



**TARLAND DEVELOPMENT GROUP**

Charity No.SCO41598. Scottish Charitable Incorporated Organisation

# **Child Protection and Vulnerable Adults Policy**

**Everybody has the right to be safe no matter who they are and what their circumstances**

Tarland Development Trust (TDG) is committed to the protection and welfare of both children and vulnerable adults when they are on TDG sites, whether they are working or volunteering for TDG or just visiting a site. They should be protected from harm including physical and psychological abuse, emotional hurt, sexual abuse, neglect, exploitation and any forms of discrimination.

This policy uses the following criteria:

- A child is anyone under 18 years of age.
- A vulnerable adult is anyone over 16 years of age who is unable to safeguard themselves, their property and their rights

TDG will also ensure that it meets any legislation, principles and guidance that underpin this policy statement. Children and Vulnerable Adults will, in nearly all circumstances, be accompanied by their parents or a responsible adult when they are working at or visiting TDG sites.

In particular:

- TDG believe that the welfare of children and vulnerable adults at TDG projects is extremely important and that no child or adult will be treated any less favourably than others, including taking any additional needs into consideration.
- TDG Staff and volunteers will carefully consider any additional needs or protections required as soon as it is identified that there will be children or vulnerable adults on a TDG site in any capacity (volunteer, worker or visitor), including looking at:
  - The activity being completed and building/facilities being used
  - The size of the group
  - Any additional requirements or needs, including if necessary allocating additional roles to responsible personnel
  - Any additional risk assessment required, including taking advice from the family, care, responsible person as required
  - Any supervision or support required



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TDG will ensure that safeguarding measures that are proportionate to the level of risk identified are put in place. These measures will be regularly reviewed as required and any appropriate changes made.

- Any staff who are required to work with children or vulnerable adults on a regular basis will be vetted and trained as required (including the Government PVG scheme - [www.mygov.scot/pvg-scheme/](http://www.mygov.scot/pvg-scheme/))
- Children or vulnerable adults will not be photographed without their or their parents, responsible person or carer's permission.

TDG will ensure that all concerns and allegations of abuse will be taken seriously by both TDG trustees and staff and will be thoroughly investigated and reported as required. The final report will be reviewed by the Board of Trustees who will ensure that any actions are completed.

The Chairman is TDG's designated Safeguarding Officer and is responsible for ensuring that this policy is implemented as required at all TDG projects and activities. Any detailed questions should be addressed to the Chairman, the work scope leader or a Trustee as appropriate.

This policy will be reviewed, approved and endorsed by the TDG board annually or when legislation changes.

6<sup>th</sup> September 2018