

Dream for Trees

Safeguarding Policy

Charity no. 1194456 | dreamfortrees.com

Date approved by Board: 15/7/26

Next review date: 15/7/2027

Purpose

This policy protects people, particularly children, at-risk adults and beneficiaries, from any harm caused by coming into contact with Dream for Trees. This includes harm arising from the conduct of staff or associated personnel, and from the design and implementation of our programmes and activities.

This policy does not cover sexual harassment in the workplace (dealt with under our Anti-Bullying and Harassment Policy) or safeguarding concerns in the wider community not involving Dream for Trees personnel.

What is safeguarding?

In the UK, safeguarding means protecting people's health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect. For Dream for Trees, it means protecting everyone who comes into contact with our staff and programmes.

Scope

This policy applies to all staff and trustees of Dream for Trees, and to associated personnel whilst engaged in work related to Dream for Trees, including volunteers, contractors, consultants and programme visitors.

Policy statement

Dream for Trees believes that everyone we come into contact with, regardless of age, gender identity, disability, sexual orientation or ethnic origin, has the right to be protected from all forms of harm, abuse, neglect and exploitation. We will not tolerate abuse or exploitation by staff or associated personnel.

This policy covers child safeguarding, adult safeguarding and protection from sexual exploitation and abuse, through three pillars: prevention, reporting and response.

Prevention

Dream for Trees will:

- Ensure all staff know and understand their responsibilities under this policy
- Design all programmes to protect people from harm arising from contact with us
- Apply stringent safeguarding procedures when recruiting and managing staff and volunteers
- Ensure staff receive safeguarding training appropriate to their role
- Follow up reports of safeguarding concerns promptly

Staff and trustee responsibilities

Dream for Trees staff, trustees and associated personnel must not engage in sexual activity with anyone under 18; sexually abuse or exploit children or at-risk adults; subject anyone to physical, emotional or psychological abuse or neglect; or engage in sexual relationships with beneficiaries. They must report any concerns about safeguarding violations immediately.

Recognising abuse

Abuse includes: physical abuse; sexual abuse; psychological or emotional abuse; financial or material abuse; neglect; discriminatory abuse; and institutional abuse. If you witness or suspect any of these, report it immediately.

Responding to disclosures

If someone discloses abuse or harm to you: listen and reassure them; do not promise confidentiality; treat the information seriously; report to the safeguarding lead trustee immediately; and record what you were told as soon as possible.

How to report a concern

Report any safeguarding concern immediately to a trustee or the safeguarding lead. You can also contact us at connect@dreamfortrees.com. Anyone raising a concern in good faith will be protected from any negative repercussions.

Confidentiality

All safeguarding information is treated with strict confidentiality and shared only on a need-to-know basis. Information is kept securely at all times.

Glossary

Child – A person below the age of 18.

At-risk adult – A person who may be in need of care due to mental or other disability, age or illness, and who may be unable to protect themselves from abuse or neglect.

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

Sexual exploitation – Any actual or attempted abuse of a position of vulnerability, differential power or trust for sexual purposes.

Survivor – The person who has experienced abuse or exploitation. This term is preferred to 'victim' as it implies strength and resilience; individuals may choose how they identify.