



Treeevolution Scotland



Safeguarding Policy

1 Context

Treeevolution Scotland is committed to ensuring all young people and vulnerable adults are protected from any unacceptable behaviour including sexual misbehaviour, physical acts, inappropriate remarks or other forms of abuse such as physical violence or bullying.

2 Policy Principles

All young people, regardless of age, ability, gender, race, religion, ethnic origin, social status or sexual orientation have the right to be protected from abuse. The rights, dignity and worth of all young people should always be respected. All allegations will be taken seriously and responded to quickly.

3 Policy Implementation - individual

Treeevolution Scotland will ensure that instructors/assessors and staff:

- Take all reasonable steps to ensure the health, safety and welfare of any child, young person or vulnerable adult
- Ensure that any activities are appropriate to the age, maturity and ability of those participating
- Consistently display high standards of personal behaviour and appearance
- Ensure behaviour, language, gestures etc. are appropriate and above reproach
- Avoid spending time alone with children, young people or vulnerable adults including car journeys. Meetings with individuals should take place as openly as possible and always with the full knowledge of another responsible person
- Not make any unnecessary physical contact. If you accidentally hurt a child, young person or vulnerable adult, or cause distress in any way, report the incident as soon as possible. Parents/carers should also be informed of the occurrence
- Ensuring any allegation is treated seriously and in accordance with child protection procedures.

3 Policy Implementation – corporate

- Treeevolution Scotland will ensure that any instructor/assessor or member of staff working with a young person under the age of 18 or a vulnerable adult has the necessary Disclosure Scotland certification.
- Where a course is offered to a candidate defined as a young person, a risk assessment will be carried out to consider the maturity of the learner and their physical suitability.
- Consideration will also be given to any additional requirement for increased staff ratios.
- Take appropriate action if there is any suspicion that anyone is physically, emotionally or

sexually abusing a child, young person or vulnerable adult.

- Report any evidence or reasonable suspicion that a child, young person or vulnerable adult has been physically, emotionally or sexually abused to the people or agencies whose role is to protect them (e.g. parents, police, social services).

4 Monitoring and Review of Policy

Karen Prophet, Business Development Manager, has overall responsibility for promoting awareness of this policy and for monitoring its effectiveness. The names person to whom any concerns or issues should be reported to is Karen Prophet.

This policy will be reviewed every 2 years.