



SAFEGUARDING POLICY

Asher Excellent Ltd

1. Purpose and Commitment

Asher Excellent Ltd is committed to ensuring the safety and welfare of all individuals we work with, particularly vulnerable groups such as healthcare workers, clients, and other at-risk individuals.

Our safeguarding policy outlines procedures and responsibilities for protecting these individuals from abuse, neglect, and exploitation. We take a zero-tolerance approach to any form of mistreatment and are dedicated to preventing, identifying, and responding to safeguarding concerns.

2. Scope

This policy applies to all employees, contractors, consultants, volunteers, and any third parties engaged by **Asher Excellent Ltd** in the delivery of care and staffing services.

It covers all activities related to recruitment, placement, and workforce management, ensuring that workers and service users are protected from harm, mistreatment, and exploitation in their environments.

3. Policy Statement

Asher Excellent Ltd is committed to safeguarding the welfare of all individuals under our care. We will:

- Ensure that all staff, contractors, and partners understand their safeguarding responsibilities.
- Take proactive steps to prevent abuse, mistreatment, and exploitation in all company activities.
- Respond promptly and appropriately to any safeguarding concerns raised.
- Promote a culture of safeguarding, respect, and dignity for all workers and service users.

4. Safeguarding Principles

The following principles guide our safeguarding approach:

- **Prevention:** Identify risks and take proactive steps to protect individuals from harm.
 - **Protection:** Act swiftly to respond to safeguarding concerns and ensure safety.
 - **Partnership:** Collaborate with authorities, regulatory bodies, and clients to maintain a safe and ethical work environment.
 - **Accountability:** Ensure all staff and stakeholders adhere to safeguarding policies and report concerns when necessary.
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5. Responsibilities

5.1 Management Responsibilities

Management is responsible for implementing and overseeing the safeguarding policy, including:

- Establishing and reviewing safeguarding procedures.
- Providing safeguarding training for all employees, contractors, and partners.
- Ensuring safeguarding concerns are handled confidentially and in line with legal requirements.
- Liaising with relevant agencies such as local authorities, law enforcement, and regulatory bodies.
- Appointing a **Designated Safeguarding Lead (DSL)** to oversee all safeguarding matters.

5.2 Employee and Contractor Responsibilities

All employees, contractors, and workers must:

- Act in the best interests of workers and service users, ensuring welfare and safety.
- Adhere to all safeguarding policies and procedures.
- Report any safeguarding concerns immediately to the DSL or management.
- Participate in safeguarding training and awareness programs.

- Ensure all interactions with workers and service users are appropriate and professional.
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6. Safeguarding Procedures

6.1 Recruitment and Selection

- Conduct right-to-work checks for all workers.
- Verify employment history, references, and qualifications.
- Assess candidates' understanding of workplace rights and protections.

6.2 Identifying Signs of Abuse or Exploitation

Staff are trained to recognize signs of:

- **Physical abuse:** Unexplained injuries or signs of restraint.
- **Emotional abuse:** Fear, distress, or intimidation.
- **Sexual abuse:** Harassment or inappropriate behavior.
- **Neglect:** Poor living or working conditions, lack of basic necessities.
- **Financial abuse:** Unexplained deductions, withheld payments, or coercion.

6.3 Reporting Safeguarding Concerns

- Report concerns to the DSL or senior management immediately.
- Include details of the individual involved, nature of the concern, and actions taken.
- If urgent or DSL/management unavailable, contact local authorities or police.

6.4 Responding to Safeguarding Concerns

Upon receiving a report, **Asher Excellent Ltd** will:

- Take immediate steps to protect the individual from further harm.
 - Investigate concerns thoroughly and confidentially.
 - Cooperate with external agencies such as local authorities and police.
 - Ensure safeguarding information is shared only with those who need to know.
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7. Safeguarding Training and Awareness

Asher Excellent Ltd provides training to ensure staff can recognize and respond to safeguarding concerns, covering:

- Awareness of abuse, mistreatment, and exploitation.
 - Safeguarding laws, policies, and procedures.
 - Best practices for maintaining a safe and ethical working environment.
 - Procedures for reporting concerns and supporting affected individuals.
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8. Confidentiality

Confidentiality is maintained for all safeguarding cases. Information will only be shared with relevant authorities when necessary to ensure safety.

9. Monitoring and Review

- The policy will be reviewed annually to ensure effectiveness and compliance with legislation.
 - Safeguarding incidents and feedback will be monitored to identify trends, training gaps, and improvement areas.
 - Regular audits will evaluate the effectiveness of safeguarding procedures.
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10. Consequences of Policy Violations

Failure to comply may result in disciplinary action, including termination of employment or contracts.

Serious misconduct, such as involvement in abuse or exploitation, may result in legal action.

11. Acknowledgment

This policy has been reviewed and approved by management, demonstrating **Asher Excellent Ltd's** commitment to protecting the welfare of all workers and service users under our care.