



Grow for Life

Transforming lives through gardening

SAFEGUARDING POLICY

Introduction

GROW FOR LIFE (GFL) is committed to safeguarding all individuals (adults and children) involved in the organisation whether it be as gardeners, staff, volunteers, or hosts. This Policy and the accompanying guidance outline GROW FOR LIFE'S approach to Safeguarding and should be read in conjunction with the following policies and documents:

- Procedure for reporting concerns
- Health and Safety Policy, including risk assessments
- Data Protection and Privacy Notice
- Guidance for Staff, Guidelines for Volunteers and Hosts, Expectations for Gardeners

This policy follows guidelines set out within the BANES Community Safety and Safeguarding Partnership (BCSSP) which came into force in 2019 and should be read in conjunction with their Procedures set currently at:

<https://bcssp.org.uk/>

and in the event of a safeguarding disclosure we will use their referral form:

<https://beta.bathnes.gov.uk/sites/default/files/Safeguarding%20Adult%20Referral%20Form%20for%20Professionals.pdf>

In regard to a child's disclosure we will liaise with the Designated Safeguarding Lead from the school represented and follow the guidelines set out for professionals through the BCSSP.

This policy applies to all staff and volunteers involved in any way with Grow for Life and will be **reviewed annually (September)**.

Principles

GFL is committed to promoting an ethos amongst all those involved in the organisation of mutual respect and tolerance in respect of a person's race, sexuality, disability or gender and all protected characteristics under the Equality Act. It is committed to doing everything possible to prevent, report and confront abuse wherever it is found and recognises that:

- It is the human right of all people to live a life that is free from abuse, neglect and disrespect
- Adults & children can be at risk from various forms of abuse
- Abuse may be committed by anyone, including those who are in a trusting relationship with another vulnerable adult

The ten different types of abuse set out in the care and support statutory guidance as shown at <https://www.scie.org.uk/safeguarding/adults/introduction/types-and-indicators-of-abuse> are:

- Physical abuse
- Domestic violence or abuse
- Sexual Abuse
- Psychological or emotional abuse
- Financial or material abuse
- Modern slavery
- Discriminatory abuse
- Organisational or institutional abuse
- Neglect or acts of omission
- Self-neglect

More detail of what these involve and what to look out for are given on the link above.

GFL will:

- Ensure that staff, trustees and volunteers are aware of this policy and the accompanying guidance.
- Ensure that any allegations of abuse are taken seriously and reported to the relevant agency.
- Ensure that everyone who comes to GFL knows that they can report concerns of abuse.
- Take seriously any allegation that a member of staff/volunteer/gardener or host has committed abuse. Such allegations will be reported to the appropriate agency for investigation.
- Work in accordance with local arrangements and systems for Safeguarding Adults and Children as set out by Bath and North East Somerset.

GFL ensures that all adults and children are safeguarded by prevention and promotion including:

- Robust staff recruitment to include enhanced DBS (to cover both adults and children) check
- Comprehensive Health and Safety policy.
- Thorough risk assessments
- Detailed Guidance for Staff, volunteers and hosts
- Thorough risk assessment of each adult at referral
- Children supported by GFL's sessions in conjunction with local schools are risk assessed by the school accompanying them.
- GFL to liaise with the DSL at each school at each new entry point
- Detailed Data Protection and Privacy notice to safeguard people's personal information.

The Trustees will ensure that the organisation complies with the law as well as ensuring that effective policies and procedures are in place.

How to report Safeguarding concerns

The Director, Dr Alex Eldridge, is the charity's Designated Safeguarding Lead & will be responsible for ensuring that staff and volunteers comply with the policies and procedures.

A named Trustee will be responsible for Safeguarding. This is currently Mrs Denise Weikert.

Any safeguarding concerns should be reported to the Dr Alex Eldridge and in her absence or if more appropriate then Mrs Denise Weikert, the trustee responsible for safeguarding. They can be contacted via email or telephone call - see below.

If you have a safeguarding concern, please write all the details down as soon as possible so that all the information is captured and then contact Alex or Denise to report and determine next steps.

Safeguarding lead contact details

Dr Alex Eldridge - safeguarding@growforlife.org.uk 07736 903 034

Trustee responsible for safeguarding

Denise Weikert - deniseweikert@gmail.com 07990 932 681

Record-keeping

- All records, information and confidential notes will be kept in separate files in a locked drawer or filing cabinet.
- Only the Director and the trustee responsible for safeguarding will have access to these files.

All staff will be required to sign a copy of this policy to demonstrate that they have read the policy and other related policies and that they are committed to comply with these policies.

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I have read, understood and agree to comply with all the guidance and policies listed in this Safeguarding Policy.

1)Name.....
Role.....

Signed.....Date.....
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Policy Reviewed 3rd March 2025: For annual review in September 2025.

A E Eldridge.

Director of Grow for Life.