

## Cameron Bespolka Trust Safeguarding Policy Statement

Cameron Bespolka Trust (CBT) was set up in Cameron's memory to inspire young people to love and appreciate animals, in particular birds, nature, and our environment. We aim to provide safe, enjoyable ways for teenagers to experience the outdoors first-hand, connect with nature and make a difference to our planet. Children may engage with CBT through events, conferences, fieldwork, talks, camps, as Young Ambassadors and online, including on social media.

We want everyone to enjoy their involvement with CBT, and must operate safely, with safeguarding as the top priority. We also recognise that, as well as under-18s, we may also have incidental or targeted interaction with vulnerable and protected adults and their carers and need to act and be seen to act appropriately at all times.<sup>1</sup>

We make all trustees, employees and volunteers aware of what abuse is and how to spot it. CBT has appointed a nominated individual who takes lead responsibility for safeguarding at the highest level in the organisation.

The purpose of this policy is:

- to set out our approach and commitment to protecting from harm all children and vulnerable adults who engage with CBT;
- to provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of the Trust. Everyone in the charity, whether paid or a volunteer (or anyone working on behalf of CBT) has a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them from harm. As such, any staff, new trustees and volunteers are given an induction which includes familiarisation with child protection responsibilities and the procedures to be followed if anyone has any concerns about a child's safety or welfare.

### **Supporting procedural documents**

This policy statement guides our organisational procedures and related documents including **CBT Safeguarding incident reporting procedures**.

### **Commitment to safeguarding**

As a registered charity, we are bound by the principles of charity law in the requirement that we exercise a duty of care. We are careful to follow statutory guidance, good practice guidance, and legislation including the *Working Together to Safeguard Children 2018* guidance as appropriate.

We recognise that:

- The welfare of children is paramount in all the work we do and in all the decisions we take.

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<sup>1</sup> 'Child/children' is used generically and includes vulnerable and protected adults. 'Volunteer' is used generically and includes anyone working on behalf of CBT. **Safeguards** are measures put in place to help reduce the risk of harm; **child protection** refers to the action taken to protect specific children from abuse or neglect.

- We believe that children and young people should never experience abuse of any kind. (Types of abuse and harm which may be encountered include physical, sexual, emotional, psychological, neglect, radicalisation, discrimination, and financial abuse);
- We have a duty to keep children safe and to operate in a way that protects them at all times;
- All children, beneficiaries, supporters, employees and volunteers (regardless of age, disability, gender reassignment, medical status, 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;
- We believe a child-centred approach is fundamental to safeguarding and promoting the welfare of every child, whilst working in partnership with children, their parents, carers and other agencies and being aware of any individual additional needs.

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

- Valuing, listening to and respecting them;
- Ensuring that we provide a safe physical environment for children, staff and volunteers;
- 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;
- Appointing a Designated Safeguarding Lead (DSL) for children and young people and a lead trustee for safeguarding;
- Producing safeguarding and child protection procedures in line with best practice and making sure all staff and volunteers understand and follow these;
- Providing effective training and support for staff and volunteers to know about and follow our policies, procedures and behaviour codes confidently and competently;
- Recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made;
- Recording, storing and using information professionally and securely, in line with data protection legislation and guidance. (More information may be found in the CBT Privacy Policy.)

We commit to:

- Sharing information about safeguarding practice with children and their families so that they know about CBT's policies and what to do if they have a concern;
- Using our safeguarding procedures to share concerns and relevant information with agencies who need to know;
- 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 structure to help us deal effectively with any bullying that does arise;
- Ensuring that we have effective complaints and reporting measures in place;
- Dealing with all allegations, suspicions and concerns swiftly, fairly and appropriately.

### **Procedures for reporting and recording any concerns**

If you have a safeguarding concern, make a written note of it as detailed in our procedures. Any breaches of this policy must be reported to CBT's DSL (Corinne Cruickshank) in the first instance.

Our incident reporting procedure details how people can make their worries known, how CBT will handle any problems, who to speak to, how issues should be reported, where information will be stored and shared internally and how information may be shared with police, social services or regulators if necessary.

The policy and procedures apply to anyone working on behalf of CBT. Failure to comply with the policy and procedures will be addressed without delay by the Trustee board and may result in dismissal/exclusion from the organisation. Serious breaches may also result in a referral to a statutory agency including the DBS, the police, the local authority social care department and the Charity Commission.

### **Key safeguarding roles**

The DSL (Designated Safeguarding Lead for CBT) and Trustee with responsibility for safeguarding is Ms Corinne Cruickshank, Tel: +44 (0)7810 276411, [info@cameronbespolka.com](mailto:info@cameronbespolka.com). The DSL undertakes and arranges pertinent training and is responsible for managing any referrals to social services, reporting when problems are discovered and keeping internal records and policies up to date.

### **Contacts**

- Hampshire Children's Social Care – 0300 555 1384 | (Out of Hours) – Hampshire Adult and Children's Services 0300 555 1373
- Hampshire Local Authority Designated Officer (LADO) – LADO notification form; 01962 876364; [child.protection@hants.gov.uk](mailto:child.protection@hants.gov.uk)
- Hampshire Constabulary:  
Emergency Number 999  
Non-emergency no. 101
- NSPCC Helpline 0808 800 5000 | Childline 0800 1111

We are committed to good practice and conduct periodic reviews of safeguarding policies, procedures and practice. Our safeguarding policy may also be reviewed following changes in legislation and/or government guidance and as required by the Disclosure & Barring Service, Charity Commission or other appropriate regulatory bodies.

**This statement was created on 13<sup>th</sup> August 2020 and last updated on 16<sup>th</sup> October 2020**  
**v.1.2**

**Corinne Cruickshank**  
**DSL & Trustee for Safeguarding**