

Safeguarding Policy

Section 1 - Introductory Guidelines

Gerddi Bro Dyfi Gardens is committed to protecting children, young people and vulnerable adults from Physical, Emotional or Sexual Abuse. This policy document applies to work with all children and young people under 18 and, with the exception of the provisions for informing parents, should be regarded as the normal guidelines for work with young people over 18, and for any adults that may be regarded as vulnerable – particularly adults with learning difficulties .

To adopt a Protection Policy we have implemented the following procedures:-:

- 1 We have adopted a policy statement of safeguarding the welfare of all individuals volunteering or working in the gardens (see section 2)
- 2 We aim to prevent situations where an individual might experience abuse, neglect or harm, or if necessary identify emerging concerns. Individuals who come into contact with Gardens staff on a one to one basis are always introduced, as soon as possible to a second person, who they could also talk to if necessary. Closed relationships are forbidden.
- 3 We are all responsible . All paid and volunteer people working for Gerddi Bro Dyfi who have contact with children or young people, have copies of these guidelines and understand the procedure for protecting children or young people.
- 4 All paid staff, artists and volunteers have clear roles.
- 5 Paid staff, artists and volunteers are accountable to a project manager or line manager and should expect to be challenged if they have not worked within these guidelines.
- 6 We treat all would be paid staff, artists and volunteers as job applicants if they are to work in Gerddi Bro Dyfi Gardens positions where they will have contact with children, young people or vulnerable adults.
- 7 We gain at least one reference from a person who has experience of the applicant's paid or volunteer work with children, young people or volunteers.
- 8 We explore all applicants' experience of working with children, young people or volunteers in an interview before appointment.
- 9 We find out if an applicant has any conviction for criminal offences. Such offences will be risk assessed and considered before employment or being accepted as a volunteer. All paid workers have current DBS and criminal record checks .
- 10 We make all longer term paid and voluntary appointments conditional on the successful completion of a probationary period.
- 11 We issue guidelines form (**Working Together to Safeguard Children 2018**) on how to deal with the disclosure or discovery of abuse which will be used in conjunction with Gerddi Bro Dyfi Safeguarding procedures.
- 12 We offer guidance to all workers and volunteers on the care empowerment, and protection of vulnerable Adults set out in (**The Care Act 2014**)

Section 2 – Policy Statement

Gerddi Bro Dyfi Gardens is committed to the care, protection and safekeeping of all the children, young people and volunteers it comes into contact with.

It is the responsibility of each person involved with Gerddi Bro Dyfi Gardens to prevent the physical, sexual and emotional abuse of children, young people and volunteers, and to report any abuse discovered or suspected.

Gerddi Bro Dyfi Gardens recognises that its work with children, young people and volunteers is the responsibility of the whole organisation.

Gerddi Bro Dyfi Gardens is committed to supporting, resourcing and training its entire paid and volunteer staff, and providing supervision.

Every worker will be given a full copy of the Gerddi Bro Dyfi Gardens safeguarding policy – they will know the recommendations and undertake to observe them. They will be fully committed to our procedures.

As part of Gerddi Bro Dyfi Gardens commitment to children, young people and volunteers we are committed to maintaining close links with relevant outside organisations such as the Youth and Community Service, Community Psychiatric Nurse and local schools.

We will maintain our existing network of support from these and other organisations. We will participate and take advantage of networking meetings as they arise. We fully recognise our joint responsibilities for Child Protection. It is also our responsibility to aid, empower, and protect vulnerable adults who use our project. To this aim we will adhere to the guidance set out in **The CARE ACT 2014**.

Section 3 – Good practice guidelines for safeguarding children and young people

Gerddi Bro Dyfi Gardens aims to provide a safe natural outdoor environment, in which children can learn and develop and thrive. Children want to be respected, their views to be heard, to have stable relationships with professionals built on trust and to have consistent support provided for their individual needs. This should guide the behaviour of professionals. Anyone working with children should see and speak to the child; listen to what they say; take their views seriously; and work with them collaboratively when deciding how to support their needs (**Working Together to Safeguard Children 2018**)

We should ensure that:

As far as possible a worker should not be alone with an individual child, young person, where their activity cannot be seen. Wherever possible, there should be a teacher, youth worker, parent or other responsible adult present.

In one to one conversations in youth work, where privacy and confidentiality are important, try to make sure that another adult knows the interview is taking place and with whom. If possible, another adult should be nearby and the child or young person should also know where other people are.

You, the worker, should:

Treat all children and young people with respect, watch language, tone of voice, and where you put your body.

Learn to control and discipline children and young people without using physical punishment. A Restorative approach should be deployed where behavior difficulties arise as it has some merit in ensuring partnership working and continued engagement of young people and adults.

The worker should Not engage in the following:

- Invading the privacy of children or young people when toileting.
- Rough, physical or sexually provocative games.
- Making sexually suggestive comments about or to a child or young person, even in 'fun'.
- Inappropriate and intrusive touching of any form.
- Any scapegoating, ridiculing or rejecting a child or young person.

Not let children or young people involve you in excessive attention seeking that is overtly sexual or physical in nature.

Not invite a child or young person to your home alone; invite a group, or ensure that someone else is in the house. Make sure the parents know where the child or young person is.

Not give lifts to children or young people on their own, other than for short journeys (up to 5 minutes). If they are alone, ask them to sit in the rear of the vehicle.

General Points if a child or young person starts to make a disclosure:

Look at the child or young person directly

Try to keep your eye equal to or lower than the child or young person's

Tell the truth

Let them know if, and why, you are going to tell anyone else

Assume that the child has been threatened not to tell anyone

Try to find out what they are afraid of, so that you will know how best to help

Make notes as soon as possible. Try to write exactly what the child or young person said.

Ask them what they want to do about what they have told you ?

Helpful things to say

I believe you

I am glad you told me

I care, and I will help

You were brave to tell

I am sorry it happened

It is not your fault

You were right to tell, it is OK to tell

The abuser was wrong (**do not say bad**)

Even if the child or young person has broken a rule, they are not to blame for the abuse

Try to avoid saying

Why? How? When? Where? Who? (**these terms can be leading questions**)

Why didn't you say before?

Are you sure?

I can't believe it

False promises

Statements such as 'This is really serious', 'Don't tell anyone else', 'I am shocked'

To Finish

Tell the child or young person again that you believe them

Let the child or young person know what you are going to do, and, as far as possible what is going to happen next

Praise the child or young person for telling and surviving the abuse

Always finish on a positive note

What will happen next?

- You must inform the Safeguarding Officer straight away. They may take the decision to call the appropriate professional services which could take this course
- A strategy discussion involving Social Services, Police Child Protection team, other significant professionals and the person suspecting abuse or to whom the child or young person has talked
- A decision will be taken as to whether an investigation is warranted. If it is, a joint investigation by Social Services/Police will always take place first.
- The investigation may include:
 - An informal talk with the child or young person
 - A formal police (+/- social services) video recorded interview following disclosure
 - Medical examination
 - Preliminary family assessment
- Any internal disciplinary measures required will follow after this investigation
- If there is sufficient concern, a child protection conference will be held to decide the best course of action to protect the child or young person and help the family.
- There may be criminal prosecution of the abuser.

The contents of this document are formal Gerddi Bro Dyfi Gardens policy as authorised by the Management Committee.

This document will be reviewed every 12 months where progress in carrying it out will be monitored.

Named Safeguarding lead : Eleanor Larmour (07799003165)

Useful telephone numbers

Powys Services for Children and Adults: 01597-827666 Monday to Thursday 8:45am-4.45pm and Friday 8.45am-4.15 pm .

For out of hours please call 0845 054 4847

csfrontdoor@powys.gov.uk or [online reporting form](#).

**Professionals may use the [Multi-Agency Referral Form](#) (copies to be held at site office)
[this form can also be down loaded \(word doc\)](#)**

Police: Emergency 999

Machynlleth Police : Doll Street .SY208BH tel: 012767-222020