



Safeguarding Policy

Introduction

Dragon Care is a care, community and short breaks provider supporting children, young people and adults with learning disabilities, autism and additional needs. Our services operate in community and centre-based settings and are designed to promote independence, wellbeing, safety and meaningful participation in everyday life.

Dragon Care regards the health, safety and welfare of every person we support as one of its highest priorities. We recognise and fully accept our moral and statutory duty to safeguard and promote the welfare of children, young people and vulnerable adults, and our responsibility to protect staff from unfounded allegations of abuse.

This policy applies to all staff, including senior managers and directors, paid staff, agency staff, consultants, volunteers and anyone working on behalf of Dragon Care.

Principles of Safeguarding

Dragon Care will take all reasonable measures to ensure that any risk of harm is minimised and that concerns about the welfare of any person we support are addressed promptly and in partnership with relevant agencies.

We will ensure:

- A safe environment for all people we support and staff
- Those suffering or at risk of significant harm are identified and referred appropriately
- People we support understand safeguarding and how to keep themselves and others safe

We do this by:

- Appointing a Designated Safeguarding Lead (DSL) and Deputies
- Training all staff in safeguarding on induction and annually
- Promoting a culture of vigilance and transparency
- Working in partnership with families, carers and agencies
- Providing clear reporting and response procedures
- Embedding safeguarding into all service delivery

Legislative Framework

Our safeguarding practice aligns with national guidance including:

- Working Together to Safeguard Children
- Keeping Children Safe in Our Setting
- The Children Act
- The Care Act
- Prevent Duty Guidance

Definitions

Safeguarding: Protecting children, young people and vulnerable adults from harm, abuse and neglect.

Child: Anyone under 18.

Vulnerable Adult: An individual over 18 who may be at increased risk due to disability or circumstances.

Person We Support / Service User: Any individual accessing Dragon Care services.

Significant Harm: A threshold justifying intervention to protect an individual's welfare.

Types of Abuse

Physical, emotional, sexual and financial abuse, neglect, exploitation, radicalisation, domestic abuse, online harm and child-on-child abuse are all recognised risks. Any behaviour that harms a person we support must be treated seriously.

Roles and Responsibilities

Safeguarding is everyone's responsibility. All staff receive safeguarding training on induction and through annual refreshers.

The Designated Safeguarding Lead is responsible for:

- Maintaining safeguarding policies and compliance
- Managing referrals to external agencies
- Providing advice and support to staff
- Maintaining secure safeguarding records
- Ensuring appropriate training is delivered
- Acting as the key point of contact for safeguarding matters

Reporting and Recording

All safeguarding concerns must be reported immediately to the DSL or Deputy. Concerns must be recorded accurately, factually and promptly using the organisation's safeguarding recording system. Staff must never promise confidentiality where safeguarding is concerned.

Safe Recruitment

Dragon Care operates safer recruitment practices including:

- Enhanced DBS checks where required
- Reference checks
- Identity and right-to-work verification

- Qualification checks
- Risk assessments where relevant

Allegations Against Staff

Any allegation against staff will be managed promptly and professionally with the safety of the person we support as the primary concern. All concerns must be reported to the DSL. Low-level concerns will be recorded and reviewed to ensure patterns are identified.

Supervision and Review

This policy will be reviewed annually or sooner if required. All updates will be communicated to staff.

Signed on behalf of Dragon Care

Role: Operations Director

Signature: *Hayley Ostler*

Date: 1st January 2026

Review Date: 1st January 2027