Engage in any sexual relationships with beneficiaries of assistance, since they are based on inherently unequal power dynamics.

Additionally, Real Clear staff and associated personnel are obliged to:

• Contribute to creating and maintaining an environment that prevents safeguarding violations and promotes the implementation of the Safeguarding Policy

• Report any concerns or suspicions regarding safeguarding violations by a Real Clear staff member or associated personnel to the appropriate staff member – Lisa Read, safeguarding lead

**Reporting**

Real Clear will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to staff and the communities we work with.

Real Clear will also accept complaints from external sources such as members of the public, partners and official bodies.

**How to report a safeguarding concern**

Any person who has a complaint or concern relating to safeguarding should report it immediately to Lisa Read - Safeguarding Lead. If the staff member does not feel comfortable reporting to their Safeguarding Lead they may report to Andy Belfield.

Lisa Read – [lisa@realclear.co.uk](mailto:lisa@realclear.co.uk) 07410 116022

**Response**

Real Clear will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations.

Support will be offered as appropriate to the survivor of such concerns. Decisions regarding support will be led by the survivor

**Confidentiality**

Confidentiality will be maintained at all stages of the process when dealing with safeguarding concerns. Information relating to the concern and subsequent case management will be shared on a need-to-know basis and kept secure.

**Legal Framework**

This policy has been drawn up on the basis of law and guidance that seeks to protect people, namely:

* Human Rights Act 1998
* Sexual Offences Act 2003
* Safeguarding Vulnerable Groups Act 2006
* Protection of Freedoms Act 2012
* SEND Code of Practice 0-25 years statutory guidance 2014

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on 12/02/2024

By Lisa Read (Co Founder of Real Clear)