



EssexBeekeepers'Association

Safeguarding, Child Protection and Vulnerable Adults Policy

1. Policy Statement

The Essex Beekeepers' Association (EBKA) has a statutory duty to ensure that it makes arrangements to safeguard and promote the welfare of children, young people and vulnerable adults from the risk of abuse and to safeguard its officers, members and volunteers against allegations of abuse. The EBKA accepts and promotes that in all matters concerning child protection and safeguarding vulnerable adults, the welfare and protection of the child or adult are of paramount consideration.

It is the policy of the EBKA to ensure that all young people and vulnerable adults, regardless of gender, ethnic or national origin, sexual orientation, disability, religion or beliefs, race, age or personal characteristics who are involved in EBKA activities are safeguarded from physical, sexual and emotional harm.

Members and officers of the EBKA who raise concerns will be protected by the Association from reprisals or victimisation. Any member or officer with knowledge of such abuse or harm who does not report it will be subject to disciplinary action.

The EBKA wants children and vulnerable adults to be able to enjoy their involvement with the fascinating life of honeybees. A primary objective of the EBKA is to inform, educate and enthuse children, giving them a greater understanding of the vital role that bees play in the environment.

The aim of this policy, together with the Association's safeguarding guidance and procedures, is to help members, volunteers and officers of the EBKA provide the expected protection of children and vulnerable adults and to avoid situations in which actions could be misinterpreted.

The EBKA aims to support a positive learning environment with:

- a. Accountability – being clear that everybody involved in EBKA activities is responsible for ensuring that safeguarding policies are systematically applied.
- b. Protection – providing support and representation, to prevent harm (sexual, physical, mental or emotional).
- c. Prevention – managing behaviour effectively, without the use of threats, physical punishment or humiliation.
- d. Proportionality – having a good ratio of helpers and whenever possible working in teams.
- e. Empowerment – ensuring that the Association's policies and guidance are readily available and reviewed regularly.



2. Who are children and vulnerable adults?

For the purposes of this document:

A child is anyone aged less than 18 years old, as defined by relevant child protection legislation in England, Scotland and Wales.

A vulnerable adult is someone of 18 years or older who is unable to care independently for themselves. This might include people who:

- a. Have a physical disability, illness or injury, or have become severely frail through old age
- b. Are experiencing mental health issues including dementia, or have learning disabilities
- c. Are in need of community care
- d. Are unable to protect himself or herself from harm, through domestic violence or substance addiction.

All adults may be susceptible to vulnerability at some point in their lives. No EBKA member must cause another EBKA member or attendee at an EBKA event harassment, alarm or distress.

3. Welcoming children and vulnerable adults

The EBKA is open to all with an interest in honeybees. We welcome children and vulnerable adults on all activities that are suitable for them as individuals. We are committed to equal opportunities and diversity and aim to treat everyone with dignity and respect, and not to discriminate on grounds of age, disability, ethnicity, race, sex (gender), sexual orientation, gender reassignment, religion or belief or non-belief, marriage or civil partnership, or pregnancy or maternity.

While we are experts at providing and supporting beekeeping and associated activities, we are not able to provide specialist care and support for vulnerable adults who have special needs or who are unable to care independently for themselves, or to take special responsibility for looking after children and young people under the age of 18.

- a. We should only accept children on activities when they are accompanied by a parent, legal guardian or other person with equivalent responsibility for them such as a teacher or youth worker.
- b. We should only accept vulnerable adults, who cannot care for themselves independently, when they are accompanied by a carer or support worker to assist with their everyday needs.
- c. In the case of activities aimed at EBKA members, if a child or person with special needs is a member, we do not expect their parent, guardian carer or support worker to be a member too.

Participation in all activities is subject to their suitability for individual participants. Activity organisers have an enhanced duty of care towards participants, and sometimes need to make judgements that take into account the safety and enjoyment of everyone involved in an activity. They have a right to refuse a participant if, in their opinion, this would result in danger to the individual or danger or major disruption to the rest of the group. We will strive to make such judgements on a fair and practical basis and without making stereotypical or unwarranted assumptions.



4. Who is responsible?

Everyone helping the EBKA run its activities is responsible for providing children and vulnerable adults with appropriate safety and protection. This includes:

- a. Officers, both practically when working directly with children and vulnerable adults, and in ensuring that management practices, procedures and guidance are in place to ensure children and vulnerable adults are protected.
- b. Members, who organise and deliver activities where children and vulnerable adults are likely to participate.
- c. Officers and Trustees, who are expected to ensure that the EBKA complies with the Law and that its policies and objectives are implemented as effectively as possible.
- d. No EBKA member must cause another EBKA member or attendee at an EBKA event harassment, alarm or distress.

If any member, acting in one of these roles has any concerns, they must refer them promptly to the appropriate authorities.

5. Updates and revisions

The EBKA safeguarding policy, procedures and guidelines will be reviewed on a regular basis. They are subject to change at any time, based on updated legislation and feedback regarding best practice.

Date of review: 6 August 2024