

Brighton Permaculture Trust (BPT)	
Safeguarding Children and Vulnerable Adults Policy	Page 1 of 4
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Purpose and aim

Brighton Permaculture Trust's (BPT) safeguarding policy aims to provide clear direction to its employees, contractors, volunteers and others about expected codes of behaviour in dealing with Safeguarding issues. The policy also aims to make explicit the commitment to the development of good practice and sound procedures. The purpose of the policy is, therefore, to ensure that Safeguarding concerns and referrals are handled sensitively, professionally and without delay. In this policy 'children' covers everybody up to the age of 18.

Introduction

BPT runs courses and events and volunteer days/activities. All volunteers must be over the age of 18 and on some courses/events/activities adult volunteers may bring along children on the condition that the volunteer will remain with and take responsibility at all times for those children.

A few of our activities however involve teaching and participation of children and potentially vulnerable adults. We also work within schools and community centres and would usually liaise and follow their child protection procedures.

While BPT only rarely has responsibility for children and vulnerable adults, it fully recognises the contribution it can make to safeguard and support those children and vulnerable adults that may from time to time be in its care. There are three main elements to this safeguarding policy:

1. Prevention (positive atmosphere, careful and vigilant working, support to children and vulnerable adults, providing good role models)
2. Protection (following agreed procedures, ensuring employees, contractors and volunteers are aware of the policy and supported to respond appropriately and sensitively to Safeguarding concerns)
3. Support to children and vulnerable adults who may have been abused.

This policy applies to all employees/contractors/volunteers of BPT who should comply with the following guidelines:

1. The best interests of the child and vulnerable adult is paramount and shall be a priority in all that we do;
2. All employees, contractors and volunteers should ensure that they are never alone with one child or vulnerable adult;
3. All employees, contractors and volunteers should have regard to the safety and protection of children and vulnerable adults at all times;
4. All employees, contractors and volunteers should report any concerns which they may have about the safety and wellbeing of children and vulnerable adults to the Designated Person or the Deputy Designated Person. In particular, if there is any concern about a child or vulnerable adult being subjected to harm and/or ill treatment, this should be reported immediately;
5. No photographs should be taken of children or vulnerable adults without the express written consent of their parents, guardians or carers;
6. Safeguarding is the responsibility of all adults not just those working directly with children or vulnerable adults.

In this policy, harm means ill treatment (including sexual, physical, emotional and psychological abuse) or the impairment of health or development including as a result of witnessing the ill treatment of another person

Development means physical, intellectual, emotional, social or behavioural development

Health means physical or mental health

Ill-treatment includes sexual abuse and forms of ill-treatment which are not physical.

Roles and Responsibilities

While all adults working with children and vulnerable adults have a responsibility to protect children, within BPT the following individuals have special responsibilities: -

- Ms Fran Pickering (Designated Person)
- Mr Stephan Gehrels (Nominated Deputy)

Their role is to co-ordinate all matters relating to safeguarding issues. These will include:

- Dealing with any reports of abuse against children and vulnerable adults
- Dealing with complaints against contractors/volunteers
- Making referrals, if appropriate, to the Local Authority Designated Officer (LADO)
- Keeping BPT's Trustees and management group informed of all Safeguarding issues that may arise
- Ensuring all contractors and volunteers are aware of this policy
- Ensuring that the Designated Person and the Nominated Deputy are fully aware of the issues relating to Safeguarding

Contact details of the Designated Person and the Nominated Deputy can be obtained by phoning 07746185927.

Procedures

The Designated Person should be informed immediately by an employee, contractor, volunteer or other person which includes the parents, child or member of the public, in the following circumstances

- Suspicion that a child or vulnerable adult is being harmed
- There is evidence that a child or vulnerable adult is being harmed

The Designated Person will keep a full record of concerns raised and will report to BPT's Trustees and management group any such concerns.

Referrals

The Designated Person will decide whether to report any such complaint or concern to the LADO and will inform BPT's management group of such referral subject to possible confidentiality restrictions.

Any member of staff who is unhappy with the decision made by the Designated Person can contact the LADO.

DBS Checks

All those working with children and vulnerable adults will be subject to checks by the DBS.

Whistle Blowing

BPT encourages employees, contractors and volunteers to raise any concerns that they have about safeguarding issues with the Designated Person.

Complaints against employees, contractors or volunteers

A Safeguarding complaint involving an employee, contractor or a volunteer must be reported to the Designated Person as soon as possible.

Training and Support

BPT will ensure that the Designated Person and the Nominated Deputy receive training relevant to their role. BPT must also ensure that all its employees, contractors and volunteers are kept informed about relevant Safeguarding issues through Drop box and its website.

Professional Confidentiality

Confidentiality is an issue, which needs to be understood by all those working with children, particularly in the context of Safeguarding. BPT recognises that the only purpose of confidentiality in this respect is to benefit the child.

Records and Monitoring

Well-kept records are essential to good Safeguarding practice. BPT is clear about the need to record any concerns held about a child or vulnerable adult within its "care." BPT will ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored for 25 years.