

Fry Brothers Charity – Safeguarding Policy

1. Policy Statement

Fry Brothers' Charity is committed to safeguarding and promoting the welfare of all residents, visitors, staff and volunteers. We believe that everyone has the right to live free from abuse, neglect, exploitation and discrimination.

The Charity provides almshouse accommodation and is a landlord, not a care provider. However, we recognise that many of our residents may be older people or adults who are vulnerable due to age, illness, disability or other circumstances. We therefore accept a duty to act if we become aware of safeguarding concerns.

We are committed to acting in a way that:

- Protects residents from harm
- Respects dignity, privacy and independence
- Takes concerns seriously and acts on them appropriately
- Complies with safeguarding law and best practice

2. Who This Policy Applies To

This policy applies to:

- Trustees
- Employees
- Volunteers
- Contractors working on behalf of the Charity
- Anyone visiting residents in an official capacity

All of the above are expected to follow this policy.

3. What is Safeguarding?

Safeguarding means protecting a person's right to live in safety, free from abuse and neglect.

Abuse can include:

- Physical abuse
- Emotional or psychological abuse
- Sexual abuse
- Financial or material abuse
- Neglect or acts of omission
- Discriminatory abuse
- Domestic abuse
- Self-neglect

4. Our Role as a Landlord

Fry Brothers' Charity:

- Provides housing, not personal care
- Does not provide medical, nursing or personal support
- Does not supervise residents' daily lives

However, because we:

- Carry out monthly welfare visits
- Maintain regular contact with residents

- Manage the housing they live in

we have a responsibility to **act if we see, hear or are told something that suggests a resident may be at risk.**

5. Recognising Safeguarding Concerns

A safeguarding concern may arise if:

- A resident tells you they are being harmed, abused or neglected
- You notice injuries, distress, fear, confusion or changes in behaviour
- A resident appears unable to care for themselves safely
- A third party raises a concern about a resident
- You witness worrying behaviour by another person

You do **not** need proof. You only need a **reasonable concern**.

6. What To Do If You Have a Concern

If someone is in immediate danger Call **999**.

Otherwise

1. Listen

Do not promise confidentiality. Reassure the person that they have done the right thing by telling you.

2. Record

Write down:

- What was said
- What you observed
- Date, time and names involved

3. Report internally

Report the concern immediately to the **Chair of Trustees** or the **Safeguarding Lead**.

4. External referral

If a resident may be at risk, the Charity will contact:

Dorset Council Adult Safeguarding

Telephone: **01305 228866**

Out of hours: **01305 224433**

If a crime is suspected, the police will be contacted.

7. Confidentiality

Information will be shared only with:

- Trustees who need to know
- Adult safeguarding services
- Police or health services if required

Confidentiality will never be used to hide abuse.

8. Safer Working Practices

All staff; trustees and volunteers must:

- Treat residents with respect
- Avoid entering residents' homes alone where possible
- Never handle residents' money unless formally authorised
- Avoid giving personal contact details
- Report any concerns immediately

9. Recruitment and Vetting

Anyone working with residents may be required to:

- Provide references
- Undergo DBS checks if appropriate
- Receive safeguarding guidance

10. Review and Governance

This policy will be:

- Approved by the Trustees
- Reviewed at least every two years
- Updated following any safeguarding incident

The Trustees hold ultimate responsibility for safeguarding.

Approved 19th January 2026