

Safeguarding Declaration

St Andrew's Healthcare is fully committed to safeguarding and promoting the welfare, rights, and dignity of all adults, children, and families who use our services. We recognise that individuals receiving mental health care may be at increased risk of abuse, neglect, exploitation, or harm, and we therefore uphold the highest standards of vigilance, compassion, and professional responsibility.

Our ethos is that Safeguarding is 'Core Business' and the protection of children and vulnerable adults at risk from abuse and neglect is embedded within all services provided by the Charity, across all our hospital sites and services.

Safeguarding is everyone's business. Every member of staff – clinical, non-clinical, permanent, bank, agency, or volunteer – has a duty to identify, respond to, and escalate concerns in line with statutory guidance, local multi-agency procedures, and our internal safeguarding policies.

We will:

- **Promote a safe, therapeutic environment** where people feel listened to, respected, and empowered to express concerns.
- **Identify and respond to risk promptly**, using trauma-informed, person-centred, and least-restrictive approaches.
- **Prevent abuse and neglect** through robust recruitment, staff training, effective supervision, and continuous learning.
- **Take all safeguarding concerns seriously**, ensuring timely reporting to the Safeguarding Team, local authority, and other relevant agencies.
- **Support those at risk** through care planning, risk management, advocacy, and collaborative multi-agency working.
- **Learn from incidents, audits, and reviews**, ensuring our practise continually evolves to improve outcomes and prevent harm.
- **Respect diversity and uphold human rights**, ensuring all care aligns with the principles of equality, dignity, autonomy, and fairness.

Our Safeguarding Team provides expert advice, oversight, and assurance to ensure safeguarding is embedded across every ward and service. We work in partnership with local authorities, police, commissioners, and families to ensure the safest possible care for every individual.

Arrangements are in place to safeguard vulnerable people, in line with legislation, best practice and local commissioning arrangements, which are detailed as follows:

- The Charity is compliant with statutory responsibilities, national and local guidance.
- The Charity delivers the safeguarding standards as defined by the Care Quality Commission (CQC), and Northamptonshire Local Authority Adult Safeguarding Partnership requirements.

- Evidence of compliance is reported quarterly and annually.
- The Charity has clear lines of safeguarding accountability in place, which are accessible and promoted to staff.
- The Executive Director Quality & Nursing is the Executive Lead for Safeguarding.
- The Charity has a Head of Safeguarding, Safeguarding Practitioners and Safeguarding Navigators.
- The Safeguarding Group reviews safeguarding across the organisation reporting to the Quality and Safety Group and to the Board through the Quality Committee.
- There are robust safeguarding work plans and audit plans to ensure that safeguarding systems and processes are working effectively.
- Staff are trained to a level appropriate to their roles and responsibilities, based on the intercollegiate documents for adults (2025) and children (2025) and Working Together to safeguard children (2025).
- Processes are in place for the management of allegations against staff including the availability of a Charity Allegations Officer, in line with statutory guidance.
- The Head of Safeguarding works closely with the Allegations Officer and in partnership with the relevant Local Authority Designated Officer (LADO), Police and Local Authority supporting any investigation process. Staff are encouraged to raise any concerns.
- All staff have access to Safeguarding Supervision or reflective practice appropriate to their role and responsibilities.
- We are compliant with National PREVENT strategy and meet the requirements of the Counter Terrorism and Security Act (2015), Modern Slavery Partnership (Modern Slavery Act, 2015) and Community Safety Partnership requirements.

At St Andrew's Healthcare, **safeguarding is at the heart of everything we do in line with our CARE values: Compassion, Accountability, Respect, and Excellence.**