



SAFEGUARDING POLICY

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Author	Redrafted August 2020
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Date Approved by Board (if appropriate)	REMCO January 2021
Next Review Date	January 2024
Owner	REMCO

1. Objectives

1.1 The Objectives of this Policy are to:

- set out the Trust's commitment to safeguarding;
- set out the key principles that all colleagues should be complying with to deliver our commitment to safeguarding; and
- to protect all children, young people and vulnerable adults who visit Land Trust sites and/or offices or are otherwise involved in activities arranged by or on behalf of the Land Trust.

2. Definitions

2.1 Safeguarding children is defined in [Working together to safeguard children](#) 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

2.2 Safeguarding vulnerable adults is defined in the [Care and support statutory guidance](#) issued under the Care Act 2014 as:

- protecting the rights of adults to live in safety, free from abuse and neglect
- people and organisations working together to prevent and stop both the risks and experience of abuse or neglect
- people and organisations making sure that the adult's wellbeing is promoted including, where appropriate, taking fully into account their views, wishes, feelings and beliefs in deciding on any action
- recognising that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances and therefore potential risks to their safety or well-being.

2.3 A child and young person is defined as anyone who has not yet reached their 18th birthday. The term 'child' refers to younger children who do not have the maturity and understanding to make important decisions for themselves and the term 'young people' refers to older or more experienced children who are more likely to be able to make these decisions for themselves.

2.4 An adult is considered 'vulnerable' if they receive a health, personal or social care service from a professional. Personal services would include, for example, help with financial matters, feeding, washing or dressing.

3. Scope of Policy

3.1 The Safeguarding Policy applies to all colleagues, trustees, volunteers and sessional workers, agency staff, students or anyone working on behalf of the Land Trust and all its subsidiaries.

3.2 Managing Partners are expected to adhere to key Land Trust policies. This Policy is a key policy and will be communicated to Managing Partners to ensure that they

comply with it. The Land Trust will undertake periodic checks that this policy is understood by the Managing Partner and that they are complying.

4. Responsibilities

4.1 The Board sets, approves and reviews the Safeguarding Policy.

4.2 The SLT reviews and monitors the implementation of the Policy.

4.3 The Estate Managers work with the Managing Partners and delivery staff within the Trust to ensure effective compliance with the Policy.

5. The Trust's Commitment

5.1 The Trust and its subsidiaries acknowledge their duty of care to safeguard and promote the welfare of children, young people and vulnerable adults and is committed to ensuring its safeguarding practices reflects statutory responsibilities; government guidance and best practice.

5.2 The Trust recognises that:

- the welfare and interests of children, young people and vulnerable adults are paramount in all circumstances;
- all children, young people and vulnerable adults, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse;
- some children, young people and vulnerable adults are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues; and
- working in partnership with children, young people, vulnerable adults, their parents, their carers and other agencies is essential in promoting good welfare.

6. The Safeguarding Principles

6.1 The Trust outlines the following key principles that all colleagues should be complying with to deliver our commitment to safeguarding.

6.2 Colleagues will be asked to read and sign a copy of this Policy to confirm their understanding on an annual basis.

6.3 Safer Recruitment

6.3.1 The Trust implements robust recruitment processes to help identify individuals who share our values and minimise the risk of recruiting individuals who may cause harm to others. The steps to assess the suitability of applicants include:

- Taking up references;
- carrying out criminal record checks through the Disclosure and Barring Service (DBS) where appropriate for the role; and
- carrying our appropriate 'Right to Work' checks to check a person's identity and help prevent illegal working.

6.4 Continual confirmation of safeguarding checks

- 6.4.1 Existing colleagues will be requested to repeat their criminal record check through the Disclosure and Barring Service (DBS) on the third anniversary of their criminal record check where it is still appropriate for their role.

6.5 Training and continual professional development

- 6.5.1 All staff directly working with the public will complete safeguarding training and receive regular refresher training.

6.6 Risk Assessment

- 6.6.1 All activities involving children, young people and vulnerable adults must be carefully planned and a person who will be in attendance, must be designated as the safeguarding lead to ensure preventative safeguarding measures are taken.
- 6.6.2 Appropriate risk assessments must be completed by the person organising the event, in advance, to avoid a 1:1 situation as far as possible and consider the particular risks linked with age and or particular individual needs, storing of sensitive information and the use of digital and social media.

6.7 Working with Managing Partners

- 6.7.1 Estate Managers will ensure our Managing Partners and contractors/suppliers have policies and procedures in place to protect children, young people and vulnerable adults.

6.8 Procedure to raise a concern

- 6.8.1 If a colleague has reason to believe that they have information, which indicates a potential breach of any of the above they should report it to their line manager, in either verbal or written form as soon as they are aware of the issue.
- 6.8.2 In cases where the potential breach is believed to involve the individual's Line Manager, they should report it to another manager or member of the SLT. In cases of doubt, advice can be sought from a member of the SLT or a member of the Board.
- 6.8.3 In cases where the potential breach is believed to involve the SLT they should report it to the Chair of the Remuneration Committee.