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|  | **Tidcombe Fen Nature Partnership**  **Safeguarding Policy** |

Tidcombe Fen Nature Partnership abides by the duty of care to safeguard and promote the welfare of children and young people and is committed to safeguarding practice that reflects statutory responsibilities, government guidance and complies with best practice requirements.

* We recognise the welfare of children is paramount in all the work we do and in all the decisions we take
* All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation has an equal right to protection from all types of harm or abuse
* Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
* Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people’s welfare.

**Purpose:**

This policy applies to the board of trustees and volunteers. Failure to comply with the policy and related procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Tidcombe Fen Nature Partnership will:

* Protect children and young people who visit or volunteer with Tidcombe Fen

from harm.

* Provide volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.
* Ensure that when school groups of children visit Tidcombe Fen they come under the supervision of teaching staff trained in Safeguarding and DBS checked by their employer. We would expect the student: teacher ratio to comply with the School Policy.

**Definitions**:

**The Children Act 1989 definition of a child is:** anyone who has not yet reached their 18th birthday, even if they are living independently, are a member of the armed forces or is in hospital.

**Adult at Risk:**

* Anadult who has needs for care and support
* is experiencing, or is at risk of, abuse or neglect, and
* as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

**Child and Adult Abuse:** Children and adults may be vulnerable to neglect and abuse or exploitation from within their family and from individuals they come across in their daily lives. There are 4 main categories of abuse, which are: sexual, physical, emotional abuse, and neglect. It is important to be aware of more specific types of abuse that fall within these categories, they are:

* Bullying and cyberbullying
* Child sexual exploitation
* Child Criminal exploitation
* Child trafficking
* Modern slavery
* Domestic abuse
* Female genital mutilation
* Grooming
* Historical abuse
* Online abuse

**Safeguarding children:** Safeguarding children is defined in [Working Together to Safeguard Children 2018](https://www.gov.uk/government/publications/working-together-to-safeguard-children--2) as:

* protecting children from maltreatment.
* preventing impairment of children’s health or development.
* ensuring that children are growing up in circumstances consistent with the provision of safe and effective care.
* taking action to enable all children to have the best outcomes.

**Legal Framework**:

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation is available from [nspcc.org.uk/learning](https://learning.nspcc.org.uk/).

Tidcombe Fen Nature Partnership will have in place arrangements that reflect the importance of safeguarding and promoting the welfare of children and young people as well as vulnerable adults. These factors will be taken into account when devising risk assessments prior to each visit.

**Training and Awareness:**

Tidcombe Fen Nature Partnership will ensure an appropriate level of safeguarding training is available to its Trustees and Volunteers and any relevant persons linked to the organisation who requires it (e.g. contractors).

All trustees are required to have awareness training that enables them to:

* Understand what safeguarding is and their role in safeguarding children.
* Recognise a child potentially in need of safeguarding and take action.
* Understand how to report a safeguarding Alert.
* Understand dignity and respect when working with children.
* Have knowledge of the Safeguarding Children Policy.

**Confidentiality and Information Sharing:**

Tidcombe Fen Nature Partnership expects all volunteers and trustees to maintain confidentiality. Information will only be shared in line with the General Data Protection Regulations (GDPR) and Data Protection.

Tidcombe Fen Nature Partnership will only store email addresses of (adult) volunteers to be able to communicate on events and working parties. The only members of trustees with access to these email addresses will be the chair (Stephen Powles) and the secretary (Hannah Brierley). The option to unsubscribe for emails will be communicated and acted upon.

However, information should be shared with the Local Authority if a child is deemed to be at risk of harm or **contact the police if they are in immediate danger, or a crime has been committed**.

**Recording and Record Keeping:**

A written record must be kept about any concern regarding an adult with safeguarding needs. This must include details of the person involved, the nature of the concern and the actions taken, decision made and why they were made.

All records must be signed and dated. All records must be securely and confidentially stored in line with General Data Protection Regulations (GDPR).

When working with partnership schools, Tidcombe Fen Nature Partnership will follow the safeguarding policies and procedures as set out by them, accessible on their website. Any safeguarding concerns will be recorded as per their procedures, by the designated safeguarding lead or deputy safeguarding lead.

**Safe Recruitment & Selection:**

Tidcombe Fen Nature Partnership is committed to safe employment and safe recruitment practices, that reduce the risk of harm to children from people unsuitable to work with them or have contact with them.

Tidcombe Fen Nature Partnership has policies and procedures that that cover the recruitment of all Trustees, employees and volunteers.

**Social Media:**

All employees and volunteers should be aware of Tidcombe Fen Nature Partnership social media policy and procedures and the code of conduct for behaviour towards the children we support.

**Use of Mobile Phones and other Digital Technology:**

All employees, trustees and volunteers should be aware of Tidcombe Fen Nature Partnership policy and procedures regarding the use of mobile phones and any digital technology and understand that it is unlawful to photograph children and young people without the explicit consent of the person with parental responsibilities.

**Whistleblowing:**

It is important that people within Tidcombe Fen Nature Partnership have the confidence to come forward to speak or act if they are unhappy with anything. Whistle blowing occurs when a person raises a concern about dangerous or illegal activity, or any wrong- doing within their organisation. This includes concerns about another employee or volunteer. There is also a requirement by Tidcombe Fen Nature Partnership to protect whistleblowers.

Whistleblowing Policy ([TFNP Whistleblowing Policy v1.0.docx)](https://1drv.ms/w/c/5097ca84239a5d9b/EX455E77f5dEo29RkbSnycEBPk83WyxqDlubYoXN80DvUA?e=e5Y1YD)

**Important Contacts:**

**Trustee Lead for Safeguarding**  
Name: Hannah Brierley  
Email address: Tidcombefen@outlook.com  
Telephone number: (01884) 855480

**Important external contacts:**

Children: Devon Multi-Agency Safeguarding Hub (MASH):

**0345 155 1071**

#### Adults: Devon – Care Direct:

#### ****0345 155 1007****

#### Devon Domestic Abuse Service:

#### ****0345 155 1074****