



Farmstrong Scotland

Safeguarding Policy

October 2025

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Introduction

a) Policy Statement

Farmstrong Scotland is committed to safeguarding the welfare of all individuals who engage with our organisation and programme activity, particularly children, young people, and adults at risk. We believe everyone has the right to live free from abuse, neglect, and exploitation, and we will take all reasonable steps to protect those we work with.

b) Scope

This policy applies to:

- All staff, volunteers, trustees, contractors, trainers and representatives of Farmstrong Scotland.
- All activities, events, and services delivered by Farmstrong Scotland, including those involving children (under 18) and adults at risk.

All Trustees , staff, volunteers, trainers and other adults involved in the delivery of Farmstrong Scotland events, have a responsibility to read and follow the guidance set out in this policy.

The nominated lead for safeguarding is Farmstrong Scotland's Director.

Farmstrong Scotland is committed to:

- Taking the interests and wellbeing of children, young people and vulnerable adults into account in all considerations in connection with Farmstrong Scotland activities and events.
- Protecting children, young people and vulnerable adults from physical, sexual, emotional, and other forms abuse.

This policy should be read alongside all Farmstrong Scotland policies posted on the Farmstrong Scotland Website, in particular (but not limited to) our Volunteers Behaviour Policy; Bullying and Harassment Policy and Social Media Policy

c) Definitions

Child: Anyone under the age of 18.

Adult at Risk: A person aged 18 or over who is unable to safeguard their own wellbeing, property, rights, or other interests.

Safeguarding: Measures taken to protect people from abuse, neglect, and exploitation.

Keeping children and young people safe

Our commitments

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

- valuing, listening to and respecting them
- appointing a nominated lead for safeguarding children and young people
- appointing a lead board trustee for safeguarding
- providing effective management for staff and volunteers through supervision, support, and training
- taking steps to ensure staff, volunteers, trainers and other adults involved in the delivery of activities or events where children or young people will be involved or attending know about and follow our policies, procedures and behaviour codes
- recruiting and selecting staff and 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 and their families
- making sure that children, young people and their families know where to go for help if they have a concern
- using our safeguarding procedures to report concerns appropriately
- using our procedures to manage any allegations against staff and volunteers appropriately
- ensuring that we provide a safe physical environment for our children, young people, staff, members, volunteers, trainers and others by applying appropriate health and safety measures in accordance with the law and regulatory guidance
- building a positive culture where trustees, staff, volunteers, trainers, children, young people and their families, treat each other with respect
- reviewing our policy and practice annually

As part of our commitment to keeping children and young people safe:

- Farmstrong Scotland expect (and will encourage) that all participants of Farmstrong activities or events with children present, aged [eighteen] and under will be accompanied to all workshops, activities and events by a parent or guardian, or another responsible adult designated by their parent or guardian.
- Farmstrong Scotland trustees, staff, volunteers, trainers and all other adults involved in the delivery of Farmstrong Scotland activities or events involving children and young people should not normally be alone with children or young people.
- Farmstrong Scotland does not expect that trustees , staff, members, volunteers, trainers and all other adults involved in the delivery of Farmstrong Scotland activities or events involving children and young people will give lifts to children or young people in their personal cars. Where this is necessary in particular circumstances, ideally there would be at least two adult trustees , staff members or volunteers in the vehicle (including at least one PVG-checked adult); and ideally at least two children/young people in the vehicle. This represents best practice and should only be diverted from where necessary in exceptional circumstances.
- Farmstrong Scotland does not condone the consumption of alcohol by children or young people. No underage drinking is permitted by children and young people participating in Farmstrong Scotland activities or events.

Our expectations

All staff, members, volunteers, trainers and other adults involved in Farmstrong Scotland activities or events involving children and young people have a responsibility to ensure that children and young people are protected from harm and will be expected to adhere to the following principles.

You must:

- recognise the position of trust your involvement in Farmstrong Scotland activities and events places you in
- not abuse that position of trust
- behave in a way that is safe and appropriate at all times
- comply with Farmstrong Scotland's policies in place from time to time (including in relation to member and volunteer behaviour, bullying and harassment, and social media) at all times
- ensure that the relationships formed with children and young people involved in Farmstrong Scotland activities and events are appropriate.
- observe Farmstrong Scotland's safety policy and actively work to manage health and safety during activities.
- not facilitate or encourage underage alcohol consumption in any way; and report any instances of underage drinking brought to your attention to Farmstrong Scotland' Programme Director.
- not consume alcohol while you are responsible for supervising children or young people in connection with Farmstrong Scotland activities and events.
- report any suspicion, disclosure, or allegation of abuse in accordance with this Safeguarding Policy

Safeguarding Vulnerable Adults in Farmstrong Scotland

Definition: A **vulnerable adult** (also referred to as an “adult at risk”) is defined under the Adult Support and Protection (Scotland) Act 2007 as someone aged 18 or over who:

- Is unable to safeguard their own wellbeing, property, rights, or other interests.
- Is at risk of harm.
- Is affected by disability, mental disorder, illness, or physical or mental infirmity.

Farmstrong Scotland's Commitment

Farmstrong Scotland recognises that although the programme isn't targeted at vulnerable adults, vulnerable adults may engage with our programmes as participants, volunteers, or contributors.

We are committed to:

- Creating a safe, inclusive, and empowering environment.
- Promoting wellbeing and resilience.
- Preventing abuse, neglect, exploitation, and discrimination.

Key Safeguarding Measures

1. Risk Assessment and Planning

- All activities involving vulnerable adults will be risk assessed.
- Additional support needs will be identified and addressed in advance.

2. Consent and Capacity

- We will ensure informed consent is obtained for participation, data sharing, and support.
- Where capacity is in question, we will follow guidance under the **Adults with Incapacity (Scotland) Act 2000** and involve appropriate advocates or guardians.

3. Support and Inclusion

- Reasonable adjustments will be made to ensure accessibility.
- Participants may be accompanied by carers, support workers, or trusted individuals where appropriate.
- We will avoid situations where staff or volunteers are alone with vulnerable adults unless risk-assessed and approved.

4. Training and Awareness

- Staff and volunteers will receive training on recognising signs of harm, responding to disclosures, and understanding adult protection legislation.
- Training will include topics such as trauma-informed practice, mental health awareness, and inclusive communication.

5. Reporting and Responding to Concerns

- Any concerns about a vulnerable adult's safety or wellbeing must be reported to the **Designated Safeguarding Lead (DSL)**.
- If immediate danger is suspected, contact **Police Scotland** or the local **Adult Protection Team**.
- All concerns will be documented and handled confidentially, in line with GDPR and safeguarding law.

6. Partnership Working

- We will work collaboratively with local authorities, health services, and third-sector organisations to support vulnerable adults.
- We will participate in multi-agency safeguarding processes where required.

7. Empowerment and Participation

- Vulnerable adults will be encouraged to participate in shaping Farmstrong Scotland's programmes.
- Their voices will be respected and valued, and feedback mechanisms will be accessible and inclusive.

Safeguarding Culture

Farmstrong Scotland aims to foster a culture of openness, respect, and safety. We will:

- Promote safeguarding as everyone's responsibility.
- Encourage reporting and whistleblowing without fear of reprisal.
- Regularly review safeguarding practices and seek feedback from vulnerable adult participants.

Recognising and reporting concerns

Recognising harm

We acknowledge that Trustees and volunteers are unlikely to be experienced in recognising situations where harm or abuse may have occurred. ‘Less obvious’ indicators of harm in children, young people and vulnerable adults include:

- Being afraid of particular places or making excuses to avoid particular people
- Having angry outbursts or behaving aggressively towards others
- Becoming withdrawn or appearing anxious, clingy or depressed
- Changes in behaviour or wellbeing

You shouldn’t worry about being overly sensitive – you should not ignore safeguarding concerns. However, it is not your responsibility to decide that child abuse is occurring. Your duty is to report your concerns immediately.

If a child, young person or vulnerable adult says or indicates that they are being abused or information is obtained which gives concern that abuse has or is occurring, the person receiving this information should:

- Remain calm
- Listen to the child or young person.
- Take all concerns seriously and act promptly.
- Do NOT investigate concerns by, for example, taking photographs of injuries or asking leading questions.
- Share concerns with Farmstrong Scotland’ Director immediately.
- Record the information in writing as soon as possible and pass this on to Farmstrong Scotland’ Director .
- Always seek advice from Farmstrong Scotland’ Director if unsure.

You must immediately report any disclosure of child abuse you receive from the child themselves or any other concerned party.

Reporting harm

Concerns that arise with respect to the safety and welfare of a child or young person should be discussed immediately with Farmstrong Scotland’s Programme Director.

Farmstrong Scotland’s Director will take all concerns and allegations of abuse seriously and record and respond appropriately – this may require a referral to the police, children’s social care services, the independent Local Authority Designated Officer (LADO).

Key Contact Details

Alix Ritchie, Farmstrong Scotland Director

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07889633096

Review & Monitoring

- a. Review: This policy will be reviewed at least annually or as required, to consider changes in legislation, guidance, and good practice.
- b. Monitoring: The Charity will monitor the implementation and effectiveness of this policy, seeking feedback and suggestions for improvement from volunteers, office bearers, staff, volunteers, and other stakeholders

Policy Dissemination

This Safeguarding Policy will be made available to all Trustees, staff, volunteers, and stakeholders upon request or via Farmstrong Scotland website and will be communicated to relevant stakeholders as appropriate. By adhering to this Policy, Trustees , staff, volunteers and stakeholders contribute to the overall well-being and positive culture of the Farmstrong Scotland.

Legal Framework

This policy is informed by the following legislation and guidance:

- Children and Young People (Scotland) Act 2014
- Protection of Vulnerable Groups (Scotland) Act 2007
- Adult Support and Protection (Scotland) Act 2007
- Charities and Trustee Investment (Scotland) Act 2005
- National Guidance for Child Protection in Scotland (2021)
- OSCR Safeguarding Guidance for Charities