

SAFEGUARDING POLICY

This policy describes how Vegetation Management Services Ltd training division, Vegetation Management Training (VMT) ensures that Safeguarding is implemented and complies with the law.

This policy is designed to help protect children and young people aged under 18 and vulnerable adults from any form of unacceptable behaviour including sexual misbehaviour, physical acts, inappropriate remarks, suggestive gestures, pictures, other materials, or other forms of abuse such as physical violence or bullying.

A vulnerable adult is a person *"Who is or may be in need of community care services by reason of disability, age or illness; and is or may be unable to take care of or be unable to protect him or herself against significant harm or exploitation". This definition of an Adult covers all people aged 18 years or over.*

Principles

All young people, regardless of age, ability, gender, race, religion, ethnic origin, social status or sexual orientation have the right to be protected from abuse. The rights, dignity and worth of all young people should always be respected. All allegations will be taken seriously and responded to quickly.

Those that deal with children, young people and vulnerable adults must:

- Take all reasonable steps to ensure the health, safety and welfare of any child, young person or vulnerable adult
- Ensure that any activities are appropriate to the age, maturity and ability of those participating
- Consistently display high standards of personal behaviour and appearance
- Ensure behaviour, language, gestures etc. are appropriate and above reproach
- Avoid spending time alone with children, young people or vulnerable adults including car journeys. Meetings with individuals should take place as openly as possible and always with the full knowledge of another responsible person
- Not make any unnecessary physical contact. If you accidentally hurt a child, young person or vulnerable adult, or cause distress in any way, report the incident as soon as possible. Parents/carers should also be informed of the occurrence
- The welfare of the child, young person or vulnerable adult is paramount;
- Those providing services for young people should have a procedure for handling child protection allegations consistent with current practice;
- All children without exception have the right to protection from abuse regardless of gender, ethnicity, disability, sexuality or beliefs
- No child or group of children must be treated any less favorably than others in being able to access services which meet their particular needs

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- All allegations should be taken seriously and treated in accordance with child protection procedures.
- The Social Services and the police are responsible for any investigation.

Safeguarding and Legal Responsibilities

Vegetation Management Services Ltd training division, Vegetation Management Training (VMT) will ensure all personnel including employees, volunteers, associates and subcontractors understand and comply with both the law and good practice with regard to Safeguarding (Protection of Children Act 1999 and the Protection of Children (Scotland) Act 2003), and Preventing Policy for learners who may be on a 14 plus qualification pathway.

We will ensure the necessary steps are taken to ensure all employees, Instructors, Assessors, sub-contractors etc are checked via the DBS disclosure and barring service if they are training young people (under 18) and or vulnerable adults.

Any personnel who are in contact with a child or vulnerable adult are made aware time alone with must be kept to an absolute minimum. Any personnel who has any doubt, concerns or are made aware of any instance of abuse of a child, young person or vulnerable adult has a duty of reporting it immediately and appropriately.

Vegetation Management Services Ltd training division, Vegetation Management Training (VMT) is committed to safeguarding and promoting the welfare of children and vulnerable adults and as such carries out quality assurance activity to ensure the needs of learners undertaking any training or assessment have been adequately reviewed. Safeguarding responsibilities are formalised through a signed contract/agreement.

Training / Assessment Suitability

Under the Equality Act 2010 unless minimum age is specified in legislation you cannot discriminate based upon age alone (age is a protected characteristic).

Where courses or qualifications are offered to those defined as children or young people a full and detailed risk assessment is carried out that incorporates the immaturity of learners including factors such as physical size and weight and lack of awareness of dangers.

Pre-course screening must also take place to ensure suitability for the course and appropriate supervision should be provided throughout. We will also consider whether the Instructor: Learner ratio needs to be reviewed and whether equipment needs to be modified at any stage during the course.

To minimise opportunities for children, young persons or vulnerable adults to suffer harm of any kind whilst participating in any training or assessment activity and ensure that all learners

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are given full information about the course programme or qualification assessment and the supervision arrangements (including ratio of the number of instructors to learners).

Reporting and Record Keeping

Vegetation Management Services Ltd training division, Vegetation Management Training (VMT) will ensure all requests for reasonable adjustments are documented and any records of instances or allegations are kept for audit and review. We will take appropriate action if there is any suspicion that anyone is physically, emotionally or sexually abusing a child, young person or vulnerable adult. Report any evidence or reasonable suspicion that a child, young person or vulnerable adult has been physically, emotionally or sexually abused to the people or agencies whose role is to protect them (e.g. parents, police, DBS, social services). All reports are treated with the strictest confidence.

It is the responsibility of safeguarding and child protection experts to determine whether or not abuse has taken place but Vegetation Management Services Ltd training division, Vegetation Management Training (VMT) will ensure anyone who comes into contact with a child, young person or vulnerable adult to take responsibility to act appropriately and report concerns.

This policy will be reviewed annually as part of the Management review process, to ensure its continued relevance and adequacy.

Name: - Rob Mallett

Signed: - 

Appointment: - Managing Director

Date: 10/09/25

Review Date: - 10/09/26

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