

Safeguarding Children and Vulnerable People Policy

Version	4
Updated	January 2024
Date of approval	
Approved by	<i>Board of Trustees</i>
Date of review	January 2026 or following changes to legislation

1. Introduction

It is the duty of every organisation to put provisions in place to safeguard children and vulnerable adults.

Greenpath Ventures acknowledges its responsibility to safeguard the welfare of all children and vulnerable adults from harm.

Definitions

- **A Child** is anyone under the age of 18.
- **A Vulnerable Adult** is a person who is 18 years of age or over and unable to care independently for themselves. This may be because they have a physical disability, experiencing mental health issues including dementia, have learning disabilities or due to illness, injury or have become severely frail, though old age. All of which could be either a permanent or temporary state.

2. Key Principles

The Key Principles of the Greenpath Ventures' Safeguarding Vulnerable People Policy are that:

- The welfare of the child or vulnerable adult (as appropriate) is, and must always be, paramount to any other considerations;
- All participants regardless of age, gender, ability or disability, race, faith, culture, size, shape, language or sexual identity have the right to protection from abuse or harm;
- All allegations or suspicions of abuse, neglect, harm and poor practice will be taken seriously and responded to swiftly, fairly and appropriately;
- Working in partnership with other organisations, statutory agencies, parents, carers, children and young people is essential for the welfare of children and vulnerable people; and
- Children and vulnerable people have a right to expect support, and personal and social development delivered by an appropriately recruited, vetted and managed person.

3. Right to Safe Participation

Greenpath Ventures recognizes that all children and vulnerable people have the right to participate in activities in a safe, positive and enjoyable environment whilst at the same time being protected from abuse, neglect, harm and poor practice. Greenpath Ventures recognises that this is the responsibility of everyone involved, in whatever capacity, within the charity.

4. Reporting

Reporting Risk

If you witness or are aware of an incident where the welfare of a child or vulnerable adult has been put at risk you must in the first instance inform the nominated Safeguarding Officer for the event or activity, this will be the course/session leader.

They will then inform Greenpath Ventures Safeguarding Manager who will respond as necessary.

Reporting Suspected or actual Abuse

Any suspicion that a child or vulnerable adult has been abused (including by a member of staff or a volunteer), at risk of being abused or in situations of serious self neglect, should be reported to the Safeguarding Manager.

If following this discussion it is felt that action is needed; The Safeguarding Manager will refer the allegation to the social services department who may involve the police, or go directly to the police if out-of-hours.

It is the staff and volunteers responsibility to **report** concerns, not to decide whether or not abuse has taken place.

If an incident involves the Safeguarding Manager you should inform the Charity's Chair or Vice Chair.

Greenpath Ventures Safeguarding Manager: The Operations Manager

5. DBS Checks

All staff members (both paid and voluntary) of Greenpath Ventures who have a regular contact with children or vulnerable adults or are in a management responsibility for those working with children or vulnerable adults must undertake DBS checks. Greenpath Ventures will fund applications for enhanced DBS, for staff and volunteers.

6. Code of Behaviour

All staff members (both paid and voluntary) when working with children and vulnerable adults on behalf of the Charity should, whenever practicable, ensure that they are always in the company of another appropriately qualified adult (staff from another organisation, parent, guardian, teacher, DBS checked adult).

The following examples are behaviours which are NOT acceptable and will be treated seriously by the Charity and may result in disciplinary action being taken, which may include informing other appropriate external organisations:

- Working alone with a child, children, vulnerable adult or adults
- Humiliating children or vulnerable adults;
- Inappropriate or unnecessary physical contact with a child or vulnerable adult;
- Participating in, or allowing, contact or physical games with children or vulnerable adults;
- Having an intimate or sexual relationship with any child or vulnerable adult developed as a result of being in a 'position of trust'; and
- Making sexually explicit comments or sharing sexually explicit material.

This Policy should be read in conjunction with our Lone Worker Policy.

When working with children and vulnerable adults, staff (both paid and voluntary) should always:

- Treat all children and vulnerable adults with respect and understand the difference between friendliness and familiarity;
- act as a role model of good and appropriate behaviour

- ensure that whenever practicable the persons who are normally responsible for the children (teachers, parents, guardians, etc) are present during activities or that there is always more than one adult present;
- respect a child's and vulnerable adult's right to personal privacy;
- bear in mind that someone else might misinterpret your actions, no matter how well intentioned;
- be aware that any physical contact with a child or vulnerable adult may be misinterpreted and so must be avoided whenever possible.
- challenge unacceptable behaviour and report all allegations and/or suspicions of abuse.

When working with children and vulnerable adults, staff (both paid and voluntary) should never :

- Spend time alone with children and vulnerable adults away from other adults;
- have inappropriate physical or verbal contact with children or vulnerable adults;
- do things of a personal nature for children and vulnerable adults that they can do for themselves;
- allow children or vulnerable adults to use inappropriate language unchallenged;
- allow bullying of one child or vulnerable adult by another to go unchecked;
- make suggestive or derogatory remarks or gestures in the presence of children or vulnerable adults.
- show favouritism to any one child or vulnerable adult;
- become complacent on the (spurious) grounds that "it could never happen to me"; • let any allegations made go unrecorded.
- consume alcohol whilst responsible for children or vulnerable adults; • provide alcohol to children or vulnerable adult or allow its supply;
- smoke in the presence of children or vulnerable adults.

7. Use of Changing Facilities

Greenpath Ventures does not currently offer any changing facilities on site. If using changing facilities off-site, all its staff (both paid and voluntary) must ensure adults do not change at the same time, using the same facilities as children or vulnerable adults.

8. Training

Greenpath Ventures will ensure that its staff (both paid and voluntary) will receive the support and training considered appropriate to their position and role.

Both the Operations Manager and Trustees will undertake training to ensure they are equipped to deal with any safeguarding issues which arise. This training must be refreshed every 3 years.

9. Policy Implementation

Any events organised by Greenpath Ventures will comply with this Policy and if appropriate a Safeguarding Plan should be discussed and circulated to those affected.