



Farmstrong Scotland

Policy Management and Review Protocol

May 2025

1. Policy Protocol

Farmstrong Scotland is committed to conducting all of its business and relationships in an honest and ethical manner, professionally, fairly and with integrity. To facilitate this, Farmstrong Scotland have produced a number of policies to govern, guide, facilitate and manage the conduct of Farmstrong Scotland, its Trustees, Staff, Volunteers, Third Party Providers and other parties who from time-to-time conduct business or have a relationship with Farmstrong Scotland .

2. Jurisdiction

These policies are written as being under the jurisdiction of the Scottish Courts.

3. List of Current and Previous Policies

Policy Name	Last reviewed	Relevant review committee/ individual	Current status
Anti-Bullying and Harassment Policy	May 2025	Governance Subgroup	Review by May 2026
Anti-Corruption and Bribery Policy	May 2025	Governance Subgroup	Review by May 2026
Document Management Policy	May 2025	Governance Subgroup	Review by May 2026
Volunteers Behaviour Policy	May 2025	Governance Subgroup	Review by May 2026
Safeguarding policy	October 2025	Governance Subgroup	Review by October 2026
Social Media Policy	May 2025	Governance Subgroup	Review by May 2026
Conflict of Interest Policy	May 2025	Governance Subgroup	Review by May 2026
**Note: Policies will either a review date where they have been approved by The Board of Trustees or their current status for those in draft to come forward to Trustees at a later date			

4. Policy Access & Dissemination

Policies shall be made available to Farmstrong Scotland Trustees, Staff, Volunteers, Third Party Providers and other parties who from time-to-time conduct business or have a relationship with Farmstrong Scotland via Farmstrong Scotland 's website.

All relevant parties, by adhering to these policies as applicable to such parties, shall contribute to the sound governance of Farmstrong Scotland .

5. Monitoring

Farmstrong Scotland

Farmstrong Scotland will monitor the implementation and effectiveness of this policy, seeking feedback and suggestions for improvement from Farmstrong Scotland Trustees , Staff, Volunteers, Stakeholders , Third Party Providers and other parties who from time-to-time conduct business or have a relationship with the Farmstrong Scotland .

General

Farmstrong Scotland encourages any and all feedback and suggestions pertaining to its policies and their implementation. The Farmstrong Scotland Programme Director will only formally acknowledge written feedback and shall record all such written feedback and suggestions in order for the

Governance Committee to review annually and make recommendations to the Trustees of the Farmstrong Scotland for consideration at the final Trustee's meeting within any calendar year.

Thereafter the Programme Director or Chair of Trustees shall directly respond to the party providing feedback and suggestions and report as to any outcomes arising from the specific feedback or suggestion.

6. Policy Review

The relevant committees of the Farmstrong Scotland will review policies at least annually or as required, considering changes in legislation, guidance, and good practice. Such a review will culminate with presentation of the policy review findings and recommended actions to the Trustees of the Farmstrong Scotland for consideration at the final Trustee's meeting within any calendar year.