

T3 Residential Limited

Safeguarding Children and Young People Policy

1 Introduction

- 1.1 T3 Residential Limited (“**T3 Residential**”) is dedicated to safeguarding individuals’ rights to live in safety, free from abuse, harm, and neglect. This policy outlines our approach for responding to any suspicions or allegations concerning the welfare of children and young people and promoting their welfare.

2 Legal and Regulatory Responsibilities (not exhaustive)

- 2.1 This policy is aligned with the following legislative and regulatory requirements:

- Children Act 1989;
- Children Act 2004;
- Children and Social Work Act 2017;
- United Nations Convention on the Rights of the Child;
- Working Together to Safeguard Children 2023;
- Data Protection Act 2018;
- Mental Capacity Act 2005;
- Safeguarding Vulnerable Groups Act 2006;
- Protection of Freedoms Act 2012;
- Equality Act 2010;
- Mental Health Act 1983; and
- Domestic Abuse Act 2021.

3 Scope

- 3.1 The policy applies to all staff, vendors and partner agencies delivering services on our behalf. All parties are expected to comply with the expectations of this policy. Any reference to staff in this policy also encompasses the managing agents delivering services on our behalf.

- 3.2 This policy covers children and young people. A child is defined as anyone who has not yet reached their 18th birthday and young person is someone under the age of 18 years who has left school early.

- 3.3 There are four main types of abuse of children and young people:

- Physical abuse;
- Emotional abuse;
- Sexual abuse and exploitation; and
- Neglect.

- 3.4 The Care Act 2014 defines neglect as:

‘Deliberately withholding, or failing to provide, suitable and adequate care and support needed. It may be through a lack of knowledge or awareness, or through a decision not to act.’

- 3.5 Other types of abuse can include:

- Accusations of spirit possession and belief in witchcraft;
- Induced illness or fabrication;
- Forced marriage;
- Female genital mutilation;

- Infant oral mutilation;
- Trafficking;
- Bullying and cyber bullying;
- Online abuse;
- Gang activity;
- County lines exploitation; and
- Violent extremism/risk of radicalisation.

3.6 Delivering on our responsibilities to safeguard children and young people can contribute to their welfare and protection ensuring they grow up in a safe and supportive environment. This policy is to support staff in ensuring safe practice and appropriate responses to safeguarding concerns.

4 Safeguarding in Practice

4.1 The NSPCC defines safeguarding in children and young people as:

- Protecting children from abuse and maltreatment;
- Preventing harm to children's health or development;
- Ensuring children grow up with the provision of safe and effective care; and
- Taking action to enable all children and young people to have the best outcomes.

4.2 We recognise that we have a role to play in the safeguarding of children and young people by being alert to the risk of abuse, recognising the signs and taking appropriate action when we suspect abuse, neglect or harm.

4.3 We will apply the "Five R's":

- **Recognise:** identifying signs of potential abuse or neglect through awareness of indicators of safeguarding concerns;
- **Respond:** when recognising a safeguarding concern, respond appropriately, sensitively engaging with the individual;
- **Report:** report the issue to the relevant authorities or safeguarding leads. Timely reporting is crucial to protect the child or young person at risk.
- **Record:** accurately record the concerns, what was observed or discussed and actions taken, as soon as possible. Detailed, contemporaneous records can provide valuable information for further investigations; and
- **Refer:** in some cases it may be necessary to refer the child or young person at risk to specialised services for support, for example the Police if immediate risk of further harm or mental health services.

4.4 We will avoid making assumptions or pre-determinations about cases and instead adopt a professionally inquisitive mindset, actively gathering information to make well-informed decisions regarding potential safeguarding issues. We recognise our responsibility to safeguard children and young people at risk. Our decision-making will always prioritise the needs and interests those at risk.

4.5 Our staff and others working on our behalf are responsible for recognising potential symptoms of abuse, recording their concerns and reporting them promptly, accurately and in as much details as possible to the appropriate authority, usually the social services department at the relevant local authority. In a case where there is suspected risk of immediate harm they should also be reported to the Police. They are all responsible for working with local agencies, where requested to do so in safeguarding cases. Our staff and others working on our behalf are not responsible for investigating cases or taking action.

5 Partnership Working

5.1 We recognise the important of partnership working with statutory agencies involved in supporting and protecting children and young people at risk and will respond to all requests and opportunities to engage with appropriate agencies.

5.2 Where necessary, we will make a direct referral. This may be without their consent as we will look to strike a balance between respecting a person's privacy and safeguarding them.

6 **Data Protection**

6.1 The General Data Protection Regulation and the Data Protection Act 2018 are not intended to impede the justified sharing of information. Rather, they establish a framework to ensure that personal data is shared in an appropriate and responsible manner.

6.2 Wherever possible, information should be shared with the consent of the individual concerned. However, information may be disclosed without consent when there is a lawful basis for doing so, particularly where there are concerns for safety. All decisions regarding data sharing must be made based on the specific facts and circumstances of each case.

6.3 We are required to maintain comprehensive records of all data sharing decisions, including details of what information was shared, with whom, when, why, and by what means.

6.4 Data shared should be:

- Necessary;
- Proportionate;
- Relevant;
- Adequate;
- Accurate;
- Timely; and
- Secure.

6.5 This policy is expected to impact a limited number of tenants. Where it is safe to do so, individuals will be notified when a safeguarding alert concerning them is raised with the local authority. However, if seeking consent or providing notification is believed to place any person at risk or hinder the detection of harm, a safeguarding alert may be raised without the individual's (or, in the case of a child, the parent's) consent.

7 **Staff and Safeguarding**

7.1 All staff will receive safeguarding training.

7.2 There will be a designated safeguarding lead to oversee and coordinate safeguarding cases, provide advice and support to staff in situations of suspected or identified safeguarding concerns and ensure compliance with this policy.

7.3 All vendors and third parties acting on behalf of T3 Residential are expected to provide appropriate safeguarding training and awareness raising for all relevant staff.

8 **Monitoring and Reporting**

8.1 All safeguarding cases will be logged on the designated internal IT system and will be reviewed quarterly by the safeguarding lead to ensure compliance with the policy and that appropriate action is being taken.

9 **Whistleblowing**

9.1 T3 Residential has a Whistleblowing Policy which details the process for making a protected

disclosure for suspected misconduct or illegality. This could include where someone suspects that a child or young person is being abused by a member of staff or where they have reported safeguarding concerns and they are not being escalated in an appropriate way

9.2 The policy details for referrals or help and support where there is no appropriate internal investigating officer and the case may be referred to a 'prescribed person' as detailed on the government website.

10 **Policy Review**

10.1 The board is responsible for ensuring this policy is kept up to date, implemented within the organisation and monitored and evaluated.

10.2 The policy will be reviewed every two years or more frequently as a result of an incident occurring, feedback obtained, internal/external audits and change in legislation or regulation. This process ensures the policy's continuing suitability, adequacy and effectiveness.

11 **Background Documents**

11.1 This policy should be read in accordance with the following policy documents:

- Whistleblowing Policy;
- Equality, Diversity and Inclusion Policy;
- Data Protection Policy;
- Safeguarding Adults Policy.

December 2025

Current version	Data approved	Date for Review	Document Owner	Date change log updated
1.0	December 2025	December 2026	Linzzie Wallace	n/a