

# Safeguarding Vulnerable People Policy

**Date:** Wednesday, 01 January 2026

**Review Date:** Thursday, 01 January 2027

Britannica Safety Ltd is firmly committed to ensuring the safety, protection, and well-being of vulnerable individuals at all our work sites and within our workplace. We strive to foster an environment where every individual feels secure, respected, and empowered.

## Our Commitments:

### 1. Awareness and Prevention

- Provide regular safeguarding training to all employees, ensuring they understand their responsibilities in protecting vulnerable individuals.
- Implement clear policies and procedures designed to prevent harm and ensure safety.

### 2. Identification and Reporting

- Ensure staff are equipped to identify signs of vulnerability, neglect, or abuse.
- Establish and clearly communicate procedures for promptly reporting any safeguarding concerns.

### 3. Recognising Different Types of Abuse

- Train employees to recognise and respond appropriately to the following ten categories of abuse:
  1. **Physical Abuse** – unexplained bruising, injuries, or aggressive behaviour.
  2. **Emotional Abuse** – withdrawal, anxiety, unusual changes in behaviour or self-esteem.
  3. **Sexual Abuse** – signs of discomfort, inappropriate behaviour, or disclosures.
  4. **Neglect** – poor hygiene, weight loss, unattended medical needs.
  5. **Financial Abuse** – sudden financial problems, loss of possessions, unusual transactions.
  6. **Discriminatory Abuse** – evidence of discrimination based on age, gender, race, sexuality, or disability.
  7. **Institutional Abuse** – rigid routines, inadequate care standards, and loss of individuality.
  8. **Domestic Abuse** – fearfulness, withdrawal, unexplained injuries, or restricted freedom.
  9. **Modern Slavery** – restricted freedom of movement, exploitation, lack of personal identification.
  10. **Self-Neglect** – poor self-care, neglect of personal hygiene, or living conditions.

### 4. Site Visits, Risk Assessments, and Training

- Conduct site visits to perform comprehensive risk assessments, ensuring environments are safe for vulnerable individuals.
- Provide targeted training to staff on-site to enhance safeguarding awareness and response capabilities.

### 5. Safe Recruitment Practices

- Conduct thorough pre-employment checks for all employees, including DBS checks where applicable.
- Maintain rigorous recruitment processes to ensure the suitability of staff working with vulnerable individuals.

## **6. Respect and Inclusion**

- Promote a culture of dignity, respect, and inclusion, proactively challenging any discriminatory or harmful behaviours.
- Encourage open communication and create accessible channels for vulnerable people to express concerns or seek support.

## **7. Support and Protection**

- Provide immediate support to individuals who disclose vulnerabilities or safeguarding concerns.
- Ensure protective measures are swiftly enacted to safeguard individuals at risk.

### **Monitoring and Improvement:**

- Regularly review and update safeguarding procedures to reflect best practices and legislative changes.
- Conduct annual assessments of safeguarding practices, openly sharing findings with employees and stakeholders.

Britannica Safety Ltd recognises that safeguarding vulnerable individuals is everyone's responsibility, and we are dedicated to creating safe, supportive environments at all levels of our operation.

### **Signed:**

**Christopher Driver**

Director