

## Growing Roots



Gardening for Personal Growth

## **SAFEGUARDING POLICY including Prevent Duty**

Growing Roots policy is to ensure that it provides a safe and caring environment for employees, volunteers, and the children, young people and vulnerable adults that it works with, at all times. This policy is designed to actively promote awareness, good practice and sound procedures, and to ensure that children, young people and vulnerable adults have the opportunity to develop their physical, emotional and social skills and are respected regardless of their age, ability or sexual orientation.

All employees and volunteers recruited by Growing Roots who have unsupervised contact with children, young people or vulnerable adults during the course of their work will have an enhanced DBS check and will be clear about their responsibilities when working with vulnerable people and what to do if abuse is suspected or disclosed.

Responsibilities of employees and volunteers **do not** include investigating suspected abuse or questioning children when they have disclosed abuse: this is the role of Social Services or NSPCC, who have statutory powers and obligations under the Children Act 1989.

### **Code of behaviour for all employees and volunteers**

Growing Roots aims to create a relaxed and friendly atmosphere in the places where it runs projects. In some situations this may make it difficult for people to know how to act appropriately in some situations.

To minimise contact with vulnerable people being misinterpreted or seen as inappropriate, Growing Roots advises that all employees and volunteers follows the following code of behaviour.

- Minimise the chances of spending time alone with vulnerable people, and where required tell other workers or adults that you are doing so in advance.
- Where close contact is required (eg learning to use tools safely), ensure that it

December 2013 updated July 2016

takes place in a group, so that all involved are in an appropriate situation.

- Lifts in cars should not be offered to children, young people or vulnerable adults taking part in Growing Roots projects.
- Language should always be appropriate to the age and nature of the people you are working with.
- Touch should be age appropriate and should not be initiated by the worker, except in exceptional circumstances such as where medical attention is required.
- Volunteers and employees should monitor one another regarding physical contact. They should be free to help each other by pointing out anything that could be misunderstood.

## **Designated Officers**

Growing Roots employees and volunteers will report any suspected or disclosed abuse that they are made aware of during their gardening sessions in schools or other organizations to the Designated officer of that school or organization or to Growing Roots' designated officer, who will be the employee in charge of the project, in other situations who will then contact the Designated Officer at Somerset County Council. The name and contact of that person will be made known to each employee and volunteer working on each project. Each employee and volunteer will be made aware of recognizing abuse and how to respond.

## **Confidentiality**

In the case of suspected abuse, as much confidentiality as possible will be ensured.. Allegations should not be openly discussed with others - this can be harmful for person who made the allegation as well as the person against whom the allegation was made.

Any written reports must be passed to a Designated Officer and then on to the LADO at the first opportunity, ensuring that they are kept in a secure place at all times (eg a locked filing cabinet).

## **Whistleblowing policy**

Abuse may occur in any organisation and there may well be someone who already has concerns about potentially abusive or unethical conduct but does not feel able to act on them. Growing Roots positively encourages people to voice any concerns they may have, to the Directors of Growing Roots.

## **Prevent Duty**

As Growing Roots works with young people in and outside educational centres, it is required to comply with Prevent Duty, an aspect of Safeguarding, which aims to protect vulnerable young people from being drawn into violent extremist or terrorist behaviour.

“Extremism” is defined under the Prevent Duty as opposition to fundamental British values. “Extremism” may call for the death of members of armed forces either at home or abroad. British values are defined as democracy, the rule of law, individual liberty and tolerance for those with different faiths and beliefs.

Growing Roots promotes tolerance for other faiths and beliefs and mutual respect in relation to the nine protected characteristics set out in the Equality Act 2010. Under the Prevent Duty, all directors, employees and volunteers of Growing Roots have a duty to exemplify British Values. Employees will be required to undertake Prevent training and volunteers will be trained in awareness of what makes people vulnerable to exploitation by extremists. Concerns about a vulnerable individual should be made to the designated Safeguarding Officer.