



Mind in Nature

Safeguarding Policy Statement – Mind in Nature Ltd

Last Reviewed: May 2026

Name of reviewer: Max Martin

The principles of this policy statement are:

- The welfare of children is the primary concern
- All children, whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity have the right to protection from all forms of harm and abuse.
- Child protection is everyone's responsibility.
- Children have the right to express views on all matters which affect them, should they wish to do so.
- Mind in Nature shall work in partnership together with children and parents/carers to promote the welfare, health and development of children.

Legal framework:

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation is available from nspcc.org.uk/learning

Main Contact details

Nominated child protection lead Name: **Max Martin**

Phone/email: **07754172091 / max@mindinnature.com**

Tower Hamlets Child Protection Service: **020 7364 5601**

NSPCC Helpline 0808 800 5000

We are committed to reviewing our policy and good practice annually.

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

- Valuing, listening to and respecting them
- Appointing a nominated child protection lead for children and young people
- Adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently
- Recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- recording, 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 via freely available policy documents
- Making sure that children, young people and their families know where to go for help if they have a concern

- Using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately
- Using our procedures to manage any allegations against staff and volunteers appropriately
- Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- Ensuring that we have effective complaints and whistleblowing measures in place
- Ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance
- Building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

Employment Policy

- All staff and volunteers working with children will have an Enhanced DBS check with children's barred list checks obtained before working with children and reviewed regularly.
- References will be requested where appropriate, particularly for roles involving work with children or young people.
- All staff and volunteers will receive safeguarding and health and safety induction before leading activities.
- Parents attending sessions without DBS checks will not be left alone with children who are not their own.

Safeguarding Procedure

Health and Safety

- All members of staff will follow the health and safety policy and procedures of Mind in Nature to ensure that physical and emotional risks to children are limited – Separate document

Concerns About a Child's Wellbeing

- Any immediate concerns for a child's safety should be followed by calling **999**
- If any member of staff or parent has a concern about a child's mental or physical wellbeing or safety, including signs of abuse, they must first report to the **child protection lead** of Mind in Nature (Max Martin) at the email or phone number above
- If the concern involves the child protection lead, they should contact the **Tower Hamlets Child Protection Service** and/or the **NSPCC Safeguarding Advice Line** using the contact details above

Signs of abuse in children can include:

- unexplained changes in behaviour or personality
 - becoming withdrawn
 - seeming anxious
 - becoming uncharacteristically aggressive
 - lacks social skills and has few friends, if any
 - poor bond or relationship with a parent
 - knowledge of adult issues inappropriate for their age
 - running away or going missing
 - always choosing to wear clothes which cover their body.
- If the child protection lead believes there are signs of abuse, they will report to the **NSPCC and Tower Hamlets Child protection services** using the contacts above

Children and young people may disclose abuse in a variety of ways, including:

- o directly– making specific verbal statements about what’s happened to them
 - o indirectly – making ambiguous verbal statements which suggest something is wrong
 - o behaviourally – displaying behaviour that signals something is wrong (this may or may not be deliberate)
 - o non-verbally – writing letters, drawing pictures or trying to communicate in other ways.
-
- Records of any such disclosures are to be made including:
 - o the child's details (name, age)
 - o the date and time of the incident
 - o what was happening before the incident took place
 - o what the child said or did that gave you cause for concern (write down their exact words if possible)
 - o whether the behaviour appeared spontaneous or premeditated

Bullying

- Bullying (including verbal, physical, emotional and online abuse) will always be reported
- Any immediate concerns for a child’s safety should be followed by calling **999**
- If the risk is deemed to be serious but not immediate, concerns should be shared with the **NSPCC Helpline or Tower Hamlets Child Protection Services**, or contacting the non emergency police line **101**

All incidents of bullying should be responded to by staff and volunteers with the following principles:

- o listen to all the children involved to establish what has happened
- o record details of the incident and any actions you've taken
- o inform your nominated child protection lead
- o inform parents and carers (unless doing so would put a child at further risk of harm)
- o provide support to the child/children being bullied, children who witnessed the bullying and the child/children who has been accused of bullying
- o ask the child/children who have been bullied what they would like to happen next
- o consider appropriate sanctions for children that have carried out bullying
- o continue to monitor the situation even if the situation has been resolved.

Residential Trips & Overnight Stays

For residential and overnight activities, additional safeguarding measures apply.

Additional safeguarding procedures apply during residential trips and overnight stays.

- Staff-to-child ratios will be appropriate to the age, needs and activities of the group.
- Adults will not be alone in bedrooms, tents or sleeping spaces with children unless required for an emergency, welfare or safeguarding reason.
- Clear sleeping arrangements and staff supervision responsibilities will be established before each trip.
- One-to-one situations with children will be avoided where possible and, where necessary, conducted in open, observable environments.
- Staff will maintain clear professional boundaries at all times.
- Children experiencing homesickness, emotional distress or wellbeing concerns will be supported sensitively and parents/carers contacted where appropriate.
- Any intimate care required will be carried out respectfully, only when necessary and, where possible, with another adult aware or present.
- Behaviour will be managed through restorative, calm and respectful approaches. Shaming, humiliation or punitive treatment will never be used.
- Allegations or concerns about staff behaviour during trips will be taken seriously, recorded and responded to appropriately.

Whistleblowing

If any staff, parents, volunteers, or members of the public have concerns about the safeguarding policies or procedures of Mind in Nature (or any other organisation, affiliated or otherwise), or do not believe a raised concern has been followed up, they should contact the Whistleblowing Advice Line on:

[0800 028 0285](tel:08000280285)

help@nspcc.org.uk