Safer Organisational Cultures

West of Berkshire Safeguarding Adults Board
Reading, West Berkshire & Wokingham

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)

Thank you for taking the time to read this Learning Brief. If you would like to provide any feedback or have any questions regarding the Board, please contact: Lynne.Mason@Reading.gov.uk