



Reg. Charity 1092515

1 Down Barn Close
Winterbourne Gunner
Salisbury
SP4 6JP

www.greatbustard.org



Patron: HM King Charles III

Safeguarding Policy

1. Purpose

The Great Bustard Group is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults who engage with our activities.

We recognise our responsibility to take appropriate steps to protect individuals from harm, abuse, neglect and exploitation.

This policy outlines our approach to safeguarding and the responsibilities of trustees, staff and volunteers.

2. Scope

This policy applies to:

- Trustees
- Employees
- Volunteers
- Contractors
- Partner organisations working with the charity

It covers all charity activities including:

- Outdoor conservation work
- Educational activities and events
- Community engagement projects
- Volunteer programmes
- Work with schools or youth groups

3. Our Commitment

The Great Bustard Group will:

- Provide a safe and welcoming environment for participants.
- Take all reasonable steps to protect children and vulnerable adults from harm.
- Respond appropriately to safeguarding concerns.
- Ensure staff and volunteers understand their safeguarding responsibilities.
- Promote a culture of respect, dignity and inclusion.

4. Definitions

Children and Young People

Anyone under the age of 18.

Vulnerable Adults

Adults who may need care or support and who may be unable to protect themselves from abuse or neglect.

Safeguarding

Safeguarding refers to protecting people's health, wellbeing and human rights, and enabling them to live free from harm, abuse or neglect.

5. Types of Abuse

Abuse can take many forms, including:

- Physical abuse
- Emotional or psychological abuse
- Sexual abuse
- Neglect
- Financial exploitation
- Discriminatory abuse
- Online abuse

Safeguarding concerns may arise in any environment, including outdoor activities.

6. Safeguarding Responsibilities

Trustees

Trustees are responsible for:

- Ensuring the charity has appropriate safeguarding policies.
- Ensuring safeguarding concerns are taken seriously and acted upon.
- Appointing a designated safeguarding lead where appropriate.

Staff and Volunteers

Staff and volunteers must:

- Treat all participants with respect and dignity.
- Follow this safeguarding policy.
- Report any safeguarding concerns immediately.
- Avoid situations where they are alone with a child unless appropriate and authorised.

7. Good Practice

When working with children or vulnerable adults, staff and volunteers should:

- Maintain appropriate professional boundaries.
- Avoid physical contact unless necessary and appropriate.
- Ensure activities are carried out in open or observable environments where possible.
- Obtain appropriate consent for activities involving young people.
- Follow risk assessments for outdoor activities.

8. Recruitment and Vetting

Where roles involve working regularly with children or vulnerable adults, the Great Bustard Group may:

- Carry out references for staff and volunteers.
- Require a disclosure check through the Disclosure and Barring Service where appropriate.
- Provide safeguarding guidance or training.

9. Reporting Safeguarding Concerns

If a safeguarding concern arises, it should be reported as soon as possible to:

- The Executive Officer or
- A Trustee

Information should include:

- What happened
- Who was involved
- When and where the incident occurred
- Any immediate risks

Concerns may be referred to the appropriate local authority safeguarding team or emergency services where necessary.

10. Confidentiality

Safeguarding concerns will be handled sensitively. Information will only be shared on a need-to-know basis to protect the individual and comply with legal obligations.

11. Monitoring and Review

This policy will be reviewed regularly (at least every three years) or sooner if required due to changes in legislation or organisational activities.

Approved by:



David Waters
Executive Officer

Date: 2nd October 2025