**Crops Not Shops Safeguarding and Child Protection Policy**

**1. Introduction**  
Crops Not Shops is committed to creating a safe, inclusive, and welcoming environment for all individuals, including children, young people, and vulnerable adults. This policy outlines our approach to safeguarding and child protection to ensure that everyone involved in our project is protected from harm, abuse, and neglect.

**2. Purpose and Scope**  
This policy applies to all staff, volunteers, trustees, and anyone working on behalf of Crops Not Shops. It covers all activities, including workshops, market garden work, outreach programs, and community events.

**3. Key Principles**

* The welfare of children and vulnerable adults is paramount.
* All individuals, regardless of age, disability, gender, race, religion, sexual orientation, or background, have the right to be protected from harm.
* We take all concerns and allegations seriously and act upon them promptly.
* We work in partnership with local authorities and safeguarding agencies when necessary.

**4. Responsibilities**

* **Designated Safeguarding Lead (DSL): Becky & Natalie?**

Responsible for implementing and overseeing safeguarding policies, handling concerns, and ensuring staff and volunteers are trained.

* **All staff and volunteers:** Must read, understand, and comply with this policy, report concerns, and complete safeguarding training where required.

**5. Recognizing and Responding to Abuse**  
Abuse can take many forms, including physical, emotional, sexual, and neglect. Signs may include:

* Unexplained injuries or changes in behaviour.
* Fearfulness or reluctance to engage in activities.
* Signs of neglect such as poor hygiene or malnutrition.

If a safeguarding concern arises:

1. **Listen carefully** – Allow the person to speak freely without leading questions.
2. **Report immediately** – Share concerns with the DSL. If a child or vulnerable person is in immediate danger, contact emergency services (999).
3. **Record accurately** – Write down details of the concern as soon as possible, including dates, times, and names.

**6. Safe Recruitment and Training**

* All staff and volunteers working with children or vulnerable adults will undergo DBS (Disclosure and Barring Service) checks where required.
* Safeguarding training will be provided for all relevant team members.
* A code of conduct will be in place to ensure appropriate behaviour and professional boundaries.

**7. Reporting and Whistleblowing**

* Any concerns about safeguarding practices within Crops Not Shops should be reported to the DSL.
* Whistleblowing protections are in place to ensure individuals can report concerns without fear of repercussions.

**8. Review and Monitoring**  
This policy will be reviewed annually or when significant changes occur in legislation or organizational structure.

**9. Contact Information**  
For safeguarding concerns, contact the Designated Safeguarding Lead at safeguarding@cropsnotshops.co.uk. For external support, contact the NSPCC (0808 800 5000) or local safeguarding authorities.

This policy ensures that Crops Not Shops remains a safe and supportive environment for all.