

## What is meant by Safer Organisational Cultures?

Promoting safer cultures is all about how organisations and individuals can take steps to minimise harm occurring in the first instance, embedding appropriate policies and procedures that are reviewed in response to local and national learning.

Where there are concerns the policies and procedures in place, enable all to raise concerns and these are recognised and responded to appropriately within the organisation.

### **LISTENING – LEARNING - RESPONDING**

#### What should organisations have in place

##### Safeguarding policy that is:

- Clear and accessible to all
- Explains how to report abuse or neglect
- Details how to identify, respond to safeguarding concerns

##### Policies and Procedures that cover how to:

- Preserve evidence from reported concerns
- Share information about concerns with the appropriate agencies
- Track and monitor concerns/incidents/accidents to help identify and respond to any patterns, themes or trends

##### Whistleblowing Procedure

- That clearly explains how to report a concern, who to contact and how to do so.
- Whistleblowing is an essential part of safeguarding. Those that work with or care for vulnerable adults, have a responsibility to speak up about any concerns they have and protect those adults from abuse and neglect or the risk of it.

##### Roles and responsibilities

The organisation clearly set out the safeguarding roles and responsibilities of its employees and volunteers.

##### Training Programme

There is a suitable training programme in place that enable employees/volunteers to carry out their roles and responsibilities to the required standard.

##### Management

Managers support employees/volunteers to challenge poor practice and raise concerns.

##### Reflective Supervision

Is provided which involves looking at the employees/volunteers' actions in specific events and reflect on why they responded in particular ways and discussing what went well, what could have done better and what to do next time.

##### A positive culture

Organisations listen, learn and respond to concerns.

#### Helpful Resources

[Creating-a-safeguarding-culture.pdf \(nice.org.uk\)](#)

[Listen to the Ann Craft podcast](#) learn about the role of safe recruitment in creating safer cultures.

[Good practice in safeguarding training](#) | [Quick guides to social care topics](#) | [Social care](#) | [NICE Communities](#) | [About](#) | [NICE](#)

Do you, your staff or organisation understand what safeguarding is? The Ann Craft Trust safeguarding checklist allows you to test your individual or organisational safeguarding knowledge and practices. [Our Safeguarding Checklist- A Free Assessment - Ann Craft Trust Home](#) | [Safeguarding Adults Board \(sabberkshirewest.co.uk\)](#)