

LM MEDICAL SERVICES

Safeguarding Adults & Children Policy

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1. Purpose & Scope

LM Medical Services is committed to protecting adults and children from abuse, neglect, exploitation, and harm. This policy applies to all employees, freelancers, contractors and operational leaders. Safeguarding is a core component of safe care delivery and clinical governance.

2. Legislative & Regulatory Framework

This policy is informed by the Children Act 1989 & 2004, Care Act 2014, Working Together to Safeguard Children, Mental Capacity Act 2005, Domestic Abuse Act 2021, Human Rights Act 1998, and relevant statutory safeguarding guidance. The organisation aligns with CQC fundamental standards relating to safe care and treatment and good governance.

3. Definitions of Abuse

Abuse may include physical, sexual, emotional, psychological, financial, discriminatory, organisational abuse, neglect, acts of omission, domestic abuse, modern slavery, radicalisation, and self-neglect. Safeguarding means protecting a person's right to live in safety, free from abuse and neglect.

4. Roles & Responsibilities

- All clinicians must complete safeguarding training appropriate to their level of practice.
- All staff must remain professionally curious and identify potential safeguarding risks.
- Immediate escalation of concerns to the Safeguarding Lead or statutory services is mandatory.
- Accurate, factual and contemporaneous documentation must be completed.
- Operational Leaders must ensure compliance monitoring and supervision.

5. Recognition of Safeguarding Concerns

Indicators may include unexplained injuries, inconsistent accounts, frequent attendances, delayed presentation, fearful behaviour, controlling relationships, poor living conditions, malnutrition, or disclosure by the individual. Clinicians must consider environmental, behavioural and physical indicators collectively.

6. Immediate Response & Escalation

- Ensure immediate safety and provide urgent medical treatment.
- Preserve evidence where appropriate (e.g., assault cases).
- Do not promise confidentiality where risk of harm exists.
- Document objectively without personal opinion.
- Contact emergency services or local safeguarding authority where threshold is met.
- Inform the Company Safeguarding Lead at the earliest opportunity.

7. Information Sharing & GDPR

Information must be shared lawfully under UK GDPR and Data Protection Act 2018. Safeguarding concerns may override consent where there is risk of serious harm. Only necessary and proportionate information should be shared with relevant authorities.

8. Mental Capacity & Consent

Capacity assessments must follow the principles of the Mental Capacity Act 2005. Where capacity is lacking, decisions must be made in the individual's best interests. Where capacity is present but significant risk remains, safeguarding referral may still be appropriate.

9. PREVENT Duty

Staff must be alert to signs of radicalisation or extremist influence and report concerns through appropriate safeguarding and Prevent referral pathways.

10. Governance & Oversight

The Safeguarding Lead holds responsibility for oversight, policy implementation, training compliance, incident review and liaison with external safeguarding boards. Safeguarding incidents are reviewed through clinical governance meetings and quality assurance processes.

11. Training Requirements

- Emergency Care Responders – Level 2 Safeguarding minimum.
- Technicians, Nurses, Paramedics – Level 3 Safeguarding minimum.
- Operational Leaders – Level 3+ with safeguarding supervision competency.

12. Whistleblowing

Staff must report concerns about unsafe practice or safeguarding failures. Concerns may be escalated internally or to appropriate regulatory bodies without fear of detriment.

Authorised By:

Louise Marodeen

Signed: _____

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Next Review Date: Three Years From Creation Date