VETERANS' GROWTH

SAFEGUARDING POLICY

May 2024 v4

1. Purpose and scope of policy statement

Veterans' Growth exists to preserve and protect the mental health and to relieve the needs of military veterans, primarily, but not exclusively, through the provision of horticultural therapy services.

The purpose of this policy statement is:

- to protect people who receive Veterans' Growth services from harm (this includes the children of adults who use our services), and
- to provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of Veterans' Growth, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

2. Legal context

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect adults and children in England. This includes:

1. The Children Act 1989.
2. The Children Act 2004.
3. The Sexual Offences Act 2003.
4. The Children and Young Persons Act 2008.
5. Working Together to Safeguard Children 2013, 2015, (2018).
6. The Mental Capacity Act 2005.
7. The Care Act 2014.

For a summary of the key legislation and guidance relating to adult safeguarding go to www.scie.org.uk/safeguarding/

For a summary of the key legislation and guidance relating to child safeguarding go to www.nspcc.org.uk/childprotection

3. Supporting documents

This policy statement should be read alongside our organisational policies, procedures, guidance and other related documents, including:

- role description for the designated safeguarding officer
- dealing with disclosures and concerns about a child or young person
- managing allegations against staff and volunteers
- recording concerns and information sharing

- child protection records retention and storage
- code of conduct for staff and volunteers
- behaviour codes for children and young people
- photography and sharing images guidance
- safer recruitment
- online safety
- anti-bullying
- managing complaints
- whistleblowing
- health and safety
- induction, training, supervision and support
- adult to child supervision ratios.

4. Guiding principles

We believe that:

- adults and children should never experience abuse of any kind
- we have a responsibility to promote the welfare of all those using our services, to keep them safe and to practise in a way that protects them.

We recognise that:

- the welfare of those using our services is paramount in all the work we do and in all the decisions we take
- working in partnership with those using our services, their families, carers and other agencies is essential in promoting their welfare
- all people, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- some people are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues, and
- extra safeguards may be needed to keep people who are additionally vulnerable safe from abuse.

5. Our approach to safeguarding

We will seek to keep people using our services safe by:

- valuing, listening to and respecting them
- appointing a nominated safeguarding lead and a lead trustee/board member for safeguarding
- adopting safeguarding and child protection best practice through our policies, procedures and code of conduct for staff and volunteers

developing and implementing an effective online safety policy and related procedures
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently
- recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- recording and storing and using information professionally and securely, in line with data protection legislation and guidance *[more information about this is available from the Information Commissioner's Office:* ***ico.org.uk/for- organisations****]*
- making sure that people using our services and their families know where to go for help if they have a concern
- using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving those using our services, families and carers appropriately
- using our procedures to manage any allegations against staff and volunteers appropriately
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- ensuring that we have effective complaints and whistleblowing measures in place
- ensuring that we provide a safe physical environment for service users, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance, and
- building a safeguarding culture where staff and volunteers, service users and their families, treat each other with respect and are comfortable about sharing concerns.

6. Useful contacts

Veterans' Growth safeguarding representative is the current CEO, unless responsibility is delegated to a named individual and this is clearly stated within this policy.

The current CEO is Sarah Wilson. Email: sarah@veteransgrowth.org Tel: 07834 451729.

The lead trustee for safeguarding is Heather Daniell. Email: heather@veteransgrowth.org

If you have any concerns, you may also contact:

Jane Burt or Kate Parkin at the NHS Southeast Sussex Partnership on 01273 403693.

Chris Robson, Independent Chair and Scrutineer for the East Sussex Safeguarding Children Partnership via Clare Crundall (email: clare.crundall@eastsussex.gov.uk) or Paul Startup (email: paul.startup@eastsussex.gov.uk tel: 01323 466606/07825 782793)

Updates

Date	Change	Made by
23/12/2020	Section J, Safeguarding representative	Jason Stevens
07/10/2021	Section 6 a & b	Jason Stevens
05/01/2022	No change	Jason Stevens
06/05/24	Content comprehensively updated in line with NSPCC guidance	Louise Bell

To be reviewed every 18 months by CEO or trustees.