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THE WILDLING TRIBE  
Safeguarding policy and procedure (Short)  
January 2024  
LATEST UPDATE: 02.01.2025

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## 1. Introduction and purpose

This policy sets out how THE WILDLING TRIBE operates to keep adults at risk of abuse or neglect and children safe from abuse.

The policy is about stopping abuse where it is happening and preventing abuse where there is a risk that it may occur.

We have a Duty of Care to our volunteers and customers. We are committed to the protection and safety of adults at risk and children whether they are volunteers and/or participants in our activities. We will protect and support the volunteers who work with us as well as users of our services.

All citizens of the United Kingdom have their rights enshrined within the Human Rights Act 1998. Children's legislation includes the Children's Act 1989 and 2004. We also follow Working Together to Safeguard Children 2023.

Safeguarding is everyone's responsibility. For our safeguarding policy to be effective every volunteer, and staff member who supports us whatever their role, will play their part in keeping people safe.

## 2. Definitions

### Adult at risk of abuse or neglect

For the purposes of this policy, adult at risk refers to someone over 18 years old who, according to paragraph 42.1 of the Care Act 2014:

- has care and support needs
- is experiencing, or is at risk of, abuse or neglect
- as a result of their care and support needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

If someone has care and support needs but is not currently receiving care or support from a health or care service they may still be an adult at risk

Children and young people are defined as those persons aged under 18 years old. This policy will apply to all staff, volunteers and attendees and will be used to ensure THE WILDLING TRIBE is a safe and inclusive environment.

“Safeguarding and promoting the welfare of children” is defined in Working Together 2023 as:

- providing help and support to meet the needs of children as soon as problems emerge
- protecting children from maltreatment, whether that is within or outside the home, including online
- preventing impairment of children’s mental and physical health or development
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- promoting the upbringing of children with their birth parents, or otherwise their family network through a kinship care arrangement, whenever possible and where this is in the best interests of the children
- taking action to enable all children to have the best outcomes in line with the outcomes set out in the Children’s Social Care National Framework.

### 3. Persons affected by this policy

This policy applies to everyone working/ volunteering on behalf of THE WILDLING TRIBE, including the board of trustees, paid staff, volunteers, sessional workers, agency staff and students

### 4. Our Policy

- THE WILDLING TRIBE has a zero-tolerance approach to abuse.
- There are no excuses for not taking all reasonable action to protect adults at risk and children from abuse, exploitation, radicalisation and mistreatment.
- THE WILDLING TRIBE recognises that under the Care Act 2014 it has a duty for the care and protection of all children and adults who are at risk of abuse. It is committed to promoting wellbeing, harm prevention and to responding effectively if concerns are raised.
- The welfare of the child and/ or adult at risk is paramount and all adults have the right to protection from abuse. We follow Working Together to Safeguard Children 2023
- We are committed to working with appropriate agencies including together for Families, The Cornwall and Isles of Scilly Safeguarding Adults Board (SAB) and the police et c. to ensure the reporting of abuse is appropriate and in line with local, national and Charity Commission requirements and Information Sharing guidance.

- We will create an environment where attendees, volunteers and staff feel able to raise safeguarding concerns and feel supported with their safeguarding responsibilities
- All volunteers and staff are given an induction to the organisation; which includes awareness of their safeguarding responsibilities and procedures to be followed if they have a safeguarding concern
- Appropriate Safeguarding training is provided to volunteers and staff as part of their induction; and have a safeguarding refresher course every three years.
- All volunteers and staff are required to report any suspected abuse and be aware of the appropriate reporting and support procedure for safeguarding including the reporting of people at risk of radicalisation and extremism.
- All Volunteers and staff must be clear on appropriate behaviour and responses and follow our agreed Code of Conduct/ Behaviour. Where appropriate, failure to maintain standards will be dealt with using THE WILDLING TRIBE's Procedures.
- All volunteers and staff who come into contact with adults at risk of abuse, and children and their families as part of their Wildling Tribe duties will be alert to possible signs of abuse and consider whether there may be safeguarding concerns. They will discuss their concerns with the Designated Safeguarding Lead, to get appropriate support.

## SAFEGUARDING PROCEDURE

- Upon receiving any safeguarding concern, The Wildling Tribe will take the report seriously, and immediate and appropriate action will be taken.
- In the case of the safeguarding concern being external to Wildling Tribe sessions and events, information will be passed to the relevant organisation and professional advice will be sought
- In the case that the safeguarding concern is surrounding instances at sessions and events, immediate and appropriate action will be taken to remove the alleged risk for the safety of ALL PARTIES CONCERNED, and to ensure the safety and wellbeing of the group whilst explorations and investigations are made into the concern raised.
- In the case of a staff member, their employment will be SUSPENDED pending the investigation (21 days minimum)
- In the case of a volunteer, they will be asked not to return to sessions or events for the investigation period (21 days)
- In the case of an attendee: If the safeguarding concern raised is about a CHILD, a meeting will be arranged for the committee to discuss appropriate action, if any, to be taken. If the concern is raised against a PARENT, then the parent will be asked not to attend sessions or events for the investigation period (21 days), a committee meeting will be called and the parent will be informed of any decisions reached after the investigation period.
- The Wildling Tribe is committed to being transparent in all its investigations and meetings in accordance with GDPR

- The Designated Lead for safeguarding at THE WILDLING TRIBE is JULIET JOHNSON. The Deputy Lead is SASCHA HARPER
- The Designated Safeguarding Lead for THE WILDLING TRIBE will fulfil their safeguarding responsibilities in a way that ensures that adults and children are safeguarded from harm. The Safeguarding Lead is responsible for following up and reporting any suspected reports of abuse.
- Appropriate recruitment of volunteers and staff is in place including policies on when to obtain a DBS check
- A senior board level member will have leadership responsibility for THE WILDLING TRIBE's safeguarding arrangements (JULIET JOHNSON appointed 02.01.2025)
- This policy will be reviewed annually by the Board.

Initial policy: 1.1.2024

Review date: January 2025

Changes made: 2nd January 2025 by SASCHA HARPER

Safeguarding lead: JULIET JOHNSON