



Haycop Conservation Group

Safeguarding Policy.

Purpose.

The purpose of this Policy is to protect people, particularly children and vulnerable adults, from any harm that may be caused through activities organised by Haycop Conservation Group (Haycop). This includes harm arising from:

- The conduct of other Volunteers of Haycop;
- Activities organised by Haycop.

The Policy lays out the commitments made by the Haycop and informs Volunteers of their responsibilities in relation to Safeguarding.

What is Safeguarding?

In the UK, Safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect.

Policy Statement.

The Haycop believes that everyone we encounter, regardless of age, gender identity, disability, sexual orientation or ethnic origin has the right to be protected from all forms of harm, abuse, neglect and exploitation. The Haycop will not tolerate any form of abuse or exploitation.

The Haycop commits to addressing Safeguarding throughout its activities, through the three pillars of prevention, reporting and response.

Prevention.

The Haycop will:

- Ensure that all Volunteers have access to, are familiar with, and know their responsibilities within this policy;
- Design and undertake all its programmes and activities in a way that protects people from any risk of harm;
- Ensure a Volunteer of the Committee has received training and has responsibility for safeguarding on the Haycop;



- Follow up on reports of Safeguarding concerns promptly and according to due process.

Volunteers' Responsibilities.

Child Safeguarding.

Adult Volunteers must not:

- Sexually abuse or exploit children;
- Subject a child to physical, emotional or psychological abuse, or neglect;
- Engage in any commercially exploitative activities with children including child labour or trafficking.

Adult Safeguarding.

Haycop volunteers must not:

- Sexually abuse or exploit a vulnerable adult;
- Subject a vulnerable adult to physical, emotional or psychological abuse, or neglect.

Reporting.

The Haycop will ensure that safe, appropriate, accessible means of reporting Safeguarding concerns are made available to Volunteers.

Volunteers reporting concerns or complaints will be protected through the reporting process.

The Haycop will also accept complaints from external sources such as members of the public, partners and official bodies.

How to Report a Safeguarding Concern.

Volunteers who have a complaint or concern relating to Safeguarding should report it immediately to the Haycop Committee. If the Volunteer does not feel comfortable reporting to their Committee or if a Member of the Committee is implicated in the concern, they may report it to a Trustee of the Haycop, (details of whom can be requested from the Secretary of the Haycop).



Response.

The Haycop will follow up Safeguarding reports and concerns according to legal and statutory obligations. This could involve reporting incidents to social services or the police.

The Haycop will apply appropriate disciplinary measures to Volunteers found in breach of policy.

The Haycop will offer support to survivors of harm caused by the Organisation or Volunteers of the Group. Decisions regarding support will be led by the survivor.

Confidentiality.

It is essential that confidentiality is maintained at all stages of the process when dealing with Safeguarding concerns. Information relating to the concern should be shared on a need to know basis only and should be always kept secure in line with GDR regulations.

This Policy will be reviewed at least every 2 years.

Issue: 2

Revised: 19/03/2024.

Signed:

Trustee/Committee member: GRAHAM PICKWELL

Date: 19/03/24

Signed:

Trustee/Committee member: IAN BARRETT

Date 19/03/24