

Our Commitment to Safeguarding

We recognise that:

- The welfare of children, young people and adults at risk is paramount in all the work we do.
- All children, young people and adults at risk have an equal right to protection from all types of harm or abuse regardless of their age, gender, sex religion or beliefs, ethnicity, disability, sexual orientation, or socioeconomic background.
- We take all reasonable steps to ensure the safeguarding and welfare of children and adults at risk who come into contact with Marwell Wildlife.

We will do this by:

- Valuing, respecting and listening to them.
- Responding swiftly and appropriately to complaints and concerns.
- Having appropriate and clear policies and procedures that are fit for purpose and followed in practice.
- Regularly reviewing our practices and policies/procedures to ensure ongoing best practice and compliance.
- Having appropriate and clear governance arrangements in place which includes having Designated Safeguarding Officers (DSOs) and a Lead Trustee for Safeguarding.
- Ensuring that staff and volunteers understand their roles and responsibilities in respect of safeguarding and that they are effectively supported.
- Having safe recruitment practices, including appropriate level of DBS (Disclosure & Barring Service) police checks
- Keeping confidential, records of all safeguarding concerns in line with relevant data protection legislation
- Use our safeguarding procedures to share our concerns in the strictest confidence with the agencies and regulatory bodies who need to know, and involving the children, young people, adults at risk and their guardians or carers as appropriate.

Summary of Good Practice

It is the responsibility of everyone within Marwell to prevent the physical, sexual or emotional abuse of children, young people and vulnerable individuals.

We will

- Treat all children, young people and vulnerable people with respect.
- Provide an example of good conduct for others to follow.
- Remember that someone else might misinterpret your actions, no matter how well intentioned.
- Be aware that even caring physical contact with a child, young person or vulnerable person may be misinterpreted.
- Recognise that special caution is required in moments when you are discussing sensitive issues with children, young or vulnerable people.

- Ensure that, wherever possible there is more than one adult present during Marwell activities with children, young people and vulnerable people, or at least within sight or hearing of others.
- Ensure that children, young people or vulnerable people are accompanied on tours and talks by a parent/guardian unless part of an educational/experience group.
- Respect a young/vulnerable person's right to personal privacy.
- Encourage young people and vulnerable adults to feel comfortable and cared for enough to point out attitudes or behaviour they do not like.

Roles: Marwell Designated Safeguarding Officers

- Our Designated Safeguarding Officers (DSOs) take the lead on safeguarding matters for Marwell.
- They act as the formal reporting mechanism for any safeguarding concern and use lessons learned from specific incidents to improve policy and expertise.
- They are here to help and provide guidance and advice.

Our Designated Safeguarding Officers are;

- Lead DSO Zeno Wijtten - zenow@marwell.org.uk landline 01962 777910.
- DSO Tina Burton tinab@marwell.org.uk direct line 01962 770566