

SAFEGUARDING POLICY (October 2020)

Current government legislation around the safeguarding of children, young people and vulnerable adults states that:

'The process of protecting children from abuse or neglect, preventing impairment of their health and development, and ensuring they are growing up in circumstances consistent with the provision of safe and effective care that enables children to have optimum life chances and enter adulthood successfully.'

The Community Farm takes its responsibility to children, young people and vulnerable adults with great seriousness and has set up a full range of measures to protect children, young people and vulnerable adults from potential dangers and believe that keeping children, young people and vulnerable adults safe is everybody's responsibility. This is based around the rationale that:

- All children, young people and vulnerable adults have an absolute right to a life free from abuse, neglect or exploitation
- All children, young people and vulnerable adults should have access to relevant procedures and services for addressing issues of abuse, neglect and exploitation, including the civil and criminal justice system and victim support services
- All staff including employees and volunteers have a responsibility to be mindful of issues related to young people's safety and welfare.
- All staff including employees and volunteers have a responsibility to be able to recognise instances of abuse and to address them effectively
- All staff including employees and volunteers have a responsibility to report and refer any concerns about possible abuse, neglect or exploitation however minor they may appear to be.
- The Community Farm will ensure that all staff who undertake regulated activity with students will hold a CRB disclosure
- The Community Farm will create a safeguarding culture and environment where the opportunities for abuse, neglect or exploitation to occur are minimised.
- The Community Farm will create a safeguarding culture and environment where children, young people and vulnerable adults have the confidence to voice any concerns or fears they may have about abuse, neglect or exploitation and where they feel able to disclose allegations of harm or abuse.
- The Community Farm recognises that all children and vulnerable adults regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse.

THE PURPOSE OF THE POLICY:

- To provide protection for the children, young people and vulnerable adults who

visit The Community Farm

- To provide employees and volunteers with guidance on procedures they should adopt in the event that they suspect a child or young person may be experiencing, or be at risk of, harm. This will cover Physical Abuse, Emotional Abuse, Sexual Abuse and Neglect

CREATING A SAFE CULTURE

The Community Farm will create a safe culture by:

- Having appropriate supervision of staff, children and young people.
- Knowing who its service users are.
- Working in a safe environment
- Providing information to children and young people.
- Understanding how children, young people and vulnerable adults communicate.
- Supporting parents or carers who wish to take part in activities.
- Ensuring appropriate checks are made on staff and volunteers.
- Having up to date child protection policies and procedures.
- Ensuring staff are trained appropriately.

TRAINING AND PROCEDURES

- The Community Farm takes its safeguarding responsibilities seriously and will be vigilant and proactive in both the prevention and early identification of abuse, neglect or exploitation and will promote a safe and open culture
- The Community Farm will encourage staff to discuss with the designated Safeguarding Officer any concerns they may have regarding safeguarding issues
- They should display consistently high standards of professional behaviour, acting as positive role models for developing and encouraging a respectful and inclusive culture
- The Community Farm employees and volunteers will have an induction programme that includes safeguarding information and procedures
- Risk assessments will be undertaken for all key activities
- A designated member of the management committee will have responsibility for safeguarding issues
- All Community Farm employees and volunteers will abide by an agreed Safe Spaces Promise
- The Community Farm acknowledges the value of staff training in supporting a respectful and inclusive culture, in enabling the identification of abuse, and in encouraging proactive communication about safeguarding concerns. All relevant staff will therefore receive regular safeguarding training particularly in Child Protection and the Protection of Vulnerable Adults [POVA]

REPORTING SAFEGUARDING CONCERNS

The need to protect the child, young person or vulnerable adult is paramount. It is the responsibility of all staff to report and record any safeguarding concerns they may have and not to decide whether a concern constitutes abuse or not. Appropriate action will be taken and detailed procedures will be put in place over the following two months. Any concerns will be passed on to the designated safeguarding officer and appropriate external agencies as soon as possible. There may be instances where urgent medical attention is needed. In these circumstances staff should always try consult with someone else but if time doesn't permit then immediate contact must be made with the emergency services.

DESIGNATED SAFEGUARDING OFFICER

The Farm's designated Safeguarding Officer undertakes additional training and gives support to ensure that the environment within The Community Farm is safe and supportive for the children, young people and vulnerable adults in our care.

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DEFINITIONS

Child. A young person under the age of 18. However, in line with the Sexual Offences Act 2003, this age limit may be extended for young people with Learning Difficulties and/or Disabilities (LLDDs).

Vulnerable Adult 'A person (18 or over) who is, or may be in need of community care services by reason of mental or another disability, age or illness and is, or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation. [No Secrets Dept of Health 2002] At The Community Farm this also applies to vulnerable adults in education.