

Quality Governance and Regulation Policy

Policy implemented: 01/02/2025
Last reviewed: New
Next review due: 01/02/2027

At Salutem our policies are regularly updated and reviewed. However, occasionally policies may be reviewed after the set next review date after some consultation and research. In these rare occasions, the out-of-date policy will remain **VALID** until it is reviewed by the policy sponsor.

1. Summary

Salutem's Care and Education **Quality Governance and Regulation Policy** establishes the organisation's commitment to delivering high-quality support, care, and education. This policy ensures a robust governance framework that upholds the highest standards of safety, promotes individual well-being, mitigates risks, and safeguards against harm. It reinforces a culture of active listening to those receiving support, fostering a person-centered approach that prioritises positive outcomes, continuous improvement, and regulatory compliance.

Salutem Care and Education's **Quality Assurance Management Systems** provide a structured framework for monitoring, evaluating, and continuously improving organizational performance. These systems ensure that the organization operates effectively, aligns with its strategic goals,

and takes timely corrective action when necessary. Through systematic monitoring, reviewing, and auditing, SaluTem gathers critical data to assess its own performance, drive evidence-based improvements, and maintain compliance with regulatory and best practice standards. This information also informs external assessments conducted by regulatory bodies, inspectors, and local authority quality assurance teams, contributing to transparent and accountable service delivery.

2. Purpose & Scope

This policy establishes clear objectives to uphold the highest standards of care and education, fostering a culture of safety, well-being, and continuous improvement. It outlines SaluTem's commitment to safeguarding individuals, enhancing their quality of life, and achieving positive, measurable outcomes through evidence-based practices, regulatory compliance, and a person-centred approach.

3. Document Control

Initial purpose and scope of the new policy/procedure agreed by:	Gary Laville, Chief Quality Officer
Sponsor Technical review carried out:	Melinda Glover, Quality Assurance Inspection Regulation Director.
Final Information Governance quality check carried out:	Gary Laville, Date (22 nd January 2025)
Date implemented:	01/02/2025
Version Number:	V1.0
Date of the next review:	01/02/2027
Department responsible:	Quality
Job Title of Lead Person:	Quality Assurance Inspection Regulation Director
Author / Main Contact, including their job title (if different from above):	Melinda Glover

In addition to this policy, local authorities and other commissioners may have their own policies, procedures and guidance which Services must comply with. These policies should complement this policy.

However, there may be additional requirements put in place by local authorities and other commissioners and these must be adhered to. Changes must not be made to Saluitem's policies and procedures without corporate approval but, where needed, local procedures should be developed to accompany these.

EQUALITY AND DIVERSITY STATEMENT

The Salutem Group is committed to the fair treatment of all in line with the Equality Act 2010. An equality impact assessment has been completed on this policy to ensure that it can be implemented consistently regardless of any such factors and all will be treated with dignity and respect.

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This policy must be brought to the attention of all employees.

The controlled version of this policy and its associated documents are available on BLINK. Printed or downloaded copies are uncontrolled and may not be up to date.

5. Definitions

The following definitions provide a comprehensive overview of the **quality, governance, and regulatory framework** within which SaluTem operate. It is essential that all location teams develop a clear understanding of these key terms to navigate the regulatory landscape effectively. By fostering familiarity with these concepts, we aim to empower teams to uphold best practices, identify areas for improvement, and confidently challenge any practices that fall below established standards.

SaluTem operates within a robust legal framework, adhering to key legislation including, but not limited to, the **Health and Social Care Act 2008**, **Mental Capacity Act 2005**, **Equality Act 2010**, **Children and Families Act 2014**, **Education Act 1996**, and the **Social Services and Well-being (Wales) Act 2014** (see also below). These laws underpin our commitment to delivering high-quality care, education, and support while ensuring compliance with regulatory requirements and safeguarding the rights and well-being of those we support.

The **Care Quality Commission (CQC)**, **Ofsted**, **Estyn**, and **Care Inspectorate Wales (CIW)** serve as the key regulatory bodies responsible for ensuring quality and compliance within registered care and education provisions. These regulators assess services against statutory standards and regulations, providing oversight to safeguard individuals and uphold best practices. Additionally, **Local Authority Commissioners** evaluate contracted providers to ensure they meet specified quality benchmarks and deliver value for public funds. Where providers fall short of these expectations, they are required to implement corrective measures, with potential consequences for continued non-compliance.

Regulatory Framework: Defines the legal and regulatory standards that SaluTem provisions must adhere to, including relevant legislation and guidelines from governing bodies.

Quality Standards: Sets specific quality indicators and performance metrics that all SaluTem Care and Education provisions are expected to meet. Which include standards for safety, effectiveness, responsiveness, and respect for individuals' rights.

Monitoring and Evaluation: Procedures for regular monitoring and evaluation of Salutem provisions are established to assess compliance with quality standards. And will involve inspections, audits, and feedback mechanisms from individuals receiving care and support and stakeholders.

Stakeholder Involvement: Engagement with people that receive care and support, families, and other stakeholders is promoted to ensure that their voices are heard and that support and care are tailored to meet their needs.

Complaints and Feedback Mechanisms: Clear processes for handling complaints and feedback are established to address concerns and improve provision delivery.

Accountability and Governance: Outlines the roles and responsibilities of Salutem employees who are involved in service delivery and quality assurance.

Well-being Principle: Emphasizes the importance of individual well-being, placing it at the centre of care and support decisions. It requires local authorities to promote the well-being of individuals receiving care.

Eligibility Criteria: Establishes a clear framework for determining eligibility for care and support, ensuring that assessments are person-centred and tailored to individual needs.

Assessment and Eligibility: Local authorities must conduct comprehensive assessments to determine a person's needs and the appropriate level of support required.

Care and Support Plans: Statutory requirements mandate the creation of care and support plans that outline how an individual's needs will be met, ensuring that they are involved in the planning process.

Safeguarding: Provisions for safeguarding vulnerable children and adults, establishing clear procedures for preventing abuse and neglect, outlining responsibilities for local authorities and partner organizations.

Market Oversight: Measures to ensure the quality of care in the market, including regulations for providers and mechanisms for monitoring their performance.

Cooperation and Integration: Cooperation between local authorities, health services, and other agencies to deliver integrated care and support.

Personalization: Promoting personalized care, allowing individuals to have more control over their care and support options, including the use of personal budgets.

Support for Carers: Recognising the role of informal caregivers and provides them with support and assessments to help them manage their responsibilities.

Well-being Focus: Placing a strong emphasis on the well-being of individuals, promoting their physical and mental health, dignity, and independence.

Person-Centred Approach: Assessments and care plans are tailored to the individual's needs, preferences, and aspirations, ensuring that individuals have a voice in their care.

Eligibility Framework: Establishes a consistent framework for determining eligibility for care and support, helping local authorities assess needs fairly.

Integration of Services: Encourages integration between health, social care, and other services to provide cohesive support, fostering collaboration among agencies.

Prevention and Early Intervention: Emphasizing prevention and early intervention to help individuals maintain their independence and well-being before more intensive support is needed.

Support for Carers: Recognising the important role of unpaid caregivers and includes provisions for assessing their needs and providing them with support.

Community and Partnership Working: Promotes community-based approaches and encourages local authorities to work in partnership with individuals, families, and communities.

Quality of Services: Ensuring that social care services are of high quality and responsive to the needs of individuals

Compulsory Education: Establishes the legal framework for compulsory education for children aged 5 to 18.

School Types: Defines various types of schools, including maintained schools, academies, and free schools, and outlines their governance and funding structures.

Special Educational Needs and Disabilities (SEND): Provides provisions for identifying and supporting children with special educational needs.

Curriculum Framework: Sets expectations for the curriculum in schools, ensuring it meets educational standards.

Inspection and Accountability: Establishes mechanisms for the inspection of schools by Ofsted, ensuring accountability for educational standards.

For a care and education provider in England and Wales in 2025, the key legislation includes:

Health and Social Care

- **Care Act 2014** – Sets out local authorities' duties for assessing and meeting adult social care needs.
- **Children Act 1989 & 2004** – Establishes the legal framework for child protection and welfare.
- **Health and Social Care Act 2008** – Governs the regulation of health and social care providers, including CQC registration and standards.
- **Mental Capacity Act 2005** – Provides the framework for supporting individuals who may lack capacity, including Deprivation of Liberty Safeguards (DoLS).
- **Mental Health Act 1983 (as amended 2007)** – Covers the assessment, treatment, and rights of people with mental health conditions.
- **Equality Act 2010** – Protects against discrimination in education, health, and care services.

- **Children and Families Act 2014** – Covers SEND (Special Educational Needs and Disabilities) reforms and EHCPs (Education, Health, and Care Plans).
- **Social Services and Well-being (Wales) Act 2014** – The overarching law governing social care in Wales, including safeguarding and well-being duties.
- **Regulation and Inspection of Social Care (Wales) Act 2016** – Sets out regulatory requirements for care providers under CIW (Care Inspectorate Wales).
- **Additional Learning Needs and Education Tribunal (Wales) Act 2018** – Governs support for learners with additional needs, replacing the SEND system.
- **Children's Homes (England) Regulations 2015** – Sets out the specific regulations governing the operation of children's homes, including leadership, staffing, and safeguarding.

Education

- **Education Act 1996** – Establishes general education duties for local authorities and schools.
- **Education and Skills Act 2008** – Introduced the requirement for education or training until age 18.
- **Children and Families Act 2014** – Covers SEND provisions and reforms in education.
- **Keeping Children Safe in Education (KCSIE) 2024** (Statutory Guidance) – Sets out safeguarding duties for education providers.
- **Working Together to Safeguard Children 2018 (Updated 2023)** – Outlines multiagency safeguarding responsibilities.
- **School Standards and Organisation (Wales) Act 2013** – Governs school improvement, interventions, and local authority duties.
- **Keeping Learners Safe (2023)** (Statutory Guidance) – Welsh equivalent of KCSIE, outlining safeguarding responsibilities for education providers.
- **Curriculum and Assessment (Wales) Act 2021** – Established the new curriculum for Wales from 2022 onwards.

The Social Care Institute for Excellence (SCIE) is an independent body that promotes improvements in social care, including child protection. Key points of its framework include:

Evidence-Based Practice: SCIE encourages the use of research and evidence in the development and implementation of social care practices, ensuring that policies and interventions are effective and proven to work.

Practice Development: SCIE supports social care practitioners through training and resources, helping them to develop skills and improve the quality of services provided to children and families.

SCIE emphasizes the importance of collaborative working between professionals and organizations, including health services, education, and local authorities, in delivering integrated care for children. SCIE provides guidelines and best practices for safeguarding children and vulnerable adults, promoting the development of robust child protection systems and multi-agency collaboration. SCIE encourages organizations to adopt a culture of continuous improvement, ensuring that social care services are responsive to the needs of service users and that they remain compliant with regulations and standards.

The Independent School Standards (ISS) are regulations that set out the requirements for the operation of independent schools in England. These standards ensure that independent schools provide a quality education and a safe environment for students. Independent schools must provide a broad, balanced, and appropriately challenging curriculum, taking into account the individual needs of students. The curriculum should be designed to help students achieve good educational outcomes and prepare them for adult life. Schools must promote the welfare of their students, ensuring they are safe, well cared for, and supported in their emotional and mental well-being. This includes having effective safeguarding policies and practices in place to protect children from harm. Schools must promote the spiritual, moral, social, and cultural development of students, providing opportunities for students to develop a sense of responsibility and respect

for others. The teaching staff must be appropriately qualified, and the school should ensure that staff receive regular training to improve their teaching and pastoral skills. The school is also required to maintain clear policies on recruitment and staffing. Schools are required to have robust safeguarding policies in place to protect children from abuse or neglect. They must also ensure that the physical environment of the school is safe and suitable for learning. The premises should be safe and suitable for the intended purpose. Schools are required to meet certain standards for facilities such as classrooms, dining areas, toilets, and outdoor space. Schools must have clear policies for promoting positive behaviour, addressing bullying, and dealing with discipline issues. This includes ensuring that students are treated with respect and fairness. Independent schools must have fair and transparent admission policies and should not discriminate against students based on race, gender, disability, or other protected characteristics.

The REACH Standards refer to a set of expectations aimed at ensuring individuals with disabilities or other support needs receive high-quality, person-centered care and services in supported living environments. The REACH standards emphasize the principles of Respect, Equality, Achievement, Community, and Hope, promoting an inclusive, empowering, and holistic approach to supported living.

Positive Behaviour Support (PBS) is a person-centered, evidence-based approach designed to improve the quality of life for individuals by promoting positive behaviours and reducing challenging behaviours. PBS focuses on understanding the causes of behaviour, improving the environment, and teaching new skills.

6. Principles

Quality Standards Saltem Care and Education is committed to ensuring that every individual receiving care and support has an absolute right to the highest quality of service. Our ongoing objective is to deliver professional, efficient, and person-centred care that meets the diverse needs of those we support while driving meaningful and positive outcomes.

We continuously strive to enhance the quality of our services through rigorous monitoring, feedback, and improvement initiatives. Our long-term goal is to achieve and sustain the highest

levels of satisfaction among individuals using our services, their families, and key stakeholders, fostering trust, well-being, and excellence in care and education.

Everyone receiving care and support provided by Saludem Care and Education should:

- Expect the highest quality care possible.
- Be given a say in the running of the provision of care and support provided.
- Be free to complain about any aspect of the running of the service and to have their complaints welcomed and acted upon promptly; all complaints are responded to in accordance with Saludem established complaints policy and procedure.
- Be informed about external regulatory inspections and internal Quality Assurance assessments and should be given unrestricted and private access to inspectors during inspections.

Saludem will continue to work towards maintaining those high standards that have been achieved. And will continue to work to improve those standards where there is scope for further improvement.

Monitoring and Evaluation Every member of staff employed by Saludem Care and Education, are expected to demonstrate a total commitment to quality and quality improvement in every aspect of their working day. Saludem Care and Education recognize that in order to improve the service delivery and safety the reporting of near misses, adverse events, incidents and errors should be used to develop solutions and risk reduction strategies to resolve issues as quickly as possible.

Staff are required to report all such events on our electronic platform Nourish, which are not expected and could have caused harm or damage or had the potential to pose a risk or cause a problem, fostering an open learning environment where mistakes are learnt from and development improvement plans implemented to prevent further incidents.

The Location and Regional Operation Management teams are responsible for, maintaining the governance and assurance management system whereby performance standards are set, changes made to meet those standards and the process reviewed at Divisional business reviews.

Every employee is responsible for the quality of their work and will be trained to perform their duties to our specified quality standards. Everyone employed is accountable for their actions or omissions.

Contractors employed for specific functions will be required to meet our specified standards. The Quality Assurance Team maintain continuous monitoring providing regular analysis of data and metrics, of themes and trends gathered from the reporting intranet dashboard. Such data is shared with the operators who are responsible for addressing, shortfalls in service delivery.

Individuals Supported and Stakeholders Integral to quality assurance is the feedback from individuals we support, relatives, friends, carers, representatives and other stakeholders. Stakeholders may also include but are not limited to GP's, commissioners, district nurses and care managers. And should be involved as much as possible in the development and improvement of Saludem Care and Education.

Saludem Voices advocates quarterly satisfaction and feedback surveys using 4 key themes, Capable Environments, Schalock Quality of life model, and 7 keys of citizenship (Simon Duffy). Findings are analyzed and incorporated in the locations 'we said, you did'

Governance Auditing The provision of care and support; Adult, Supported Living, Education and Children has in place a programme for auditing the standards and key procedures, including the seeking and obtaining of people who receive care and support provided by Saludem Care and Education views and others involved in their care and support, which are measurable and regularly monitored and reviewed.

- Care practices, including nursing and clinical practices.
- Catering, meals and mealtimes (including nutrition and hydration risk checking).
- Administration of medicines.
- Use of equipment and devices, including safety checks.
- Checking of premises and facilities (care homes)/location premises.
- Checking of infection control and hygiene measures.
- H&S checks; Fire safety checks, Water safety checks.
- Safeguarding and complaints' issues, including any alerts to the local safeguarding authority.
- Staffing, including provision of supervision, appraisal, support and training.
- Recording practices and record keeping, including data protection.
- Checking that quality assurance schedules are being carried out, and feedback from people who receive care and support provided by Saludem Care and Education is being obtained.

- Checking that policies and procedures are being reviewed in line with reviewing schedules and are up to date.
- Checking that relevant quality and regulatory compliance is met in line with Saludem Care and Education standards (CQC Notification, PIR, Reg 40's, Reg 44).
- Checking that emergency Business Continuity Plans are available and up to date.
- That Saludem Care and Education receives regular visits from the registered person or a representative, the feedback from which makes an important contribution to the service's quality information.
- The service will also conduct at least an annual self-evaluation of the performance against Saludem values using suitable professional tools, which include obtaining systematized feedback from people who use services and stakeholders.

Risk Management Saludem Care and Education have a responsibility for the health, safety and wellbeing of employees, volunteers, and individuals receiving care and support and anyone that could be affected by Saludem's activities. Saludem comply with all relevant legislation, including the Health and Safety at Work Act 1974 and the Equality Act 2010. Effective health and safety management is vital and mandatory and plays a positive contribution to our overall success. The principles of positive risk management must be applied to manage risk effectively and appropriately. People must be supported to have freedom to choose. We actively support people to take control over their lives by weighing up the potential benefits and harm of exercising one choice of action over another.

Confidentiality and Data Protection Saludem is committed to complying with all applicable data protection regulations, including the General Data Protection Regulation (GDPR) and other local laws. Personal data must only be collected, processed, and stored for specified and lawful purposes. All data must be handled in accordance with strict confidentiality and must be accessed only by authorized personnel. Sensitive data, including but not limited to financial information, health records, and personal identifiers, must be protected by encryption and secure access protocols. Personal data should not be kept longer than necessary for the purposes for which it was collected. When no longer needed, data should be securely deleted or anonymized. The organization will respect the rights of individuals to access, rectify, or delete their personal data as stipulated by GDPR. Processes will be in place for individuals to request a copy of their data and to withdraw consent where applicable.

Safeguarding Policies Saludem will ensure that vulnerable individuals (i.e children, young people and adults) are identified and their specific needs are addressed in all locations and

interactions. Staff and volunteers will be trained to recognize signs of abuse, neglect, or exploitation. All staff employed by Saluitem are required to report any safeguarding concerns immediately to a designated safeguarding officer or team. A clear reporting process is available for any individual to report safeguarding concerns. Reports will be handled confidentially, and investigations will be carried out in a manner that ensures the safety and dignity of the individuals involved. Immediate action will be taken when safeguarding concerns are raised. Saluitem will coordinate with relevant authorities (e.g., social services, law enforcement) to ensure appropriate measures are taken. A safeguarding committee or designated safeguarding lead will monitor the effectiveness of safeguarding policies and practices and ensure adherence to regulations and best practices.

Complaints and Feedback Mechanisms Clear instructions will be provided for how complaints can be submitted, whether through an online form, email, or in-person submission. Individuals should feel safe and supported when making a complaint. All complaints will be acknowledged within 24 hours, and the complainant will be informed of the process and expected timeline for resolution. Complaints will be thoroughly investigated in an impartial manner, and appropriate actions will be taken. Complainants will be kept informed of progress and outcomes of investigations. Feedback, whether positive or negative, will be carefully reviewed, and where necessary, improvements will be implemented based on the findings. Feedback will be used as a tool for organizational growth and service improvement. The organization will publish regular reports on complaint trends, resolutions, and any systemic changes made in response to feedback.

Continuous Improvement Saluitem will carry out regular reviews of policies, procedures, and practices to assess their effectiveness and identify areas for improvement. Reviews will be scheduled at least bi-annually or whenever significant changes occur. Decision-making processes will be informed by data and feedback, including surveys, performance metrics, and stakeholder input. When a review or evaluation identifies areas for improvement, a detailed action plan will be developed. This plan will outline specific steps, timelines, and individuals responsible for implementing changes. Staff will be actively involved in continuous improvement processes, through feedback surveys, focus groups, Saluitem Voices, or meetings. This ensures that all team members and people we support contribute to organizational growth and innovation.

Continuous quality checks will be conducted, and compliance with industry standards and best practices will be a priority. Regular audits of key operations will be performed to ensure consistency and adherence to policies.

7. Areas of Governance

This policy has been written with expert contribution from appropriate stakeholders. The Information Governance Team will monitor, reflect on and gain organisational learning from the implementation of this policy. This policy will be reviewed and updated two years from implementation unless legal changes demand a timelier amendment.

The application of this policy and its associated documents is mandatory for all Salutem staff, volunteers, agency staff and all other Salutem representatives. Staff understanding of this policy and associated documents will be assured through training, assessment of competency and supervision.

Staff understanding of this policy will be assured through training and the delivery of awareness raising workshops as deemed necessary by SLT. The people we support will be involved in the review to ensure it captures the important issues for them.

8. Areas of Responsibility

Executive Board / SLT Directors

- Ensure available resources to ensure the implementation of this policy and procedure and the completion of training.
- Ensure there are systems for the ratifying, management, communication and timely review of this policy and procedure.
- Ensure there are clear disciplinary and other measures for staff that do not adhere to this policy and procedure.
- Ensure organisational learning is enabled by systems of data collection and analyse as appropriate.

Quality Assurance and Regulation Management Team

- Ensure the induction of new Management appointments are conducted.
- Ensure Managers receive support and guidance with the Registration application process.
- Arrange a quality monitoring visit to newly appointed Managers within their probation period.
- Maintain oversight and monitor quality assurance compliance of Saluitem governance management systems.
- Provide monthly compliance data and metrics at SMT meetings.
- Provide monthly compliance data and metrics for Regional Directors meetings.
- Conduct quality assessments/inspections in line with regulatory expectation, providing the location with assessment reports, detailing the findings of inspection/assessment in line with Saluitem governance quality standards.
- Provide guidance and support to be 'Inspection Ready'.
- Provide updates of landscape changes in relation to our Regulators.

Regional Directors/Principles/Heads

- Ensuring Registered Managers understand the principles and requirements of Quality Governance and Regulation policy.
- Ensuring quality governance management and oversight, is applied correctly in locations in their area of responsibility.
- Ensuring staff and Registered Managers receive appropriate training and induction in the use of Saluitem quality governance management systems. (Nourish, PBi, EMAR, Your Hippo).
- Taking timely corrective action where quality governance metrics do not meet the quality performance indicators.
- Conducting Regional Director audits and location monitoring visits as set out by Saluitem.
- Identifying any mandatory and or legal issues, concerns in relation to non-compliance and escalate to the Board of Directors, Group Head of Regulatory Quality Compliance and Policy, Quality Assurance Inspection Director, and Line Manager.
- Be familiar with responsibilities described in this document and other policies and procedures and adhere to them.

- Use opportunities such as supervision to discuss quality assurance and regulations in relation to required compliance as set out by the Board and SLT

Location Registered Managers

- Ensure staff understand the principles and requirements of Saludem governance and regulation management systems and how they should be applied in practice.
- Ensure staff receive appropriate induction and training in line with their role and responsibility.
- Ensure staff understand the use and application of Saludem electronic care planning system (Nourish).
- Ensure staff understand and apply the governance compliance systems in line with the audit schedule.
- Be familiar with responsibilities described in this document and other policies and procedures and adhere to them.
- Use opportunities such as supervision, Team meetings to discuss quality assurance and regulation in relation to the required compliance.

Individual Staff

- Be familiar with responsibilities described in this document and other policies and procedures and adhere to them.
- Work in accordance with their role and responsibilities.

9. Learning and Development

Saludem is committed to ensuring that all staff are aware of what is expected of them so that everyone is appropriately supported. Staff should speak to their line manager in relation to their learning needs using supervision and through the appraisal process.

Staff are to:

- Employees of Saludem Care and Education are required to complete mandatory and Required Training on commencement of employment in line with organizational training induction.

- Managers are to ensure staff receive appropriate training of SaluTem electronic care plan (Nourish) management system.
- Managers are responsible for ensuring staff receive appropriate training and induction of record keeping and recording of regulatory, governance and assurance expectations set out by SaluTem Care and Education.
- Managers are responsible for ensuring staff responsible for undertaking audits, receive appropriate training in the completion and creation of action logs.

10. Useful Links

Key Regulators:

- [Regulation 17: Good governance - Care Quality Commission](#)
- [Ofsted - GOV.UK](#)
- [Home - Estyn](#)
- [Home | Care Inspectorate Wales](#)
- [Social Care Institute for Excellence \(SCIE\)](#) **Key Legislations:**
- [Care Act 2014](#) - Sets out local authorities' duties for assessing and meeting adult social care needs.
- [Children Act 1989](#) - Establishes the legal framework for child protection and welfare. [Children Act 2004](#)
- [Health and Social Care Act 2008](#) - Establishes the legal framework for child protection and welfare.
- [Mental Capacity Act 2005](#) - Provides the framework for supporting individuals who may lack capacity, including Deprivation of Liberty Safeguards (DoLS).
- [Equality Act 2010](#) - Protects against discrimination in education, health, and care services.
- [Children and Families Act 2014](#) - Covers SEND (Special Educational Needs and Disabilities) reforms and EHCPs (Education, Health, and Care Plans).
- [The Children's Homes \(England\) Regulations 2015](#) - Sets out the specific regulations governing the operation of children's homes, including leadership, staffing, and safeguarding.
- [Education Act 1996](#) - Establishes general education duties for local authorities and schools.
- [Education and Skills Act 2008](#) - Introduced the requirement for education or training until age 18.

- [Children and Families Act 2014](#) - Covers SEND provisions and reforms in education.
- [Keeping children safe in education 2024](#) - Sets out safeguarding duties for education providers.
- [Working together to safeguard children - GOV.UK](#) - Outlines multi-agency safeguarding responsibilities.
- [Health and Safety at Work etc. Act 1974](#) - outlines the general duties of employers, employees, and the self-employed to ensure a safe working environment

Key Legislations (Wales):

- [Social Services and Well-being \(Wales\) Act 2014](#)- The overarching law governing social care in Wales, including safeguarding and well-being duties.
- [Regulation and Inspection of Social Care \(Wales\) Act 2016](#) - Sets out regulatory requirements for care providers under CIW (Care Inspectorate Wales).
- [Additional Learning Needs and Education Tribunal \(Wales\) Act 2018](#)- Governs support for learners with additional needs, replacing the SEND system.
- [School Standards and Organisation \(Wales\) Act 2013](#) - Governs school improvement, interventions, and local authority duties.
- [Keeping learners safe | GOV.WALES](#) - Welsh equivalent of KCSIE, outlining safeguarding responsibilities for education providers.
- [Curriculum and Assessment \(Wales\) Act 2021](#) - Established the new curriculum for Wales from 2022 onwards.

11. References

- Care Quality Commission (CQC), Ofsted, Estyn and Care Inspectorate Wales (CIW)
- Education Act 1996
- Social Care (England) Act (2014)
- Social Services and Well-being (Wales) Act 2014
- Education (Wales) Act 2014 and Education (England) Act 1996.
- Additional Learning Needs and Education Tribunal (Wales) Act 2018

12. Version Control

This is a controlled document. As a controlled document, any printed copies of this document, or saved onto local or network drives should be actively monitored to ensure the latest version is always available.

Version Number	Date	Status	Changes
V1.0	31/01/2025	Draft	New policy