

# Safeguarding Policy

## Working with Children and Vulnerable Adults



### Introduction and commitment to Safeguarding

The John Muir Trust (referred to hereon in as the Trust) is a membership-based conservation charity dedicated to the protection and conservation of wild places throughout the UK and to inspire and connect people to them. We are committed to safeguarding the welfare of children, young people and vulnerable adults who come into contact with the John Muir Trust and its activities.

This policy applies to anyone acting on behalf of the Trust including paid staff, Trustees, volunteers or individuals, groups or organisations with a formal or contractual relationship with The Trust and is designed to be read and understood in conjunction with our safeguarding guidance and procedures.

By 'child' we mean all young people who have not yet reached their 18th birthday. By 'vulnerable adult' we mean anyone who may be less able to protect themselves, for example due to age, illness or disability. Disclosure means a statutory check (by the Disclosure and Barring Service in England and Wales, or Disclosure Scotland) on an individual's suitability for work with vulnerable groups. This safeguarding policy complies with all relevant legislation, policy and guidance which seeks to protect children and adults across the UK.

### The purpose of our Safeguarding Policy is:

- To protect children, young people and vulnerable adults who undertake engagement activities with the Trust.
- To provide staff and volunteers with the overarching principles that guide our approach to safeguarding.
- To protect staff and volunteers by having a clear framework, robust procedures and transparent reporting.

### We recognise that:

- The welfare of children, young people and vulnerable adults is paramount in all the work we do and in all the decisions we take.
- Everyone has a responsibility to promote the welfare of children, young people and vulnerable adults, to keep them safe and practice in a way that protects them.
- 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 children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

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We will seek to keep children, young people and vulnerable adults safe by:

- Adopting safeguarding practices through procedures and a code of conduct for staff and volunteers.
- Building a safeguarding culture where staff, volunteers and vulnerable groups understand how they are expected to behave and feel comfortable about sharing concerns.
- Using our procedures to manage any allegations against staff and volunteers appropriately.
- Providing effective management for staff through supervision, support and training and ensuring every member of staff is aware of their responsibility to follow our Safeguarding Policy and guidance.
- Recruiting staff and volunteers safely, ensuring all necessary checks are made.
- Responding swiftly to all suspicions or allegations of abuse.
- Sharing information about child protection and good practice with children, parents/guardians, carers and staff.
- Recording, storing and using information professionally and securely in line with data protection legislation and guidance.
- Ensuring we provide a safe physical environment for children young people and vulnerable adults in accordance with our health and safety policy and procedures.
- Developing and implementing effective online safety procedures.

All staff have a duty to report any concerns about the safeguarding of vulnerable groups to their line manager and the Designated Safeguarding Officer. Any breaches of this policy, or “near misses”, must also be reported, and treated as Health and Safety incidents in order to help prevent recurrence.

### Complaints procedure

Please refer any complaints or concerns relating to the mis-implementation of this policy to any member of the management team or Chief Executive.

### Relationship with other Policies

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

- Health & Safety Policy
- Risk Assessment Procedures
- Media policy and Image release forms
- Media and Social Media Statement, Protocols and Processes document.
- Safeguarding staff and volunteers

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## Working with Children and Vulnerable Adults



The Trust is committed to reviewing our Safeguarding Policy and good practice at least every two years.

A handwritten signature in cursive script, appearing to read "David Balharry".

Signed :

David Balharry, Chief Executive Officer  
Date: 20 January 2021

*This Safeguarding Policy was adopted by the Trustees of The John Muir Trust in June 2020.*

A handwritten signature in cursive script, appearing to read "David Gibson".

Signed :

David Gibson, Chair  
Date: 20 January 2021