

Safeguarding Policy

The purpose and scope of this policy statement is:

- to protect everyone who attends PNK Garden from harm. This includes the children of adults who join the garden,
- to provide members and volunteers, as well as children, young people, adults and their families, with the overarching principles that guide our approach to safeguarding.

This policy applies to anyone who attends PNK Garden and participates in PNK Garden's digital communication and social media channels, including the management board, volunteers, seasonal workers and paid staff.

This policy statement should be read alongside our organisational policies and procedures which are available in our website at pnkgarden.com and https://pnkgarden239881592.wordpress.com/docs/#h.i5jislthtze_l

We believe that:

- children, young people and adults should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children, young people and adults, to keep them safe and to be proactive in a way that protects them.

We recognise that:

- the welfare of children, young people and adults is paramount in all the work we do and in all the decisions we take
- working in partnership with children, young people, adults, their families and carers is essential in promoting welfare
- all children, young people, and adults 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, young adults and adults are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- extra safeguards may be needed to keep children, young adults or adults who are additionally vulnerable safe from abuse.

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

- valuing, listening to and respecting them
- appointing a board member for safeguarding
- adopting safeguarding 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 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
- selecting 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
- sharing information about safeguarding and good practice with children, young people, adults and their families via leaflets, posters, group work and one-to-one discussions
- making sure that children, young adults, adults and their families know where to go for help if they have a concern
- using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, 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 our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance
- building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

We will ensure that safeguarding policies are communicated by:

- Briefing everyone who expresses an interest in joining the garden as a volunteer, signposting to our guidelines here:
<https://pnkgarden239881592.wordpress.com/docs/>
- Briefing everyone who joins the garden as a volunteer on their first day by the nominated board member on safeguarding, and at least once a year
- Briefing members by the nominated board member on safeguarding and safety policy and procedures, at least once a year

Contact details:

Board member lead for safeguarding:

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We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on 30th September 2024

Signed, Lara Salinas.